



TOGETHER

May 4, 2021



Building a Sustainable Future 2030



**Investing
in Our
Workforce**



**Driving
Sustainable
Solutions**

**Championing
Environmental
Stewardship**



**Strengthening
Our
Communities**



Four Pillars of Diversity & Inclusion

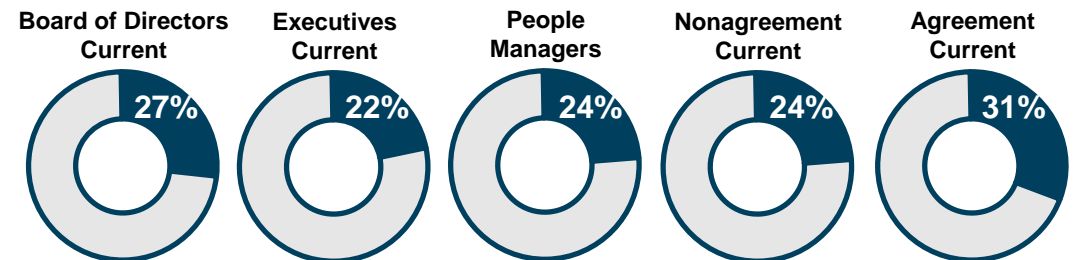
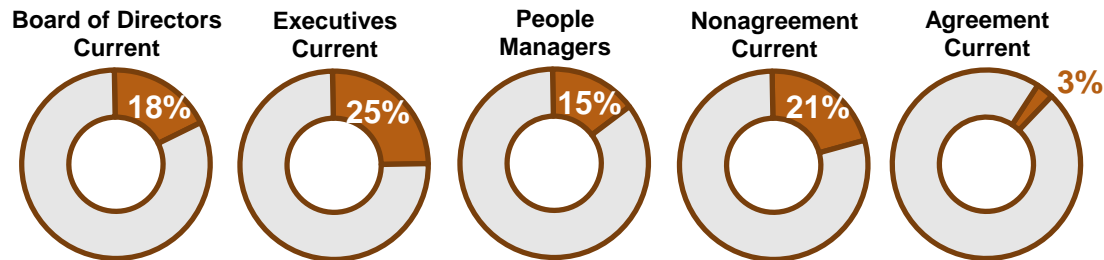
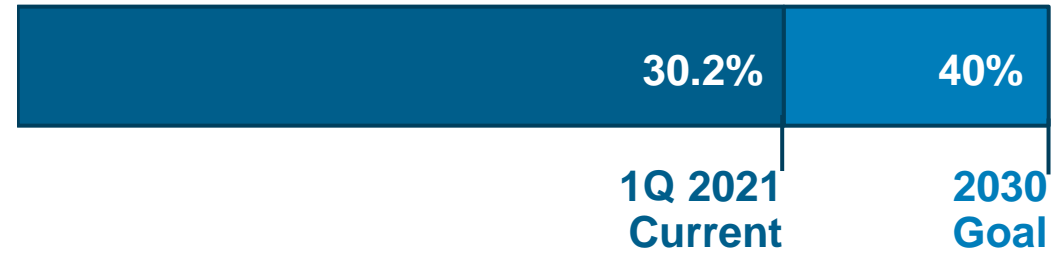
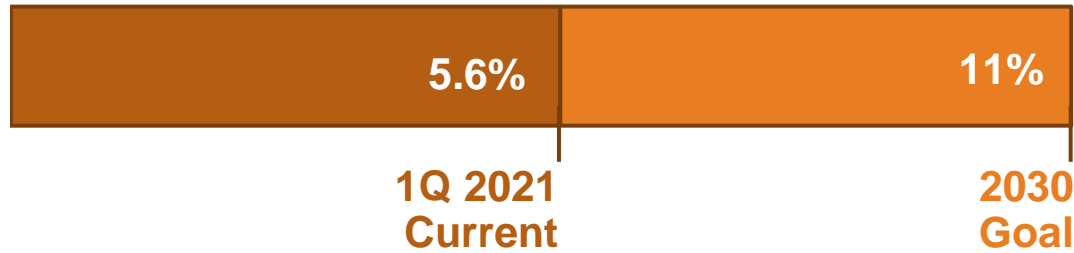


Diversity & Inclusion



Female = 100% Improvement
 (Goal compared to 2019 at 5.5%)

Minorities = 36% Improvement
 (Goal compared to 2019 at 29.4%)



Expanding Educational Opportunities

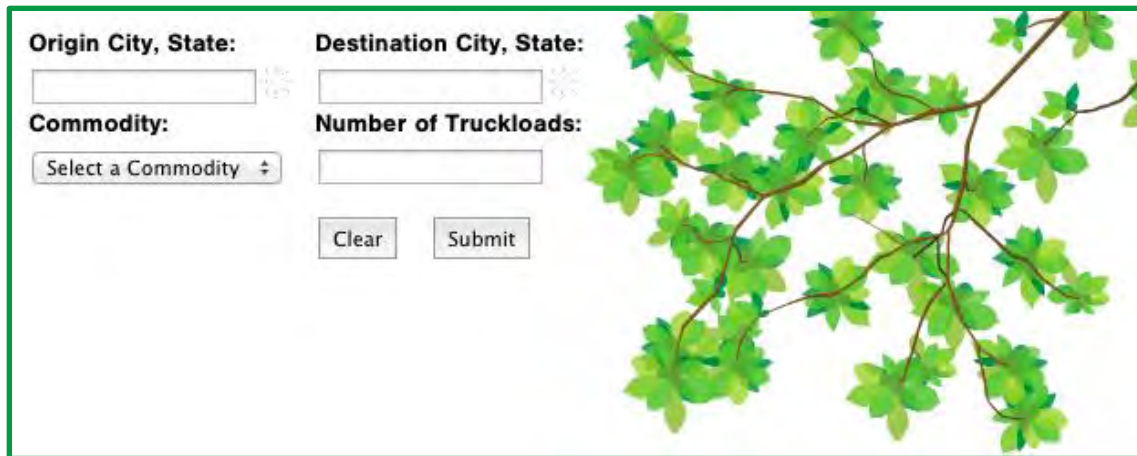


- Innovative partnership with the University of Nebraska at Omaha
- Reimburse employees 100% of tuition* for classes to earn an undergraduate or graduate degree, or a certification program directly related to the employee's job



Working With Customers to Reduce Emissions

- Online Carbon Emissions Estimator Allows Customers to See Their Carbon Savings by Choosing Rail Over Truck
- In 2020, our customers eliminated an estimated 21.9 million metric tons of GHG emissions by choosing rail over truck transportation



The image shows a screenshot of an online carbon emissions estimator form. The form is enclosed in a green border and features a background illustration of a tree with green leaves. The form includes the following fields and buttons:

- Origin City, State:** A text input field with a location pin icon.
- Destination City, State:** A text input field with a location pin icon.
- Commodity:** A dropdown menu with the text "Select a Commodity" and a downward arrow.
- Number of Truckloads:** A text input field.
- Clear** and **Submit** buttons.

Moving Environmentally Responsible Products

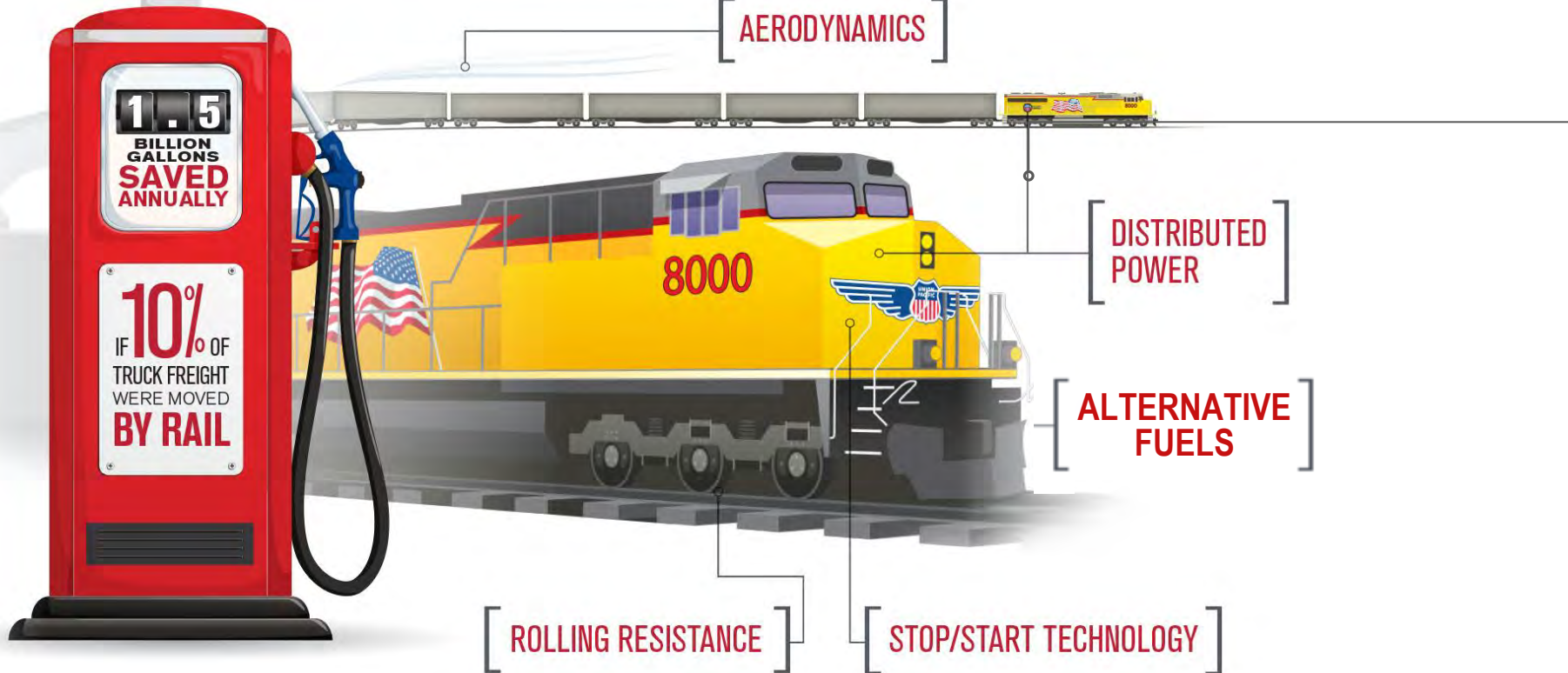


Innovations Conserve Fuel



Science-based target to reduce GHG emissions by 26% by 2030*

UP TO **4X** MORE FUEL EFFICIENT THAN TRUCKS



ENERGY MANAGEMENT SYSTEMS

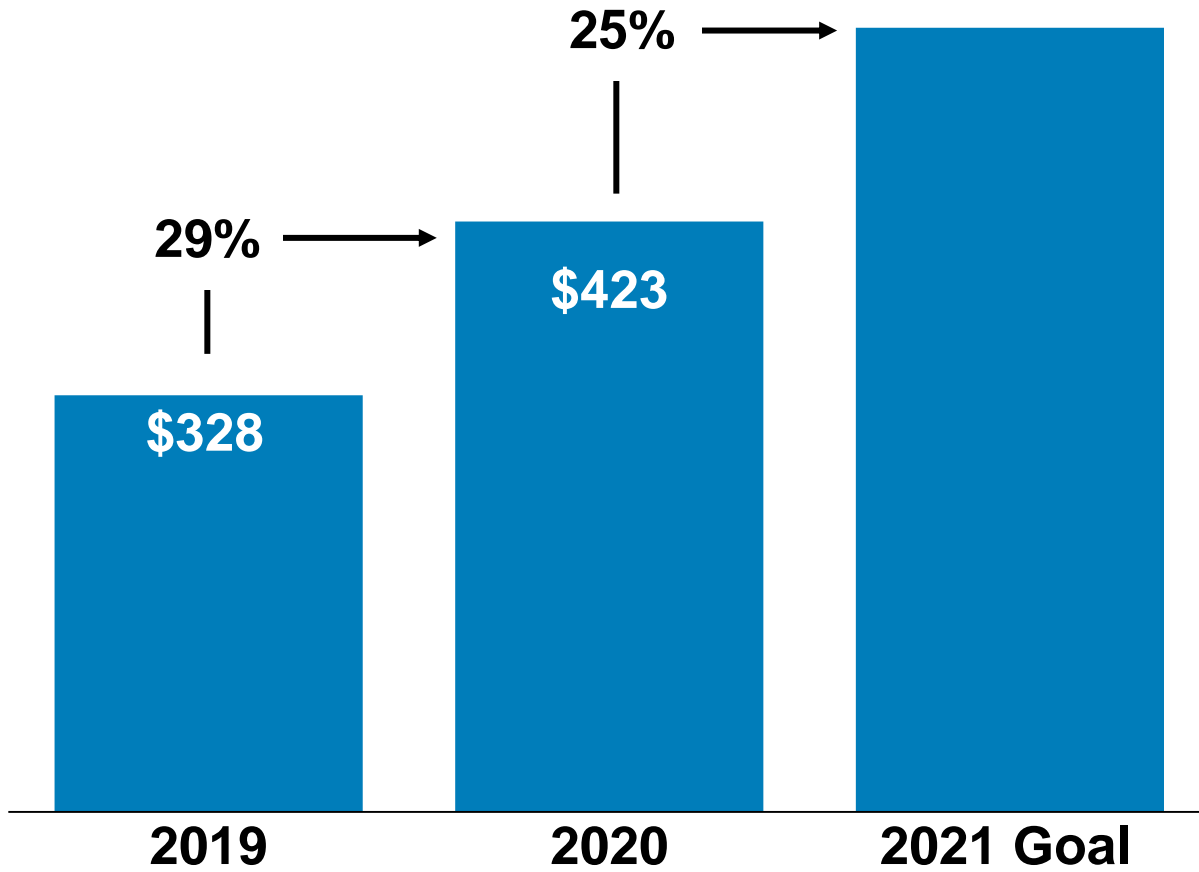
*Against a 2018 baseline



Growth in Diverse Supplier Spending



\$ Amount in Millions



Strengthening Our Communities



Community Spaces

- 200** Community buildings constructed or enhanced.
- 1,600** Green spaces created or enhanced.
- 400** Public spaces cleaned.



Workforce Development

- 38,000** Trained in job skills.
- 9,800** Job placements.
- 1.1M** Hours of career-related classroom training provided.



Safety

- 112,000** Trained in safety procedures.
- 23,000** Hours of safety training.
- 4,300** Emergency services equipment procured.



Local Community Support

- Corporate Sponsorships, Memberships and local needs grants.



Matching Gifts

- GivePlus and Fund for Effective Government (FFEG)



