Building a Sustainable Future 2030

- Strengthening Our Communities
- Championing Environmental Stewardship
- Driving Sustainable Solutions
- Investing in Our Workforce

VALUES
- Passion for Performance
- High Ethical Standards
- Work as a Team
Four Pillars of Diversity & Inclusion

- People
- Practices
- Philanthropy
- Procurement
Diversity & Inclusion

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

- **1Q 2021 Current**: 5.6%
- **2030 Goal**: 11%

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

- **1Q 2021 Current**: 30.2%
- **2030 Goal**: 40%
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

*Up to a maximum of $5,250 per calendar year
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
Moving Environmentally Responsible Products
Innovations Conserve Fuel

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

*Against a 2018 baseline
### Growth in Diverse Supplier Spending

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<thead>
<tr>
<th>Year</th>
<th>$ Amount in Millions</th>
<th>Goal 2021</th>
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<td>2019</td>
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<td>2020</td>
<td>$423</td>
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Strengthening Our Communities

2,900 Organizations Reached

$26.8M Community Investment

12M Individuals Served

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

$6.4M Community Spaces
200 Community buildings constructed or enhanced
1,600 Green spaces created or enhanced
400 Public spaces cleaned

$4.1M Workforce Development
38,000 Trained in job skills
9,800 Job placements
1.1M Hours of career-related classroom training provided

$3.5M Safety

$9.4M Local Community Support
Corporate Sponsorships, Memberships and local needs grants

$3.3M Matching Gifts
GivePlus and Fund for Effective Government (FEG)
VALUES
- Passion for Performance
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- Work as a Team