



ESG Highlights

At CSX, our commitment to addressing environmental, social and governance (ESG) issues is critical to our success as the leading supplier of rail-based freight transportation in North America—one that provides a safe and rewarding work environment for employees, delivers excellence in customer service and creates value for all stakeholders.

The following summarizes the key developments in our ESG journey in 2022, a year of transformation for CSX. We look forward to building on this progress as we continue to move forward, together.

For details on how we are embedding ESG into our business strategy and operations, please reference the [comprehensive CSX 2022 Environmental, Social and Governance Report](#).



520
Ton-Miles
Per Gallon of Diesel



12.5M
Tons

Why CSX Rail?

- Rail can move one ton of freight over 500 miles on a single gallon of fuel*
- On average, trains are three to four times more fuel efficient than trucks**
- In 2022, CSX helped customer avoid approximately 12.5 million tons of CO₂ emissions

Environmental

CSX is investing in the development and testing of emerging alternative fuels and other technologies to help scale these innovations and further reduce the environmental impact of rail. In 2022, we expanded our use of cutting-edge fuel-saving technologies in locomotives in addition to engaging suppliers around our GHG goals and expectations. Specifically, we:

- Achieved a 13.1% reduction in emissions intensity since 2014 towards our Science Based Target (SBTi) goal of 37%
- Upgraded approximately 180 locomotives to Distributed Power, which moves more freight with less fuel
- Implemented Trip Optimizer across our entire mainline network, saving approximately 38 million gallons of fuel
- Engaged 50 suppliers – representing 75% of spend – in CDP’s Supply Chain program

Social

In 2022, CSX welcomed Joe Hinrichs as President and Chief Executive Officer to continue advancing our legacy of innovation and service. We also advanced ONE CSX – our vision for our company culture – in which we operate as one team. Central to this was cultivating strong relationships with our unionized workers and providing opportunities to work more closely with labor on solutions that improve the employee experience. Key points include:

- Increased training pay for conductors by 40%, the highest increase in 50+ years
- Served 12,300 employee volunteer hours in our communities—nearly double the amount from 2021
- Onboarded 2,000+ new conductors
- Became the first in our industry to provide sick leave benefits to union employees
- Supported more than 315,000 first responders and military-connected family members through our community investment initiatives

ONE Team

ONE CSX is the vision for our culture at CSX, where we operate as one team in which all of our 20,500 employees feel valued, included, appreciated, respected and able to contribute to our broader business objectives.

Governance

We remain committed to upholding responsible business practices which are essential to earning the trust of our employees, customers, regulators, communities and partners, while also mitigating risks to our business. In 2022, we:

- Began a quarterly series of ethics-related employee communications
- Welcomed our new CEO, Joe Hinrichs who completed 20+ site visits in his first 100 days
- Achieved 100% training completion for the Code of Ethics for management employees and 88% for union employees—an increase of more than 20 percentage points over 2021

Awards & Recognitions

We are honored to have accepted numerous awards in 2022, recognizing our efforts to continue to lead with a steadfast strategic focus on ESG.

- Fortune – Most Admired Companies
- Dow Jones – Dow Jones Sustainability Index
- 3BL Media – 100 Best Corporate Citizens List
- Newsweek – Most Responsible Companies
- S&P Global – Top Industry Performer on 2022 Corporate Sustain
- Women’s Choice Award – A ‘Best Company to Work For’
- Blue Star Families – Constance J. Milstein Philanthropic Award
- Climate Leadership Awards (CLA) – Induction into Hall of Fame

FORTUNE



3BL ME
DIA

Newsweek

S&P Global
Ratings



Stay Connected

We regularly share updates on ESG programs and progress via our social channels. Follow us to join along in the journey.



csx.com

*Source: <https://www.aar.org/wp-content/uploads/2023/06/AAR-Climate-Change-2023-Report.pdf>

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