

2025 SUSTAINABILITY REPORT



A MESSAGE FROM OUR PRESIDENT & CEO

Thank you for your interest in CSX's 2025 Sustainability Update and the work CSX is doing to build a stronger railroad for the long term. At CSX, sustainability is fundamental to how we run the business. It is reflected in the actions we take every day to operate safely, serve customers reliably, invest responsibly, develop our people, and earn the trust of the communities who depend on us.

To reach our goal of being the best-performing railroad in North America and deliver meaningful value over the long term, CSX must be safe, resilient, cost-effective, and capable of meeting the changing needs of our customers. In 2025, we remained focused on these fundamentals while completing major infrastructure projects, improving our service levels, and delivering progress across multiple sustainability priorities. Our people will continue to set the standard through discipline, collaboration, and a commitment to doing the job the right way.

- **Safety** is a bedrock value of CSX and a shared responsibility of every employee across the railroad. In 2025, we invested in training, improved operational alignment, and expanded our frontline mentorship programs. These efforts supported measurable progress in both our FRA personal injury frequency index and our train accident rate. Looking ahead, technology will continue to strengthen our safety performance as greater use of advanced inspection tools and monitoring equipment will help our teams see risks earlier and respond with greater precision.
- **Service** reflects how we deliver for customers, invest in our employees, and support the communities where we operate. Last year, our railroaders drove an impressive recovery in our key service metrics despite major infrastructure projects and operational challenges. The completion of the Howard Street Tunnel project and restoration of the Blue Ridge Subdivision strengthened our network, expanded capacity, and positioned CSX to deliver more reliable and resilient service for years to come.
- **Sustainability** and efficiency go hand in hand, making rail the most efficient, environmentally friendly way to move freight over land. CSX plays a crucial role in helping customers lower their supply chain emissions by facilitating greater utilization of rail transportation. In 2025, CSX achieved a fuel efficiency rate of 0.968 gallons per thousand gross ton-miles, the best performance among U.S. Class I railroads, which helped our customers avoid ~10 million metric tons of greenhouse gas emissions vs. truck. As technologies advance and improve, we will remain focused on implementing solutions that deliver both environmental and business value.
- **Stewardship** at CSX means operating ethically and responsibly while preparing our railroad for the future. That responsibility continues to shape how we invest, govern, and engage with our stakeholders. In 2025, we strengthened our governance, cybersecurity, and risk management programs to protect our operations, maintain stakeholder trust and support long-term business performance.

All together, these efforts are helping build a stronger and more resilient CSX. We will continue to raise the standard for excellence as we advance sustainable, cost-effective, and consistent freight transportation. We have more work ahead, but our priorities and direction are clear. Thank you for your support and your interest in CSX.

Steve Angel
President and Chief Executive Officer



ABOUT CSX

CSX, headquartered in Jacksonville, Florida, is a premier transportation company providing a broad range of rail-based services, including traditional rail freight, intermodal transport, and rail-to-truck transload solutions. We serve customers across a variety of industries, including energy, industrials, construction, agriculture, consumer products, and more.

Our extensive rail network spans approximately 20,000 route miles across 26 states, the District of Columbia, and the Canadian provinces of Ontario and Quebec, strategically covering the Eastern United States, where nearly two-thirds of the nation’s population resides.

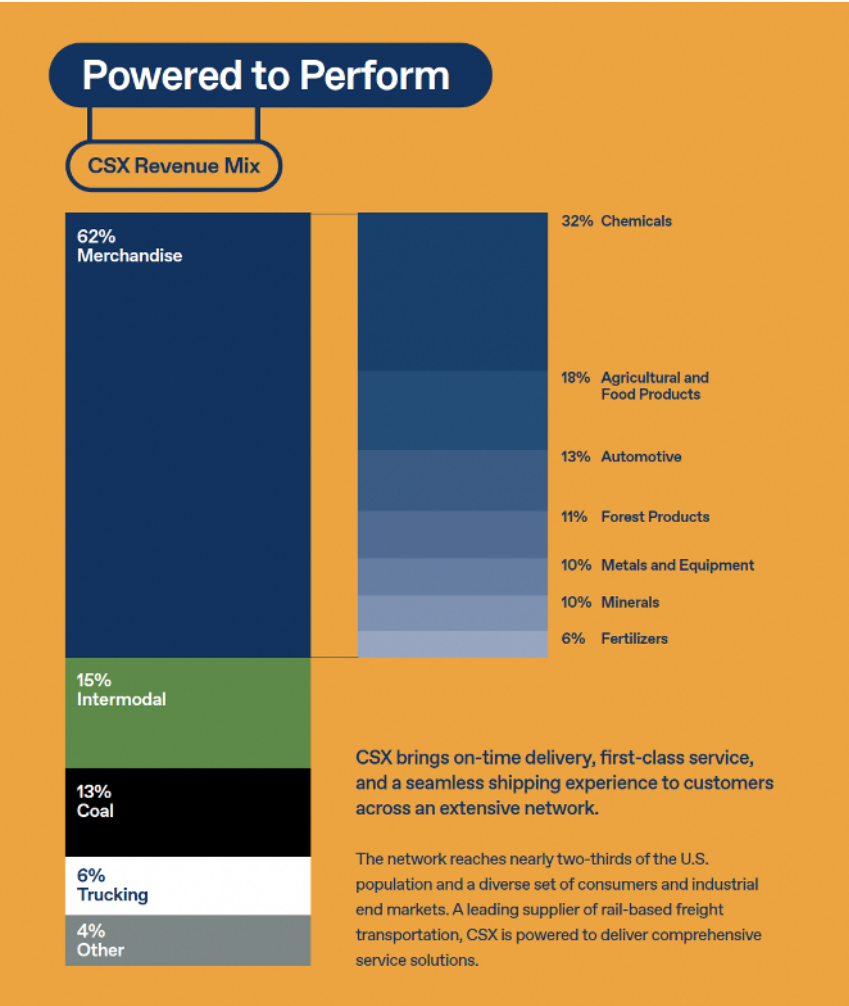
With a history dating back nearly 200 years, CSX has played a pivotal role in powering America’s economic growth and industrial development, connecting key markets and enabling efficient, sustainable supply chain solutions across the region.

- **Our Vision:** To be the best-performing railroad in North America
- **Our Purpose:** To capitalize on the efficiency of rail transportation to serve North America
- **Our Guiding Principles:**
 - Operate Safely
 - Improve Customer Service
 - Drive Continuous Improvement
 - Optimize Asset Utilization
 - Value and Develop Employees
 - Build a Culture of Integrity

Our Business

CSX operates an integrated transportation portfolio that provides safe, consistent, and reliable service to our customers. Our focus on value creation drives us to continuously adapt and innovate to meet the evolving needs of the economy while investing in the people, assets, and technology that support long-term, profitable growth.

- [CSX Transportation, Inc. \(CSXT\)](#), the principal operating subsidiary, provides freight rail services as an important link to the North American supply chain through its approximately 20,000 route-mile rail network.
- [CSX Intermodal Terminals](#) arranges the intermodal terminal services and trucking services for CSX Transportation’s intermodal business.
- [CSX Technology, Inc.](#) provides enterprise IT applications and infrastructure services to support rail operations, including freight scheduling, tracking, data management, and network systems.
- [Quality Carriers \(QC\)](#) is the largest provider of bulk liquid chemicals truck transportation in North America, serving large chemical producers and processors.
- [Total Distribution Services, Inc. \(TDSI\)](#) offers vehicle-handling services through a network of automobile-distribution facilities, storage locations, and facilities providing service to Eastern, Gulf, and Southeastern ports.
- [TRANSFLO](#) services provide bulk material transloading at 45 terminals, enabling customers to access the economic and environmental benefits of rail by reaching destinations not directly served by rail.



This 2025 Sustainability Report represents CSX's key environmental, social, and governance performance for the period January 1, 2025 to December 31, 2025. Unless otherwise noted, this report captures activities and progress for the 2025 calendar year.

Reporting Standards & Frameworks - disclosed performance is aligned to relevant industry standards from the Global Reporting Initiative (GRI), the International Financial Reporting Standards (IFRS) Foundation's Sustainability Accounting Standards Board (SASB) Rail Transportation standards, and IFRS S2 Climate-related disclosures standard issued by the International Sustainability Standards Board (ISSB).

23K+

CSX Employees

6.31

Million Carloads
Delivered

55.5

Million Train Miles

BEST FUEL
EFFICIENCYamong U.S. Class I
Railroads

0.968

Gallons Diesel Fuel /
kGTM



State	Track Miles ¹	Employees ²	Car Loads (Thousands) Including Intermodal ³	System Capital Investments (\$ Millions) ⁴	Community Investments (\$ Thousands)
Alabama	1,569	902	453	\$156	\$88
Connecticut	215	6	5	\$3	\$23
Delaware	127	36	7	\$3	
District of Columbia	68	11	4	\$11	\$278
Florida	2,355	5,963	876	\$189	\$5,331
Georgia	2,597	1,717	964	\$201	\$133
Illinois	1,147	497	2,304	\$77	\$186
Indiana	2,415	1,049	514	\$87	\$40
Kentucky	2,774	963	321	\$104	\$91
Louisiana	136	83	167	\$50	
Maine	487	155	25	\$16	\$20
Maryland	1,336	902	297	\$116	\$1,112
Massachusetts	549	211	255	\$22	\$667
Michigan	1,106	263	404	\$27	\$17
Mississippi	130	48	21	\$8	\$10
New Hampshire	93	24	7	\$12	
New Jersey	980	94	852	\$15	\$13
New York	2,542	1,234	304	\$101	\$1,384
North Carolina	1,697	601	334	\$469 ⁵	\$68
Ohio	3,880	2,007	988	\$162	\$116
Ontario (Canada)	48	19	18	\$—	
Pennsylvania	2,004	544	464	\$49	\$86
Quebec (Canada)	59	13	29	\$8	
South Carolina	1,754	539	408	\$84	\$66
Tennessee	1,530	941	457	\$94	\$351
Vermont	20	—	—	\$89	
Virginia	1,981	678	486	\$—	\$158
West Virginia	1,919	850	408	\$50	\$69
Unassigned Locations ⁶	0	0	9	\$696	\$5,641
Total	35,518	20,350	11,380	\$2,902	\$15,947

¹ Total track miles per state including single main track, other main track, yard tracks and sidings.

² Employee data by state does not include all subsidiary employees.

³ State-level carload counts include both originating and terminating traffic.

⁴ Cash Invested in Capital Expenditures (2025 10-k, p. 39).

⁵ North Carolina Capital Spend impacted by reconstruction project after Hurricane Helene.

⁶ Unassigned Locations include out of network locations.

OUR SUSTAINABILITY APPROACH

Service with Purpose is the framework CSX uses to integrate our commitment to sustainability and long-term value creation into our core operations. It consists of four interconnected pillars:

- Safety:** Protecting employees, customers and communities
- Service:** Delivering reliable and resilient transportation solutions
- Sustainability:** Driving environmental performance and efficiency
- Stewardship:** Upholding strong governance and ethical conduct



	Employees	Customers	Shareholders	Communities
Safety	24% improvement in FRA Personal Injury Rate Expanded safety and leadership development programs reaching 1,008 employees with 3,398 hours of Safety Leadership & Risk Management training	Safely delivered 6.31 million carloads Improved FRA Train Accident Rate by 13% to 3.08	Total train-related accidents and incidents improved 4.4% YoY	Conducted 75 emergency responder training sessions reaching more than 5,600 first responders Broke ground on the nation's first railroad-operated Hazardous Materials Training Institute
Service	Continued investing in leadership development, technical training, and workforce readiness programs Strengthened collaboration across departments and operating locations	600+ industrial development projects in the pipeline at the end of 2025 Completion of Howard Street Tunnel & Blue Ridge Subdivision restoration Improved train velocity and trip plan performance	Increased total volume to 6.31 million carloads Achieved 200.4 billion revenue ton miles ⁸	Contributed approximately \$18 million to communities and 24,693 employee volunteer hours Supported approximately 1,300 community service events
Sustainability	5,000 management training hours and 578,000 union training hours supporting operational and environmental performance	Helped customers develop more efficient and resilient supply chains Provided enhanced customer sustainability and carbon reporting capabilities	Invested \$2.9 billion in capital expenditures ¹¹ , including \$2.24 billion in infrastructure improvements ¹²	Completed reconstruction of approximately 60 miles of the Blue Ridge Subdivision, restoring a critical transportation corridor and strengthening regional resilience
Stewardship	100% ethics training completion for management employees 55% completion for union employees	Maintained positive customer Net Promoter Score for 12 consecutive quarters	Engaged with 270+ unique investment firms representing over \$51 trillion in assets under management Board diversity increased to 42%	Conducted stakeholder engagement with public officials, emergency management agencies, and community partners on infrastructure, safety, resilience, and sustainability initiatives

AWARDS & RECOGNITION

 FORBES MAGAZINE 2025 America's Best Large Employers & 2025 Sustainability Leaders	 NEWSWEEK 2025 Most Responsible Companies & 2025 America's Greenest Companies
 CDP A List for Climate Leadership	 CAREERS & the disABLED MAGAZINE Top 50 Employers
 FORTUNE 2025 Fortune World's Most Admired Companies	 INBOUND LOGISTICS Top Green Supply Chain Leaders
 IR MAGAZINE 2025 IR Impact Awards: 'Best in Industrial'	 UNITED WAY OF NORTHEAST FLORIDA Champion of Change

KEY MATERIALITY ISSUES

CSX uses a materiality assessment, conducted in accordance with the GRI standards, to identify the issues most important to our business, stakeholders, and long-term performance. Our most recent assessment, conducted in 2023, continues to inform our reporting priorities, governance approach, and Service with Purpose framework.

This table summarizes these material issues and their corresponding report sections. Additional information regarding the assessment methodology, the stakeholder engagement process, and applicable governance can be found in the [Stewardship](#) and [Appendix](#) sections of this report.

Category	Issue	Relevant Report Section
Environmental	Biodiversity	Sustainability – Nature & Biodiversity
	Climate Change	Sustainability – Delivering Sustainable Operations
	Recycling, Reuse & Waste Disposal	Sustainability – Environmental Performance
	Water Management	Sustainability – Water Management
Social	Community Involvement & Philanthropy	Service – Serving Our Communities
	Employee Health & Wellbeing	Service – Serving Our Employees
	Employee & Community Safety	Safety – Employee Safety; Community Safety
	Hazard Management & Emergency Preparedness	Safety – Community Safety
	Engagement & Inclusion	Service – Serving Our Employees
	Labor Rights	Service – Serving Our Employees
	Local Economic Impact	Driving Economic Value Service – Serving Our Communities
	Physical Security	Safety – Community Safety
Governance	Talent Management	Service – Serving Our Employees
	Accessible & Transparent Communications	Stewardship – Stakeholder Engagement
	Business Model Disruption	Stewardship – Corporate Governance
	Cybersecurity & Information Security	Stewardship – Cybersecurity & Information Security
	Compliance with Legislation & Regulations	Stewardship – Ethics & Compliance
	Delivering Excellent Customer Service	Service – Serving Our Customers
	Ethical Business Conduct	Stewardship – Ethics & Compliance
	Governance & Risk Management	Stewardship – Corporate Governance
	Innovation	Service – Serving Our Customers
	Lobbying & Government Relations	Stewardship – Stakeholder Engagement
	Supply Chain Management	Stewardship – Stakeholder Engagement

CORPORATE PERFORMANCE

Data	Units	2023	2024	2025	GRI	SASB
Total Revenue	\$ Billions	14.66	14.54	14.09		
Average Locomotives per year	#	3,569	3,514	3,470		
Average Active Trains per day	#	1,695	1,702	1,718		
Gross Ton Miles (GTM) ⁷	# Thousands	408,221,827	410,262,072	412,779,924	201-1	
Revenue Ton Miles (RTM) ⁸	# Thousands	196,370,984	198,219,894	200,386,099	201-1	TR-RA-000.D
Total Track Miles (including terminals, sidings, and mainline) ⁹	Miles	35,489	35,539	35,518	201-1	TR-RA-000.C
Total Train Miles ¹⁰	Miles	55,710,616	55,165,353	55,513,590	201-1	
Volume by Market (in carloads)						
Merchandise	# Millions	2.62	2.65	2.59	201-1	
Coal	# Thousands	755	736	718	201-1	
Intermodal	# Millions	2.77	2.89	3.00	201-1	TR-RA-000.B
Total Carloads	# Millions	6.14	6.28	6.31	201-1	TR-RA-000.A
Capital Investment						
Investment in capital expenditures ¹¹	\$ Millions	2,257	2,529	2,902		
Investment in capital expenditures used for infrastructure improvement ¹²	\$ Millions	1,700	1,841	2,239		
Regulatory Investment (including PTC)	\$ Millions	24	39	29		
Assets and Infrastructure Investments						
Total locomotives ¹³	#	3,569	3,514	3,470		
Ties Replaced	# Millions	2.1	2.5	2.1	301-1	
Rail Replaced	Miles	819.7	527.0	497.0	301-1	
Ballast Installed	Million Tons	2.1	2.2	2.37	301-1	
Existing Rail Surfaced	Miles	2,098	3,730	3,732		

⁷ Gross Ton Miles (GTM) calculated by multiplying total train weight by distance the train moved. Total train weight is comprised of the weight of the freight cars and their contents (R1 Report, Schedule 755, line 104).

⁸ Revenue Ton Mile (RTM) calculated by multiplying the miles traveled on each leg by the number of tons of revenue traffic carried on that leg (R1 Report, Schedule 755, line 110).

⁹ Total Track Miles includes single mainline track; other mainline track; terminals and switching yards; passings and sidings (10-K pg 16).

¹⁰ Total Train Miles (R1 Report, Schedule 755 line 7).

¹¹ Total Cash Invested for Capital Expenditures (2025 10-K, p. 39).

¹² Total Capital Expenditures for Infrastructure including track, bridges, signals, PTC, and other (2025 10-K p. 39).

¹³ Total locomotives reported as combination of freight, switching, and auxiliary units (2025 10-K p. 19).



Safety is the foundational pillar of CSX’s sustainability and social impact strategy, and it is core to how we operate. Protecting our employees, customers, and communities is essential to delivering reliable service, maintaining operational excellence, and creating long-term value. Through investments in our people, infrastructure, and technology, we continue to strengthen our safety culture, reduce risk, and improve resilience across the railroad.

EMPLOYEE SAFETY

Safety begins with our people. Throughout 2025, CSX continued evolving its approach to safety by strengthening leadership, emphasizing individual ownership, and integrating safety more deeply into daily operations. Cross-functional collaboration and standardized safety practices reinforce a shared commitment to safety across the network. Leaders focus on identifying exposures before incidents occur, strengthening safe work practices in the field.

To support these efforts, CSX expanded safety and leadership development programs for frontline supervisors, mid-level managers, and senior leaders. Training focused on hazard recognition, exposure reduction, leadership effectiveness, and operational standards. In parallel, the Company continued enhancing onboarding and development programs for new supervisors across Transportation, Engineering, Mechanical, and Signal disciplines, helping to create a more consistent leadership experience across the railroad.

Technology continues to play an increasingly important role in supporting employee safety. Through Positive Train Control (PTC), mobile technologies, and advanced data analytics, employees have access to real-time safety information that helps enhance situational awareness.

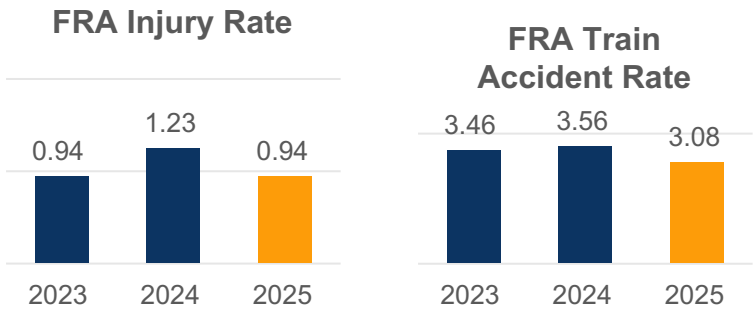
The Company expanded deployment of collision-avoidance technologies on production equipment and continued to use tablets as a platform for training, safety communications, and operational updates.

Occupational Health and Safety programs are maintained by our Industrial Hygiene department to help protect employees, customer freight, and the communities where we operate. These programs include:

- confined space entry,
- hazard communication,
- hearing conservation,
- lockout/tagout,
- respiratory protection, and
- emergency preparedness.

Programs are developed in accordance with OSHA and annual training is required for applicable employees and individuals performing the work on behalf of CSX.

Emergency Action Plans are maintained and accessible to employees online to ensure readiness and consistency during emergency situations including medical emergencies, severe weather, fire, hazardous material release, and workplace violence.



CSX Safety Policy Statement

SAFETY is the foundation of everything we do at CSX. Safety is imperative for protecting our employees, serving our customers, safeguarding the public, and creating a culture of commitment.

Our **SAFE CSX** initiative focuses on cultivating a learning environment by demonstrating safety leadership and collaboration throughout the organization.

SAFE CSX ATTRIBUTES are:

WE CARE

We care by ensuring everyone feels heard, valued, appreciated, respected, and included.

WE OWN IT

We own it and take pride in the work we do, our well-organized work areas, and we railroad with precision.

WE CONNECT

We connect to create an engaging and welcoming "home-like" environment where **WE** and families are why we work safe.

WE LEARN

We learn by openly sharing information that impacts everyone's safety and adapting when necessary.

WE MAKE IT SAFE

We make it safe by actively identifying and controlling exposures.

WE SPEAK UP

We speak up and provide input to enable safe operations.

Steve Angel
CSX President and
Chief Executive Officer

CUSTOMER SAFETY

Customers rely on CSX to move critical freight safely and efficiently. To support that responsibility, we continue investing in infrastructure, equipment, and advanced technologies that strengthen network integrity and help prevent incidents.

CSX utilizes multiple layers of inspection, monitoring, and detection technologies across its network, including hot bearing detectors, acoustic bearing detectors, train inspection portals, autonomous track assessment technologies, and advanced data analytics. These systems help identify potential equipment or infrastructure issues earlier, enabling proactive maintenance and risk mitigation.

The safe movement of hazardous materials remains one of our highest operational priorities. CSX employs rigorous operating procedures, inspection protocols, specialized training, emergency response planning, and regulatory compliance processes to support the safe transportation of hazardous freight. We work closely with customers, industry partners, first responders, and government agencies to continuously strengthen preparedness and risk management.

Quality Carriers, a CSX subsidiary, was recognized by the American Chemistry Council (ACC) as a [2025 Responsible Care® Partner Company of the Year](#) — one of only three companies to receive this distinction — based on its strong safety performance and leadership in chemical transportation



The award, presented at the ACC Responsible Care® and Sustainability Conference, honors organizations that demonstrate exceptional results in safely managing the distribution and handling of chemicals while advancing environmental and operational standards across the supply chain.

COMMUNITY SAFETY

CSX is committed to helping keep the communities we serve safe. Our approach combines public safety education, emergency responder training, disaster preparedness, and strategic investments in infrastructure and recovery capabilities.

Emergency Responder Training & Preparedness

In 2025, CSX conducted approximately 75 emergency responder training sessions, reaching more than 5,600 first responders across our network. These programs help emergency personnel prepare for rail-related incidents through hands-on instruction, hazardous materials response training, and railroad operational awareness.

Learn more about first responder training:

- [Emergency Responder Training and Education](#)
- [Responder Incident Training \(RIT\)](#): The Responder Incident Training Train travels across our network providing hands-on training to simulate rail incidents such as hazardous materials releases or derailments.

Building on these efforts in 2025, CSX broke ground on the nation's first railroad-operated [Hazardous Materials Training Institute](#) in partnership with Florida State College at Jacksonville. The state-of-the-art facility will provide first responders, emergency managers, and industry professionals with hands-on training using locomotives, tank cars, simulators, and augmented reality response scenarios.

Public Safety & Community Awareness

CSX works closely with communities, schools, law enforcement agencies, and rail safety organizations to promote safe behaviors around railroad crossings and rights-of-way. Through our field programs, we help raise awareness of rail safety and reduce preventable incidents.

- [#TogetherForSafety](#)
- [See Tracks? Think Train!](#)
- [Operation Lifesaver](#)
- [Operation Clear Track](#)

This work is led by the [CSX Police Department](#) which, in 2025, responded to 2,967 trespassing incidents, made 75 trespassing arrests, handled 6,553 calls for service, and recovered nearly \$3 million in stolen property. They also strengthened partnerships beyond our railroad, leading 55 Railroad Investigation and Safety Course training sessions for 815 first responders and delivering 17 Operation Lifesaver presentations that reached 1,248 people with rail safety education.

CSX maintains a 24/7 critical response program to support all operations. Report any issue or incident on or near CSX tracks that risks safety by calling:

CSX Public Safety Coordination Center
800-232-0144

Emergency Response & Recovery

When incidents occur, CSX is committed to restoring critical infrastructure and supporting the communities in which we operate. Whether responding to natural disasters or derailments, the joint training CSX conducts with community first responders is activated immediately — helping ensure coordinated, effective responses when they are needed most. In 2025, CSX completed the reconstruction of approximately 60 miles of the Blue Ridge Subdivision through the Nolichucky River Gorge, less than a year after Hurricane Helene caused unprecedented damage to the corridor.

By restoring this critical freight corridor, CSX helped reconnect communities, support regional economic recovery, and strengthen the resilience of essential transportation infrastructure. Working with local stakeholders, contractors, and public agencies, CSX rebuilt a vital transportation link that supports long-term economic vitality, connectivity, and resilience to future disruptions.



Freight Theft Prevention Team

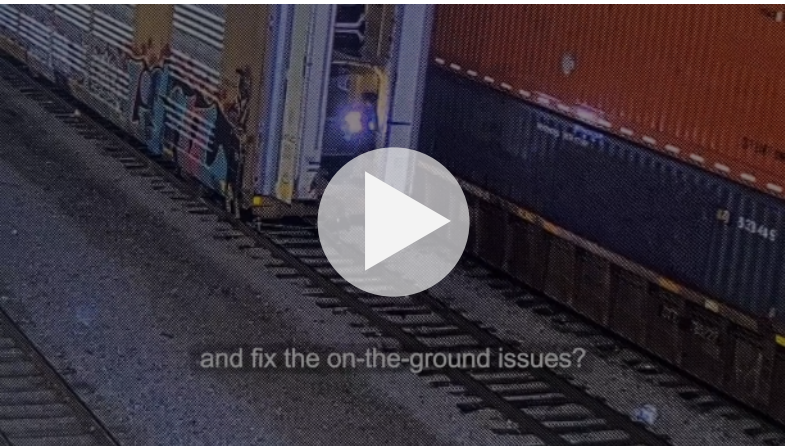
CSX Police played a key role implementing a cross-functional team that established a blueprint for reducing cargo theft across the CSX network. This team is helping reduce vandalism, improve employee safety, and maintain secure customer service operations.

Rather than react broadly, the cross-functional team took a focused approach in Memphis, TN, zeroing in on the areas where trains were most vulnerable, particularly where they stopped for extended periods. Cargo theft is both a security issue and a policy issue: on the ground, it requires tactical solutions and over the long term, it requires sustainable policies that address the broader impact on communities, employees, and customers.

This collaborative effort implemented physical security measures and operational changes that have reduced cargo theft in Memphis by more than 80%. This template will help us be proactive and address problems early.



CSX Task Force Cuts Cargo Theft by More Than 80% in Memphis



Recognizing Efforts for Operation Lifesaver

Special Agent J.P. Furman received the Illinois Operation Lifesaver Safety Award in recognition of his efforts to promote rail safety education and public awareness. J.P.'s unwavering commitment to safety shines through his work with the Railroad Investigation and Safety Course for Law Enforcement (RISC-LE).

He has educated law enforcement agencies across Illinois and devoted countless hours to training Chicago Police Department academy classes, embodying the CSX values of safety and community engagement.

J.P. has helped train law enforcement agencies across Illinois and educate future officers on railroad safety practices, reinforcing CSX's commitment to community engagement and public safety.



CSX Hazardous Materials Training Institute

In 2025, CSX broke ground on the nation's first railroad-operated [Hazardous Materials Training Institute](#), developed in partnership with Florida State College at Jacksonville (FSCJ). Located in Jacksonville, Florida, the state-of-the-art facility will equip first responders, emergency managers, railroad employees, and contractors with immersive, hands-on training using real locomotives, tank cars, simulators, and augmented reality response scenarios.



This landmark partnership extends the deep expertise of CSX hazmat professionals directly into the communities we serve — strengthening preparedness, building shared knowledge, and helping ensure coordinated, effective responses to rail-related emergencies.



CSX Opens First Railroad-Operated Hazardous Materials Training Institute



SAFETY PERFORMANCE¹⁴

Data	Units	2023	2024	2025	GRI	SASB
Recordable Injury Rate (TRIR)	Recordable injuries * 200,000/ total work hours	0.94	1.23	1.20 ¹⁵	403-9	TR-RA-320a.1
FRA Personal Injury Frequency Rate ¹⁶	FRA recordable injuries * 200,000 / total work hours	0.94	1.23	0.94	403-9	TR-RA-320a.1
Lost Time Injury Rate (LTIR)	Lost-time recordable injuries * 200,000 / total work hours			0.89	403-9	
FRA Train Accident Rate ¹⁷	Train accidents / million train miles	3.46	3.56	3.08	413-2	
Employee On-Duty Fatalities	#	3	1	1		
Employee Fatality Rate	Work-related fatalities * 200,000 / total work hours	0.017	0.006	0.006	403-9	TR-RA-320a.1
Train-Related Accidents and Incidents	Train Accidents + Highway-Rail Incidents + other Incidents	908	949	907	413-2	TR-RA-540a.1
Fatal Trespassing Incidents	#	116	114	112	413-2	
Non-Fatal Trespassing Incidents	#	181	163	157	413-2	
Accident Caused Releases and Non-Accident Releases of Hazardous Material	#	37	45	48	413-2	TR-RA-540a.2
FRA Recommended Violations	#	302	586	496		
FRA Recommended Defects	#	14,088	29,815	27,749		TR-RA-540a.3
Crossing Accidents (highway-rail grade crossing incidents)	#	354	336	351	413-2	
Total crossings	#		27,048	27,304	413-1	
Closed Crossings	#	67	61	69	413-1	
Public Safety						
Responder Incident Training (RIT) Train Events	# events	12	11	14	413-1	
Total Persons Trained at Hazmat Responder Training Events	# trained	5,054	4,975	4,438	413-1	
Inquiries handled by PSCC	#	2,002	2,001	2,002	413-2	
Frequency of Internal Integrity Inspections	#	1.78	1.79	1.65	413-2	TR-RA-540a.4

¹⁴ Certain safety actuals continue to settle over time. If not stated otherwise, 2025 FRA reported values are as posted March 2, 2026.

¹⁵ Total recordable Injury Rate (TRIR) improved to include CSX subsidiary data (CSXT, CSXI, TDSI, Transflo, QC); prior years reported were CSXT.

¹⁶ FRA Personal Injury Rate as reported in 2025 10-K, p.37.

¹⁷ FRA Train accident rate as reported in 2025 10-K, p.37.



SERVICE

CSX is dedicated to serving our customers through a best-in-class rail transportation experience, our employees through a culture of success and development, and our communities through philanthropic investment and signature programming.

SERVING OUR CUSTOMERS

Customer feedback consistently emphasizes the importance of service consistency, with many shippers depending on predictable service to plan operations and manage inventories. In 2025, CSX focused on delivering consistent, reliable customer service despite early-year network disruptions and closures related to major infrastructure projects. In responding to these challenges, CSX teams across the commercial and operations organizations worked intently to find creative solutions to maintain service consistency.

Practically, this occurred through weekly and monthly leadership planning sessions, regular engagement with employees in the field, and close coordination across intermodal terminals and other key locations on the network. This helped CSX improve information sharing, identify potential service challenges ahead of time, and make more effective decisions that helped our customers while accelerating the recovery of our network.

Service Performance

Service performance meaningfully improved starting in the second quarter of 2025 and continued through the year as network conditions improved and major infrastructure projects progressed. By year-end, service metrics were substantially better than the results of the previous year – a testament to the effectiveness of the CSX team. Fourth quarter average train velocity reached 19.6 miles per hour, a 7% year-over-year improvement, while average dwell improved 13% to 9.8 hours. Carload and Intermodal Trip Plan Compliance (TPC) both improved by seven percentage points compared to the previous year.

Customer Engagement

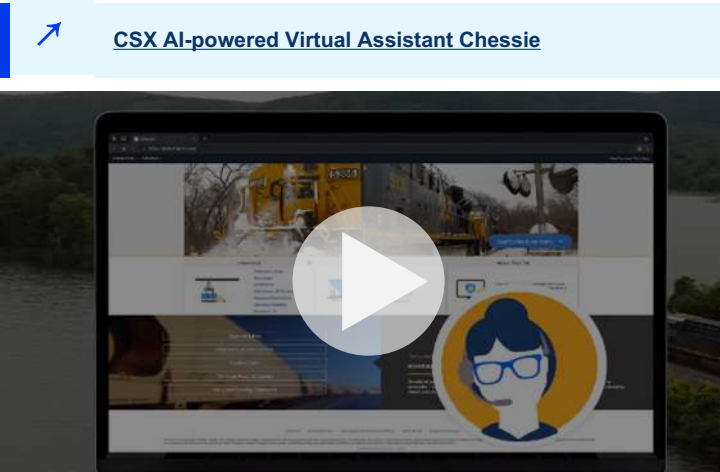
Customer engagement helps shape how CSX serves customers and plans for future growth. Through executive forums, customer surveys, site visits, and ongoing collaboration, we gather feedback that informs service improvements, commercial strategy, and network investments. While our Net Promoter Score (NPS) has remained positive for 12 consecutive quarters, we continue working with our customers and operations team to identify new solutions for improved service.

-  [CSX TDSI Sets New Standard in Quality Excellence with Historic Wins at AAR](#)
-  [CSX Earns Toyota's Rail Quality Award for Outstanding Service](#)
-  [CSX Named Maersk's Intermodal Supplier of the Year](#)

ShipCSX Meet Chessie, the AI-Powered Virtual Assistant on ShipCSX

Chessie is CSX's AI-powered virtual assistant on ShipCSX, designed to simplify freight management by providing real-time shipment tracking, streamlined case management, and instant responses to customer inquiries.

Launched in beta in 2025, Chessie has already engaged thousands of customers and is being continuously enhanced to improve the customer experience and expand self-service capabilities.



Solutions for Expedited Service

Delivering faster, more efficient service for freight customers requires continuous innovation. CSX actively collaborates with interchange partners to reduce stops, minimize delays, and create more direct routing options that save time for customers and fuel for our trains.

In 2025, these efforts produced tangible results: through a strategic partnership with CPKC, CSX advanced the Southeast Interchange — the first new Class I railroad interchange in the United States in decades — expanding customer access to Southeast, Southwest, and Mexico markets.

CSX also collaborated with CN to launch new intermodal rail service into Nashville, and advanced interchange improvements with BNSF into Fairburn and the Northeast, giving customers greater supply chain flexibility across our network.

- [CSX, CPKC Create Faster Freight Solutions with Southeast Mexico Express](#)
- [CSX and CN Collaborate to Launch New Intermodal Rail Service into Nashville](#)
- [CSX and BNSF Interchange Improvements into Fairburn and Northeast](#)
- [CSX Supports Florida National Guard's Largest Rail Operation in 17 Years](#)



Improving Service & Network Infrastructure

In 2025, CSX completed major infrastructure projects that expanded and improved the capabilities of our network. These initiatives represent a significant investment in the long-term reliability, efficiency, and resilience of our operations, reflecting our ongoing commitment to delivering superior service to our customers and stakeholders.

Infrastructure improvements spanned multiple initiatives, including track modernization, terminal upgrades, and technology integration. By replacing aging infrastructure and introducing state-of-the-art systems, we have meaningfully increased network capacity while simultaneously reducing the frequency and severity of service disruptions. These enhancements allow us to move freight more reliably, maintain tighter schedules, and respond more effectively to fluctuations in demand.

To better support these efforts, the CSX Public Projects Group issued an updated [Public Project Manual](#) in 2025, providing communities, businesses, and government agencies with the guidance they need when their projects affect CSX rail property. This resource details the key requirements, available support, and relevant contacts for any public project.

Industrial Development

The CSX Business Development Team helps customers locate the best rail-served sites for development or expansion. CSX has been best-in-class for over a decade in identifying and certifying premium rail served sites in the Eastern United States. Since the program rolled out in 2012, Select Sites have attracted dozens of manufacturers, with capital investments projected to reach \$16.2 billion and support nearly 13,000 new jobs.

Read More: [CSX Select Sites](#)

[↗ CSX Adds 21 Rail Served Properties Across 10 States to CSX Select Site Program](#)

[↗ Westgate Super Site Receives CSX Select Site Platinum Designation](#)

[↗ CSX Adds 18 Rail Served Properties Across 12 States to Select Site Program](#)

Blue Ridge Subdivision

The reconstruction of the Blue Ridge Subdivision restored a critical freight corridor following the unprecedented damage caused by Hurricane Helene. Completed in less than a year, the project rebuilt 60 miles of track through the Nolichucky River Gorge and required more than 570,000 labor hours, one million cubic yards of rock, and 35,500 linear feet of new track.

- **Impact:** The investment strengthened network resiliency, restored service for customers across the region, and enhanced the railroad's ability to respond to future disruptions.



↗ Watch: [Blue Ridge Subdivision Recovery](#)

Howard Street Tunnel

The project expanded capacity along one of the most important freight corridors on the East Coast and positioned CSX to introduce double-stack intermodal service through Baltimore. Completed in 233 consecutive days, the more than \$450 million investment modernized a 130-year-old tunnel and removed a longstanding constraint on the I-95 rail corridor.

- **Impact:** The project improves network efficiency, increases intermodal capacity, and creates new growth opportunities for customers moving freight into and out of the Northeast.



↗ Watch: [Reopening of Howard Street Tunnel](#)

CREATE 75th Street Flyover

The completion of the CREATE 75th Street Flyover in Chicago improved freight movement through one of North America's busiest rail hubs. By separating freight and passenger rail traffic, the project reduces congestion, increases network fluidity, and supports more consistent transit times for customers moving freight through the Chicago gateway. The investment strengthens network capacity and reliability while supporting long-term freight growth across the region.

- **Impact:** Reduces congestion and delays and improves service by eliminating a long-standing bottleneck where 30 SouthWest Service Metra trains and 35 freight trains intersect daily along the Western Avenue Corridor.



↗ Watch: [CSX and CREATE Program Launch First Train Over Forest Hill Flyover](#)

Cumberland Yard Transformation

Cumberland Yard is a vital junction between the Northeast Corridor and the Midwest Markets. CSX has transformed the yard to accommodate increasing operational demands. The integration of an APEX switching system, the largest installed at CSX, improves car handling, reduces hazards, and creates a safer working environment.

- **Impact:** Improved car-processing capabilities - handling more than 900 cars per day - were realized early in 2025 as carloads were rerouted during the Howard Street Tunnel project.



↗ Watch: [Cumberland Yard Transformation](#)

SERVING OUR EMPLOYEES

At CSX, operational excellence starts with our people. In 2025, we strengthened our workforce capabilities through leadership development, greater collaboration, and continued accountability. By aligning employees around clear expectations and a common purpose, we improved our ability to deliver safe operations, reliable service, and long-term value.

Talent Strategy

In 2025, CSX strengthened its talent pipeline by improving recruiting efficiency and using AI-supported sourcing strategies informed by market intelligence. We also launched a 12-week Talent Advisor program that helps us apply advanced search techniques to recruit for hard-to-fill roles. These efforts reduced hiring timelines, improved candidate quality and volume, and helped meet workforce needs across the business.

Our goal is to help employees perform their best by providing resources that support emotional, financial, physical, and social well-being at work and at home. This commitment is reflected in our CSX culture and benefits programs, which are regularly benchmarked against industry peers. A complete summary of 2026 benefits is available [here](#).

Training, Development & Engagement

Employee engagement remains fundamental to our success, and we continue to invest in programs that strengthen technical, functional, and leadership skills. In 2025, learning and talent development evolved to a more agile, accessible, and impact-driven approach.

To support development across the network, CSX launched a series of interactive workshops focused on critical capabilities such as emotional intelligence, leadership presence, psychological safety, effective communication, feedback, and building high-performing teams.

CSX also piloted a six-month **Mentorship Program**. The pilot paired 100 employees into 50 cross-departmental mentor-mentee partnerships, combining development planning, job shadowing, networking opportunities, and cohort learning sessions. The program achieved a 98% completion rate, with 98% of survey respondents reporting a positive experience. Participants also achieved a 10% promotion rate during the pilot period.

"The most rewarding part was witnessing growth firsthand and watching someone gain confidence, sharpen their skills, and start to believe in themselves a little more each time. There's also something deeply meaningful about being a steady presence in someone else's journey."

— Mentorship Program Participant

Throughout the year, CSX expanded access to practical learning through **Signal Sessions**, a series of workshops that reinforced CSX values, behaviors, and guiding principles while supporting individual development and business performance. Sessions were delivered across the network for craft and management employees and frontline supervisors.

In 2025, the inaugural **ONE CSX Academy** concluded its 15-month curriculum with nearly 100% participation among management employees. The program focused on building the leadership skills, cultural awareness, and business knowledge needed to model CSX values and behaviors. Employees also had access to individualized Learning & Development coaching sessions that provided guidance on career development and training opportunities available across the network.

Looking ahead, CSX is continuing to expand learning opportunities as emerging technologies reshape the future of work. In 2025, employees participated in an Artificial Intelligence for Work and Life certification program offered in partnership with the University of North Florida, helping build foundational AI knowledge and practical workplace applications. To further support flexible and self-directed learning, CSX is launching a series of on-demand **Microcasts** in 2026 that will offer employees short audio-based learning experiences that can be integrated into daily routines.



Employee Recognition

CSX employees are routinely recognized for their industry skills, professionalism, and innovation. We're proud to share a few of their stories:



BRETT GUARINO

[2025 Women in Railway Engineering ↗](#)



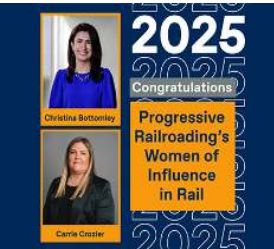
CARL WALKER

[2025 Engineer of the Year ↗](#)



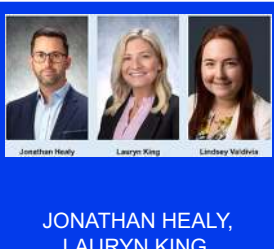
ROBERTO REYES, BRIAN MORGAN & ALEX SAAR

[Railway Age's 2025 Fast Trackers ↗](#)



CHRISTINA BOTTOMLEY & CARRIE CROZIER

[Progressive Railroading Women of Influence ↗](#)



JONATHAN HEALY, LAURYN KING, LINDSEY VALDIVIA

[Progressive Railroading Rising Stars ↗](#)



LOGAN ROSE

[Railway Track & Structures Top 10 Under 40 Engineers ↗](#)



WENDY SCHROEDER

[2025 IRJ Women in Rail Awards ↗](#)



RASHARD HOWARD

[Valdosta State University Distinguished Alumnus ↗](#)



VIRGINIA HOOVER

[NARBW Woman of the Year ↗](#)

Labor Relations

The CSX Labor Relations team engages with our union workforce represented by 15 labor organizations and 44 collective bargaining agreements. This team manages grievances and claims; negotiates collective agreements; collaborates with labor organizations to ensure operational requirements are being met; oversees key policies focused on disciplinary action, attendance, and more.

JUNE 11, 2025

CSX Announces Ratification of Labor Deal with Locomotive Engineers

CSX Corporation announced that employees represented by the Brotherhood of Locomotive Engineers and Trainmen (BLET) have voted to ratify the five-year collective bargaining agreement covering approximately 3,400 locomotive engineers. This is the first ratification reached by a Class I freight railroad with BLET.

[↗ Read More](#)

APRIL 30, 2025

CSX Announces Ratification of Labor Deal with Signalmen and Boilermakers

CSX Corporation announced that it has secured the ratification of new five-year collective bargaining agreements with the Brotherhood of Railroad Signalmen (BRS) and the International Brotherhood of Boilermakers, Iron Ship Builders, Forgers & Helpers (IBB)...The terms of the agreements are aligned, providing equivalent packages of improved wages, health care, and paid time off benefits.

[↗ Read More](#)



Working at CSX

Our employees enrich CSX with their diverse talents and experiences; in turn, we invest in their total well-being through an extensive range of benefits, compensation, and development programs.

In addition to competitive pay, our benefits include generous health plans, wellness programs, supplemental coverage options, and opportunities for employees to customize a benefits package that meets their individual and family needs.

- [Learn more about working at CSX](#)
- [Benefits](#)
- Coaching & mentorship
- [Employee development](#)
- [Railroad Retirement](#)

Employee engagement builds connections across the organization and enables CSX to make a difference in our industry and communities. Eight [Business Resource Groups](#) (BRGs), rebranded in 2025, help strengthen employee connection and extend CSX's community impact.

Employees share how BRGs and inclusive initiatives have impacted their lives and careers



EMPLOYEE WORKFORCE

Data	Units	2023	2024	2025	GRI	SASB
Snapshot Data						
Total Full-Time Employees	#	23,232	23,536	22,935	2-7	TR-RA-000.E
Management Employees	#	3,254	3,325	3,145	2-7	TR-RA-000.E
Union Employees	#	17,742	17,770	17,205	2-7	TR-RA-000.E
Subsidiary Company Employees	#	2,236	2,441	2,585	2-7	TR-RA-000.E
Overall Retention Rate	%	90%	93%	93%	401-1	
Management New Hires						
Management New Hires - Under-Represented ¹⁸	%	48%	49%	55%	405-1	
Management New Hires - Female	%	27%	27%	30%	405-1	
Management Promotions - Under-Represented	%	32%	36%	33%	405-1	
Management Promotions - Female	%	19%	20%	23%	405-1	
Number of Promotions	#	457	245	266	2-7	
% of Promotions from Union workers	%	15%	30%	30%	2-7	
Union New Hires						
Under-Represented	%	41%	37%	39%	405-1	
Female	%	4%	3%	3%	405-1	
Workforce Diversity						
Overall Workforce	%	23%	23%	23%	405-1	
Management	%	36%	37%	38%	405-1	
Union	%	19%	20%	20%	405-1	
Female	%	5%	5%	5%	405-1	
Generations of our Workforce						
Boomers	%	9%	8%	6%	405-1	
Generation X	%	52%	51%	51%	405-1	
Generation Y (Millennials)	%	33%	34%	35%	405-1	
Generation Z	%	6%	7%	8%	405-1	

¹⁸ Under-Represented workforce is defined as employees who identify as female, Black or African American, Native Hawaiian or Pacific Islander, Asian, American Indian or Alaskan Native.

INTRODUCTION	SAFETY	SERVICE	SUSTAINABILITY	STEWARDSHIP	APPENDICES	
Data	Units	2023	2024	2025	GRI	SASB
Average Age and Years of Service						
Average age	Years	45	46	46	405-1	
Average years of service	Years	14	14	15		
Veteran and Active Duty Military Status						
Number of Veterans, Active Duty Military, and First Responders	#	3,206	3,212	3,008		
Percent of Total Workforce	%	16%	15%	15%		
Employee Reviews						
Formal Performance Reviews for Management Employees	#	3,195	3,192	3,158	404-3	
Frequency of Formal Performance Reviews for Management Employees	# annually	2x/year	2x/year	2x/year	404-3	

SERVING OUR COMMUNITIES

At CSX, our commitment to service extends beyond the rails and into the communities where we live and operate. These investments extend across 26 states and the District of Columbia, supported by local partnerships, employee volunteerism, and targeted programs. See [Driving Economic Value](#) to learn more.

In 2025, we celebrated 30 years of partnership with [City Year](#), a national youth service organization, and seven years of our signature program "CSX Pride in Service" - dedicated to honoring and supporting those who have served our nation and communities.

In 2025, CSX contributed approximately \$18 million to communities across our network. Employees also donated more than 24,693 volunteer hours and contributed \$325,000 through charitable giving initiatives, reflecting a shared commitment to making a positive impact. CSX employee efforts go further with additional support for [volunteer service](#) with Dollars for Doers, matching gifts, and board service grants. The Company also supported approximately 1,300 community service events throughout the year. Among these investments, \$5.95 million was directed to programs supporting military members, veterans, first responders, and their families.

Beginning in 2026, oversight of community investment initiatives will be further integrated with our overall stakeholder engagement efforts, helping ensure our giving strategy continues to reflect the needs and priorities of the communities we serve.



Among our long-term investments, in 2025, we **celebrated 30 years of partnership with City Year**, a national youth service organization.



[Explore CSX's Community Investment Initiatives](#)



A key focus of our community investment efforts is on serving those who serve. Through our signature initiative, [Pride in Service](#), we honor military members, veterans, and first responders by connecting them and their families with critical resources, support networks, and opportunities for recognition. Since its inception, Pride in Service has reached more than one million service members nationwide.

In 2025, Pride in Service reached more than 70,000 military members, veterans, first responders, and family members and supported nearly 1,000 community events across our network. These efforts reflect CSX's continued commitment to honoring and serving the individuals who help keep our country and our communities safe and secure.



CSX Santa Train

Also in 2025, the **Santa Train** made its 83rd annual journey, traveling along a 110-mile route through Kentucky, Southwest Virginia, and Tennessee, delivering gifts and creating memorable moments for communities along the way. This year's train was packed with donations, delivering 15,350 toys, 5,730 backpacks filled with winter essentials, and 6,000 CSX Santa Train safety books to communities along the way.

[Highlights from the 83rd Santa Train](#)



Beyond community investment, CSX continued to support local resilience through emergency preparedness and first responder engagement. During the year, the Company conducted 75 first responder training sessions, reaching 5,645 first responders and helping communities prepare to respond safely and effectively to rail-related incidents.

See [Community Safety](#) to learn more.

- [CSX Pride in Service Signature Partners](#)
- [Safety Partners](#)
- [Pride in Service Grants](#)
- [Regional Grants](#)
- [Volunteer Service](#)



SUSTAINABILITY

CSX is committed to environmental sustainability that delivers positive, practical outcomes for our employees, customers, communities, shareholders, and the environment. We see sustainability as an essential business practice that goes beyond compliance to strengthen safety, efficiency, responsibility, and long-term value creation.

DELIVERING ENVIRONMENTAL PERFORMANCE

Our [CSX Environmental Policy](#) applies to all of our operations and to suppliers and service providers who operate as extensions of CSX. Whether we are working on a long-term engineering construction project or monitoring stormwater in a local railyard, our collective activities build a culture of safety, efficiency, and responsibility in a manner that protects CSX employees, communities, shareholders, and the environment, now and in the future.

CSX supports our environmental commitments with a variety of programs that promote, measure, track, and improve sustainability. Our Public Safety, Health & Environment (PSH&E) [Environmental Management System](#) (EMS) incorporates major elements of ISO 14001 and voluntarily incorporates industry-specific standards. CSX is committed to environmental compliance and we maintain a robust EMS for the complex stewardship necessary to manage hundreds of separate operating facilities and regulatory requirements.

CSX has implemented **Employee Environmental Guidelines** and a related training program that promotes environmental awareness in daily operations. Specialized courses are provided to Engineering, Mechanical, and Transportation employees on a mandatory and voluntary basis. Examples of environmental training categories include, but are not limited to, Environmental Certification, SPCC and Spill Notification, and Stormwater Awareness and Groundwater Protection. Environmental Certification training is offered to all employees, including for contractors who perform work onsite. This training extends our environmental stewardship across our entire network.

Water Management

CSX manages stormwater and industrial wastewater at railyards and operating facilities under a robust water stewardship program that encompasses over 200 Clean Water Act (CWA) permits. CSX manages the treatment and discharge of more than 595 million gallons of water annually in accordance with applicable permits, maintaining effluent quality within regulatory limits. Water quality monitoring is integrated across all operations, supported by employee training and standardized best practices to prevent contamination, manage spill risk, and protect receiving water bodies. Material and waste minimization practices further reinforce our commitment to protect local water quality.

CSX withdraws water to support facility operations, including locomotive servicing, facility maintenance, and sanitation at railyards and operating facilities. Water is sourced primarily from municipal (third-party) suppliers, with some facilities drawing from groundwater sources where permitted.

CSX prioritizes conservation measures across all operations, including recirculation systems, low-flow fixtures, and stormwater harvesting.

CSX recognizes that water-related risks, including physical scarcity, flooding, regulatory tightening, and reputational exposure, represent material considerations for our long-term operational resilience. CSX mitigates water risks through a combination of operational controls, permit management, employee training, and capital investment in stormwater and wastewater infrastructure. Our CWA permits and EMS provide a structured compliance and monitoring framework that enables early detection of potential issues.

Nature & Biodiversity

CSX manages a large real estate portfolio of over 400,000 acres across 26 states. Proper resource management of land, vegetation, drainage, and habitats supports safe and responsible operations while protecting natural ecosystems.

We recognize our operational dependencies on healthy ecosystems — including water regulation, soil stability, and climate buffering — and actively work to minimize land disturbance and habitat fragmentation along our rail corridors.

As part of these efforts, we've planted approximately 100,000 trees and reforested



Employee Environmental Guidelines

Being part of the CSX culture means that no job is so urgent, no task so critical, that we cannot take the time to perform it in legal compliance with environmental regulations. Whether you are a seasoned railroader or new to the team, you are empowered to be a champion of environmental stewardship. These critical environmental rules are designed to safeguard employee health, protect the environment, and uphold CSX's compliance standards.



220 acres over the past three years through our legacy program of **Trees for Tracks**. These efforts restore native ecosystems, enhance biodiversity, and are projected to sequester roughly 1,000 metric tons of CO₂ annually.

By combining large-scale tree planting with our ongoing improvements in fuel efficiency and operations, CSX continues to deliver sustainable solutions that benefit our communities, our customers, and the environment.

Environmental Performance

CSX conducts annual environmental reviews across its operations; 97 reviews were completed during 2025. These reviews help identify risks and opportunities for operational improvements regarding environmental compliance, best practices, and safety. Combined with our EMS, these programs improve our operations, minimize waste, and promote environmental stewardship across our network.

In 2025, approximately 75% of all waste materials were diverted from landfill and 93% of hazardous waste from ongoing operations was diverted from landfill. Efforts to properly manage waste and materials have resulted in almost 1.5 million tons of materials that have been recycled over the past three years (crossties, steel rail, and construction materials).

Our cross-functional environmental program helps ensure that if an incident occurs, we quickly identify, report, and collaborate across all operations (Hazardous Materials, Police, Environmental, and Operations Teams) to respond, restore, and return to regular levels of service.

DELIVERING SUSTAINABLE SOLUTIONS

CSX has the responsibility of maintaining critical assets including our locomotive fleet and over 20,000 miles of track and infrastructure. As we continue to improve energy and fuel efficiency, we also incorporate innovative design in our reconstruction and response activities to ensure resilient infrastructure for our next-generation railroad.

In 2025, multiple infrastructure projects impacted our network fluidity. Our engineering and maintenance teams worked around the clock to bring service back to critical supply chain corridors. With the Blue Ridge Subdivision and the Howard Street Tunnel back in operation, our network is ready to grow with our customers.



During reconstruction of the Blue Ridge Subdivision following Hurricane Helene, sections of track recovered from the river were repurposed to reinforce the rail bed with rail-pile retaining walls. This innovative approach reduced waste, conserved construction materials, and enhanced infrastructure resilience, demonstrating how recovery efforts can create long-term operational and environmental benefits.

Mitigating Physical Risk

Climate-related physical risks are difficult to predict, but we can plan for mitigation scenarios. CSX incorporated innovative construction methods to build back better by enhancing flood resilience, stability, and the longevity of Blue Ridge structures impacted in the wake of Hurricane Helene.

These modern design improvements and engineering solutions help mitigate future impacts and provide lessons that inform and prepare our industry. Additional scenarios and details on our methodology and approach are detailed in our [Climate Transition Plan](#).

Blue Ridge Recovery Project



LiDAR was used in real time to monitor progress and material volumes. This technology was used for project planning, scheduling, and budget assistance.



Rail-pile retaining walls were constructed using closely spaced recycled rail and recovered materials after the storm. The hardened infrastructure creates a long-term resilient solution for future extreme weather events.



Poplar Bridge spans were recovered and reused and decking was modernized to open the deck and extend the service life and reduce future maintenance.



Flume and signals duct routing was a purpose-built solution that integrates drainage and communications infrastructure. The new design allowed for simultaneous work crews during reconstruction and will provide superior weather resistance compared to traditional pole line.

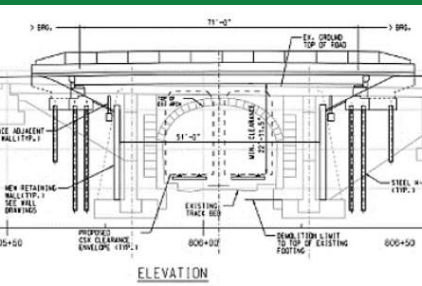
Howard Street Tunnel



Improved **drainage controls** were installed below the track in the tunnel to address drainage and historical municipal water issues.



Enhancing **track bed and infrastructure** throughout the entire 8,700 feet of the tunnel that will minimize maintenance and improve operating efficiency.



Improved **clearance** under historic bridges across the entire project; innovative design features with historically significant structures to improve safety and resiliency.



Community outreach and involvement throughout the entire life of the project was critical to understand and address concerns with all stakeholders.

LOCOMOTIVE FLEET MODERNIZATION

Throughout 2025, CSX maintained a daily average of 1,718 trains in active service. CSX's highly capable Mechanical team oversees the maintenance of these locomotive assets. Although the typical locomotive has an operational lifespan of roughly 23 years, many remain in service for as long as 50 years.

Locomotive fleet fuel consumption affects both our operating costs and our environmental impact, accounting for roughly 90% of CSX's Scope 1 GHG footprint, making fleet modernization essential to advancing substantive sustainability progress. In 2025, CSX had the best fuel efficiency of any U.S. railroad, operating with 0.968 gallons of fuel per kGTM.

The CSX Mechanical team continues to innovate and advance fuel efficiency while reducing emissions across three pathways:

- Integrating technologies that boost energy efficiency;
- Increasing the proportion of low-carbon fuels used across the existing fleet; and
- Replacing aging equipment with low- or zero-emissions locomotive technologies.

Energy Management

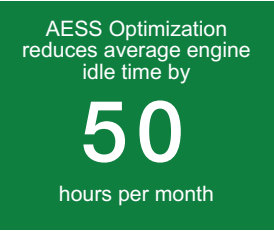
Investments in locomotive technology improve operational capability, reduce fuel use, lower operating costs, and reduce emissions. Energy management improvements increase fuel efficiency and drive cost savings by helping move more freight per gallon of fuel.

- Expanded use of **Trip Optimizer** reached 54.1% of 2025 train miles and helped save over 42 million gallons of diesel fuel. This ensures that our locomotives are operating as efficiently as possible for the train size, route, grade, and terrain.
- **Zero to Zero** is in final stages of testing and implementation and is expected to expand usage by the end of 2026.
- Increased focus on reducing locomotive engine idling with advancements to **Automatic Engine Start-Stop (AESS)** and software improvements reduce fuel usage, emissions, and noise.
- Improving **train meet-pass** planning and crew coordination promotes operational and personnel efficiencies.
- Continuous fleet upgrades with **engine rebuilds** and remanufacturing improves performance and extends the life of our critical assets.

Engine Idle Reduction Strategies

Minimizing locomotive idle time delivers meaningful reductions in fuel use, engine emissions, and operational noise. The benefits accrue to our workforce, surrounding communities, and the Company's financial performance.

Automatic Engine Start-Stop (AESS) systems use a range of operating data to automatically manage engine cycling. While a typical locomotive may idle for roughly 230 hours each month, consistent use of our AESS system can reduce this idle time by over 20%, reducing fuel use, noise, component wear, and maintenance needs. These savings support a lower total cost of ownership while decreasing the greenhouse gas emissions associated with locomotive operations.



Investing in our Locomotive Fleet

Modernizing the locomotive fleet with engine rebuilds, remanufacturing, and new locomotives can improve fuel savings by up to 20% and reduce NOx and PM emissions by 85%. In 2025, CSX invested \$456 million¹⁹ in its locomotive program and announced a long-term locomotive investment with **Wabtec** that includes a long-term maintenance program covering over 1,900 locomotives and an agreement to receive 100 new Tier 4 locomotives between 2026 and 2028.

In the coming years, CSX will continue testing new locomotive technologies such as hydrogen fuel-cell locomotives while researching additional pathways to improve energy management and emissions reductions.

 [CSX Announces \\$670 Million Locomotive Fleet Upgrade with Wabtec](#)



CSXT 3472, Wabtec ET44AH, built 12/01/2016.

¹⁹ [2025 10-K, p. 82.](#)

ENVIRONMENTAL PERFORMANCE

Environmental Performance Data	Units	2023	2024	2025	GRI
Environmental Permits ²⁰	#	282	284	289	2-25
Environmental Reviews Performed	#	94	96	97	2-25
Environmental Reserves ²¹	\$ Million	154	151	156	2-25
Environmental Reserve / Remediation Spend ²²	\$ Million	36	31	27	
Water Performance Data					
Water withdrawal by source ²³	Kgal	553,440	405,269	682,350	303-3
Water Discharge ²⁴	Kgal			595,230	303-4
Waste Performance Data ²⁵					
Total Waste Directed to Disposal	Short-tons	78,743.18	211,316.68	170,245.58	306-5
Total Waste Diverted from Disposal	Short-tons	401,379.11	545,018.48	516,268.52	306-4
Total Waste	Short-tons	480,122.29	756,335.16	686,514.10	306-3
Total Hazardous Waste from ongoing operations					
Landfilled	Short-tons	9.67	2.58	3.03	306-5
Incinerated w/o Energy Recovery	Short-tons	42.81	27.89	17.87	306-5
Incinerated w/ Energy Recovery	Short-tons	—	4.40	15.13	306-5
Recycled	Short-tons	10.43	15.03	8.86	306-4
Total	Short-tons	62.91	49.90	44.88	
Hazardous waste from remediation and emergency response activities					
Landfilled	Short-tons	36.69	14.57	79.72	306-5
Incinerated w/o Energy Recovery	Short-tons	0.33	2.61	21.18	306-5
Incinerated w/ Energy Recovery	Short-tons	—	64.06	0.02	306-5
Recycled	Short-tons	2.26	5.79	6.86	306-4
Total	Short-tons	39.28	24.01	107.78	

²⁰ Environmental Permit count includes Clean Air Act and Clean Water Act operating permits for CSXT, CSXI, TDSI, and TRANSFLO.

²¹ Potential liability for environmental and remediation activities (2025 10-K p. 43, p. 70).

²² Payments related to Environmental Reserves (2025 10-K, p. 70).

²³ Water withdrawal estimated based on utility invoices (CSXT, CSXI, TDSI, and TRANSFLO).

²⁴ Water discharges estimated for permitted, continuously metered, discharges only (CSXT).

²⁵ Waste Performance Data includes CSXT, CSXI, TDSI, and TRANSFLO.

INTRODUCTION	SAFETY	SERVICE	SUSTAINABILITY	STEWARDSHIP	APPENDICES	
Environmental Performance Data		Units	2023	2024	2025	GRI
Non-Hazardous waste from ongoing operations						
Landfilled	Short-tons	28,169	35,659	41,514	306-5	
Incinerated w/o Energy Recovery	Short-tons	58.17	0.83	23.95	306-5	
Incinerated w/ Energy Recovery	Short-tons	—	24.47	238.68	306-5	
Recycled	Short-tons	680	763	6,675	306-4	
Total	Short-tons	28,908	36,447	48,451		
Non-hazardous waste from remediation and emergency response activities						
Landfilled	Short-tons	50,527	175,641	128,649	306-5	
Incinerated w/o Energy Recovery	Short-tons	—	8.56	0.51	306-5	
Incinerated w/ Energy Recovery	Short-tons	—	64.06	9.70	306-5	
Recycled	Short-tons	3,973	21,630	25,159	306-4	
Total	Short-tons	54,500	197,344	153,818		
Recycling / Reuse / Circularity						
Used Oil	Million Gallons	1.61	1.40	1.74	306-4	
Batteries	Short Tons	261	190	838	306-4	
Steel	Short Tons	124,765	200,052	199,654	306-4	
Wooden Crossties	# Millions	2.00	2.38	1.88	306-4	
Asphalt	Short Tons	119,257	139,337	122,992	306-4	
Concrete	Short Tons	7,304	5,525	17,612	306-4	
Electronics	Short Tons	25	—	38	306-4	

DELIVERING SUSTAINABLE OPERATIONS

Our Climate Commitment

As part of our ongoing efforts to support the transition toward a lower-carbon economy, we introduced a [Climate Transition Plan](#) (CTP) in mid-2025 that outlines the challenges and opportunities posed to our business by climate change. To better understand the potential impacts of climate change on our business, we conducted a climate transition scenario analysis and a physical risk scenario analysis. This body of work represents a meaningful step in our approach to environmental sustainability and long-term infrastructure resilience. In alignment with our sustainable business practices, this CTP establishes a framework for reducing emissions and advancing more sustainable operations today and into the future.

Emission Reduction Progress

Since 2019, we have accomplished broad emissions reductions compared to a 2014 baseline. Total Scope 1 and Scope 2 emissions have declined by 1.29 million metric tons of CO₂ Eq, representing a 20% reduction in Scope 1 and a 53% reduction in Scope 2 Market Based Emissions.

Much of this has been accomplished by improved locomotive performance. Fuel efficiency has improved to 535 revenue ton-miles (RTM) per gallon from 470 RTM per gallon in 2014, which has helped drive a 26%²⁶ reduction in fuel consumption over the same period. Overall, in 2025 we have achieved an 8.88% reduction in our total emissions intensity compared to 2014.

As we look ahead, we remain focused on reducing emissions, supporting customer growth, and evaluating technologies that enhance long-term efficiency and performance.

Science Based Target Commitment

37.3% reduction (CO₂Eq/ MGTM)

of Scope 1 and Scope 2 emissions intensity by 2030 from 2014 baseline

CSX earned a place on CDP's 2025

Climate A List as the only Class I

railroad to receive this recognition



GREENHOUSE GAS EMISSIONS

Data	Units	2023	2024 ²⁷	2025	GRI	SASB
Scope 1: Direct GHG Emissions	Metric Tons CO ₂ Eq	4,232,847	4,540,402	4,397,108	305-1	TR-RA-110a.1
Scope 1: Direct Biogenic Emissions ²⁸	Metric Tons CO ₂ Eq	8,092	25,239	22,171	305-1	TR-RA-110a.1
Scope 2: Indirect Energy GHG Emissions - Market-Based (MB)	Metric Tons CO ₂ Eq	127,320	138,968	153,940	305-2	
Scope 2: Indirect Energy Indirect GHG Emissions - Location-Based	Metric Tons CO ₂ Eq	179,754	169,571	173,090	305-2	
Scope 3: Other Indirect GHG Emissions	Metric Tons CO ₂ Eq	2,107,558	1,848,348	1,945,552	305-3	
Category 1 & 2: Purchased Goods and Services & Capital Goods	Metric Tons CO ₂ Eq	974,894	666,665	781,485		
Category 3: Fuel and Energy Related Activities	Metric Tons CO ₂ Eq	983,137	914,882	976,273		
Category 3: Fuel-and Energy-Related Activities (WTT) - Removals	Metric Tons CO ₂ Eq	(8,092)	(25,239)	(22,171)		
Category 4: Upstream Transportation and Distribution	Metric Tons CO ₂ Eq	8,757	6,655	451		
Category 5: Waste Generated in Operations	Metric Tons CO ₂ Eq	45,691	122,621	98,883		
Category 6 & 7: Business Travel & Employee Commuting	Metric Tons CO ₂ Eq	95,079	87,268	88,460		
Total GHG Emissions (1 + 2MB)	Metric Tons CO ₂ Eq	4,360,167	4,679,371	4,551,048		
Total GHG Emissions (Scopes 1 + 2MB + 3)	Metric Tons CO ₂ Eq	6,467,725	6,527,719	6,496,601		
Total Scope 1 & 2 per Million Gross Ton Miles (Emission Intensity towards SBT)	CO ₂ Eq/MGTM	10.68	11.41	11.03	305-4	
Reduction of GHG Emissions for SBT (37.3% reduction target)	% Reduction	11.58%	5.72%	8.88%	305-5	
Total Scope 1 and 2 GHG Emissions Intensity by Revenue	Metric Tons CO ₂ Eq/\$ million Revenue			323		
Total Scope 1 and 2 GHG Emissions Intensity by Employee	Metric Tons CO ₂ Eq/Employee			198		

²⁶ Total Diesel Fuel Consumption as reported for freight, switching, and work trains (R-1 Schedule 750).
²⁷ 2024 GHG Inventory corrected.
²⁸ Biogenic emissions - Scope 1 emissions exclude direct biogenic CO₂ emissions from the combustion of biofuels.

Other Emissions	Units	2023	2024	2025	GRI	SASB
Emissions from Ozone-Depleting Substances (ODS)	Metric Tons CO ₂ Eq	0.18	0.10	0.06	305-6	
Carbon Dioxide (CO ₂)	Metric Tons	4,191,128	4,559,189	4,413,381	305-1	
Methane (CH ₄) ²⁹	Metric Tons	462	—	—	305-1	
Nitrous Oxide (N ₂ O) ³⁰	Metric Tons	114	—	—	305-1	
Hydrofluorocarbons (HFCs)	Metric Tons	0.19	0.28	0.28	305-1	
Nitrogen Oxide (NOX)	Metric Tons	40,661	53,408	46,898	305-7	TR-RA.120a.1
Sulfur Oxide (SOX)	Metric Tons	63	551	56	305-7	
Volatile Organic Compounds (VOC)	Metric Tons	1,808	2,809	2,304	305-7	
Carbon Monoxide (CO)	Metric Tons	11,761	13,972	13,110	305-7	
Particulate Matter (PM)	Metric Tons	1,087	1,567	1,046	305-7	TR-RA.120a.1

²⁹ Prior years methane data was reported separately from CO₂; beginning in 2024 methane emissions are included as CO₂ equivalents and reported with carbon dioxide emissions.

³⁰ Prior years nitrous oxide data was reported separately from CO₂; beginning in 2024 nitrous oxide emissions are included as CO₂ equivalents and reported with carbon dioxide emissions.

Energy & Material Usage

Data	Units	2023	2024	2025	GRI	SASB
Energy Consumption						
Diesel	MMBTU	54,556,299	55,767,211	56,338,942	302-1	
Biodiesel	MMBTU	102,500	319,702	280,842	302-1	
Hydrogen	MMBTU			399	302-1	
Gasoline	MMBTU	1,198,388	262,584	1,140,086	302-1	
Natural Gas	MMBTU	391,872	442,767	535,750	302-1	
Propane	MMBTU	219,293	242,266	99,665	302-1	
Jet Fuel	MMBTU	40,115	36,285	32,081	302-1	
Used Oil	MMBTU	13,813	13,813	10,490	302-1	
Total Direct Consumption	MMBTU	56,522,279	58,309,884	58,438,256	302-1	
Energy consumption outside CSX	MMBTU	1,421,032	1,414,243	1,618,664	302-2	
Fuel by Type						
Indirect Energy Consumption	Gigajoules	1,349,675	1,340,515	1,707,715	301-1	
Diesel	Gigajoules	57,556,895	58,834,408	59,437,584	301-1	
Biodiesel	Gigajoules	108,138	337,285	296,288	301-1	
Hydrogen	Gigajoules			421	301-1	
Gasoline	Gigajoules	1,264,300	277,026	1,202,791	301-1	
Jet Fuel	Gigajoules	42,321	38,280	33,845	301-1	
Natural Gas	Gigajoules	413,425	467,120	565,217	301-1	
Propane	Gigajoules	231,354	255,591	105,146	301-1	
Used Oil	Gigajoules	14,572	14,572	11,067	301-1	
Total Direct Fuel Usage	Gigajoules	59,631,004	61,516,928	61,652,360	301-1	
Energy Efficiency						
Energy Intensity	MMBTU/ MRTM	295	301	300	302-3	
Fuel Efficiency ³¹	RTM/gal	506	528	535	302-5	
Fuel Efficiency ³²	gal/MGTM	1.02	0.98	0.97	302-5	

³¹ Fuel Efficiency calculated by dividing the total Revenue Ton Miles (R1 Report, Schedule 755, line 110) by locomotive diesel fuel use (R-1 Report, Schedule 750, line 4 (Freight and Switching)).

³² Fuel Efficiency calculated as total locomotive fuel divided by 1,000 GTM (10-K Operating Statistics).

SECTION 7

Statement of Verification

7.1 Scope

Jacobs performed a verification of CSX’s Fiscal Year 2025 GHG Emissions Inventory to determine if a limited level of assurance could be provided. CSX’s management is responsible for the collection and presentation of the information within the 2025 GHG Emissions Inventory. Jacobs’ responsibility is to express a conclusion as to whether anything has been identified to suggest that the reported Emissions Inventory is not presented fairly in accordance with referenced GHG accounting principles and associated guidance documents. Jacobs reviewed the inventory to verify conformance with the following:

- CSX’s reporting methodologies for the selected data sets;
- World Resources Institute / World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol); and
- WRI Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

7.2 Methodology

Our verification review was completed in accordance with ISO 14064-3:2019 Section 6. As such, Jacobs planned and performed the verification activities in order to provide a limited level of assurance opinion with respect to GHG emission intensity information reviewed.

7.3 GHG Assertions

CSX asserts that their total annual location-based Scope 1, Scope 2, and listed Scope 3 emissions for the 2025 reporting period is 6,496,601 metric tonnes CO₂e as detailed in Table 7-1 below. Table 7-2 summarizes total energy consumption assertions. Table 7-3 summarizes assertions for Scope 1 and 2 emissions intensity per revenue and gross ton mile.

Table 7-1 Emissions Totals

GHG Category	Emissions (tonnes CO ₂ e)
Scope 1 GHG Emissions	4,397,108
Scope 1 GHG Emissions (biogenic) ³	22,171
Scope 2 GHG Emissions (Market-Based)	153,940
Scope 3 Purchased Goods and Services and Capital Goods	781,485
Scope 3 Fuel and Energy Related Activities (WTT)	976,273
Scope 3 Upstream Transportation and Distribution	451
Scope 3 Waste	98,883
Scope 3 Business Travel and Commuting	88,460
Scope 3 Plant Absorption (biogenic) ³	-22,171
Total	6,496,601

³ Per the GHG Protocol, biogenic CO₂ is reported separately and excluded from the emissions inventory total.

Table 7-2 Energy Totals

Energy Type	Quantity (MWH)
Fuels	17,127,273
Electricity (Non-Renewable)	474,403
Energy (Total)	17,601,676
Electricity (Renewable Energy Certificates)	0

Table 7-3 Emissions Intensities

Intensity Metric	Value
Million Revenue Ton Miles (MRTM)	200,386 MRTM
Scope 1 and 2 MRTM Normalized	22.71 metric tonnes CO ₂ e/MRTM
Million Gross Ton Miles (MGTM)	412,780 MGTM
Scope 1 and 2 MGTM Normalized	11.03 metric tonnes CO ₂ e/MGTM

7.4 Independence and Competency

Jacobs is a technical professional services firm that specializes in engineering, scientific, and environmental consulting.

No member of the verification team has a business relationship with CSX, its Directors, or its Managers beyond that required of this assignment. Consistent with the requirements of ISO14064-3, Jacobs conducted this verification independently and with no knowledge of a conflict of interest.

Jacobs’ assurance team is experienced in conducting verification over climate change and sustainability information, systems, and processes.

7.5 Conclusion

Based on the verification review conducted, there is no evidence that the GHG Scope 1, Scope 2, above listed Scope 3, energy, and intensity assertions in CSX’s 2025 GHG Emissions Inventory are not materially correct and are not representative of GHG data and information. Additionally, there is no evidence that the above referenced GHG assertions have not been prepared consistent with the stated criteria.

Jacobs

Mary Pat Campbell

Mary Pat Campbell, P.E.
Lead Verifier
Chicago, IL
July 20, 2026



STEWARDSHIP

STEWARDING ETHICAL OPERATIONS

Ethics & Compliance

CSX reinforces its commitment to ethical conduct through annual training designed to help employees navigate real-world situations and make decisions consistent with our **Code of Ethics**. Ethics and compliance concerns are thoroughly investigated and appropriately resolved. The Chief Ethics & Compliance Officer regularly reports significant investigation matters, outcomes, and remediation efforts to the Audit Committee. Ethics training is mandatory for CSX management employees and highly recommended for union and part-time employees and contractors.

To promote ongoing awareness, CSX regularly shares ethics and compliance communications that highlight available resources, reporting channels, and expectations for responsible conduct. Employees can raise concerns, seek guidance, or report potential violations of the Code of Ethics through the **CSX Ethics Helpline**, a confidential reporting service available 24 hours a day and administered by an independent third party.

CSX expects employees, subsidiaries, Board members, and business partners to uphold the highest standards of integrity and ethical conduct. Guided by the CSX Code of Ethics, our ethics and compliance program addresses key business topics including workplace safety, conflicts of interest, privacy, fraud prevention, antitrust compliance, cybersecurity, artificial intelligence, community safety, and environmental stewardship. 100% of management and 55% of frontline employees completed ethics training in 2025 with 798 total reports made to the Ethics Helpline.

- CSX Ethics Helpline: 800-737-1663
- [Human Rights Policy](#)
- [Code of Ethics](#)

Strong governance, ethical conduct, cybersecurity, risk management, and transparent stakeholder engagement help CSX operate responsibly and protect long-term value.

Corporate Governance

Effective governance is essential to maintaining stakeholder trust, managing risk, and supporting long-term business performance. The CSX Board of Directors and executive leadership team provide oversight of the strategic, operational, financial, and workforce-related matters that shape the Company's future.

Throughout leadership transitions in 2025 and into 2026, the Board continued to oversee key areas including business strategy, safety, financial performance, capital allocation, enterprise risk management, and talent development. This oversight included disciplined leadership succession planning, further reflecting the Board's commitment to ensuring the Company is well positioned to execute its business strategy and deliver long-term value.

CSX maintains a governance framework designed to promote accountability, transparency, and independent oversight. Through its Board leadership structure and dedicated committees, the Board oversees critical areas including audit, compensation, governance, sustainability, and risk management. Executive compensation programs are aligned with company performance and reinforce priorities such as safety, operational excellence, financial discipline, and sustainable growth.

CSX's **Enterprise Risk Management (ERM)** program provides a structured approach to identifying, monitoring, and managing enterprise-level risks across Operations, Technology, Finance, and Compliance/Regulatory functions. The program is designed to support risk-aware decision-making and ensure effective mitigation strategies through defined governance and accountability structures.



[CSX ERM Framework & Details on Oversight](#)

Each core risk is assigned to a designated Risk Leader and overseen by the Executive Risk Committee, with regular reporting to senior management, the **Audit Committee**, and the Board of Directors. This framework helps ensure that key risks including operational continuity, cybersecurity and technology resilience, financial market access, and regulatory compliance are proactively managed in support of the Company's long-term strategy and performance.

Cybersecurity and Information Security

CSX maintains a comprehensive cybersecurity governance framework designed to protect the confidentiality, integrity, and availability of information, systems, and operations. Cybersecurity and information security risks are integrated into the company's Enterprise Risk Management (ERM) program and overseen at both the management and Board levels.

Cybersecurity governance is led by executive leadership, including the Chief Information Security Officer (CISO) and Chief Digital Technology Officer (CDTO) and is overseen by the Audit Committee at the Board level. The senior leadership team briefs the Audit Committee and Board annually on information technology and cybersecurity matters with more frequent briefings as needed, with additional semiannual briefings to CSX leaders across technology, operations, commercial, legal, and accounting departments. The cybersecurity program is continuously enhanced through assessments, monitoring, policy reviews, and ongoing investment in security technologies.



[Details on Information Security Governance at CSX](#)

In 2025, CSX executed a portfolio of activities to enhance technology security, resiliency, and reliability, resulting in a 40% reduction in system downtime. Additionally, CSX completed nearly all requirements needed for full compliance with the TSA Cybersecurity Directive, with the final control on track for completion in 2026. Cybersecurity and information security remains a shared responsibility of all employees with 100% of management employees completing the annual cybersecurity training, as part of the Ethics training requirement in 2025.

In addition, CSX maintains formal incident response and recovery processes designed to detect, contain, respond to, and recover from cybersecurity events in a timely and coordinated manner. Security requirements extend to suppliers through due diligence, contractual obligations, and periodic assurance reviews. We have a published Information Security and Privacy Policy on the CSX Employee Gateway.

STAKEHOLDER ENGAGEMENT

Meaningful stakeholder engagement helps CSX understand evolving expectations, strengthen relationships, and make better-informed business decisions that support long-term value creation. Our [Code of Ethics](#) provides contact information for stakeholders seeking to raise questions or concerns across all areas of CSX's operations.

Audience	Engagement Channels	2025 Examples
Communities	Corporate citizenship programs, including philanthropic partners and volunteer events; safety education campaigns and first responder training	Contributed approximately \$18 million to communities; employees volunteered 24,500+ hours; reached 5,600+ first responders through training programs; sponsored approximately 1,000 Pride in Service events and supported 70,000+ service members, veterans, first responders, and families. ↗ Watch: CSX Trains Thousands of First Responders Through Community Safety Program
Customers	Customer surveys; executive forums; site visits; whiteboarding sessions; customer service and digital engagement platforms	Conducted customer whiteboarding sessions and strategic engagement meetings; maintained positive customer Net Promoter Scores and launched enhanced customer tools including Chessie AI and sustainability/carbon reporting capabilities. ↗ Watch: 2025 Regional Sales Fall Customer Engagement Forum
Suppliers	Supplier engagement meetings; procurement processes; sustainability expectations and requirements; contract management; industry collaboration	Engaged suppliers on environmental, safety, and operational expectations; maintained supplier oversight through procurement and contract management processes; collaborated with suppliers to support reliable service, infrastructure investment, and operational performance across the network. ↗ Read More: CSX Procurement Approach
Employees	Ethics helpline; internal Gateway website; newsletters; town hall meetings; training programs; Mainline newsletter	Delivered ethics and compliance training, safety and leadership development programs, and ongoing employee communications; supported employees through Family Day events, employee surveys, BRGs, and the CSX Employee Disaster Relief Fund. ↗ Watch: CSX Family Days
Shareholders	Quarterly earnings calls; investor conferences; standardized reports; engagement at industry and investment community conferences, investor road shows, and analyst meetings	Hosted meetings with 270+ unique firms, representing over \$51 trillion of assets under management. ↗ Watch: CSX 2025 Investor News, Events & Presentations
Public & Regulatory Officials	Government and State Relations: for federal level issues call 202-626-4927; state and local issues call 904-366-5005	Engaged with federal, state, and local officials on infrastructure projects including the Howard Street Tunnel and Blue Ridge rebuild; collaborated with emergency management agencies and first responders; participated in industry and policy discussions related to transportation, safety, resilience, and sustainability. ↗ Read More: Howard Street Tunnel & Blue Ridge Public Websites

Supplier Engagement

Reliable, efficient, and ethical suppliers are essential to CSX's success. Suppliers [Doing Business with Us](#) are required to comply with our:

[↗ CSX Supplier Relationship Guide](#)

[↗ CSX Code of Ethics](#)

[↗ Contractor Safety Program](#)

Our contractors and suppliers are seen as an extension of our operations and are asked to comply with our Code of Ethics. We use ISNetworld to manage contractor safety, training, and compliance; 100% of contractors coming on property to perform work must complete the training and reporting requirements. Contractor training is determined based on the risk of the work to be conducted and the location of work. Courses may include FRA On-Track Worker, CSX Rail Security Awareness, CSX Environmental Certification, and OSHA Hazcom training.

In 2025, we conducted a value chain mapping exercise across our approximately 3,300 product and service suppliers. We identified 20 Significant Suppliers using a structured, risk-based approach that considered factors such as procurement spend, contribution to Scope 3 emissions, role in core operations, and potential to impact CSX's sustainability objectives or value chain.

Through close engagement with these companies, we gained deeper insight into their effect on CSX operations. The insights gathered will be used to strengthen our annual GHG reporting with relevant sustainability information.

GOVERNANCE

Data	Units	2023	2024	2025	GRI
Governance Board (Proxy Report)					
Board of Directors	#	12	12	12	2-9
Board Independence	%	92%	83%	83%	2-9
Average Tenure	Years	7.83	7.27	7.97	2-9
Average Age	Years	65.3	65.0	67.0	2-9
Board Diversity	%	33%	42%	42%	405-1
CSX Ethics Helpline					
Total Ethics Cases Handled	#	997	975	798	205-3
Fraud-Related Investigations	#	57	64	64	205-3
CSX Ethics Training Participation					
Ethics Training: Management Employees Trained	%	100%	100%	100%	205-2
Ethics Training: Union Employees Trained	%	63%	54%	55%	205-2
Supplier Data					
Number of Suppliers	#	3,749	3,715	3,347	
Total Supplier Spend	\$ Millions	\$4,800	\$4,900	\$5,439	
Diverse Suppliers	#	177	184	180	
Diverse Supplier Spend	\$ Millions	214.7	219.8	223.2	
Significant Suppliers ³³	#			20	
Significant Supplier Spend	\$ Millions			\$1,547	

³³ Significant Suppliers are identified based on procurement spend, contribution to Scope 3 emissions, role in core operations, and potential to impact CSX's sustainability objectives or value chain.

FORWARD-LOOKING STATEMENT

Certain statements in this report and in materials filed with the Securities and Exchange Commission, as well as information included in oral statements or other written statements made by the Company, are forward-looking statements. The Company intends for all such forward-looking statements to be covered by the safe harbor provisions for forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, the provisions of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These forward-looking statements within the meaning of the Private Securities Litigation Reform Act may contain, among others, statements regarding:

- Projections and estimates of earnings, revenues, margins, volumes, rates, cost-savings, expenses, taxes, or other financial items;
- Expectations as to results of operations and operational initiatives;
- Expectations as to the effect of claims, lawsuits, environmental costs, commitments, contingent liabilities, labor negotiations or agreements on the Company's financial condition, results of operations, or liquidity;
- Management's plans, strategies and objectives for future operations, capital expenditures, workforce levels, dividends, share repurchases, safety and service performance, proposed new services and other matters that are not historical facts, and management's expectations as to future performance and operations and the time by which objectives will be achieved;
- Future economic, industry or market conditions or performance and their effect on the Company's financial condition, results of operations or liquidity; and
- Sustainability goals, targets, initiatives, objectives and similar commitments outlined in this report or elsewhere.

Forward-looking statements are typically identified by words or phrases such as "will," "should," "believe," "expect," "anticipate," "project," "estimate," "preliminary," and similar expressions. The Company cautions against placing undue reliance on forward-looking statements, which reflect its good faith beliefs with respect to future events and are based on information currently available to it as of the date the forward-looking statement is made. Forward-looking statements should not be read as a guarantee of future performance or results and will not necessarily be accurate indications of the timing when, or by which, such performance or results will be achieved.

Forward-looking statements are subject to a number of risks and uncertainties and actual performance or results could differ materially from those anticipated by any forward-looking statements. The Company undertakes no obligation to update or revise any forward-looking statement. If the Company does update any forward-looking statement, no inference should be drawn that the Company will make additional updates with respect to that statement or any other forward-looking statements.

The factors and uncertainties relating to the Company's operations and business environment that affect the matters discussed in this report are difficult to predict and many are outside of the Company's control, while influencing whether any forward-looking statements can or will be achieved. Any one of those factors, including the result of changes in circumstances, estimates that turn out to be incorrect, standards of measurement that change over time, assumptions not being realized, or other risks or uncertainties, could cause the Company's actual results, including the achievement of any expressed sustainability goals, targets, initiatives, objectives, or commitments, to differ materially from those expressed or implied in writing in any forward-looking statements made by the Company or on its behalf.

Factors that could cause actual results to differ materially from those in the forward-looking statements include those that are described in the Company's most recent Annual Report on Form 10-K and elsewhere in the Company's filings with the SEC and are periodically updated in the Company's SEC filings.

THANK YOU

for your interest in CSX's 2025 Sustainability Report. For ongoing updates on our progress and performance, please follow CSX on [LinkedIn](#).

We welcome feedback on this report. Questions or requests for additional information can be directed to sustainability@csx.com.

General Disclosures

- [2025 CDP Submittal](#)
- [2025 Annual Report](#)
- [2025 10-K](#)
- [2025 STB R-1 Report](#)
- [Proxy Statement](#)
- [Climate Transition Plan](#)
- [CSX.com](#)
- [CSX Investor Website](#)
- [Historical Sustainability Reports & Downloads](#)

Policies

- [Human Rights Policy](#)
- [Code of Ethics](#)
- [Privacy Policy](#)
- [Environmental Policy](#)
- [Supplier Relationship Guide](#)
- [Diverse Supplier Policy](#)
- [CSX Contractor Safety Program Manual](#)

Note that web links are subject to change over time and may break or redirect.

APPENDICES

- **Sustainability Accounting Standards Board Index (SASB)**
- **Global Reporting Initiative Index (GRI)**
- **International Financial Reporting Standards Index (IFRS)**

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX (SASB)

The following table provides the locations of information addressing the requirements of the SASB Rail Transportation Standard, which maps industry-specific disclosures for material issues. We align our business activities with the Sustainable Development Goals (SDGs) 3, 7, 8, 11, 12, and 13, and map these to applicable SASB disclosure topics.

Disclosure	Accounting Metric	Response
Greenhouse Gas Emissions 	TR-RA-110a.1: Gross global Scope 1 emissions	2025 Sustainability Report / Sustainability / Greenhouse Gas Emissions - Scope 1 Direct GHG Emissions: 4,397,108 Metric Tons CO₂ Eq
	TR-RA-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	2025 Sustainability Report / Our Climate Commitment Latest CDP Climate Change Response (2025 C4.5, C7.5) Climate Transition Plan, p. 13-25
	TR-RA-110a.3: Total fuel consumed, percentage renewable	- Direct Fuel Usage: 61,652,360 GJ 2025 Sustainability Report / Sustainability / Energy & Material Usage
Air Quality 	TR-RA-120a.1: Air emissions of the following pollutants: (1) NOx (excluding N ₂ O) and (2) particulate matter (PM10)	(1) NOx: 46,898 Metric Tons (2) Particulate Matter: 1,046 Metric Tons
Employee Health & Safety 	TR-RA-320a.1: (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	2025 Sustainability Report / Safety / Safety Performance (1a) Total Recordable Injury Rate (TRIR): 1.20 (1b) FRA Injury Rate: 0.94 (2) Fatality Rate: 0.006
Competitive Behavior	TR-RA-520a.1: Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations ³⁴	- In 2025, CSX was not subject to any monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations. 2025 10-K, p. 83
Accident & Safety Management 	TR-RA-540a.1: Number of accidents and incidents	2025 Sustainability Report / Safety / Safety Performance - Number of train-related accidents and incidents combined: 907
	TR-RA-540a.2: Number of (1) accident releases and (2) non-accident releases (NARs) ³⁵	Number of Accident-Caused Releases and Non-Accidental Releases of Hazardous Material: 48
	TR-RA-540a.3: Number of rail safety standard defects cited by relevant authorities that may result in fines or other penalties by jurisdiction	Number of FRA Recommended Defects: 27,749
	TR-RA-540a.4: Frequency of internal railway integrity inspections ³⁶	Frequency of Internal Integrity Inspections: 1.65

³⁴ TR-RA-520a.1– The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.

³⁵ TR-RA-540a.2– Disclosure shall include a discussion of the entity’s processes and procedures to manage non-accident and accident releases.

³⁶ TR-RA-540a.4– Disclosure shall include, where relevant, a discussion of rail maintenance practices, operating measures, and technologies that the entity implements in addition to inspections.

INTRODUCTION	SAFETY	SERVICE	SUSTAINABILITY	STEWARDSHIP	APPENDICES
SASB Activity Metric			Response		
TR-RA-000.A: Number of carloads transported ³⁷			6.31 million carloads 2025 10-K, p. 29		
TR-RA-000.B: Number of intermodal units transported ³⁸			3.00 million units 2025 10-K, p. 29		
TR-RA-000.C: Track miles ³⁹			- Total Track: 35,518 miles - Single Mainline Track: 19,739 miles - Other Mainline Track: 5,648 miles - Terminals and Switching Yards: 9,243 miles - Passing Sidings and Turnouts: 888 miles 2025 10-K, p. 16		
TR-RA-000.D: Revenue ton miles (RTM) ⁴⁰			- Revenue ton miles (RTM): 200,386,099 (thousands) 2025 R1 Report, Schedule 755, line 110, p. 95		
TR-RA-000.E: Number of employees			2025 Sustainability Report / Service / Employee Workforce		

³⁷ TR-RA-000.A – The scope of disclosure includes all carloads that the entity transported in conjunction with the shipping of freight (including freight that is not containerized) for its customers.

³⁸ TR-RA-000.B – Intermodal units include shipping containers and truck trailers that can be transported across modes of transportation.

³⁹ TR-RA-000.C – Track miles include route miles (the total extent of routes available for trains to operate) and take into account multiple track routes such that each route mile with double track is considered two track miles.

⁴⁰ TR-RA-000.D – A revenue ton mile (RTM) is defined as one ton of revenue traffic transported one mile. Revenue ton miles are calculated by multiplying the miles traveled on each leg by the number of tons of revenue traffic carried on that leg.

GLOBAL REPORTING INITIATIVE INDEX (GRI)

CSX Corporation is reporting with reference to the GRI Standards for the period of January 1, 2025 to December 31, 2025. The tables in the following pages summarize where responses to the GRI disclosures can be found throughout the 2025 Sustainability Report.

GRI General Disclosures

Standard	Disclosure	Location and Notes
GRI 2: General Disclosures		
The organization and its reporting practices		
2-1	Organizational details	CSX Corporation, together with its subsidiaries ("CSX" or the "Company"), based in Jacksonville, Florida, is one of the nation's leading transportation companies. The Company provides rail-based freight transportation services including traditional rail service, the transport of intermodal containers and trailers, as well as other transportation services such as rail-to-truck transfers and bulk commodity operations. CSX and the rail industry provide customers with access to an expansive and interconnected transportation network that plays a key role in North American commerce and is critical to the long-term economic success and improved global competitiveness of the United States. In addition, freight railroads provide the most economical and environmentally efficient means to transport goods over land. CSX's principal operating subsidiary, CSX Transportation, Inc. ("CSXT"), provides an important link to the transportation supply chain through its approximately 20,000 route-mile rail network and serves major population centers in 26 states east of the Mississippi River, the District of Columbia and the Canadian provinces of Ontario and Quebec. It has access to over 70 ocean, river, and lake port terminals along the Atlantic and Gulf Coasts, the Mississippi River, the Great Lakes, and the St. Lawrence Seaway. Reference: 2025 10-K
2-2	Entities included in the organization's sustainability reporting	CSX Corporation subsidiaries include - CSX Transportation, Inc. ("CSXT"), - CSX Intermodal Terminals, Inc. ("CSX Intermodal Terminals"), - Total Distribution Services, Inc. ("TDSI"), - TRANSFLO Terminal Services, Inc. ("TRANSFLO"), - CSX Technology, Inc. ("CSX Technology"), - Quality Carriers, Inc. ("Quality Carriers"), and - other subsidiaries. Reference: 2025 10-K
2-3	Reporting period, frequency and contact point	This Sustainability report covers topics and data between January 1 through December 31, 2025 and is produced annually. Questions about this report can be directed to CSX website About Us Contact Us - CSX Corporate Headquarters, 500 Water Street, 15th Floor, Jacksonville, FL 32202; 904-359-3200 Sustainability@csx.com
2-4	Restatements of information	Any restatements of information are noted in report footnotes.
2-5	External assurance	2025 Sustainability Report / Sustainability / GHG Verification Statement
Activities and workers		
2-6	Activities, value chain and other business relationships	2025 Sustainability Report / Service / Serving our Employees 2025 Sustainability Report / About CSX 2025 10-K Proxy Statement - CSX website (Suppliers page)
2-7	Employees	2025 Total full-time employees: 22,935 - Employees by gender: 2025 Sustainability Report / Service / Employee Workforce - Fluctuations: 2025 Sustainability Report / Service / Employee Workforce

INTRODUCTION		SAFETY		SERVICE		SUSTAINABILITY		STEWARDSHIP		APPENDICES	
Standard	Disclosure	Location and Notes									
Governance											
2-9	Governance structure and composition	• Proxy Statement, p. 14: Corporate Governance • CSX investor website (Governance Documents)									
2-10	Nomination and selection of the highest governance body	• Proxy Statement, p. 15: Board Nomination Process and Qualifications									
2-11	Chair of the highest governance body	• Proxy Statement, p. 33-35: Board and Committee Structure									
2-12	Role of the highest governance body in overseeing the management of impacts	• Proxy Statement, p. 36: Audit Committee									
2-13	Delegation of responsibility for managing impacts	• Proxy Statement									
2-14	Role of the highest governance body in sustainability reporting	• Proxy Statement, p. 45: Board of Directors' Role in Sustainability Oversight									
2-15	Conflicts of interest	• Proxy Statement, p. 52: Transaction with Related Persons and Other Matters • Code of Ethics, p. 27									
2-16	Communication of critical concerns	• Proxy Statement, p. 46: Shareholder Engagement • Code of Ethics: CSX Website, p. 65: Important Contacts • 2025 Total ethics cases handled: 798									
2-17	Collective knowledge of the highest governance body	• Proxy Statement, p. 17: Board Skills and Experiences									
2-18	Evaluation of the performance of the highest governance body	• Proxy Statement, p. 50: Annual Evaluation of Board Performance									
2-19	Remuneration policies	• Proxy Statement, p. 69: 2025 Executive Compensation Program									
2-20	Process to determine remuneration	• Proxy Statement, p. 72: 2025 Compensation Decisions									
2-21	Annual total compensation ratio	• Proxy Statement, p. 102: CEO Pay Ratio									
Strategy, policy & practices											
2-22	Statement on sustainable development strategy	• 2025 Sustainability Report / Our Sustainability Approach									
2-23	Policy commitments	• Human Rights Policy: CSX website • Code of Ethics: CSX website • CSX Policies webpage • Environmental Policy • Supplier Policies: CSX website • Diverse Supplier Procurement Policy: CSX website • ADA Policy: CSX website • Equal Opportunity Policy for Pregnant and Disabled Workers: CSX Website • Canadian ACA Policy: CSX Website • EEO Policy: CSX website									

INTRODUCTION		SAFETY	SERVICE	SUSTAINABILITY	STEWARDSHIP	APPENDICES
Standard	Disclosure	Location and Notes				
2-24	Embedding policy commitments	- Human Rights Policy: CSX website - Code of Ethics: CSX website WHO MUST FOLLOW OUR CODE Everyone at all levels of our company has a responsibility to know and follow our Code, including: - All employees and officers of CSX and its wholly-owned subsidiaries. - All members of the CSX Board of Directors. Third parties conducting business with or on behalf of CSX can have a direct impact on our reputation through their behavior. For this reason, we want to work with business partners that share our commitment to safety, ethics and compliance. We expect our business partners and their employees to act in a way that is consistent with our Code. We will take the appropriate measures where we believe they have not met our high standards or their contractual obligations. - CSX Policies webpage - Supplier Policies: CSX website - Environmental Policy: CSX website				
2-25	Processes to remediate negative impacts	Code of Ethics: CSX website, p. 65: Important Contacts Direct actual or suspected misconduct, questions, or concerns about ethics and compliance matters, or employment discrimination or harassment to the CSX Ethics Helpline or website: Call toll-free: 800-737-1663 (available 24 hours a day, 7 days a week) Or go online: https://secure.ethicspoint.com/domain/media/en/gui/26907/index.html				
2-26	Mechanisms for seeking advice and raising concerns	2025 Sustainability Report / Stewardship / Stakeholder Engagement - Responsible Disclosure Policy: CSX website - Code of Ethics: CSX website, p. 65: Important Contacts				
2-27	Compliance with laws and regulations	2025 Sustainability Report / Sustainability / Delivering Environmental Performance - Code of Ethics: CSX Website 2025 10-K, p. 13 - Proxy Statement				
2-28	Membership associations	- CSX website: Political Contributions 2025 - CSX RAILROAD TRADE ASSOCIATIONS, CHAMBERS, LOBBYING AND POLITICAL CONTRIBUTIONS - Examples of other associations include: - American Railway Development Association (ARDA) - American Railway Engineering and Maintenance of Way Association (AREMA) - Association of American Railroads (AAR) - Intermodal Association of North America (IANA)				
2-29	Approach to stakeholder engagement	- Proxy Statement 2025 Sustainability Report / Stewardship / Stakeholder Engagement				
2-30	Collective bargaining agreements	2025 10-K, p. 4: CSX'S COMMITTED WORKFORCE Most of the Company's employees provide or support transportation services. The Company had approximately 23,000 employees as of December 2025, which includes approximately 16,900 employees that are members of a rail labor union and covered by national agreements with the Class I railroads or CSX-specific agreements. As of the date of this filing, new agreements with an effective date of January 1, 2025, have been fully ratified by most unions, representing nearly 75% of the Company's unionized workforce. The remaining unionized employees are covered under previous agreements while negotiations take place since collective agreements under the Railway Labor Act do not expire, but continue until amended or replaced. 2025 Sustainability Report / Service / Labor Relations The CSX Labor Relations team engages with 15 labor organizations and manages 44 collective bargaining agreements.				

Topic-specific Disclosures

Standard	Disclosure	Location
GRI 3: Material Topics		
3-1	Process to determine material topics	2025 Sustainability Report / Our Sustainability Approach / Key Materiality Issues - Proxy Statement, p. 45 STAKEHOLDER ENGAGEMENT ON OUR SUSTAINABILITY APPROACH <i>At CSX, we periodically conduct materiality assessments that are designed to ensure our sustainability approach addresses the topics for which CSX has the most impact and that influence our stakeholders. We used a dual materiality approach, gathering internal and external stakeholder perspectives on the significance of our economic, environmental, and social impacts and the substantive influence of our impact on the assessments and decisions of stakeholders. The last assessment indicated increased focus on climate-related risks, supply chain management, and labor rights. Climate change was mentioned by stakeholders as being not only a concern, but also an opportunity for CSX given our position as a low-carbon transportation option.</i>
3-2	List of material topics	2025 Sustainability Report / Our Sustainability Approach / Key Materiality Issues
GRI 200: Economic		
GRI 201: Economic Performance		
3-3	Management of material topic	2025 10-K
201-1	Direct economic value generated and distributed	2025 Sustainability Report / Driving Economic Value
201-2	Financial implications and other risks and opportunities due to climate change	2025 10-K IFRS S2 Index 2025 CDP Climate Change Response Climate Transition Plan, p. 13-25
201-3	Defined benefit plan obligations and other retirement plans	Proxy Statement 2025 10-K 2025 Sustainability Report / Service / Learn More About Working at CSX Benefits Summary: CSX website
201-4	Financial assistance received from government	2025 10-K
GRI 203: Indirect Economic Impacts		
3-3	Management of material topic	2025 Sustainability Report / Driving Economic Value 2025 Sustainability Report / Service / Serving our Communities
203-1	Infrastructure investments and services supported	2025 Sustainability Report / Driving Economic Value 2025 10-K
203-2	Significant indirect economic impacts	2025 Sustainability Report / Driving Economic Value 2025 Sustainability Report / Service / Serving our Communities
GRI 204: Procurement Practices		
3-3	Management of material topic	2025 Sustainability Report / Stewardship / Supplier Engagement CSX.com / Suppliers
204-1	Proportion of spending on local suppliers	2025 Sustainability Report / Driving Economic Value

INTRODUCTION		SAFETY		SERVICE		SUSTAINABILITY		STEWARDSHIP		APPENDICES	
Standard	Disclosure	Location									
GRI 205: Anti-corruption											
3-3	Management of material topic	Human Rights Policy: ANTI-CORRUPTION <i>CSX prohibits offering, promising, making, requesting, or accepting or agreeing to accept any payments or favors that might be considered improper or illegal. Employees are expected to adhere to existing policies for anti-corruption, and ethical business conduct. Employees are trained on anti-bribery and corruption topics, including applicable laws and regulations, and are encouraged to report any suspicions of wrongdoing via the CSX Help Line.</i> 2025 Sustainability Report / Stewardship / Stewarding Ethical Operations Code of Ethics: CSX website									
205-1	Operations assessed for risks related to corruption	2025 Sustainability Report / Stewardship / Stewarding Ethical Operations Code of Ethics: CSX website									
205-2	Communication and training about anti-corruption policies and procedures	2025 Sustainability Report / Stewardship / Stewarding Ethical Operations Code of Ethics: CSX website, p. 53 ANTI-BRIBERY AND COMBATING CORRUPTION <i>Bribery and corruption have no place in our business and are illegal in every country where we operate. They can cause irreparable harm to our good name and to the communities where we do business. Our standard is clear: we do not pay bribes or kickbacks, at any time for any reason. This applies equally to any person or firm who represents the Company including consultants, suppliers, distributors, and sales agents.</i>									
205-3	Confirmed incidents of corruption and actions taken	2025 Sustainability Report / Stewardship / Corporate Governance									
GRI 206: Anti-competitive Behavior											
3-3	Management of material topic	2025 Sustainability Report / Stewardship / Stewarding Ethical Operations SASB Index: TR-RA-520a.1 Code of Ethics: CSX website, p. 41: Acquiring Competitive Information									
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Ethics: CSX website									
GRI 300: Environmental											
GRI 301: Materials											
3-3	Management of material topic	2025 Sustainability Report / Sustainability / Delivering Environmental Performance 2025 Sustainability Report / Sustainability / Energy & Material Usage									
301-1	Materials used by weight or volume	2025 Sustainability Report / Sustainability / Energy & Material Usage									
301-2	Recycled input materials used	2025 Sustainability Report / Sustainability / Delivering Environmental Performance 2025 Sustainability Report / Sustainability / Recycled Materials									
301-3	Reclaimed products and their packaging materials	2025 Sustainability Report / Sustainability / Delivering Environmental Performance									
GRI 302: Energy											
3-3	Management of material topic	Environmental Policy 2025 Sustainability Report / Sustainability / Delivering Environmental Performance									
302-1	Energy consumption within the organization	2025 Sustainability Report / Sustainability / Energy & Material Usage									

INTRODUCTION		SAFETY		SERVICE		SUSTAINABILITY		STEWARDSHIP		APPENDICES	
Standard	Disclosure			Location							
302-2	Energy consumption outside of the organization			Energy consumption outside of CSX: 1,618,664 MMBTU							
302-3	Energy intensity			Energy intensity: 300 MMBTU/MRTM							
302-4	Reduction of energy consumption			2025 Sustainability Report / Sustainability / Energy & Material Usage							
302-5	Reductions in energy requirements of products and services			2025 Sustainability Report / Sustainability / Delivering Sustainable Solutions							
GRI 303: Water and Effluents											
3-3	Management of material topic			Environmental Policy 2025 Sustainability Report / Sustainability / Water Management							
303-1	Interactions with water as a shared resource			2025 Sustainability Report / Sustainability / Water Management							
303-2	Management of water discharge-related impacts			2025 Sustainability Report / Sustainability / Water Management							
303-3	Water withdrawal			2025 Sustainability Report / Sustainability / Water Management - Water withdrawal by source: 682,350 Kgal							
303-4	Water discharge			2025 Sustainability Report / Sustainability / Water Management - Water discharge from permitted sources: 595,230 Kgal							
303-5	Water consumption			2025 Sustainability Report / Sustainability / Water Management							
GRI 304: Biodiversity											
3-3	Management of Material Topics			Environmental Policy 2025 Sustainability Report / Sustainability / Nature & Biodiversity							
304-3	Habitats protected or restored			2025 Sustainability Report / Sustainability / Nature & Biodiversity							
101-8	Ecosystem services			2025 Sustainability Report / Sustainability / Nature & Biodiversity							
GRI 305: Emissions											
3-3	Management of material topic			2025 Sustainability Report / Sustainability / Delivering Sustainable Operations							
305-1	Direct (Scope 1) GHG emissions			Scope 1 direct GHG emissions: 4,397,108 Metric Tons CO2 Eq							
305-2	Energy indirect (Scope 2) GHG emissions			Scope 2 Indirect Energy Indirect GHG Emissions - Market-Based: 153,940 Metric Tons CO2 Eq							
305-3	Other indirect (Scope 3) GHG emissions			Scope 3 Other Indirect GHG Emissions: 1,945,552 Metric Tons CO2 Eq							
305-4	GHG emissions intensity			GHG emissions intensity towards SBT: 11.03 Metric Tons CO2 Eq/MGTM							
305-5	Reduction of GHG emissions			2025 Sustainability Report / Sustainability / Emission Reduction Progress							
305-6	Emissions of ozone-depleting substances (ODS)			Emissions from Ozone-Depleting Substances (ODS): 0.06 Metric Tons CO2 Eq							
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			2025 Sustainability Report / Sustainability / Other Emissions							

INTRODUCTION		SAFETY		SERVICE		SUSTAINABILITY		STEWARDSHIP		APPENDICES	
Standard	Disclosure	Location									
GRI 306: Waste											
3-3	Management of material topic	Environmental Policy 2025 Sustainability Report / Sustainability / Delivering Environmental Performance									
306-1	Waste generation and significant waste-related impacts	2025 Sustainability Report / Sustainability / Delivering Environmental Performance									
306-2	Management of significant waste-related impacts	2025 Sustainability Report / Sustainability / Delivering Environmental Performance									
306-3	Waste generated	2025 Sustainability Report / Sustainability / Waste Performance Data									
306-4	Waste diverted from disposal	2025 Sustainability Report / Sustainability / Waste Performance Data									
306-5	Waste directed to disposal	2025 Sustainability Report / Sustainability / Waste Performance Data									
GRI 308: Supplier Environmental Assessment											
3-3	Management of material topic	2025 Sustainability Report / Stewardship / Supplier Engagement 2025 CDP Climate Change Response									
308-1	New suppliers that were screened using environmental criteria	2025 Sustainability Report / Stewardship / Supplier Engagement Climate Transition Plan – Executive Summary									
308-2	Negative environmental impacts in the supply chain and actions taken	2025 CDP Climate Change Response									
GRI 400: Social											
GRI 401: Employment											
3-3	Management of material topic	2025 Sustainability Report / Service / Serving our Employees CSX.com / Working at CSX									
401-1	New employee hires and employee turnover	2025 Sustainability Report / Service / Employee Workforce									
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits Summary: CSX website 2026 Current Year Benefits Summary									
401-3	Parental leave	Benefits Summary: CSX website 2026 Current Year Benefits Summary									
GRI 402: Labor Relations											
3-3	Management of material topic	2025 Sustainability Report / Service / Labor Relations									

INTRODUCTION		SAFETY		SERVICE		SUSTAINABILITY		STEWARDSHIP		APPENDICES	
Standard		Disclosure		Location							
GRI 403: Occupational Health and Safety											
3-3	Management of material topic	• Human Rights Policy: CSX website HEALTH, SAFETY, AND SECURITY <i>At CSX, safety, health, and security are our top priorities. We aim to empower every employee with the ability to make decisions and take action necessary to identify and communicate unsafe behaviors and conditions so they can be eliminated or contained. By following all CSX operating rules, procedures, and policies, we endeavor to safeguard ourselves, our coworkers, and the communities in which we operate. CSX’s safety culture helps our effort to ensure that every voice is heard. Additionally, our collaborative environment ensures that the collective experience of all employees leads to an ever-safer work environment. Each of us is responsible for our own safety and the safety of others. CSX is committed to helping our employees understand applicable safety requirements and helping them follow all health, safety and operating rules in order to provide a healthy, safe, and secure workplace. The Company’s policy for accident and incident reporting prohibits harassment or intimidation of any person to discourage medical treatment or reporting of an accident, injury, or illness.</i> • Employee Safety: CSX Website <i>CSX’s commitment to safety defines who we are. Employee training allows us to provide the most reliable rail service to our customers while keeping our communities safe above all else. We work hard to instill safety awareness among our workforce through effective training programs, communication, continuous community engagement, and collaboration with customers and peers across the railroad industry. Attentiveness to workplace safety begins with CSX leadership and extends to each employee regardless of title, job responsibilities, or geographic location. We foster a culture of safety that encourages everyone to act in a safe manner and consider the welfare of others.</i> • Employee Safety and Operations: CSX Website • 2025 Contractor Safety Program and SafeWay, p. 41									
403-1	Occupational health and safety management system	• 2025 Sustainability Report / Safety / Employee Safety Occupational Health and Safety programs are maintained by our Industrial Hygiene department to help protect employees, customer freight, and the communities where we operate. These programs include confined space entry, hazard communication, hearing conservation, lockout/tagout, respiratory protection, and emergency preparedness. Programs are developed in accordance with OSHA and annual training is required for applicable employees and individuals performing the work on behalf of CSX. Emergency Action Plans are maintained and accessible online to employees to ensure readiness and consistency during emergency situations such as: medical emergencies, severe weather, fire, hazardous material release, and workplace violence.									
403-2	Hazard identification, risk assessment, and incident investigation	• 2025 Sustainability Report / Safety / Employee Safety									
403-3	Occupational health services	• 2025 Sustainability Report / Safety / Employee Safety									
403-4	Worker participation, consultation, and communication on occupational health and safety	• 2025 Sustainability Report / Safety / Employee Safety • 2025 Contractor Safety Program and SafeWay, p. 35 • CSX.com / About Us / Safety: CSX Website									
403-5	Worker training on occupational health and safety	• 2025 Sustainability Report / Safety / Employee Safety									
403-6	Promotion of worker health	• 2025 Sustainability Report / Safety / Employee Safety									
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• 2025 Sustainability Report / Safety / Employee Safety									
403-8	Workers covered by an occupational health and safety management system	• 2025 Contractor Safety Program and SafeWay, p. 6 • 2025 Sustainability Report / Safety / Employee Safety • <i>applicable to employees and individuals performing the work on behalf of CSX.</i>									
403-9	Work-related injuries	• 2025 Sustainability Report / Safety / Safety Performance • Total Recordable Injury Rate (TRIR): 1.20 • FRA Personal Injury Frequency Rate: 0.94 • Lost Time Injury Rate (LTIR): 0.89									
403-10	Work-related ill health	• 2025 Sustainability Report / Safety / Safety Performance									

INTRODUCTION		SAFETY		SERVICE		SUSTAINABILITY		STEWARDSHIP		APPENDICES	
Standard	Disclosure	Location									
GRI 404: Training and Education											
3-3	Management of material topic	•	2025 Sustainability Report / Service / Serving our Employees								
404-1	Average hours of training per year per employee	•	2025 Sustainability Report / Service / Serving our Employees								
404-2	Programs for upgrading employee skills and transition assistance programs	•	2025 Sustainability Report / Service / Serving our Employees								
404-3	Percentage of employees receiving regular performance and career development reviews	•	2025 Sustainability Report / Service / Serving our Employees								
		•	Number of management employees receiving formal performance reviews: 3,158								
GRI 405: Diversity and Equal Opportunity											
3-3	Management of material topic	•	2025 Sustainability Report / Service / Serving our Employees								
405-1	Diversity of governance bodies and employees	•	2025 Sustainability Report / Service / Employee Workforce								
		•	2025 Sustainability Report / Stewardship / Governance								
		•	Proxy Statement								
		•	Code of Ethics: CSX website , p. 15 Engagement and Inclusion								
GRI 406: Non-discrimination											
3-3	Management of material topic	•	Human Rights Policy A HARASSMENT-FREE WORKPLACE <i>CSX is committed to providing all employees with a work environment that is free from any and all forms of harassment by supervisors, other employees, customers, vendors, agents, and other third parties. Harassment is personally offensive, lowers morale, and interferes with the ability to work cooperatively. The Company's Anti-Harassment policy prohibits harassment and retaliation against individuals who have complained of harassing conduct or participated in a company or agency investigation into such complaints. The Company maintains strong procedures that strive to prevent such behaviors, including routinely communicating its expectations and providing training to employees and managers.</i>								
		•	2025 Sustainability Report / Stewardship / Ethics & Compliance								
		•	Code of Ethics: CSX website								
406-1	Incidents of discrimination and corrective actions taken	•	2025 Sustainability Report / Stewardship / Ethics & Compliance								
GRI 407: Freedom of Association and Collective Bargaining											
3-3	Management of material topic	•	Human Rights Policy: CSX website								
		•	Code of Ethics: CSX website								
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	•	Human Rights Policy: CSX website								
GRI 408: Child Labor											
3-3	Management of material topic	•	CSX Human Rights Policy: CSX website								
		•	PROHIBITION OF FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR <i>CSX complies with all applicable employment laws and regulations in the jurisdictions it operates. We prohibit use of child labor, or any form of forced labor. We are against human trafficking and support programs that help identify victims of human trafficking.</i>								

INTRODUCTION		SAFETY		SERVICE		SUSTAINABILITY		STEWARDSHIP		APPENDICES	
Standard		Disclosure		Location							
408-1		Operations and suppliers at significant risk for incidents of child labor		- Human Rights Policy: CSX website CONSEQUENCES FOR VIOLATING POLICY <i>Violations of this policy are taken seriously. Violations of this policy will be addressed pursuant to CSX disciplinary practices and other actions which CSX deems appropriate. If you violate this policy, you may be subject to discipline, including discharge (for employees) and termination of contracts with CSX (for independent contractors).</i>							
GRI 409: Forced or Compulsory Labor											
3-3		Management of material topic		- Human Rights Policy: CSX website PROHIBITION OF FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR <i>CSX complies with all applicable employment laws and regulations in the jurisdictions it operates. We prohibit use of child labor, or any form of forced labor. We are against human trafficking and support programs that help identify victims of human trafficking.</i>							
409-1		Operations and suppliers at significant risk for incidents of forced or compulsory labor		- Human Rights Policy: CSX website CONSEQUENCES FOR VIOLATING POLICY <i>Violations of this policy are taken seriously. Violations of this policy will be addressed pursuant to CSX disciplinary practices and other actions which CSX deems appropriate. If you violate this policy, you may be subject to discipline, including discharge (for employees) and termination of contracts with CSX (for independent contractors).</i>							
GRI 410: Security Practices											
3-3		Management of material topic		Code of Ethics, Safety & Security, p. 19							
410-1		Security personnel trained in human rights policies or procedures		Code of Ethics, Safety & Security, p. 19							
GRI 413: Local Communities											
3-3		Management of material topic		CSX.com / Community Investment 2025 Sustainability Report / Service / Serving our Communities							
413-1		Operations with local community engagement, impact assessments, and development programs		CSX.com / About Us / Projects and Partnerships CSX.com / Public Projects Manual 2025 Sustainability Report / Service / Serving our Communities							
413-2		Operations with significant actual and potential negative impacts on local communities		CSX.com / About Us / Projects and Partnerships 2025 Sustainability Report / Safety / Safety Performance 2025 Sustainability Report / Service / Serving our Communities							
GRI 414: Supplier Social Assessment											
3-3		Management of material topic		- Human Rights Policy: CSX website EXPECTATIONS OF SUPPLIERS <i>Our suppliers are expected to abide by the applicable provisions of the CSX Code of Ethics in all interactions with CSX and its employees. Our commitment to diversity also extends to our suppliers and procurement processes, including actively seeking out and establishing business relationships with diverse suppliers.</i>							
414-1		New suppliers that were screened using social criteria		2025 Sustainability Report / Stewardship / Supplier Engagement							
414-2		Negative social impacts in the supply chain and actions taken		2025 Sustainability Report / Stewardship / Supplier Engagement							

INTRODUCTION		SAFETY		SERVICE		SUSTAINABILITY		STEWARDSHIP		APPENDICES	
Standard	Disclosure	Location									
GRI 415: Public Policy											
3-3	Management of material topic	•	2025 Sustainability Report / Stewardship / Stewarding Ethical Operations								
415-1	Political contributions	•	Political Contributions: CSX website								
GRI 418: Customer Privacy											
3-3	Management of material topic	•	2025 Sustainability Report / Stewardship / Cybersecurity and Information Security								
		•	Privacy Policy: CSX website								
		•	Code of Ethics: CSX website , p. 23 Protecting Privacy; p. 39: Safeguarding Confidential Information								
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	•	2025 Sustainability Report / Stewardship / Cybersecurity and Information Security								
		•	2025 10-K , p. 14								

INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS)

CSX first reported under the IFRS S2 Climate-related Disclosures standard in 2025, issued by the International Sustainability Standards Board (ISSB). IFRS S2 builds on the Task Force for Climate-related Disclosures (TCFD) framework and establishes a global baseline for climate-related financial disclosures. In aligning with IFRS S2, we continue to disclose our governance, strategy, risk management, and metrics and targets related to climate, while enhancing transparency around climate-related risks, opportunities, transition planning, and greenhouse gas emissions. This shift reflects our commitment to adopting globally recognized reporting standards and providing decision-useful information to stakeholders.

Standard Criteria	IFRS S2 Disclosure Recommendation	CSX Disclosure Source	2025 CDP Response	CDP Transition Plan Element
Governance	a) The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities	Proxy Statement: Board of Directors' Role in Sustainability Oversight, p. 45 Climate Transition Plan - Executive Summary, p. 7-10	C4.1, C4.2, C4.5, C5.2	Board Level oversight, expertise, feedback, remuneration
	b) Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities	Proxy Statement: Board of Directors' Role in Sustainability Oversight, p. 45 Climate Transition Plan - Executive Summary, p. 7-10	C4.3, C5.2	Executive accountability, feedback, controls
Strategy	a) The <u>climate-related risks and opportunities</u> that could reasonably be expected to affect the entity's prospects	Climate Transition Plan – Executive Summary, p. 13-20 2025 10-K, p. 12	C2, C3.1, C5.1, C5.3	Process for identifying climate-related risks and opportunities; potential financial impact and response strategy
	b) The current and anticipated effects of those climate-related risks and opportunities on the entity's <u>business model and value chain</u>	Climate Transition Plan – Executive Summary, p. 24 2025 10-K, p. 12	C3.1, C5.11, C7.55	Value chain engagement & low- carbon initiatives
	c) The effects of those climate-related risks and opportunities on the entity's <u>strategy and decision-making</u> , including information about its climate-related transition plan	Climate Transition Plan – Executive Summary, p. 12-14	C3, C5.1, C5.2, C5.3	Link between climate-related risks, opportunities and company strategy
	d) The effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, <u>financial performance and cash flows</u> over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning	Climate Transition Plan – Executive Summary, p. 21-25	C4, C5.3, C5.4, C7.74	Financial Planning and Low-Carbon products or services
	e) The <u>climate resilience</u> of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities. The entity shall use climate-related <u>scenario analysis</u> to assess its climate resilience using an approach that is commensurate with the entity's circumstances. In providing quantitative information, the entity may disclose a single amount or a range	Climate Transition Plan – Executive Summary, p. 15-20	C5.1, C5.2, C5.3, C5.5	Details of scenario analysis; existence of a 1.5C world aligned transition plan with business strategy and shareholder feedback
Risk Management	a) The processes and related policies the entity uses to identify, assess, prioritize and monitor <u>climate-related risks</u> , including information about (i) the inputs and parameters; (ii) whether and how the entity uses climate-related scenario analysis; (iii) how the entity assesses the nature, likelihood and magnitude of the effects; (iv) whether and how the entity prioritizes climate-related risks; (v) how the entity monitors climate-related risks; (vi) whether and how the entity has changed the processes it uses	Climate Transition Plan – Executive Summary, p. 28-37	C2.2, C3.1, C5.1, C5.3	Process for identifying climate-related risks and opportunities; potential financial impact and response strategy
	b) The processes the entity uses to identify, assess, prioritize and monitor <u>climate-related opportunities</u> , including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities	Proxy Statement: Board of Directors' Role in Sustainability Oversight, p. 45 Climate Transition Plan – Executive Summary, p. 38-40	C2.2, C3.6, C5.1, C5.3	Climate related risks potential financial impact and response strategy; Climate related opportunities, potential financial impact and response strategy
	c) The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process	Proxy Statement, p. 42 - ERM Program Climate Transition Plan – Executive Summary, p. 7, 18	C2.2	Process for identifying climate-related risks and opportunities
Metrics and Targets	a) Climate-related Metrics	Climate Transition Plan – Executive Summary, p. 42-46 2025 Sustainability Report / Sustainability / <u>Delivering Sustainable Operations</u>	C7, C3.1, C4.5	Comprehensive and third-party verified emissions accounting
	b) Climate-related Targets	2025 Sustainability Report / Sustainability / <u>Delivering Sustainable Operations</u>	C7.5, C7.6 C7.53, C7.79	Emission reduction targets

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