



**2022**

# Report on Alignment of CSX's Political Contributions

& Lobbying Activities With the Company's  
Commitments to Anti-Racism



# Table of Contents

---

<b>I. Introduction</b>	<b>03</b>	<b>V. CSX's Commitments to Anti-Racism</b>	<b>13</b>
Company Message from CSX Executive .....	04	Alignment of Contributions with Anti-Racism Commitment .....	17
<b>II. Political Contributions and Lobbying Efforts</b>	<b>05</b>	How CSX Is Engaging on Social Justice Issues .....	18
Policy Engagements .....	06	Social Justice and Racial Equity .....	19
Process for Determining Political Contributions .....	07	Congressional Black Caucus Foundation (CBCF) Recent Events Supported .....	20
<b>III. Compliance and Oversight</b>	<b>09</b>	City Year .....	22
<b>IV. Overview of Political Contributions</b>	<b>11</b>	Forward-looking Statements .....	22



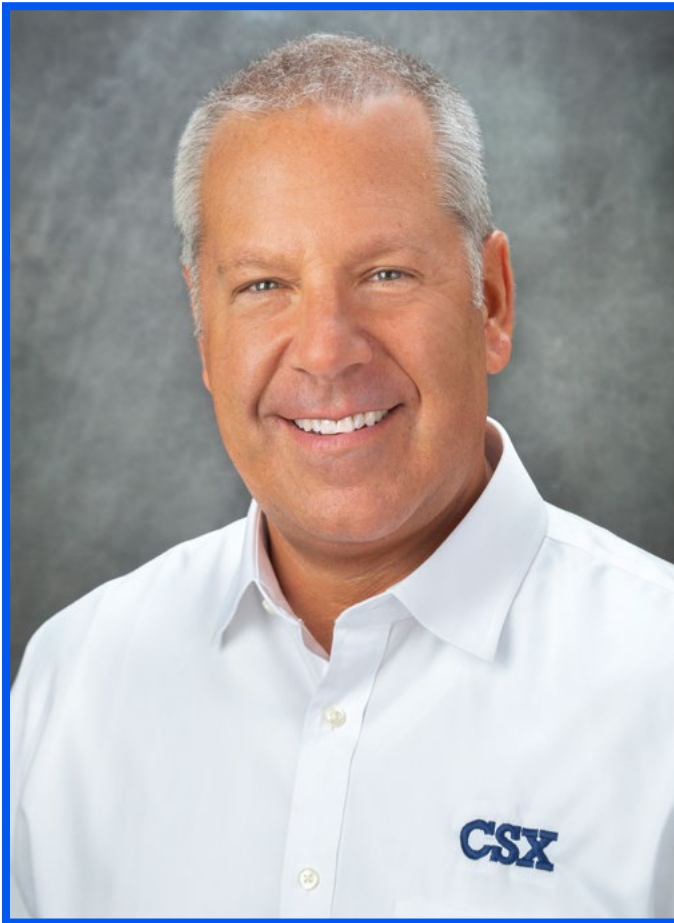
# Introduction





# Company Message from CSX Executive

---



**Joe Hinrichs**

**CSX President and Chief Executive Officer**

At CSX, the values of diversity and inclusion are foundational aspirations of our company, and we believe every employee's contribution and difference helps drive our success. Every individual at CSX brings great value and deserves to be treated with respect and dignity. As our nation has engaged in a transformative reckoning with racial attitudes and actions, CSX has reaffirmed its commitment to social justice and racial equality – within our organization and throughout our communities. CSX created a cross-functional advisory roundtable of employees and leaders focused on sustainable partnerships, engagement and actions which includes partnering with groups that have a focus on advancing social justice and racial equity. This is in addition to employee affinity groups the company supports that work to support employees and engage in discussions on issues related to diversity, equity and inclusion, as well as outside groups and communities we support.

To complement our dedication, this report outlines our approach to lobbying and political contributions and how those align with our commitments to social justice. CSX is proud to be a company that moves America, and by supporting social justice and racial equity, we are proud to be a team that's moving America forward.

# Political Contributions and Lobbying Efforts



# Policy Engagements

---

Maintaining strong relationships at the federal, state and local levels are essential avenues that give us insight and opportunity to shape regulatory matters, support important legislation and communicate the benefits of rail. In 2022, CSX's federal and state relations teams continued engagements with policymakers to educate, advance and advocate on salient public policy issues related to rail and our industry.

As a responsible business, we hold ourselves accountable to providing transparent information around our policy engagements, advocacy and giving. More information on our political contributions and Political Giving Policy, as well as annual expenditure summaries, can be found on our website.

Finding solutions to the challenges facing our nation and communities, our supply chain, and our planet requires strong partnerships, innovative thinking and intentional action. No other industry knows this better than rail, which has been transforming for nearly 200 years to keep meeting America's changing needs. America's freight railroads — the most productive and cost-effective in the world — are supporting job creation, increasing our nation's productivity and competitiveness, combatting climate change and helping the nation recover from the COVID-19 pandemic. Even with the importance we play in driving our nation forward, we have to

remain engaged in government policy discussions and do that through both lobbying efforts and political support.

Just as there are numerous factors that impact people, CSX has many issues before Congress, in state legislatures and under consideration by government agencies that could affect our business, our employees and our stakeholders. With varying opinions across a broad set of stakeholders, it is unlikely we will always agree with every policy position taken.

Our direct engagement with policymakers at the local, state and federal levels helps to educate officials on the benefits of freight rail and how their decisions impact our abilities to invest, maintain, operate and grow.

# Process for Determining Political Contributions

---

In 2012 CSX began to disclose policies and procedures for political contributions and expenditures made with corporate funds. While not required to by federal law, CSX also annually publishes on our website [www.csx.com](http://www.csx.com) corporate political giving in accordance with CSX's commitment to corporate responsibility and shareholder accountability.

Information on our Political Trade Association Expenditures, Federal Lobbying Reports and Political Giving Policy may be found at:

<https://www.csx.com/index.cfm/about-us/company-overview/political-contributions/>.

We encourage you to visit this site to see the entire giving policy.

## Summary

CSX Government Affairs shall have the sole authority to make decisions regarding Political Contributions made by CSX and its Political Action Committee(PAC) (a) subject to oversight by the Governance and Sustainability Committee of the Board of Directors and (b) in consultation with the Office of the General Counsel regarding legal requirements. In making such decisions, Government Affairs shall only make Political Contributions that further the interests of CSX and shall comply with the restrictions contained in this Policy. Each Political Contribution is newly evaluated before it is made, even if the prospective recipient has previously received the company's support, to ensure continued such compliance.

# Process for Determining Political Contributions

CSX, through corporate contributions in states that allow them and through CSX Good Government Fund (GGF), a voluntary employee PAC contributes to candidates based on the following criteria:

## Giving Criteria



Candidate's support on issues of importance to CSX & the transportation industry



Candidate's need for financial support



Candidate's electability and reputational impact to CSX



Candidate's leadership role, or potential for a leadership role, in the U.S. Congress or state legislatures



Location of CSX employees or facilities in candidate's district

CSX recognizes, in conjunction with federal and state laws, that there is no quid pro quo for votes on legislation, and looks at an individual's entire criteria when making decisions related to financial support of a candidate. The five items displayed above are the giving criteria CSX reviews as part of this decision-making process.

With respect to the first giving criteria, CSX considers the following to generally be issues of importance to the company, in the policy arena: safety; environmental; market fairness (e.g., versus the trucking

industry); and investment in infrastructure. Though this list of such issues is not exhaustive, the aforementioned factors typically dominate CSX's reaction to federal and state government policies.

Other issues of importance to CSX, such those related to the company's workforce, are advanced outside of the legislative realm and are supported by CSX through the mechanisms discussed later in this report.

While CSX Government Affairs makes recommendations on political contributions based on how candidates match its giving criteria shared above, there are additional items that would disqualify a candidate from receiving CSX's support, such as criminal indictment or open membership in a hate group.



# Compliance and Oversight



# Compliance and Oversight

**“Core to our focus is how CSX approaches climate change and diversity, equity and inclusion, as we know the value that can come from effectively incorporating these important matters into our business strategy. Both require an integrated strategy and strong governance to move in the right direction and drive the growth we know CSX is capable of achieving.”**

## Linda Riefler

**CSX Board Member, Chair of Governance and Sustainability Committee, Compensation and Talent Management Committee, Executive Committee**



**CSX follows and files reports in accordance with federal and state giving guidance and lobbying requirements. Management is responsible for implementing effective reporting and compliance procedures so that CSX’s political activities are conducted in accordance with applicable law and Company policies.**

As stated before, CSX also annually publishes on our website [www.csx.com](http://www.csx.com) corporate political giving in accordance with CSX’s commitment to corporate responsibility and shareholder accountability. Our Federal Lobbying Reports may be found at:

<https://www.csx.com/index.cfm/about-us/company-overview/political-contributions/>.

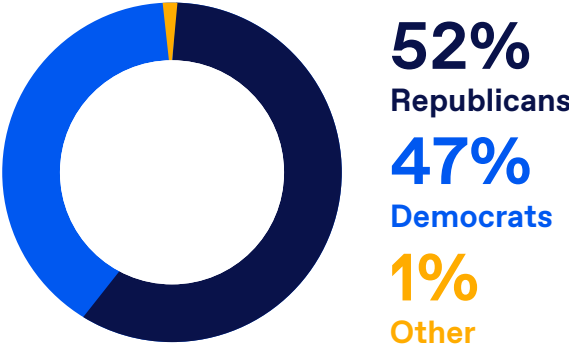
# Overview of Political Contributions



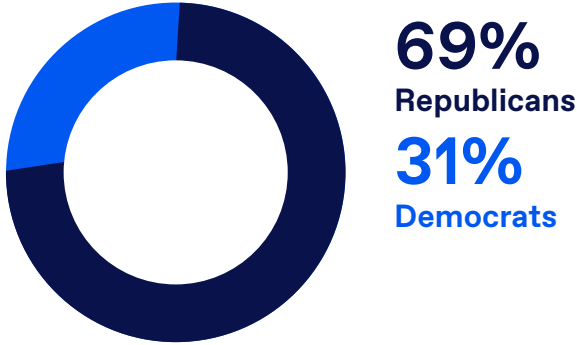
# Overview of Political Contributions

In 2022, CSX Good Government Fund PAC contributions:

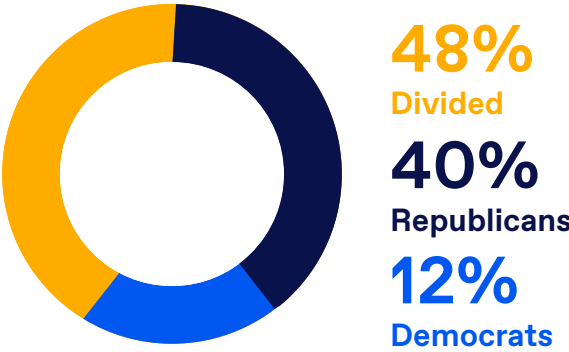
## Federal Giving



## State Giving



## CSX Network Profile



## Other Contributions

In addition to making political contributions to candidates and in order to further support issues of importance to the company, CSX partners with public entities on infrastructure which aid safety and regional mobility including in disadvantaged communities. Other issues of importance to CSX, such as those related to the company’s workforce—like talent acquisition, talent management, learning and development, employee relations, diversity, equity, and inclusion, labor relations, compensation, benefits, and well-being—are advanced outside of the legislative realm including through CSX’s collective bargaining efforts, investment in employee groups, support of non-political, civic activities, and creation of the CSX Social Justice Advisory Roundtable, which is discussed in greater detail below.





# CSX's Commitments to **Anti-Racism**



# CSX's Commitments to Anti-Racism

---

## Addressing Social Justice & Racial Equity

CSX is committed to social justice and racial equality – within our organization and throughout our communities. We are adding CSX's voice to the side of anti-racism to not only meet our societal obligation but also to help strengthen our culture of inclusion.

CSX shares the nation's deep remorse for the shameful history of slavery in the United States, which included the labor of enslaved people in the construction of some of the early Southern railroads. CSX continues to own and operate rail lines that were originally constructed before 1865, with some utilizing the labor of enslaved people. We acknowledge this history, and today we are proud to stand resolutely against any form of discrimination. CSX is committed to diversity, equity and inclusion and is actively advancing social justice and racial equity at the company and in the communities in which we operate.

As we resolve to address social justice with purpose, we have created our own Social Justice Advisory Roundtable, a cross-functional group of CSX employees and leaders to advance our efforts. This group reflects a diverse range of perspectives and expertise that has already increased dialogue around diversity, equity and inclusion at CSX and produced meaningful change for our employees and in our communities. The roundtable works closely with our leadership team to drive this important work forward and interacts with CSX

Government Affairs through joint memberships on the CSX GGF board and company-wide forums and postings on the company employee website.

CSX advanced its social justice initiatives in 2021 through support of the Congressional Black Caucus Foundation; sponsorship of the Jacksonville, Florida's Black Expo and Martin Luther King Jr. Day Breakfast; and a new partnership with the National Association of Black Accountants.

In addition, we helped launch the 100,000 Steps Toward Social Justice initiative as part of our ongoing partnership with City Year, a nationwide organization that promotes educational equity. This initiative is designed to support systemically under-resourced schools with the tools they need to help our children succeed. Throughout the year, CSX employees from 12 states also supported City Year AmeriCorps members in Jacksonville, Philadelphia and Washington, D.C.

## Fostering Candid Conversations

In June 2021, our Social Justice Advisory Roundtable held a virtual discussion to provide employees with an opportunity to learn more about our company's social justice actions and contribute to the conversation about diversity and inclusion in the workplace.

During the discussion — the highest-attended employee event of 2021 — a panel of senior leaders and members of the Social Justice Advisory Roundtable shared an overview of CSX's progress on social justice issues, plans for the coming months, areas for additional focus and opportunities for employees to engage as change agents in the organization.

# CSX's Commitments to Anti-Racism

---

## CSX's Social Justice Action Plan

### Awareness, Education and Communication:

Sharing of diversity metrics and culture survey results; roundtable discussions; listening sessions and open dialogue; increased company match of employee contributions to organizations supporting racial equity; and distribution of enlightening videos and articles.

### Potential or Perceived Inequities:

Modernizing job titles to remove terminology that may be offensive or have racial connotations; reiterating zero tolerance policies; establishing long-term targets and performance management; ensuring bias mitigation and pay equity; and acknowledging the role of Black employees in CSX history.

### Employee Development:

Enhancing professional development for mid-level managers; increasing mentoring opportunities and leadership coaching for people of color; developing executive sponsors and leaders of employee affinity groups; and sponsoring industry-related diversity resource groups.

### Voter Education:

Increasing voting and awareness internally; communicating voting days and procedures across our territory; and encouraging voting on election days. For example, CSX Corporate Communications published an article on the company employee website on November 1, 2022 reminding and encouraging employees to vote on Election Day 2022 and providing information and links to resources such as [www.vote.org](http://www.vote.org) relatedly.

**“Social justice is essential for expanding economic prosperity to all people, in all communities. We are a stronger country — and a stronger company — when we can bring our full selves, our unique perspectives and our individual abilities to the work we do while knowing each of us are valued and respected.”**

## Stephanie Noel

Vice President of Human Resources and Chief Diversity Officer



# CSX's Commitment to Anti-Racism

---

**CSX believes that social justice is essential for expanding economic prosperity for all people, in all communities.**

The company is committed to contributing to a stronger country and a successful company by supporting activities that enable everyone to contribute the full extent of their abilities. CSX supports social justice and combats racial inequities through a detailed action plan that promotes engagement, education and opportunity, both in the CSX workforce and in the community.

A cross-functional social justice advisory roundtable of employees and leaders is responsible for developing strategy and overseeing the company's racial justice action plan. The internal portion of the plan includes specific items that directly impact employees and improve the corporate culture, ranging from anti-racism awareness seminars and development opportunities for people of color to voter education and changing potentially offensive job titles. Externally, the plan includes partnerships with organizations that promote anti-racism awareness and provide support for people and communities of color.



# Alignment of Contributions with Anti-Racism Commitment

---

CSX contributes directly, as well as by encouraging employee contributions, to organizations that promote social justice and combat racism. The company has developed strong partnerships with the Congressional Black Caucus Foundation and Congressional Black Caucus Institute, which seek to advance the Black community by developing leaders, informing policy and educating the public, and City Year, an education non-profit that helps students and schools succeed in underserved communities. The company also supports Historically Black Colleges and Universities; the Congressional Hispanic Caucus; and women's groups. In addition, the company leverages the CSX Pride in Service community investment initiative, which partners with military and first responder groups, to help improve communication and bridge-building in minority communities.

**CSX encourages employee support of organizations that promote social justice through a two-to-one company match on employee donations. The organizations that receive match funding include:**

- 100 Black Men, a group that develops and supports leadership in building stronger Black communities.
- Brennan Center for Justice, a nonpartisan law and policy institute that seeks to improve democracy and equal justice for all.
- Color of Change Education Fund, which works to move decision-makers in corporations and government to create a more human and less hostile world for Black people in America.
- NAACP Legal and Defense Education Fund, which seeks structural changes to expand democracy, eliminate disparities, and achieve racial justice.
- National Urban League, a nonpartisan civil rights organization that advocates for social and economic justice and equality in seeking to improve the standard of living for African Americans and other underserved communities.
- Southern Poverty Law Center, which works in partnership with communities to dismantle white supremacy, strengthen intersectional movements, and advance human rights.
- UNCF, which provides student financial assistance; contributes to member colleges and universities; and increases access to technology for students and faculty at Historically Black Colleges and Universities.

# How CSX Is Engaging on Social Justice Issues

---

In addition to its financial support of organizations that advance social justice causes, CSX and its employees engage in social justice activities at national, regional and local levels. The company chooses to partner with organizations that focus on awareness, education and empowerment.

## Examples of CSX's social justice engagement include:

- Title sponsorship of Congressional Black Caucus Legislative Conference sessions on veterans, voting rights, science education and small business;
- Brennan Center for Justice, a nonpartisan law and policy institute that seeks to improve democracy and equal justice for all;
- Sponsorship of City Year 100,000 Steps to Social Justice, a collaboration between CSX and City Year to support underserved schools in CSX-served communities of Jacksonville, Florida; Philadelphia; and Washington through service projects, mentorships and executive involvement;
- Funding for Blue Star Families, a CSX Pride in Service partner, for the organization's Racial Equity Initiative research and information sharing on the unique challenges faced by military families of color during their time in the service and improving their sense of belonging to their local communities;
- Sponsorship of the Jacksonville (Florida) Black Expo and Martin Luther King Jr. Day Breakfast, and support of the city's MLK Day celebration;
- Partnership with the United Way of Northeast Florida to support and promote Jacksonville's Civil Rights Conference in August 2022; and
- Support for the company's multiple employee-led business resource groups, which organize CSX employee participation in a wide range of community social justice activities and events.

# Social Justice and Racial Equity

---

## 2021 Performance:

Supported the Congressional Black Caucus Foundation; sponsored the Jacksonville, Florida's Black Expo and Martin Luther King Jr. Day Breakfast; introduced a new partnership with the National Association of Black Accountants; continued partnership with City Year servicing under-resourced school districts.

## Business Resource Groups (BRG)

CSX is proud of the many BRGs that have been initiated by our employees to connect with their colleagues who have shared interests and experiences. Each BRG is led by an executive-level sponsor, with the goal of promoting a diverse, inclusive and engaged workplace culture.

2021 was another strong year for BRG engagement, with seven BRGs comprised of employees from various departments and career levels hosting 22 events. CSX's 2021 BRGs — and a few of the initiatives they led — include:

## African American Inclusion Group:

Focuses on creating a culture that embraces inclusion and promotes African American representation at CSX, and for our industry, through three core pillars – community outreach, professional development and networking.

Employees hosted a forum with Historically Black Colleges and Universities to expand awareness of their role in history and build on the company's opportunities for partnership, as well as held an informational discussion on the disparities facing the Black LGBTQ+ community. They also engaged peers across the country in a discussion on social justice that gave all participants an opportunity to share their experiences during the nation's social unrest and to exchange ideas on how team members could continue to support one another.

# Congressional Black Caucus Foundation (CBCF) Recent Events CSX Supported:

**2020 - 2021**

**12/2020**

CSX financially supported and participated in the Joint Center (JC) for Political and Economic Studies, including the groups Future of Black Communities Leadership Summit that convened Black thought leaders, academics, elected officials and other stakeholders to help the JC frame the economic policy agenda for Black America for the next four years in the wake of Covid-19 and to provide a national push against systemic racism.

**05/2021**

CSX financially supported and participated in the CBCF's Policy for the People Health Equity Virtual Summit to discuss equitable health resources and to address chronic illness issues that disproportionately impact Black communities.

**08/2021**

CSX financially supported and participated in an annual event that provides scholarships to minority students who reside in South Carolina and attend colleges or trade schools across the country. The event also provides a day-long health care/legal clinic to help one of the poorest counties in the nation providing health care, free examinations and legal help for county residents.

**11/2021**

CSX financially supported and participated in the CBCF's Inaugural National Racial Equity Initiative for Social Justice Summit to promote community-level dialogue and advance policy-based solutions.

**01/2021**

CSX participated in discussions on a number of new Executive Orders on new goals for disadvantaged business enterprise goals for inclusion and diversity of federal investment for grants, as well as on Historically Black Colleges and Universities (92 of 107 HBCUs are in CSX territory)

**06/2021**

CSX participated in a USDOT-hosted transportation webinar on equity and inclusion of disadvantaged business enterprises on various grant programs aligned with the Federal Railroad Administration

**09/2021**

CSX financially supported and participated in CBCF's Annual Legislative Conference (ALC) events including participating on the transportation panel for a discussion on "Transportation Technology and a Diverse Workforce".



# Congressional Black Caucus Foundation (CBCF) Recent Events CSX Supported:

**2022**

**05/2022**

CSX tracked the announcement of funding for Historically Black Colleges and Universities Transportation Centers whose goal is to increase research opportunities for institutions and advance economic and educational opportunities in transportation. CSX's territory is home to 14 UTC's. This was followed by a USDOT webinar on the funding opportunity with an interest in hiring goals and whether any were researching impacts of the supply chain upon the American economy.

**08/2022**

CSX organized a call with Dr. Dietra Trent, Executive Director of the White House Initiative on Historically Black Colleges and Universities regarding an upcoming job fair in September. During the call, expressed interest in learning more about her work to engage and advance the Administration's diversity and inclusion goals by increasing hiring of graduates.

**08/2022**

CSX financially supported and participated in an annual event that provides scholarships for minority students in South Carolina who attend college or trade school. The event also provides a day-long health care/legal clinic to help one of the poorest counties in the nation providing health care, free examinations and legal help for county residents

**09/2022**

CSX financially supported and participated in CBCF ALC Power of Leadership Reception. CSX has also remained engaged since initial participation on the Biden Agency Review Team related to DBE, diversity initiatives, and policy at the Department of Transportation, and regularly in meetings with Congressional members and staff.

# City Year

---

CSX has been a partner of City Year since 1995. CSX participates on various City Year Boards and sponsors 15 teams of City Year AmeriCorps members serving in schools across the nation. CSX also partners with City Year to engage employees, customers and community members in service days throughout the year. To date, CSX and City Year have collectively engaged more than 16,000 CSX employees in volunteer service. CSX sponsors City Year's National Investors Summit and the Friends of National Service Awards, and is a founding member of the Voices for National Service Business Council.

City Year members serve in schools all day, every day, preparing students with the social, emotional and academic skills and mindsets to succeed in school and in life. City Year unites and empowers diverse teams of young people and supports them as they work to address education inequity in under-resourced school districts as they serve students, classrooms, and schools across the country.

## Forward-looking Statements

---

This information and other statements by the company may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act with respect to, among other items: projections and estimates of earnings, revenues, margins, volumes, rates, cost-savings, expenses, taxes, liquidity, capital expenditures, dividends, share repurchases or other financial items, statements of management's plans, strategies and objectives for future operations, and management's expectations as to future performance and operations and the time by which objectives will be achieved, statements concerning proposed new services and statements regarding future economic, industry or market conditions or performance. Forward-looking statements are typically identified by words or phrases such as "will," "should," "believe," "expect," "anticipate," "project," "estimate," "preliminary" and similar expressions.

Forward-looking statements speak only as of the date they are made, and the company undertakes no obligation to update or revise any forward-looking statement. If the company updates 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.

Forward-looking statements are subject to a number of risks and uncertainties, and actual performance or results could differ materially from that anticipated by any forward-looking statements. Factors that may cause actual results to differ materially from those contemplated by any forward-looking statements include, among others: (i) the company's success in implementing its financial and operational initiatives; (ii) changes in domestic or international economic, political or business conditions, including those affecting the transportation industry (such as the impact of industry competition, conditions, performance and consolidation); (iii) legislative or regulatory changes; (iv) the inherent business risks associated with safety and security; (v) the outcome of claims and litigation involving or affecting the company; (vi) natural events such as severe weather conditions or pandemic health crises; and (vii) the inherent uncertainty associated with projecting economic and business conditions.

Other important assumptions and factors that could cause actual results to differ materially from those in the forward-looking statements are specified in the company's SEC reports, accessible on the SEC's website at [www.sec.gov](http://www.sec.gov) and the company's website at [www.csx.com](http://www.csx.com).

**CSX**