



FY22 SUSTAINABILITY REPORT

 AMTRAK SUSTAINSSM
THE FUTURE RIDES WITH US





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ABOUT THIS REPORT

This is Amtrak's ninth Sustainability Report, covering environmental, social and governance (ESG) activities during the last year. Except where noted, this report captures events that occurred in Fiscal Year 2022 (FY22), October 1, 2021 to September 30, 2022.

We produced this Report with reference to the Global Reporting Initiative (GRI) 2023 Standards. Sustainability data and disclosures are available in our FY22 GRI Content Index in the Appendix. We utilized [Datamaran](#) — a software tool that helps organizations identify and prioritize ESG issues. To learn more about our materiality process, please see [page 8](#).

In this report, you will find certain terms, including those that the GRI Standards refer to as "material" topics, to reflect the issues that matter most to Amtrak and our stakeholders. Used in this context, these terms are distinct from and should not be confused with the terms "material" and "materiality" as defined by or construed in accordance with securities law or as used in the context of financial statements and reporting.

Amtrak is a registered trademark of the National Railroad Passenger Corporation. Unless otherwise noted, Amtrak prepared the information in this report. The information reported is current as of the date of the report publication. The report was reviewed and approved by subject matter experts, our legal team and company leadership. The [Executive Leadership Team](#) had the opportunity to review the report before publication. Given that this is our first year using Datamaran, there are no restatements of data or changes to declare. The Scope 1 and Scope 2 greenhouse gas (GHG) emissions data found in this report and its Appendix have been third-party verified externally with limited assurance. The Scope 3 GHG data is unverified.





FY22 AMTRAK SUSTAINABILITY REPORT

A Message from Amtrak's Chief
Executive Officer Stephen Gardner

Dear Reader,

Many of you, like me, love traveling by train. From the convenience and ease of traveling directly from downtown-to-downtown to the unique American vistas seen from the comfort of your seat, rail is a special way to travel, with a rhythm and culture all its own. But did you know that in addition to these benefits, trains are also one of the most energy-efficient and low-carbon ways to travel in America? Well, it is true, and sustainability sits at the very heart of Amtrak's value proposition: we aim to get you there reliably, safely, and with a smaller impact on our environment, including by creating a lower carbon footprint per trip than driving or flying.

That's why, in FY22, we established a Climate Commitment that includes a new goal to be a Net-Zero emissions organization by 2045. We have set ambitious new targets to meet our goal through a combination of reduced-emissions fuel sources, climate resiliency planning, buying carbon-free electricity for our needs, and collaborating to develop low-emissions technology to power our trains, among other strategies. We have already taken steps toward our Net-Zero goal by:

- conducting a renewable diesel fuel pilot with the California Department of Transportation for locomotives;

- covering over half our company-wide electricity use through carbon-free sources; and
- investing in infrastructure upgrades across our network that contribute to lower greenhouse gas emissions.

These efforts coincide both with the resurgence of intercity passenger rail traffic as we recover from the COVID-19 pandemic and with new federal funding from the landmark Infrastructure Investment and Jobs Act (IIJA), which is creating a new era for passenger rail in the United States. Amtrak is at the forefront, advancing a vision for bringing trains to more communities and increasing service on existing corridors in growing regions of our nation.

We invite you to read about our goals and progress, how we are working with our partners to expand service to customers, and how we're building a modern, greener Amtrak in the pages that follow. We appreciate your feedback at AmtrakSustains@amtrak.com. We look forward to welcoming you on board!

Sincerely,

Stephen Gardner,
Chief Executive Officer



ABOUT AMTRAK

IN THIS SECTION:

- [FY22 HIGHLIGHTS](#)
- [OUR VALUES](#)
- [SUSTAINABILITY AT AMTRAK](#)
- [OUR MATERIAL TOPICS](#)
- [STAKEHOLDER ENGAGEMENT](#)
- [DISCLOSURE AND TRANSPARENCY](#)

AMERICA'S LARGEST
INTERCITY AND ONLY
HIGH-SPEED PASSENGER
RAIL PROVIDER
SINCE 1971.

The National Railroad Passenger Corporation, or Amtrak, was founded in 1970 to provide efficient and effective intercity passenger rail mobility. Amtrak is federally chartered and is operated and managed as a for-profit corporation. The U.S. Federal government is our majority stockholder.

Serving more than 500 destinations in 46 states, the District of Columbia and three Canadian provinces, Amtrak operates a nationwide rail network on more than 21,400 miles of routes and our customers completed an average of almost 63,000 trips daily in FY22. Amtrak's status — we are the only railroad in North America to maintain right-of-way for service at speeds in excess of 125 mph — and our team of over 19,000 employees make this possible.

BY THE NUMBERS FY 2022





FY22 HIGHLIGHTS

Announced our Climate Commitment, which includes
NET-ZERO EMISSIONS BY 2045 GOAL

REDUCED GREENHOUSE GAS (GHG) EMISSIONS BY 14%
versus 2019, our baseline measurement year

Expanded Scope 3 emissions inventory to
BETTER ASSESS OUR VALUE CHAIN EMISSIONS

REDUCED DIESEL FUEL USE BY 15%
versus 2019

REDUCED ELECTRICITY USE BY 7%
versus 2019

DIVERTED 17% OF WASTE
from landfill

Rebounding after the COVID-19 pandemic,
RIDERSHIP GREW BY 89%
over the previous year

Restored or
EXPANDED 11 ROUTES

INVESTED \$2.3B
in capital projects

Hired
3,700 NEW EMPLOYEES

ADDED 418 NEW DIVERSE VENDORS,
meeting our diversity procurement goal

SIGNED CEO ACTION FOR DIVERSITY AND INCLUSION PLEDGE

SCORED A 90 OUT OF 100
on the Human Rights Campaign Foundation's Corporate Equality Index

RECEIVED THE HIGHEST POSSIBLE SCORE
on the 2022 Disability Equality Index

Launched
NEW COMMUNITY ENGAGEMENT STRATEGY

DONATED ALMOST 120K INDIVIDUAL HOUSEHOLD ITEMS
to those in need across the country

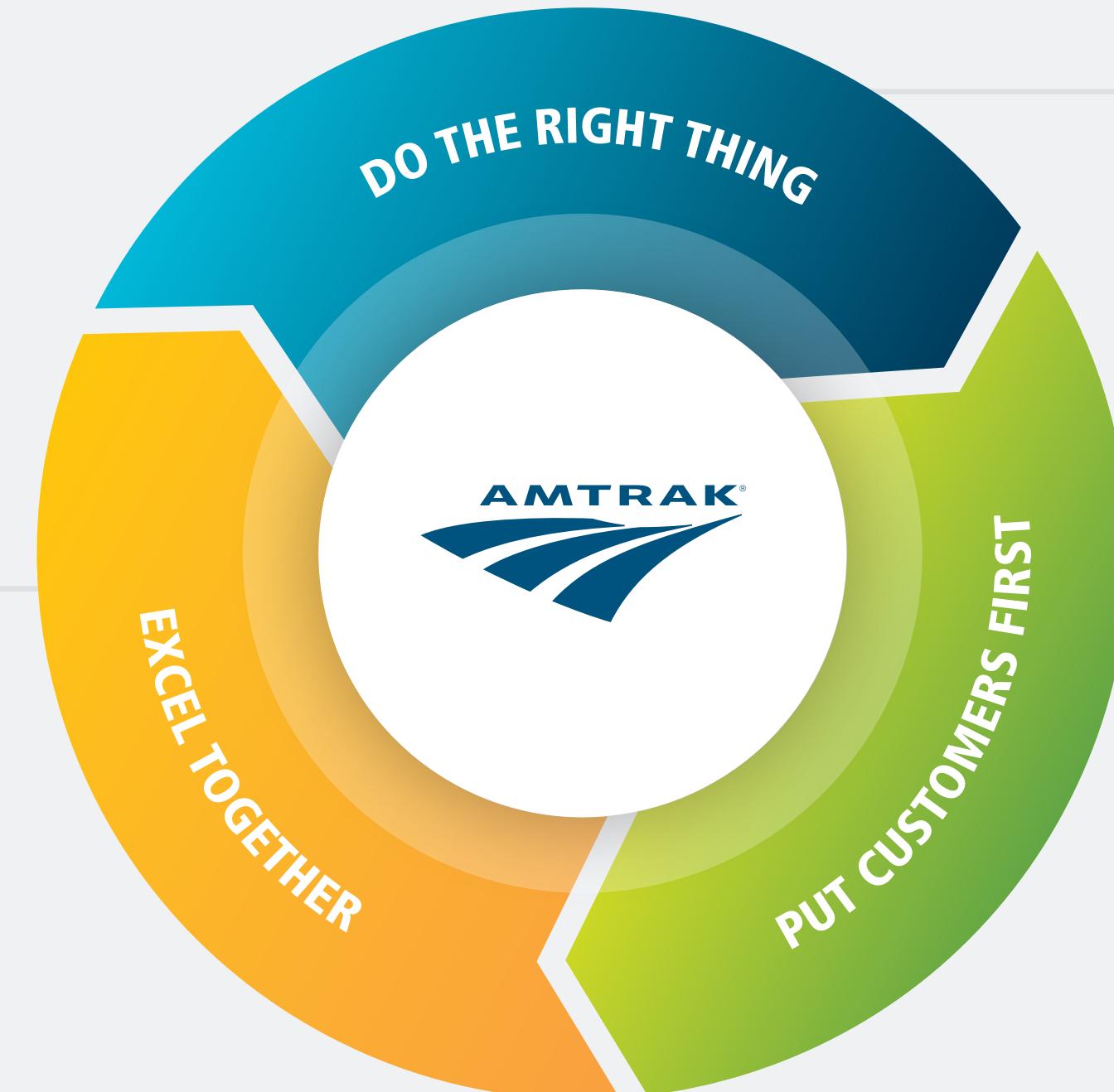
For more highlights, see our [FY22 Company Profile](#)

OUR VALUES

At Amtrak, our values are an expression of our principles and beliefs. They guide everything we do — and ultimately, they define us as a company. We have a passion for service, we take great pride in our work, we believe in teamwork and we have a strong sense of commitment to each other.

Excel Together

Working together we create innovative solutions and pursue continuous improvement by learning from each other.



Do the Right Thing

Doing the right thing is about making respect and care priorities in our everyday actions, from how we interact with each other to how we treat the environment.

Put Customers First

We strive to exceed customer expectations by providing timely and courteous assistance and information to our customers and communities.

SUSTAINABILITY AT AMTRAK

Rail is an inherently sustainable mode of transport — on average, it's 46% more energy efficient than traveling by car and 34% more energy efficient than domestic air travel — and we are working to become even more sustainable. Over the course of the last decade, we cut our greenhouse gas emissions by more than 400,000 metric tons of CO₂e — equivalent to emissions from powering more than 50,000 homes for one year. Recognizing that reduced service during the pandemic greatly lessened emissions, as we return to full service, we expect emissions to rise before dropping with the implementation of Net-Zero

projects. This reduction does not include the avoided carbon footprint from taking Amtrak instead of driving or flying, which can reduce emissions by up to 83% or 72%, respectively.

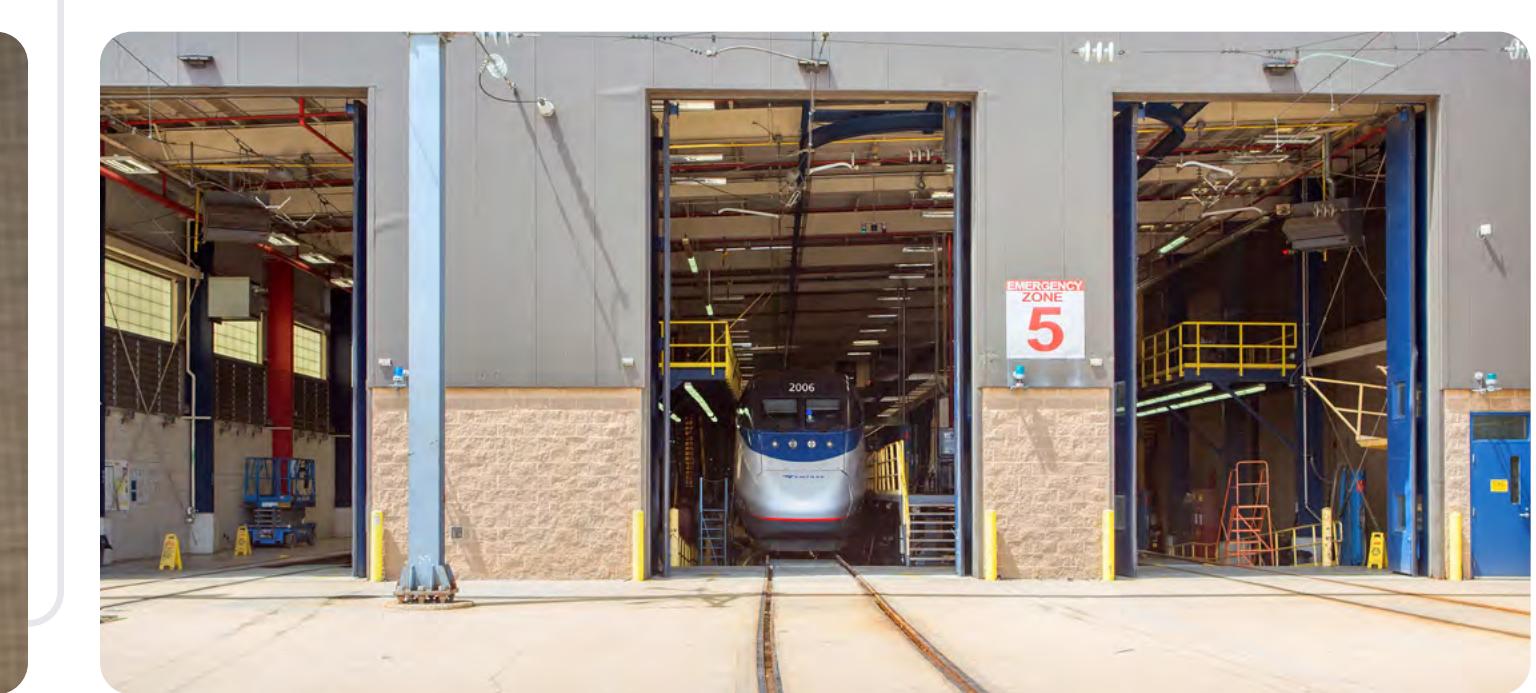
Our company-wide Sustainability Policy guides how we incorporate environmental, financial and social considerations into our overall corporate strategy and decision-making. Our [Climate Commitment](#) outlines five strategies we have adopted to drive down our emissions. In FY22, we set a new goal to achieve Net-Zero emissions by 2045, as climate change increasingly [impacts operations](#).



OUR MATERIAL TOPICS

A materiality assessment helps determine the significance of sustainability issues for an organization and its stakeholders, such as investors, employees, customers and the community. Our materiality assessment was conducted using Datamaran, an artificial intelligence-powered digital tool that benchmarks us against peers and compares our performance against industry regulations, sustainability reporting standards and news reports. Datamaran provides real-time analysis of risks to our business, enabling us to continually evolve our planning as our material topics shift.

We take a data-driven approach to analyzing and identifying topics that are material to our business. We adopt a double materiality framework, considering financial, social and environmental impacts to and from our business. The double materiality framework allows Amtrak to assess the interconnectivity between financial, social and sustainability risks.

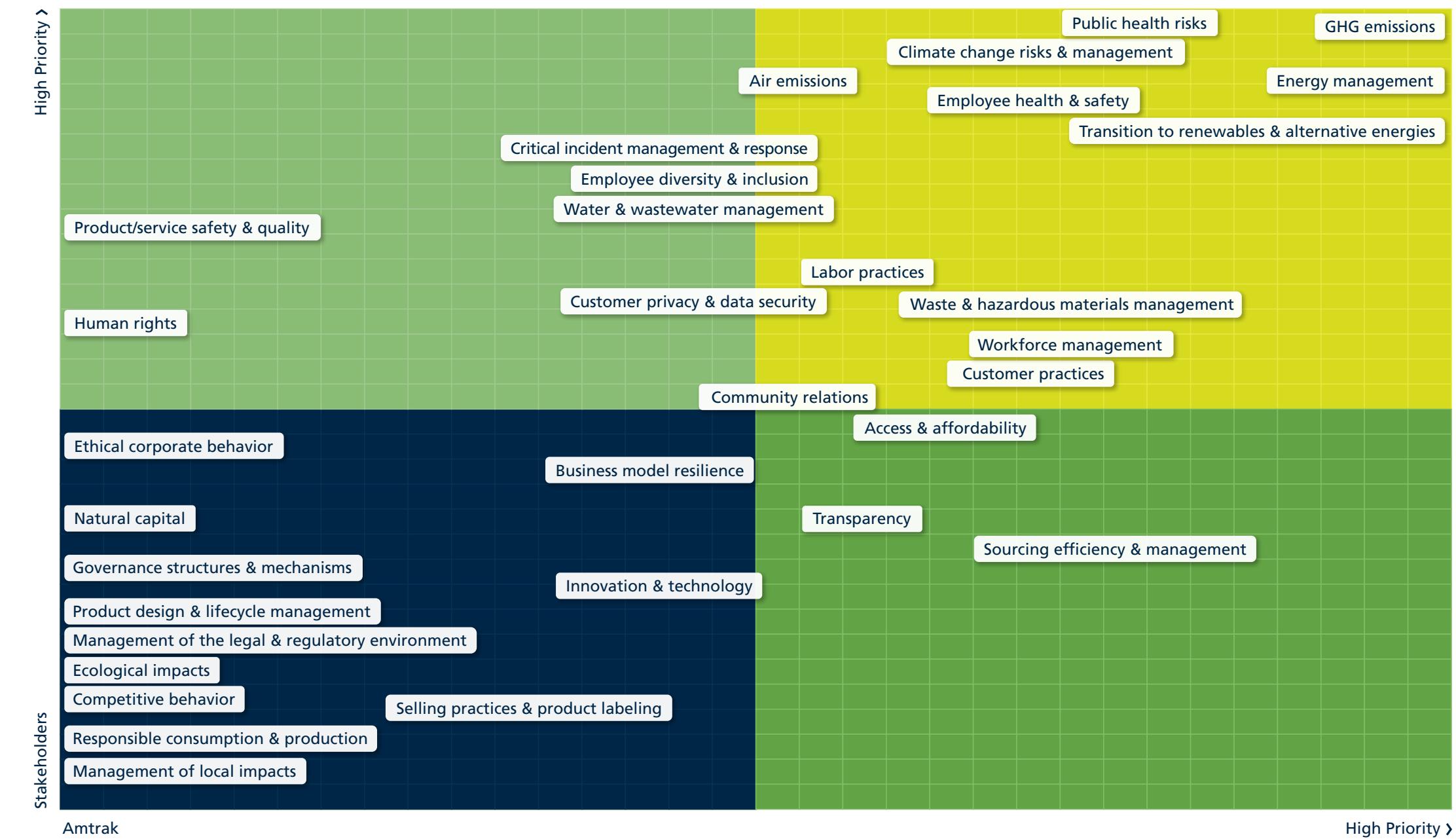


AMTRAK'S MATERIAL TOPICS AS OF THE END OF FY22

This report discusses our approach to the topics that appear in the upper quadrants of the matrix, which Datamaran ranked as having the highest impact to our business and were prioritized by our stakeholders. Our business strategy and operations also address topics that fall in the lower quadrants of the matrix, in alignment with our corporate values, even if not discussed in this report.

LEGEND

- Communicate internally
 - Develop strategy & communicate externally
 - Keep under observation
 - Continue internal efforts



STAKEHOLDER ENGAGEMENT

We maintain regular and open communication with our key stakeholders to provide the best and most efficient service possible and meet varying stakeholder needs. Among many others, this includes:

- **Customers** — Customers are the lifeblood of our business, so we actively solicit their feedback through surveys and other means of communication to understand how we can better serve them. Customers can call, email or reach out via [social media](#) to provide feedback or ask questions. We provide real-time travel advisories and service alerts on our website, social media accounts and via an optional text messaging service.



- **The Federal Government** — The U.S. Federal government is our majority shareholder and provides annual funding without which the railroad could not operate. We are in constant communication with federal officials and elected representatives through (among other channels) [funding requests](#), Congressional hearings, mandatory reporting and news releases. We are also regularly audited by the Amtrak Office of the Inspector General, which publishes assessments of our performance to the general public.
- **State Governments** — We partner closely with states through our State Supported Services team to maintain and expand corridor routes operated pursuant to a contract with a sponsoring state or states. We also take part in groups such as the State-Amtrak Intercity Passenger Rail Committee and in direct engagements with legislators and state departments of transportation to maintain current service and advance projects.
- **Employees** — Amtrak employees are the engine of everything we do. We engage employees through consistent newsletters and email updates, town halls and employee resource groups (ERGs). We also ask for formal and confidential feedback through our annual employee engagement survey.

DISCLOSURE AND TRANSPARENCY

To ensure accountability of our goals, we provide robust disclosure of our climate resilience strategy and emissions reduction goals through sustainability questionnaires, including CDP and Ecovadis. In 2022, we received a B on [CDP's Climate Change](#)



questionnaire. In 2017, we achieved Gold-level status of the American Public Transportation Association (APTA) Sustainability Commitment program, which recognizes members becoming more sustainable in their operations and practices.



ecovadis



PATH TO NET-ZERO

IN THIS SECTION:

[OUR CLIMATE COMMITMENT](#)

[OUR APPROACH TO NET-ZERO AND CLIMATE RESILIENCE ENERGY](#)

WE AIM TO
ACHIEVE NET-ZERO
EMISSIONS BY
2045 ACROSS OUR
RAIL NETWORK.

Climate change challenges our ability to thrive by disrupting the way society functions. Catastrophes around the world threaten communities, and climate scientists project that the situation will only get worse if we do not act now. Extreme weather events, such as hurricanes and high heat days, impact Amtrak services and operations with increasing frequency and severity. To prepare for current and future climate events and build more resilient operations, we have created a five-part [Climate Commitment](#) to mobilize our 19,000+ person workforce toward a future of reduced carbon.

BY THE NUMBERS FY22

Mobilize Our
19,000+
Person Workforce

Net-Zero
GHG Emissions by
2045

Achieve
100%
Carbon-Free
Electricity
by 2030

OUR CLIMATE COMMITMENT

We created a framework to reach our carbon emissions goals, enhance operational resilience and educate our workforce and partners about the impacts of climate change to Amtrak's business. [Our Climate Commitment](#) lays out the five key actions to achieve substantial emissions reduction and invest in innovative solutions:

3

ACHIEVE 100% CARBON-FREE ELECTRICITY BY 2030



1

ACHIEVE NET-ZERO EMISSIONS BY 2045 ACROSS OUR RAIL NETWORK



2

REDUCE DIESEL FUEL USE



5

INTEGRATE CLIMATE CONSIDERATIONS INTO BUSINESS OPERATIONS



4

ESTABLISH A COMPANY-WIDE CLIMATE RESILIENCE PROGRAM



We plan to collaborate and support state partners in achieving their climate goals with our commitment. Our climate resilience program began with a vulnerability assessment on the Northeast Corridor (NEC); we are planning to expand this across the National Network in 2023. To mitigate emissions, we will work to reduce our climate impact as we aim to increase ridership and shift passengers from car to train. We have also set an interim emissions reduction goal of 40% from 2010 levels by 2030.



OUR APPROACH TO NET-ZERO AND CLIMATE RESILIENCE

We aspire to be the leader in America's sustainable intercity travel. Over the past decade, we have been steadily reducing carbon emissions. With the Climate Commitment and Net-Zero target, we are establishing Amtrak's first long-range goal to reduce its impact on the environment. We have categorized our vision into three categories: (1) vehicles (or mobile equipment), (2) infrastructure and (3) value chain and business operations. Our strategy has identified 12 building blocks within these categories that will enable us to decarbonize our entire footprint.



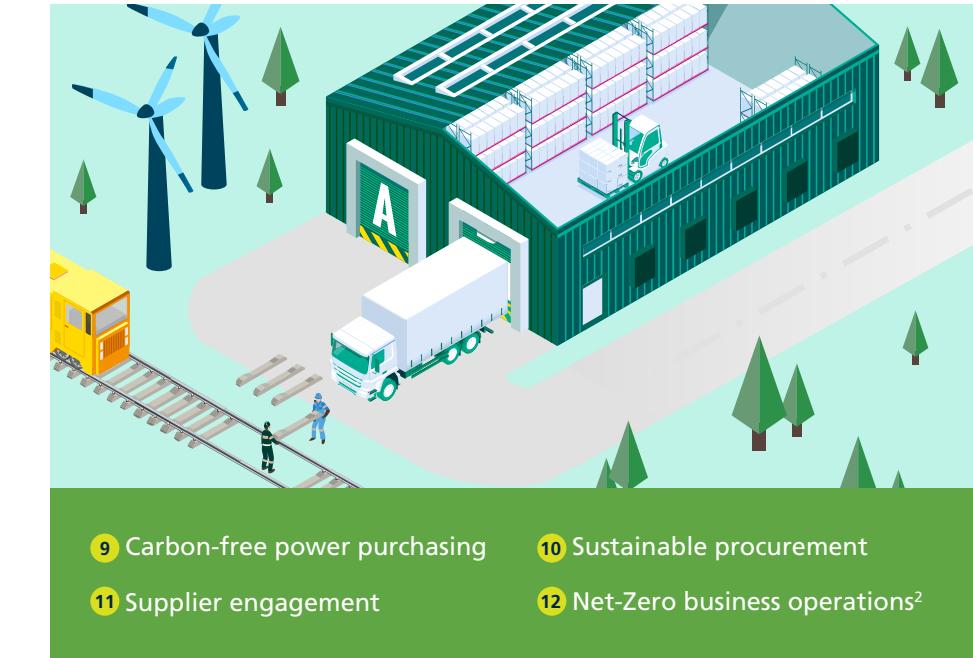
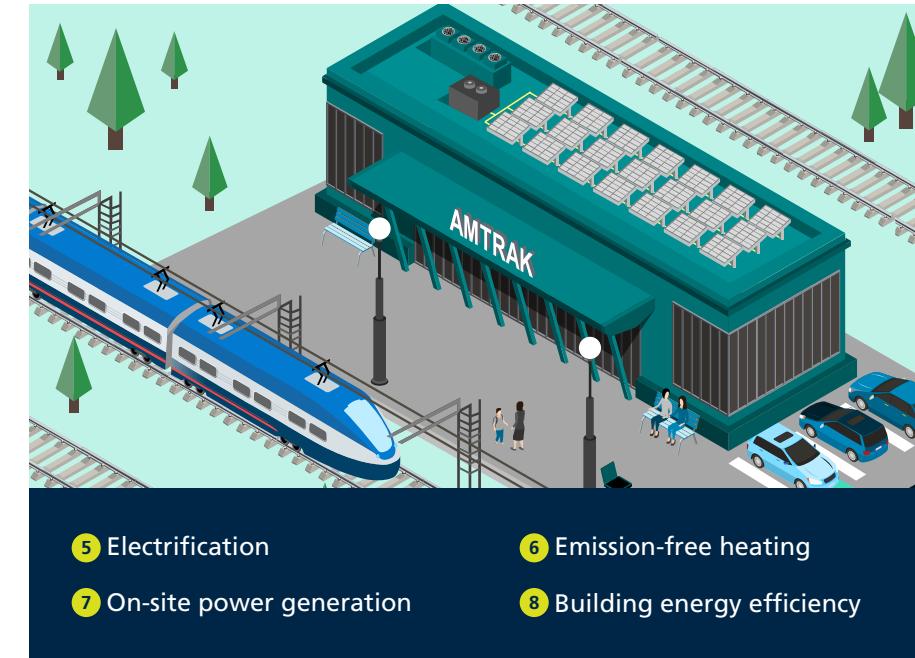
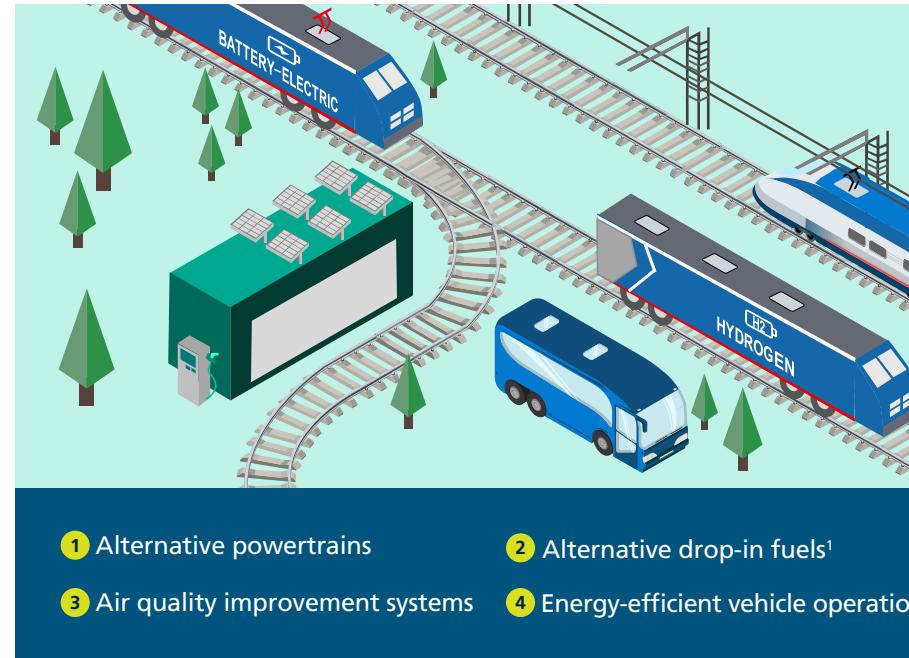
"Amtrak is preparing employees and strengthening assets to withstand the effects of climate change we are already experiencing today. I've witnessed the collaboration between departments firsthand — and I'm proud to work alongside a resilient workforce to implement our Net-Zero and Climate Resilience Strategy."

Kara Oldhouser,
DIRECTOR, SUSTAINABILITY
AND CLIMATE RESILIENCE



BUILDING BLOCKS TO ADDRESSING DECARBONIZATION

Our vision and building blocks for 2045 — Amtrak as a Net-Zero mobility provider across the entire value chain



Vehicles — Alternative propulsion technologies lay the foundation of Net-Zero operations on our non-electrified routes and on-road fleet. As we determine the solution for replacing diesel engines, we will:

- Utilize lower-emissions fuels, like biodiesel or renewable diesel, that can replace or be blended with diesel and used by existing engines
- Continue to onboard ALC-42 locomotives, improving localized air pollution over the current legacy fleet
- Maximize operation efficiency through fuel saving technologies such as driver advisory systems or increased ground power availability for plugging in locomotives

¹Drop-in fuels are renewable fuels which can be blended with petroleum products, such as diesel, and utilized in current infrastructure and powertrains. We view these as a bridge solution from combustion engines to alternative powertrains.

²Includes construction and roadway maintenance.

Infrastructure — We will evaluate feasibility of expanding electrification on routes with our partners and at our facilities to accommodate zero-emissions vehicles. Among the additional opportunities we have identified to reduce energy use:

- Transition away from traditional fossil fuel heating systems to more sustainable systems, like heat pumps that can be powered by electricity from renewable sources
- Our stations, facilities and buildings will become more efficient with on-site renewable energy production where feasible, LED lighting, and smart metering and control equipment

Value Chain & Business Operations — We are evaluating reductions in our top Scope 3 categories — capital goods and purchased goods — and in our operations more broadly through:

- Engagement with suppliers to help them measure and reduce their emissions and to source from suppliers with high environmental standards
- Continuing investments in renewable energy, through options like power purchase agreements, on-site power generation and renewable energy credits (RECs)

Governance and implementation of the Net-Zero Strategy will be overseen through a cross-departmental steering committee. This group will be responsible for advancing near-term efforts which position Amtrak for both immediate and long-term emissions reductions. Read more about our Net-Zero Strategy [on our website](#).

CLIMATE RESILIENCE AND ADAPTATION

In 2022, [17 weather and climate-related events](#), costing more than \$1 billion each, pummeled the United States, tying with 2017 and 2011 for the third-highest number of billion-dollar disasters in a calendar year. These major weather events come with a human and financial cost. An internal review showed that in FY22, Amtrak faced at least \$10 million in storm-related expenses on the NEC alone. Weather events on the National Network, such as hurricanes, wildfires and high wind warnings, are less costly to Amtrak since we do not own most of the assets affected; however, we still feel the impacts through costs associated with service disruptions and customer care. In areas where building codes are not accounting for climate risks, vulnerability is especially high. Without adaptation, impacts from these risks may hinder our ability to deliver high quality, safe and on-time passenger rail service, now and into the future.

To mitigate these risks, Amtrak developed a Climate Resilience Strategic Plan for the NEC in 2021, informed by previously conducted climate vulnerability assessments. The assessments show that some of our rail infrastructure and operations are highly susceptible to impacts and service interruptions from sea level rise, temperature increases and increased precipitation and wind.



KEY CLIMATE IMPACTS FOR AMTRAK'S NEC REGION BY 2100

Climate effects vary across infrastructure elements and geographies, requiring tailored approaches in each region where we operate. The NEC region encompasses Amtrak's operations from Massachusetts to Washington, DC.

0.1-19 Feet Sea Level Rise

Sea level rise, with storm surge, impacts tracks in the Northeast, including Delaware, New York, Connecticut, Rhode Island and Massachusetts

5-9° F Higher Temperatures

Extreme heat impacts catenary systems — the overhead wires that connect our trains to the electricity supply — in areas south of New York City

57-110 mph Increase in Wind Speeds

Wind posed some climate risk to asset types studied, including track, catenary and buildings, with Boston and Philadelphia named as vulnerability "hot spots"

5-15% More Precipitation

High precipitation impacts tracks and interlockings, particularly around New York City

Building awareness and climate literacy across our workforce will be essential to achieve these ambitious goals and adopt a sustainable ethos. Since publishing the NEC Climate Resilience Strategic Plan, we have initiated several Priority Actions:

- We established a climate scenario with a breakdown of decadal projections by climate threat (heat, wind, sea level rise and heavy precipitation).
- We are hiring more employees with sustainability experience and skills to implement our goals, while engaging and educating our existing workforce.
- All new management employees are required to take Amtrak's Sustainability Awareness training module and we are extending this requirement to all management employees who were hired before the module was released in FY23.
- We are reviewing existing internal engineering practices, third-party codes and design standards and developing Climate Resilient and Net-Zero Design Guidelines, because current regulatory codes

that govern rail infrastructure design incorporate historical data that does not accurately reflect future climate challenges.

Expanding on the climate assessments of the NEC region, Amtrak will conduct a National Climate Vulnerability Assessment in FY23. This expanded study will help us identify prominent climate-related risks by region, evaluate how our operations may be impacted by more volatile weather patterns and determine which business practices and processes will need to change to position us for greater resilience.

As a service that operates in all weather conditions across roughly 144,000 miles of rail, weather will continue to pose challenges. We are steadfast in exploring technology that can help manage operations as conditions rapidly change. We remain committed to leveraging available climate data and best practices in our project designs to ensure dollars spent to bring our network into a state of good repair result in a rail network positioned to withstand the future.



"As a stakeholder in frontline operations, I am proud of Amtrak's vision to protect our environment and integrate climate data and planning as a corporate priority. Amtrak's innovation related to climate impact today will deliver the reliability and performance we desire for our passengers as part of our modernization of passenger rail service in the United States."

Bob Giorgio,

DIRECTOR OF RAIL OPERATIONS & EMERGENCY RESPONSE



OUR GREENHOUSE GAS EMISSIONS

We measure and report on our full carbon footprint, including Scopes 1, 2 and 3.

- Scope 1 covers the direct emissions from our owned and operated equipment, and sources include our diesel fuel use.
- Scope 2 covers indirect emissions from electricity and steam purchased for our owned and operated equipment and facilities.
- Scope 3 covers indirect emissions outside our direct control, such as emissions from our supply chain.

In 2022, we expanded our footprint boundary to include Scope 3 emissions to align with our Net-Zero vision and help us target hotspots in our footprint for reductions. In FY22, our GHG emissions increased compared to FY21. The decrease in FY20 and FY21 emissions can be attributed to reduced pandemic-era train service; we expect absolute emissions to rise before they fall again. Amtrak customers took 16.8 million trips in FY20, but that number dropped to 12.2 million trips in FY21. This rose to nearly 22.9 million trips in FY22, including 7 million first trips. Year over year, our operations continue to operate as efficiently as possible on an emissions per seat-mile basis, with reduced emissions on our electric routes coming from carbon-free electricity sources.

GHG EMISSIONS IN REFERENCE TO OUR INTERIM GOAL

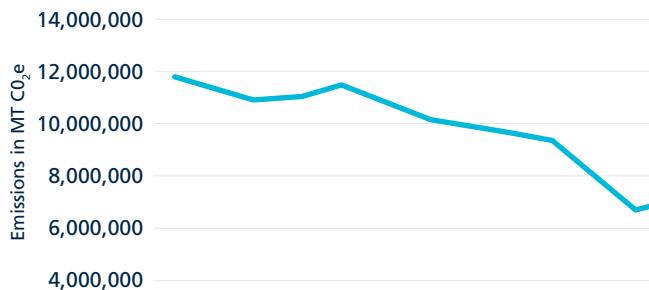
2030 Goal

40% reduction in Scope 1 and Scope 2 emissions over baseline year of 2010

Progress throughout FY22

39%

39% REDUCTION



* We began reporting total emissions using market-based method in FY22 to account for our carbon-free electricity.

* Please see our archived Sustainability Reports for previous YOY emissions.

Amtrak's GHG Emissions (MT CO₂e)

	FY20	FY21	FY22
Scope 1 Emissions	593,042	480,940	591,169
Scope 2 Emissions (Locations-based)	209,966	191,793	214,178
Scope 2 Emissions (Market-based)	150,108	101,294	123,763
Biogenic Emissions ¹	390	6,479	14
Scope 3 Emissions ²	—	—	518,882
Purchased goods & services	—	—	141,039
Capital goods	—	—	269,559
Fuel & energy-related activity	—	—	22,276
Upstream transportation & distribution	—	—	1,399
Waste generated in operations	—	—	13
Business travel	—	—	5,672
Employee commuting	—	—	34,351
Upstream leased assets	—	—	950
Downstream transportation & distribution	—	—	42,703
Downstream leased assets	—	—	919
kg CO ₂ e/passenger-mile (electric-powered / diesel-powered)	0.07 / 0.23	0.05 / 0.16	0.03 / 0.18
kg CO ₂ e/seat-mile (electric-powered / diesel-powered)	0.04 / 0.07	0.02 / 0.07	0.02 / 0.07
Total Emissions	743,540	588,713	1,233,813

¹ Biogenic emissions in Amtrak's inventory are emitted from burning fuels that are produced from biomass or plant materials. Following GHG Protocol, CO₂ emissions from biogenic sources are reported separately from Scope 1 and 2 emissions. CH₄ and N₂O emissions from biogenic sources are still included in Scope 1.

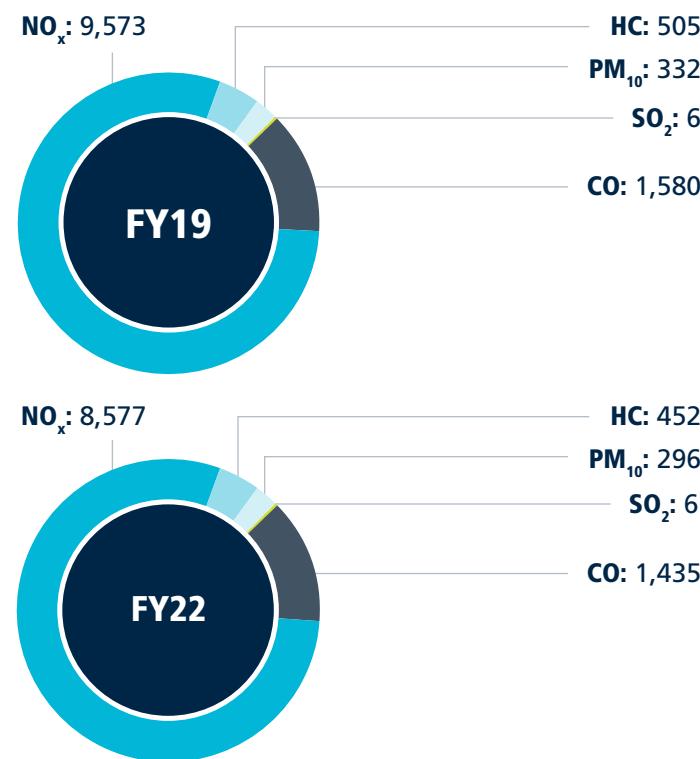
² We began measuring full Scope 3 emissions in FY22.

³ We began reporting total emissions using market-based method in FY22 to account for our carbon-free electricity.

AIR EMISSIONS

Amtrak recognizes that non-GHG criteria air pollutants (CAPs) can impact air quality and human health, and our fuel usage reduction goals are especially important for decreasing air pollutants. On the NEC, where our trains are powered by electricity, our trains produce zero air pollutants at the source. By adding new Tier 4 locomotives on routes beyond the NEC, local CAP emissions will gradually decrease by 68-80% until 2035, despite increasing service with our *Amtrak Connects US* plan. As a result of our carbon and energy reduction goals, Amtrak has reduced both GHG and CAP emissions from our operations. We estimate CAPs resulting from our diesel locomotives and report metrics to the American Public Transportation Association (APTA) as a part of our sustainability commitment.

Criteria Air Pollutants (MT)



Amtrak at Climate Week NYC 2022

In FY22, we hosted a session at Climate Week NYC, an annual event bringing together public- and private-sector leaders to discuss solutions for mitigating climate change. Train travel is viewed as a key way to reduce GHG emissions, yet many Americans lack access to intercity passenger rail service. Joined by the New York City MTA and California DOT, we hosted a panel discussing how various stakeholders can come together to drive a modal shift. Moderated by Amtrak's Sustainability & Climate group, topics included fare equity, electrifying buses and emissions reduction goals. Amtrak also announced our Net-Zero by 2045 goal in-person and laid out the **12 building blocks** for achieving the goal.

ENERGY

On an average day in FY22, Amtrak customers made more than 62,800 trips on our trains in 46 states and the nation's capital, reaching and departing from more than 500 destinations. We provide this service by running trains on electricity on the NEC and diesel fuel on the National Network, where other "host" railroads control the tracks. In addition to moving people on trains, Amtrak owns tunnels, bridges and maintenance facilities and provides stations and other facilities to accommodate travelers — all of which require energy usage. While Amtrak cannot reduce energy consumption to zero, we can evaluate our energy sources and seek options with low- or zero-emissions.



FUEL

Amtrak's carbon footprint is dominated across all scopes by rail operations, which represent 60% of all emissions, the majority of which are powered by diesel fuel. Broken down by scope, GHGs emitted from burning diesel fuel in our trains make up more than 80% of our Scope 1 emissions and 18% of our Scope 3 emissions.

While we investigate solutions to transition our diesel fuel operations in the long-term, we will replace diesel fuel where we can with renewable diesel in the short-term. Renewable diesel is chemically equivalent to conventional fossil fuel diesel and can reduce lifecycle emissions by, on average, 60% depending on feedstock and the production process. Created from a blend of agricultural sources like vegetable oil and animal fats, it has lower emissions over the lifecycle of the product than conventional diesel fuel. We are also targeting reduction in engine idling that occurs when the locomotive is stationary in the yard to further our diesel usage reduction goal. We have also made adjustments to engine testing that reduces fuel use.

DIESEL FUEL USE

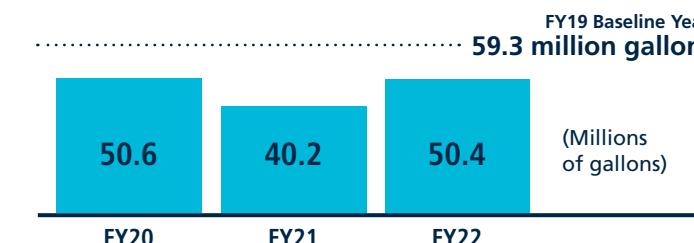
FY22 Goal

Reduce diesel fuel usage by 5% compared to our baseline year of FY19

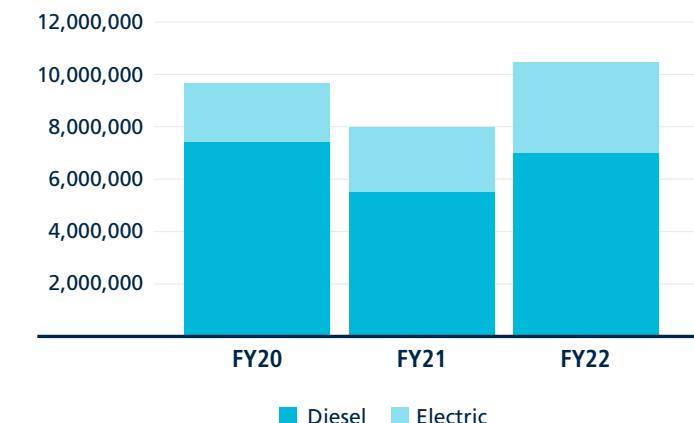
Progress throughout FY22

ACHIEVED

15% ACHIEVED



SEAT-MILES BY PROPULSION TYPE



Renewable Diesel

Following a pilot program conducted by Caltrans in FY20 and FY21, with support from Amtrak, on the 170-mile long Capitol Corridor route, Cummins and Siemens approved the use of renewable diesel in the Charger locomotives. This will allow us to operate Caltrans Charger locomotives (SC-44) on renewable diesel and facilitate the use of renewable fuel by our Amtrak Long-Distance Charger (ALC-42) locomotives, resulting in fewer lifecycle emissions. Due to the pilot's success, state-supported trains operated by Amtrak in California will use renewable diesel in FY23.

Initiatives to Reduce Diesel Fuel Use

The Amtrak Chicago Environmental team generated fuel savings with the Idle Reduction Initiative, a results-driven tracking and reporting system for mechanical and transportation teams. The team identified opportunities to reduce fuel use through idling reduction by analyzing data from the locomotives. Solutions included ensuring automatic engine start-stop technology was engaged on the locomotives, manually shutting down the engines when not in use and plugging in engines to ground power where possible. Combined, these strategies yielded a 4% reduction in idling in Chicago over the previous year and a fuel savings of approximately 90,000 gallons.



"This Idle Reduction Initiative is an exciting project, and I'm so proud of what we have created in Chicago. It's something that can be scaled as part of Amtrak's goal to reduce our carbon footprint, while seeing significant savings in fuel!"

Dina Ledbetter,

SR ENVIRONMENTAL SPECIALIST, OPERATIONS-MECHANICAL



Emissions from our on-road vehicles and dedicated Thruway buses constitute roughly 2% of our total carbon footprint. We lease more than 80% of our highway vehicles from the General Services Administration, which has set a goal to transition 100% of its fleet to electric vehicles by 2035. We anticipate that this will help reduce road-asset emissions as we transition to zero-emissions vehicles.

Fuel used by our stationary assets, including stations, coach yards, warehouses and offices, contributes roughly 3% to our carbon footprint. We are exploring transitioning oil or gas-burning boilers to heat pumps, which have much lower energy needs, and installing energy-efficient HVAC systems where possible.

ELECTRICITY

Electricity use constitutes roughly 18% of our GHG footprint. It powers our stations and offices and provides power to much of our electrified NEC service. As part of our Net-Zero goal, we are prioritizing a faster shift toward clean and renewable sources in the near term, with a long-term vision of electrification across our buildings, equipment and mechanical systems.

NON-PROPULSION ELECTRICITY USE AT TOP 40 LOCATIONS BY USAGE

FY22 Goal

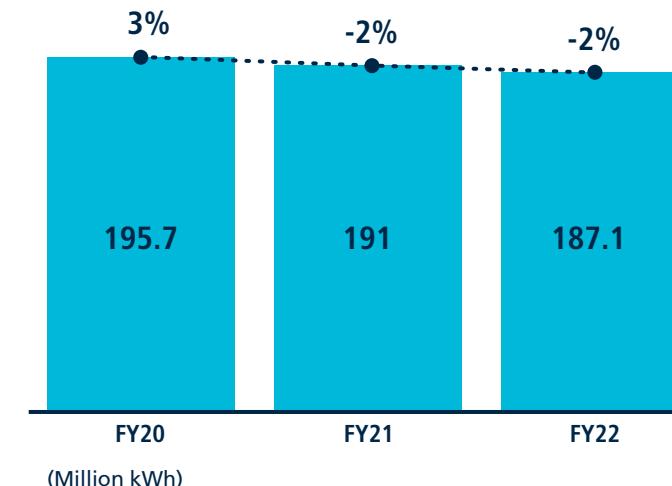
Reduce electricity usage by 1.5% YOY.

Progress throughout FY22

ACHIEVED

2% REDUCTION

Percent change YOY

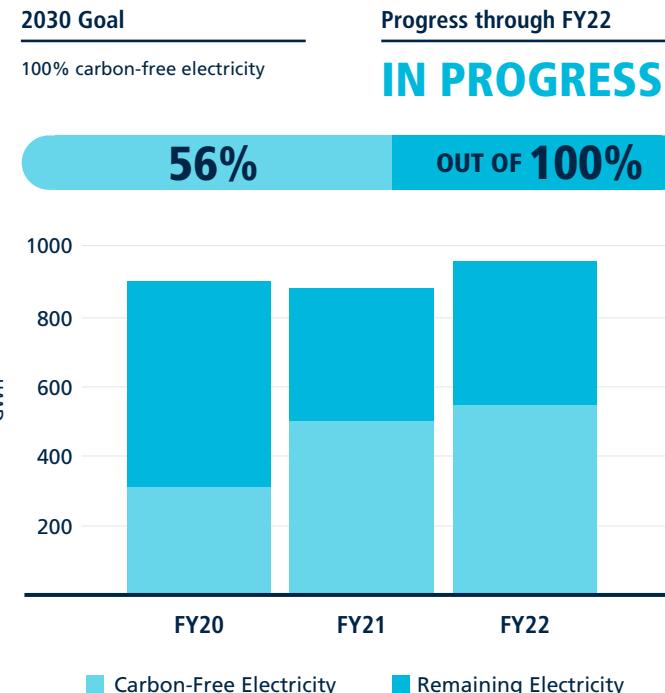


At the end of FY21, we approved a Renewable and Carbon-Free Energy Policy that outlines two goals regarding electricity usage:

- To source 100% carbon-free electricity to power our traction and non-traction infrastructure by 2030
- To source 100% renewable electricity to power our traction and non-traction infrastructure by 2035

Amtrak currently purchases energy attribute certificates, such as Renewable Energy Certificates (RECs), to cover roughly 56% of our total electricity demand. To drive down energy demand, our top 20 sites, which constitute 75% of our electricity use for stationary assets, such as stations, offices and warehouses, are required to develop energy plans every year, detailing usage and reduction efforts.

ELECTRICITY PURCHASED



In addition to pursuing low- or no-emissions energy sources like carbon-free electricity, we continuously seek ways to streamline our existing operations to find efficiencies, including regularly undertaking energy efficiency retrofits of our stationary locations, such as updating HVAC systems and swapping out old lighting with LED bulbs.



Lighting Upgrades

As part of our energy efficiency program, we installed more than 3,000 new light fixtures in stations, warehouses or other stationary assets. One highlight was the East Coast Pits projects, where we replaced roughly 1,400 fluorescent and early generation LED lights at Amtrak sites in Miami, Washington, DC, New York City and Boston.

As a result, we will save:

**\$273,864
PER YEAR**

500 MT

of GHG
emissions avoided
per year

**1,247,697
kWh**
of energy
per year





CONNECTING AMERICA

IN THIS SECTION:
[AMTRAK ACROSS AMERICA](#)
[CUSTOMER HEALTH & SAFETY](#)
[STATE PARTNERSHIPS](#)
[COMMUNITY ENGAGEMENT](#)

IN FY22, WE SERVED
7 MILLION NEW RIDERS.

For more than 50 years, Amtrak has been providing low-emissions transport for Americans across the country. Our vision is to expand our service to previously underserved areas, providing billions of dollars' worth of economic benefits to the country.

Amtrak connects people to their destinations, creates jobs, lowers carbon emissions from transport and reduces highway congestion in our cities. In collaboration with our state partners, Amtrak plans to usher in a new era of passenger rail.

BY THE NUMBERS FY22



50+
Years Providing
Intercity Passenger
Service



Advanced
10 MAJOR
Capital Projects to
Modernize Fleet and
Infrastructure



Hired More Than
3,700 PEOPLE
to Support
Growth

AMTRAK ACROSS AMERICA

We work with our partners to help move people, the economy and the nation forward. Our mission is to provide efficient and effective intercity passenger rail mobility through high-quality service that is trip-time competitive with other intercity travel options. With our mission in mind, we set a goal to double 2019 ridership by 2040. To achieve this goal, we are partnering closely with state governments to develop new routes and enhance existing service. In FY22, we renovated stations and rail infrastructure and upgraded our fleet. This included new project and renovation work all across the Amtrak system that addressed tunnels, track and other rail infrastructure projects totaling more than \$750M.

In FY22, Amtrak Invested:

\$2.3B in capital projects, including advancing new fleets of trains to operate in the Northeast and other areas of the U.S.

\$158 million to the Amtrak Americans with Disabilities Act (ADA) Stations Program, bringing 104 stations to full compliance and 69 stations to full compliance excluding platforms

\$130 million for rail improvements between Washington, DC and New York and the hiring of 500 new employees to improve necessary infrastructure



The Amtrak Airo™ Experience

Funding from the Infrastructure Investment and Jobs Act (IIJA) has enabled Amtrak to invest in new trains for our service nationwide. **Amtrak Airo™**, manufactured by Siemens in California, will provide comfortable, modern interiors and improved sustainability performance, including increased fuel efficiency and reduced particulate emissions.



AMTRAK SERVICE ROUTES



Service Expansion and Enhancement

In 2022, we launched or expanded service across our operations. For example:



HYDE PARK, POUGHKEEPSIE, NEW YORK, U.S. — BERKSHIRE FLYER

From **Massachusetts** to **New York**, we launched the Berkshire FlyerSM with the Massachusetts Department of Transportation and the New York State Department of Transportation (NYSDOT).



HUDSON RIVER, NEW YORK, U.S. — ETHAN ALLEN EXPRESS

In **Vermont** we extended Ethan Allen Express[®] service from Rutland to Burlington, the state's most populous city.



THE WASHINGTON MONUMENT, WASHINGTON, DC, U.S. — NORTHEAST REGIONAL

In **Virginia**, we began a second daily Northeast Regional departure from Roanoke and a third daily departure from Norfolk. The projected investment from the Commonwealth of Virginia includes \$944 million from Amtrak and references a longer 10-year plan for enhancing service in Virginia.



NIAGARA FALLS, NEW YORK, U.S. — MAPLE LEAF

From **New York** to **Toronto** via the Maple Leaf and from Oregon and Washington to Vancouver, B.C. via the Amtrak Cascades, we returned service to Canada for the first time since early 2020.



THE GATEWAY PROGRAM

The Gateway Program is a series of rail infrastructure projects to improve and expand the most congested 10-mile section of the NEC between Newark, N.J. and New York City. The NEC serves an area that produces roughly 20% of U.S. GDP. When completed, Gateway will roughly double passenger trains under the Hudson River traveling into New York Penn Station.

In 2022, the program made significant progress to:

- build a new rail tunnel and rehabilitate an existing tunnel under the Hudson River
- construct the Portal North Bridge over the Hackensack River in New Jersey
- begin engineering on the Sawtooth Bridges
- advance design on the Harrison PATH track and Dock Bridge rehabilitation

CUSTOMER HEALTH & SAFETY

Ensuring safety is Amtrak's top priority. Of particular importance is reducing injuries related to illegal trespassing on tracks. Trespassing on tracks is illegal in all 50 states and Washington, DC and leads to almost 2,000 injuries or deaths a year nationwide. We engage with industry partners and communities to educate about the risks associated with trespassing. During national Rail Safety Week, we participated in Operation Clear Track, an initiative to station law enforcement representatives at high-incident railroad grade crossings to share safety tips and enforce crossing and trespassing laws. We improved safety and security on the railroad right-of-way by deploying around 200 solar-powered, secured vehicular gates on the NEC.

Partnering for Railroad Safety

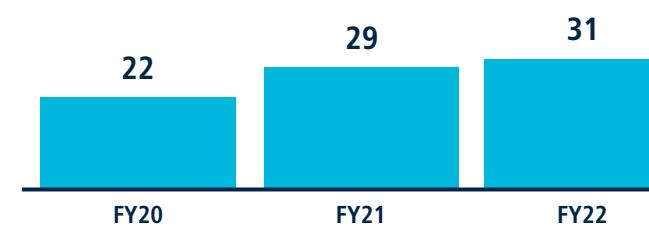
Amtrak takes railroad safety seriously. As part of our new community engagement strategy, we partnered with California Operation Lifesaver, BNSF, Metrolink, San Bernardino Railroad Historical Society, Fullerton Train Museum, our state partners and the City of Fullerton for a two-day rail safety event in Fullerton, California. We invited local community members to meet railroad workers, tour equipment and learn about rail safety. Approximately 17,000 members of the general public attended. Due to the success of the event, we are planning additional community engagement events on railroad safety in other cities.



ADA COMPLIANCE

Amtrak's Americans with Disabilities Act (ADA) Stations Program strives to achieve universal accessibility at stations and improve the customer experience for all passengers. For stations listed on national, state and local historic registers, it also ensures that accessible features are integrated while respecting a site's historic fabric. In FY22, Amtrak made 20 stations fully compliant and two stations compliant for all elements except for platforms with ADA standards and started construction on another 28 stations. Design compliance efforts were completed on 19 stations and started on an additional 42 stations. Amtrak also implemented new technologies to assist passengers that require accommodations. The new system allows group reservations for multiple passengers with disabilities, and for any passengers requesting assistance while making a reservation on Amtrak.com or using the Amtrak app.

ACCESSIBILITY PROJECTS DESIGNED

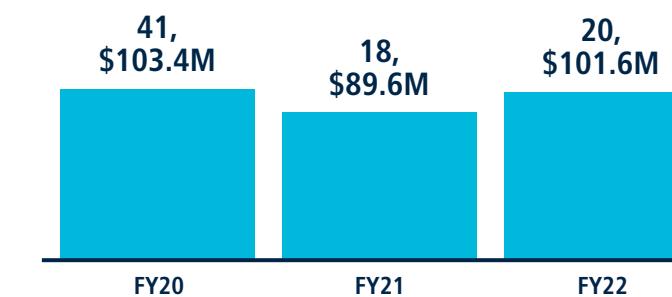


* Please see our archived Sustainability Reports for previous YOY data.

ENHANCING MOBILITY

Helping customers make connections to and from the train station helps improve ridership and supports our value to Put Customers First. To extend our reach to communities without rail service, we offer Thruway bus service with guaranteed connections to Amtrak trains. In addition to accessibility information, we also detail on our website how to [transport bikes on-board](#). We continuously seek opportunities to enhance train accessibility for cyclists. For example, in FY22 we added capacity for up to 12 full-size bikes on our Capitol Limited® line which provides access to several popular cycling trails.

ACCESSIBILITY PROJECTS CONSTRUCTED AND VALUE



STATE PARTNERSHIPS

We rely heavily on public agencies to make our expansion visions a reality. Per federal statute, states are required to provide financial support for routes of 750 miles or less (other than the NEC). As members of the State-Amtrak Intercity Passenger Rail Committee (SAIPRC) we collaborate with 17 states and the Federal Railroad Administration to support the growth of intercity rail service and improve cost sharing with our state partners. Our State Supported Service Line team also engages with state governments on a regular basis regarding maintenance and development planning.



"Expansion of Amtrak service will bring the benefits of efficient, sustainable travel to more of America. Public transportation, especially by fast, convenient rail, is one of the best ways to reduce travel emissions – and we're excited to continue connecting people and communities sustainably."

Dennis Newman,
EVP, STRATEGY & PLANNING

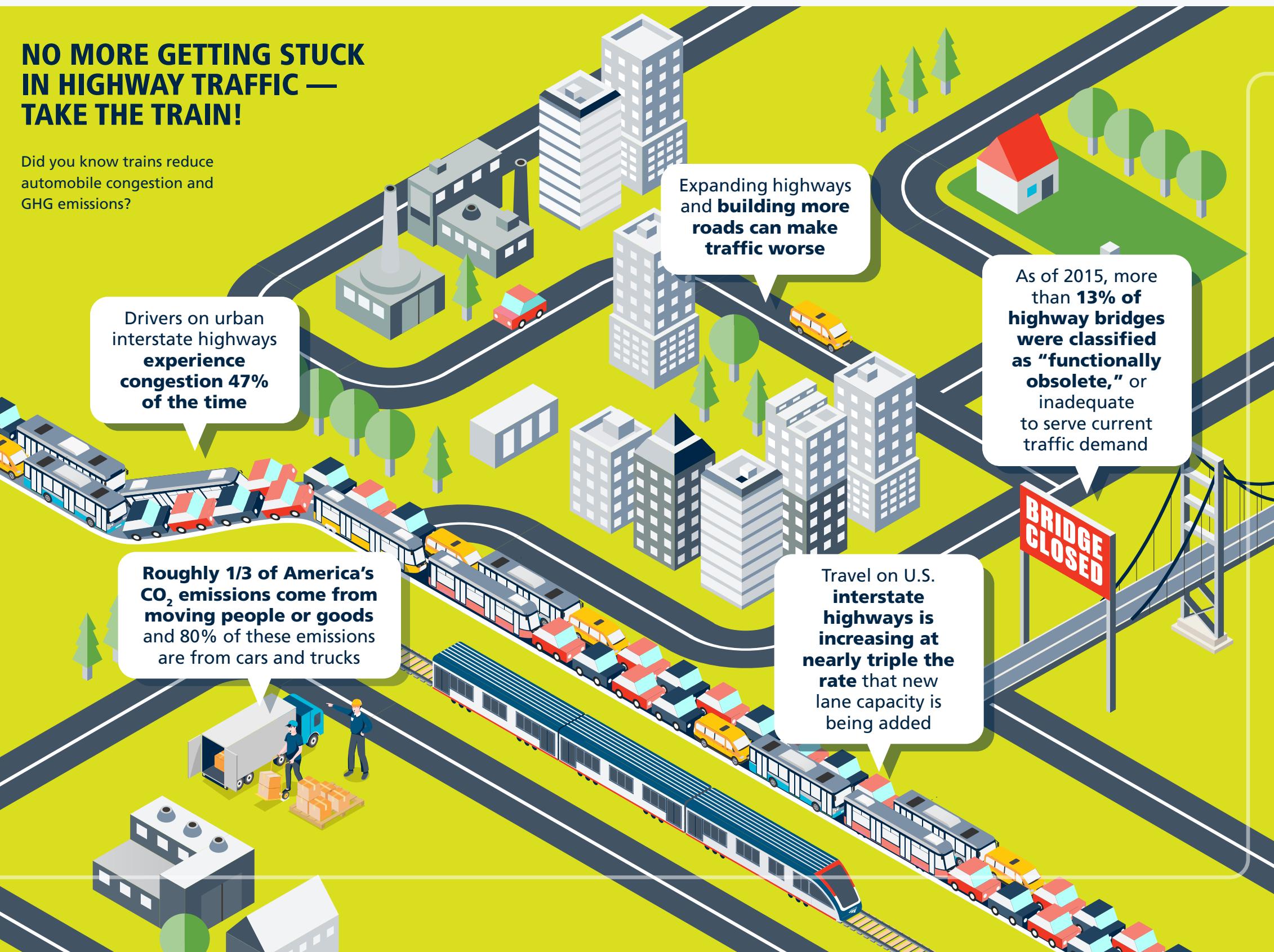


CORRIDOR IDENTIFICATION & DEVELOPMENT

The IIJA enables states to submit proposals for the development of new routes or the enhancement of existing routes of up to 750 miles and restoration of or increased service on long distance routes through the FRA's Corridor Identification & Development Program. The FRA will select, advance and contribute substantial funding to development proposals based on certain criteria, including benefiting rural and underserved communities, reducing congestion or providing other environmental benefits, improving connectivity with other modes of transit and more. Amtrak welcomes partnerships with state governments to provide strategic guidance for the development of these proposals, subsequent funding requests and service on new corridors.

Corridor Development in Ohio

Amtrak and the Ohio Rail Development Commission are exploring the feasibility of proposed corridors connecting Ohio's major cities. The state has decided to advance Cincinnati, Columbus, Cleveland and Dayton, as well as one connecting Cleveland to Toledo and Detroit, to the FRA's Corridor ID Program. Amtrak analysis indicates that, based on their high traffic volumes and concentrated populations, these cities represent a promising opportunity for intercity passenger rail service. In addition, they connect Ohioans to new opportunities in the state's fastest growing region, metropolitan Columbus. The upgraded services are expected to attract more than half a million riders every year while delivering an estimated \$7 billion in economic activity and 23,000 jobs during construction.



COMMUNITY ENGAGEMENT

In FY22, Amtrak launched an Office of Community Engagement (OCE) focused on developing a strategy to help connect more deeply with the communities we operate in and those to which we would like to extend service. Through this work, we aim to provide meaningful impact through service and keep communities informed about Amtrak's activities in their neighborhoods.

Our community engagement strategy is focused on three pillars:

- **People** — enhancing opportunities for underrepresented communities with a focus on at-risk-youth, veterans and people with disabilities
- **Preservation** — beautifying and preserving our natural spaces and the resources of our communities
- **Protection** — making our stations, railroads and communities safer

DONATED OVER
119,000 HOUSEHOLD
ITEMS THROUGH
DELIVERING GOOD.

Under these pillars, we are engaging with communities via the following workstreams: public outreach, community engagement and employee giving. Our program structure has several tiers of service: national partnership activities for employees company-wide, localized Amtrak-sponsored activities in areas where we have projects and employee-led activities on an ad hoc basis. In FY22, we began offering management employees up to eight hours of paid time off each year to participate in 501(c)(3) non-profit community programs, including our programs in communities. In the same year, we completed 13 events across the country, committing 389 volunteer hours — a value of \$12,000. We look forward to rolling out additional activities in FY23 and beyond.

Caring for Our Communities

In July 2022, Amtrak teamed up with members of the **West Baltimore community** for a neighborhood cleanup. More than 40 volunteers — both Amtrak employees and local residents — collected trash and tidied up three locations in the Rosemont neighborhood.





STREAMLINING OPERATIONS

IN THIS SECTION:
WASTE
PROCUREMENT

2032

98%
OF CONSTRUCTION
PRODUCTS &
SERVICES FROM
U.S. VENDORS.

Streamlining how we operate not only reduces waste and conserves resources, it generates cost savings. We seek to reduce the amount of waste we send to landfills through increased recycling in service areas and construction sites. We work with local vendors when possible — all of our purchases of more than \$1 million are required to be sourced from American suppliers unless specific approval is given to purchase foreign items. These efforts support the reduction of our Scope 3 GHG emissions.

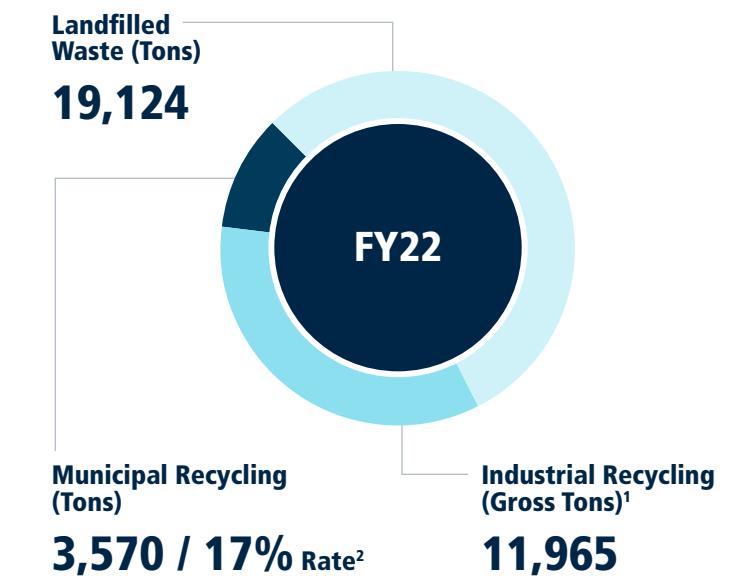
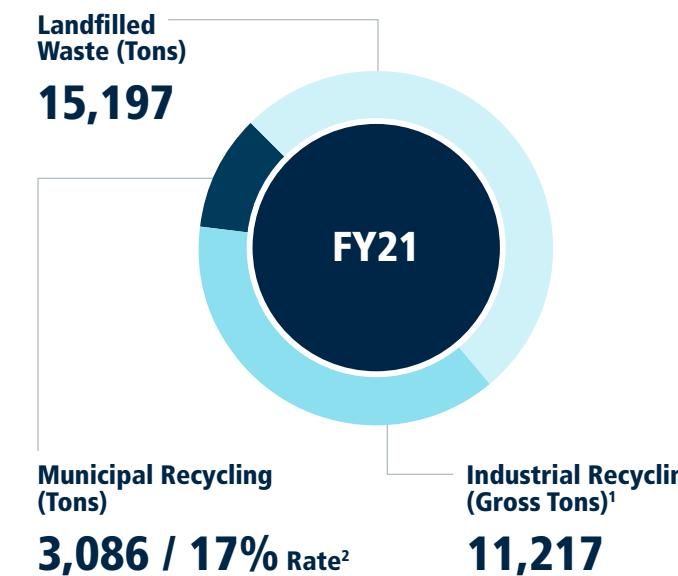
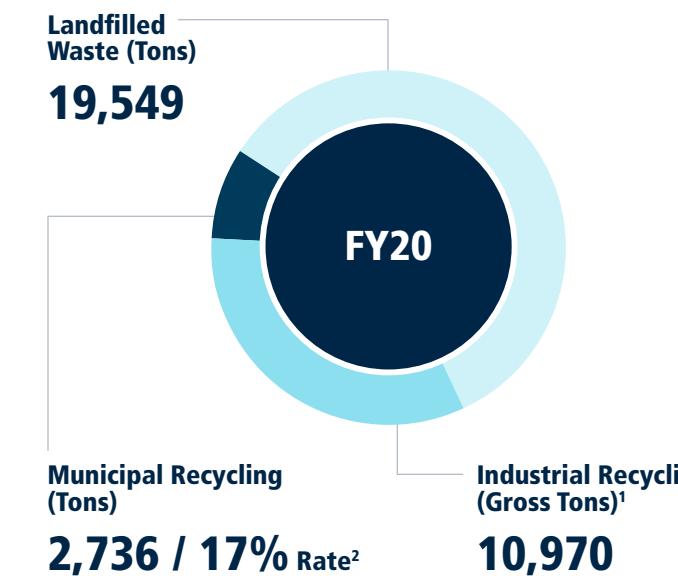
BY THE NUMBERS FY22



WASTE

We look for opportunities to reduce waste and increase recycling across our operations. We divert large volumes of industrial materials, such as rail, pallets, windows, wire, wheel shavings, copper, scrap metal, equipment and more, to secondhand vendors and scrap buyers to be recycled and repurposed. Though recycling efforts in our warehouses and shop yards are high, onboard customer recycling has remained a challenge. Our municipal recycling rate has remained stable at roughly 17% for the past three years, falling short of our 20% goal. To improve our performance, our new Acela® trains will have co-located waste and recycling containers. We also plan to enhance employee training on waste separation.

WASTE GENERATED



¹ Industrial recycling consists predominantly of metal recycling.

² Our recycling rate goals cover top 40 Amtrak locations.

Reducing Waste Across Amtrak

At our maintenance facilities in Los Angeles, Wilmington and Chicago, we sold more than 1,300 pallets totaling 105 tons in 2022 for reuse. Remaining pallets and other wooden shipping crates that were unfit for reuse were recycled.

In certain California locations, Amtrak separates out organic waste for recycling. This includes

compostable food at commissaries and yard trimmings generated by landscape contractors and station owners. In FY22, our facilities and commissaries in Oakland, turned food, yard trimmings and wood into more than 200,000 liters of compost.

As we expand service and build and renovate stations, we have integrated waste reduction and other environmental criteria into our building design standards. Our building standards adhere to the National Historic Preservation Act (NHPA) and the National Environmental Policy Act (NEPA). Under the NHPA, we evaluate the historic value of the property and come to agreement with state and local officials on the best way to preserve the unique beauty of these resources. Under NEPA, we strictly follow all rules to evaluate environmental impacts and mitigate them. Our standards encourage adherence with our company climate goals, including our renewable energy and carbon neutral goals, as well as determining the impact of current and future

climate scenarios. We also push for consistency with Green Building initiatives, with sustainability, energy efficiency, emissions reductions and code compliance built into our Station Design and Delivery Standards.

In addition to climate design standards, we strive to explore waste reduction solutions in our operations. For example, our team on the Track 22 reconstruction project at Washington Union Station worked with our construction partner to reuse excavated soil, concrete, wood, metal and other materials, such as cardboard and plastic, to reduce waste sent to landfill. This initiative diverted and reused 114 tons of waste in FY22.

PROCUREMENT

Amtrak is subject to a number of domestic preference requirements; for instance, as a federally-chartered corporation, the company is generally required to source infrastructure purchases over \$1 million from domestic vendors as part of the Build America Buy America Act. We extend this provision to purchases of less than \$1 million whenever possible. Roughly 95% of our overall construction procurement meets this standard and 98% of Amtrak's overall purchase order procurement spending was domestic in FY22.

As part of our approach, we have established regional master service agreements to help ensure we are able to secure the materials we need from domestic sources through a consistent, ongoing relationship. We seek to work with local vendors when carrying out construction projects as well. In addition to supporting local economies, this approach helped us more effectively meet timelines and quality standards while reducing costs.



AN INSPIRING WORKFORCE

IN THIS SECTION:

- [OUR PEOPLE](#)
- [EMPLOYEE HEALTH AND SAFETY](#)
- [CULTURE AND TALENT](#)
- [OUR AGREEMENT WORKFORCE](#)
- [DIVERSITY, INCLUSION AND BELONGING](#)

WE WERE NAMED
A TOP EMPLOYER
FOR THE LGBTQ+
COMMUNITY AND
PEOPLE WITH
DISABILITIES.

BY THE NUMBERS FY22



We strive to create fulfilling jobs that our employees are proud to hold and build a culture where they can be themselves and grow in their careers. Employee safety, along with customer safety, is our top priority. We provide employees with regular safety training and stop-work authority.

We also engage employees through learning and development opportunities and programs run through our Diversity, Inclusion and Belonging department, like our employee resource groups, career fairs and events for potential employees. We run training through our Learning Center, which strives to make courses seamless and convenient.

OUR PEOPLE

Our People strategy defines the three core pillars of our approach to building an inspiring workforce:

- **Invest in talent** — We are building teams that work collaboratively, efficiently and effectively. To do that, we are expanding skills within our organization and seeking new hires that bring diverse backgrounds and perspectives.
- **Strengthen culture** — Our culture is built on our values of mutual respect, customer service and excellence. We are strengthening our culture so our employees feel excited to come to work and empowered to do their best.
- **Advance technology** — We are investing in technology and technical know-how to build an Amtrak that anticipates the needs of the future.

Our strategy rests on attracting and retaining the best talent in the industry. We do this through our strong safety culture, reinforcing diversity, inclusion and belonging and helping our teams grow.

EMPLOYEE HEALTH AND SAFETY

Safety is foundational at Amtrak — for our customers, our employees and the communities we work in and around. Our goal is to become America's safest passenger railroad. Our approach to occupational safety starts with every employee. Our "Safety Starts with Me" initiative reinforces that the responsibility for ensuring safe practices and a safe work environment lies with each individual on site. This includes stop-work authority, which grants every employee the charge to stop an operation — at any time — if unsafe conditions exist, and confidential reporting of unsafe conditions without fear of retaliation through the new Amtrak Voluntary Safety Reporting System (AVSRS) that allows reporters to view documented steps for corrective actions.

We have an organization-wide, comprehensive safety management system (SMS) that adopts a data driven, proactive risk identification and preventative approach to managing safety. The system's four safety components — Policy, Promotion, Assurance and Risk Management — help us establish clear rules, provide ongoing training, perform audits to ensure practices are met and analyze potential future risks. Amtrak is the first U.S.-based railroad to implement an SMS.



In FY22, our FRA reported employee injury rate remained flat versus previous year, though we achieved a reduction in lost time injuries and severity rate. These reductions were achieved through targeted mitigations in our operating divisions and increased engagement between managers, supervisors and employees. Our Operating Practices change in response to incidents that occur and address safety issues as they arise.

Employee Injury Rate (per 200,000 working hours)		
FY20	FY21	FY22
2.78	3.36	3.35



CULTURE & TALENT

Our approach to talent management is rooted in our culture and values. We strive to have a learning and growth culture where we treat each other with respect and assume positive intentions. As our workforce evolves, learning to respect and celebrate each other's differences will be key to promoting collaboration and successful outcomes. That's why we are investing in providing ongoing training opportunities and creating a more inclusive environment for all of our employees.

RECRUITMENT

From current students to military veterans, we seek candidates from a wide variety of backgrounds and skill sets to fill roles across our organization. We believe a diverse workforce is best equipped to generate innovative ideas and meet the needs of our diverse customer base.

We have dedicated recruitment programs for:

- **Students** that include hands-on internships and co-ops, programs for recent graduates and academic scholarships for students interested in the rail industry
- **Veterans** to join our 3,000+ self-identified veterans or active members of the U.S. Armed Forces and National Guard and Reserves and make use of their specialized skills and training
- **Individuals from under-represented groups** including diverse ethnicities, genders, cultures, abilities and ages



To learn more about how we're driving a diverse workforce, see our [Diversity, Inclusion and Belonging section](#) and our [FY22 Annual Diversity Report](#).



LEARNING & DEVELOPMENT

To support our employees' growth and retention, we provide them with pathways to continue learning. During onboarding, new management employees go through New Employee Orientation and receive training in safety, our culture and values and diversity, inclusion and belonging. Our Learning Center strives to make training seamless and convenient. It initiated a Loan and Learn program in FY22, where employees could check out iPads to promptly complete required training while on the go.

Amtrak strives to provide a growth-oriented environment for employees. In FY22, the Performance Management team changed our performance management framework to create an improved process for feedback and career growth. The Compensation team aligned the merit process to pay for performance, providing leaders the opportunity to recognize high performers.

In addition, managers can now conduct more informal check-ins with all management employees and some agreement employees on an ad hoc basis, which is part of a new effort called Continuous Performance Management (CPM). During these check-ins, we solicit feedback from employees and direct reports on their experience to ensure Amtrak is continuously growing as well. The new CPM system serves as a more natural,

ongoing form of communication between employees and their manager. Employees can also confidentially share feedback about their experience at Amtrak through regular engagement surveys. Leadership assesses the results and establishes near-term actions to address their team's concerns and opportunities for improvement.

In FY22, an audit from the Amtrak Office of the Inspector General (OIG) found that the company appears to be on track to reach our interim emissions reduction goal of 40% from 2010 levels by 2030. The OIG recommended Amtrak require sustainability training to boost broader education and awareness. While Amtrak offers sustainability training to all employees interested in our programs, it is only required for new management hires. So far, 98% of management new hires have completed the required on-boarding course, but the audit estimates an opportunity gap of around 90% of overall management employees would benefit from the training. In collaboration with Amtrak's Learning and Development team, the Sustainability and Climate Resilience Group will refresh the sustainability training and publish it in FY23 as a requirement for all management employees. In FY23, we will hold the first Sustainability Workshop to educate and collaborate with departments on the Net-Zero Plan.

EMPLOYEE BENEFITS

Amtrak provides a comprehensive benefits program, focused on employee personal and financial well-being. Our benefits package is designed to provide employees with the support and peace of mind they need to focus on their work; it's a commitment to doing the right thing. Our competitive benefits package includes:

- Medical, vision, dental and prescription drug coverage
- Generous leave program
- A 401(k) plan
- Short- and long-term disability income continuation life insurance and accidental death and dismemberment insurance
- Flexible Spending Accounts (FSAs) for eligible healthcare expenses that include coverage for dependents and dependent daycare or after-school care expenses
- Free or reduced rate travel on Amtrak
- Access to public student loan forgiveness

In FY22, we added:

- Tuition assistance at date of hire, including certifications
- Coverage of treatment for secondary sexual characteristics more aligned with an individual's gender identity
- Brokerage services to customize personal investment plans and 401(k) funds, including values-based investing in environmental, social and governance (ESG) or diversity funds
- Paid time off to volunteer for management employees



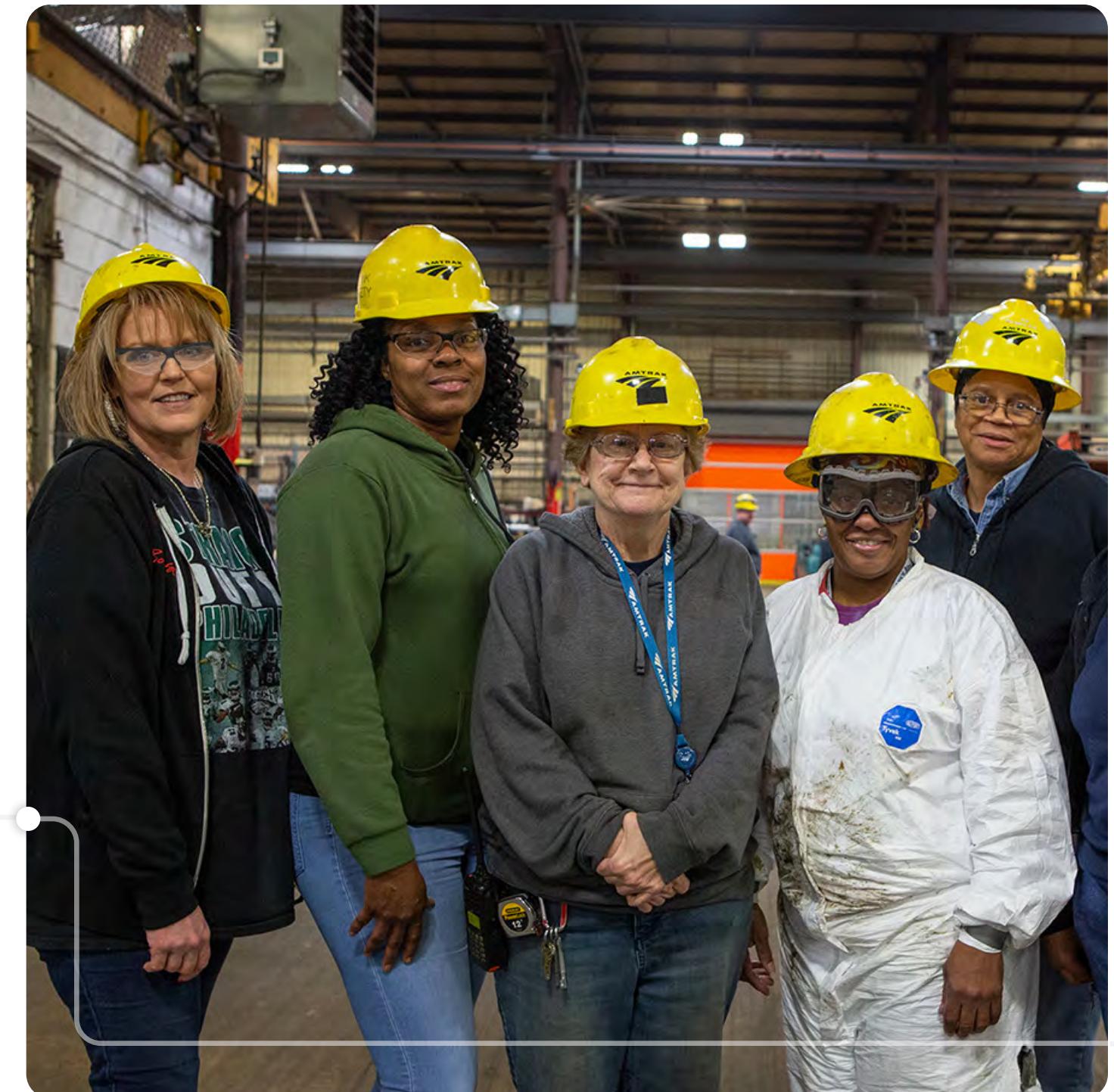
OUR AGREEMENT WORKFORCE

Amtrak's employees covered by a collective bargaining agreement, or "agreement employees," make up more than 80% of our total workforce. Whether on trains, in railyards or maintenance facilities, stations, call centers and offices or improving railroad infrastructure, members of the agreement workforce play an integral role in the success of Amtrak's operations and in keeping our customers safe and comfortable on their journeys.

Our Labor Relations team works closely with union representatives to ensure that agreement employees feel heard and included in Amtrak's culture. Over time, our approach to working with unions has evolved. In FY20, we adopted a more collaborative approach, providing additional support to agreement employees and finding new ways to work together to achieve goals. For example, we have revamped our discipline policy to take a more educational, rather

than punitive, approach. We now opt for counseling and progressive discipline that does not include unpaid time off. The new policy enables employees to continue working while focusing on positively changing behavior. Additionally, the portion of the policy allowing for voluntary acceptance of responsibility (waiver) for certain infractions has led to a decrease in the number of disciplinary investigations held. In FY21, 71% of agreement disciplinary actions were handled by waiver. In FY22, that percentage climbed to 80%.

We also provide role-specific skills training and leadership programs to develop promising talent. For example, at our High-Speed Rail Training Facility in Wilmington, Delaware, we offer a full-time, 11-week training course for new passenger engineers that includes train mechanics and time in a virtual simulator.





In April 2022, the first class of Amtrak's new apprenticeship program launched at our maintenance facility in Beech Grove, to provide an official path for agreement employees to learn on the job and grow their skills. Collaboration between Labor Relations and Mechanical allowed the program to take off successfully and smoothly. Soon after, an \$8 million grant from the FRA enabled Amtrak to expand the apprenticeship program in class size, location and skillset. More than 600 new and existing employees are expected to participate in the next three to five years at training sites in Washington, DC, New York City, Los Angeles, Chicago, and Wilmington in various crafts.

In FY22, we continued weekly conference calls with union leadership that began during the COVID-19 pandemic. During these calls, we provide updates for agreement employees on company news and policies and invite guest speakers to discuss relevant topics. Guest speakers have included leaders of our employee resource groups and senior members of our Operations, Medical Services, Safety and Human Resources teams. We have also launched new initiatives to increase the diversity of our agreement population and of representation in handling arbitration. More than half of our board agreements with unions now require that at least 30% of arbitrators come from traditionally under-represented groups, including women and minorities.



"Apprenticeship is a great opportunity for professional development and was long in demand among employees. With funding from the Infrastructure Investment and Jobs Act, we can truly invest in [our] people and help them forge professional careers."

Aaron Buck,
SENIOR DIRECTOR, LABOR RELATIONS

DIVERSITY, INCLUSION AND BELONGING

At Amtrak, we view Diversity, Inclusion and Belonging (DI&B) as a journey, not a destination. We believe prioritizing DI&B is critical to creating a culture where all employees feel seen, heard and welcome to bring their full authentic selves to work. We have spent the past three years building our DI&B department strategy and program areas and continuously improve our offerings to our teams by listening to feedback and remaining open to growth. Our DI&B is supported by our Executive Diversity Council, which includes members of the Executive Leadership Team and Senior Leadership Team who sponsor employee resource groups. Our DI&B ambition is to be an employer of choice, ensuring Amtrak remains a place where employees choose to stay and grow their careers.

In FY22, we enhanced existing programs across our three focus areas: People, Workplace and Community. Highlights from FY22 include:

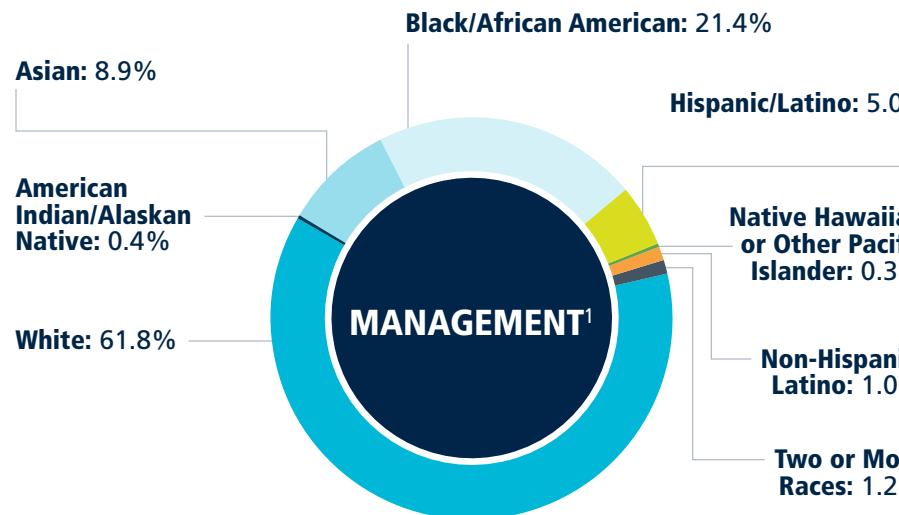
- **Joining the CEO Action for Diversity and Inclusion** — Amtrak CEO Stephen Gardner signed the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.
- **Expanding our Employee Resource Groups (ERGs)** — We added a new ERG, Train of Thought, to promote mental well-being, to our other seven ERGs. Over 1,200 employees are members of ERGs.

- **Enhancing our inclusive benefits** — We recognize everyone has unique needs and continue to create more inclusive health and wellness benefits for eligible employees that provide care and resources when they are needed most:
 - » Enhanced support for adoption and introduced surrogacy benefits to employees
 - » Coverage of treatment for secondary sexual characteristics more aligned with an individual's gender identity
- **Improved hiring guidelines** — Instituted guidelines for diverse hiring panels and talent pools for management positions.
- **Collecting employee feedback** — We have made great strides with our Employee Engagement Survey which includes a DI&B index that assesses sense of belonging, modeling of inclusive behaviors, building and promoting diverse teams and fairness within the organization.
- **Winning DI&B awards** — We were listed on both the Corporate Equality Index and Disability Equality Index as a top employer for the LGBTQ+ community and people with disabilities, respectively, and identified as a Best Employer for New Graduates 2022 by *Forbes* magazine.

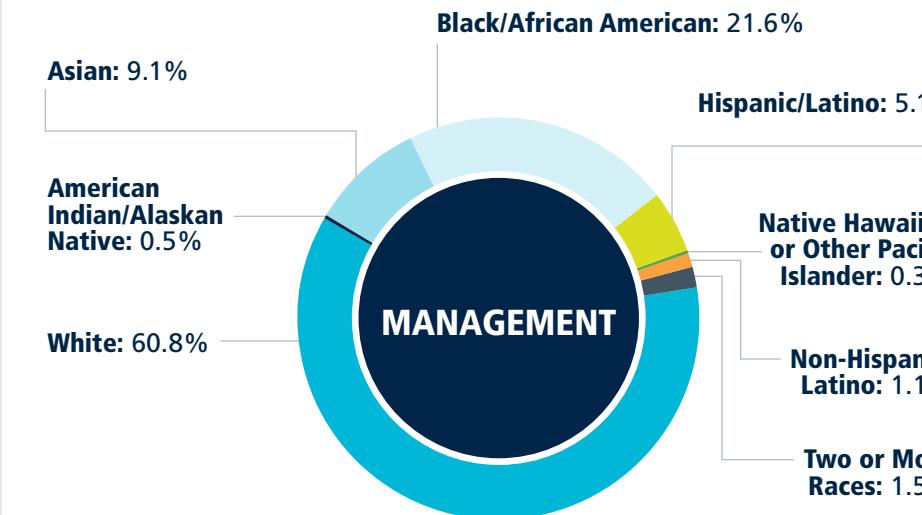


AMTRAK REPRESENTATION DATA BY RACE/ETHNICITY

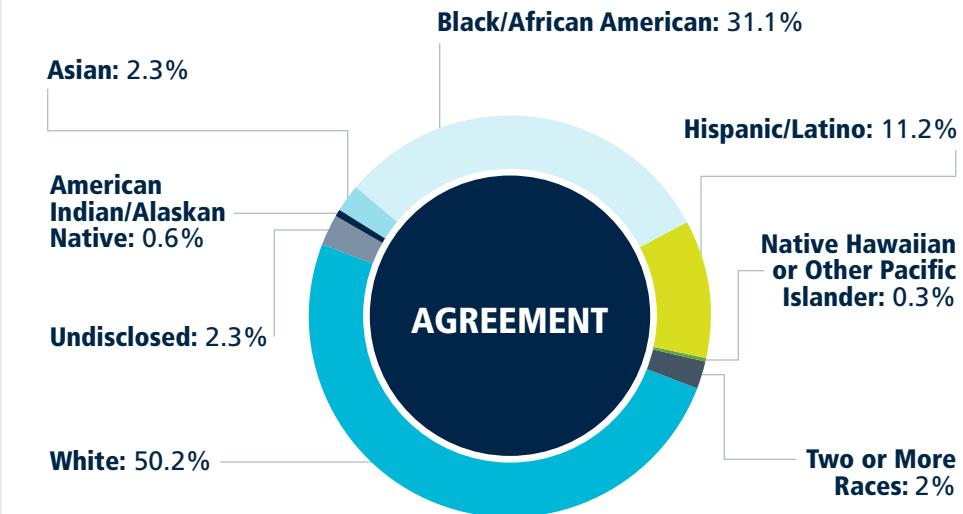
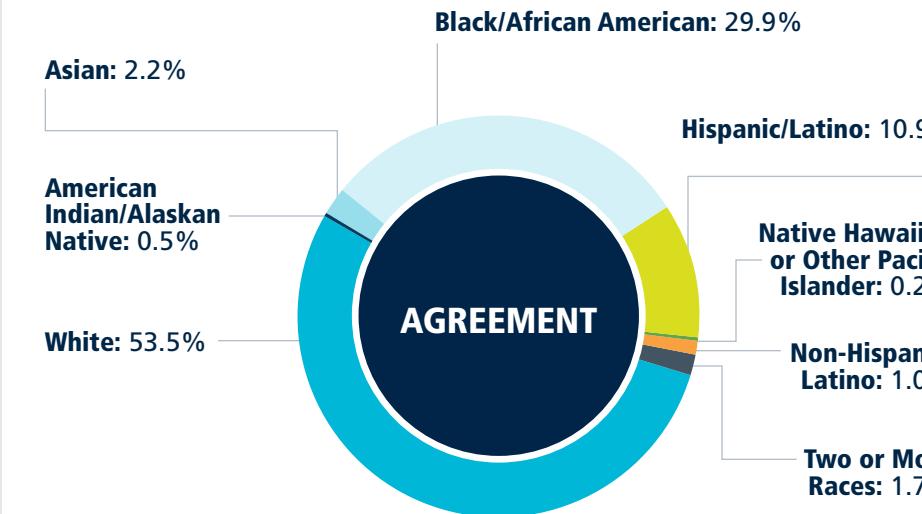
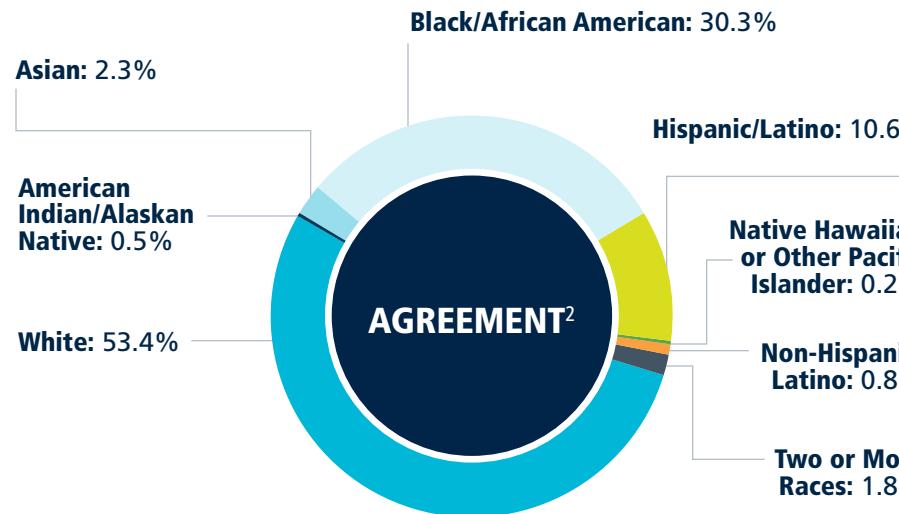
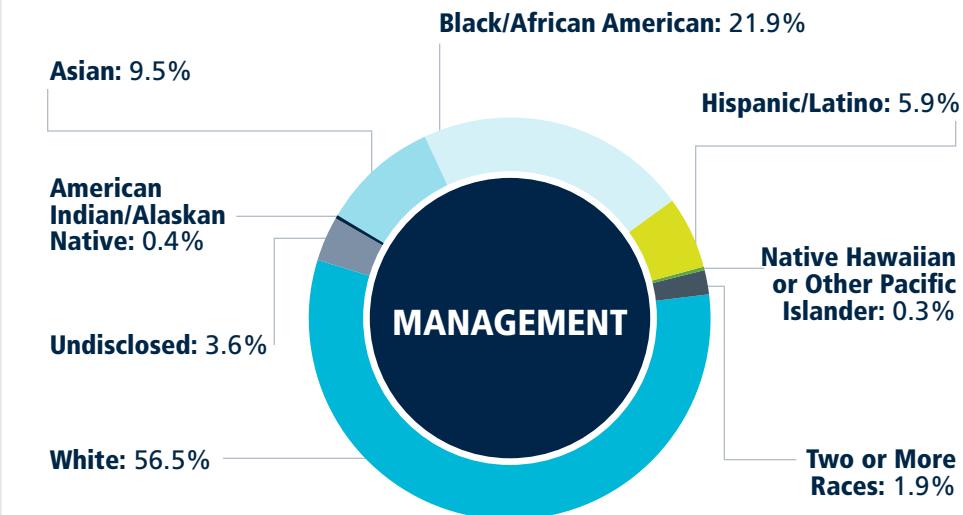
FY20



FY21



FY22



In FY23, we remain focused on People, Workforce and Community. To learn more about our DI&B department, read our [Annual Diversity Report](#).

■ American Indian/Alaskan Native ■ Asian ■ Black/African American ■ Hispanic/Latino
■ Non-Hispanic/Latino ■ Two or More Races ■ White
■ Native Hawaiian or Other Pacific Islander

¹ Management Employees are non-union employees; includes full-time and part-time positions.

² Agreement employees are those governed by collective bargaining agreements.



SUPPLIER DIVERSITY

Amtrak supports vendors from a variety of backgrounds through our Supplier Diversity Policy as administered and executed by the Supplier Diversity Office (SDO). The SDO reflects the communities it serves with contracting efforts that include: Disadvantaged Business Enterprises (DBE), Small Business Concerns (SBC), Minority/Women Owned Business Enterprises (M/WBEs), Veteran-Owned Businesses (VOB), Service-Disabled Veteran-Owned Businesses (SDVOB) and Labor Surplus Area (LSA) Businesses. Our SDO, which has physical locations in Philadelphia, Washington, DC and Chicago operates as a national program. The SDO team participates in and hosts outreach events across the U.S. to diverse vendors in cities where we have operations or ridership.

In FY22, we exceeded our annual goal of procuring 10% of our total addressable spend from diverse suppliers. The SDO confirmed and added an additional 418 vendor profiles to its diverse vendor database to bring the total to over 3,074 listings. The SDO established this database as a resource to be utilized internally and externally to quickly identify diverse firms for sourcing opportunities.

In FY23, we have committed to increasing our supplier diversity goal to 15%.

SPEND ON DIVERSE SUPPLIERS AS PERCENTAGE OF TOTAL ADDRESSABLE SPEND

FY20	FY21	FY22	SURPASSED GOAL BY
12%	11.1%	25.2%	14.1%

OPERATING WITH INTEGRITY

IN THIS SECTION:

OUR LEADERSHIP
COMPLIANCE AND ETHICS
DATA PRIVACY AND SECURITY



IN FY22, OUR
BOARD AND ELT
UNANIMOUSLY VOTED
TO EXPAND AMTRAK'S
SUSTAINABILITY
GOALS.

As a federally-chartered corporation, we hold ourselves to the highest standards of corporate ethics and regulatory compliance. Our Environmental and Sustainability Oversight Committee (ESOC), co-chaired by our Executive Vice President of Strategy & Planning and Executive Vice President and Chief Safety Officer, meets quarterly to track the successful implementation of Amtrak's Environmental compliance and Sustainability programs, including annual corporate fuel, energy and emissions goals and initiatives. Progress against these goals is elevated to the **Executive Leadership Team (ELT)** after receiving approval from the ESOC.

BY THE NUMBERS FY22



Announced Our
CLIMATE
Commitment to Drive
GHG Reductions



Achieved Full
Board Support for
NET-ZERO
by 2045 Target



Internally Elevated
Position of
**SUSTAINABILITY
PROGRAM**
and Level of Board
Oversight

OUR LEADERSHIP

Amtrak's Board of Directors monitors what has a material impact on our service, growth and operations. They are responsible for the approval of funds, business expansion, strategic positioning and oversight of major project implementation.

In FY22, Amtrak's Sustainability program was shifted from the Safety & Security department to Strategy and Planning to bring sustainability into long-term planning and integrate strategic sustainability initiatives corporate-wide. Similarly, oversight of the program was shifted from the Board of Directors' Safety & Security Committee to the Governance Committee, which includes Amtrak's CEO and Board Chairman. With these changes came an increased level of exposure to sustainability topics by senior decision makers.

The Board of Directors and [ELT](#) have shown steadfast support to our emissions reduction and climate resilience goals. Every member of our Board of Directors voted in favor of expanding our sustainability goals to include Net-Zero by approving the Climate Commitment.

COMPLIANCE AND ETHICS

We strive to comply with all federal, state and local regulations in the jurisdictions in which we operate, including the Equal Employment Opportunity Act, Americans with Disabilities Act and many others. Our Code of Ethics and Standards of Behavior (Code) outlines the behaviors we expect from all of our employees, including rules prohibiting bribery, corruption and unethical activities and requiring respect for human rights. Amtrak's Conflict of Interest policy requires all employees to adhere to the highest standards of business ethics, stating employees must avoid any conflicts of interest or appearances of a conflict of interest. Employees are required to complete training on our Code every year.

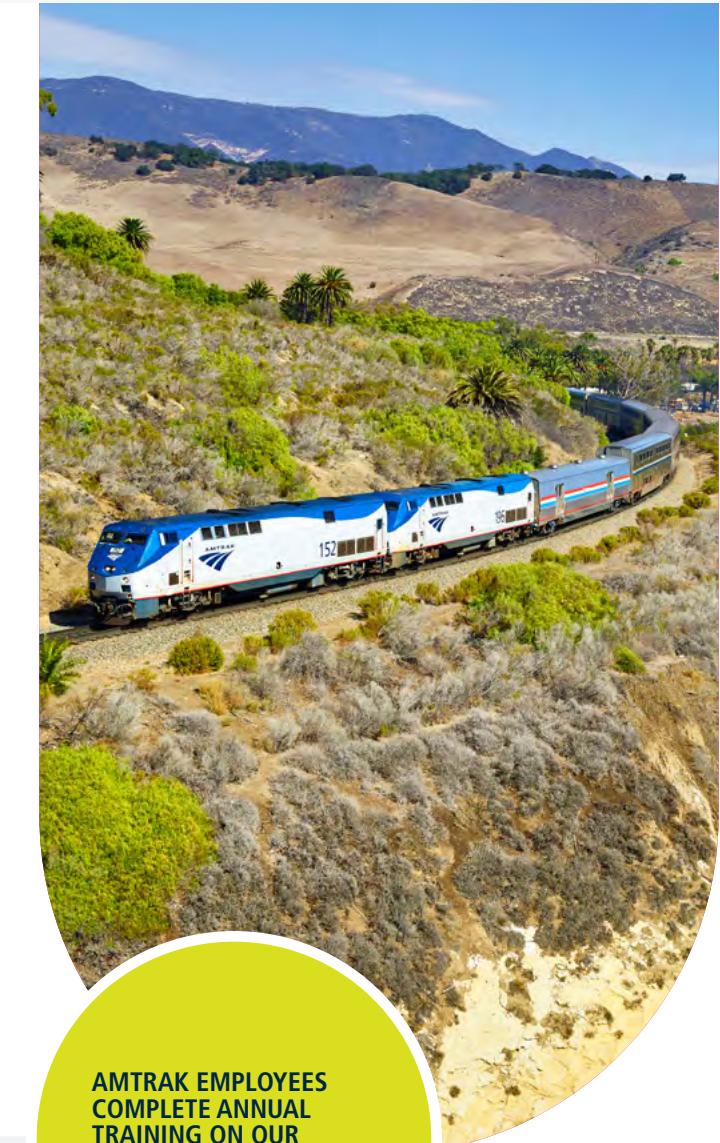
Employees can report violations of the Code to their manager, our General Counsel and Chief Ethics Officer, directly to our Board of Directors or anonymously via our third-party reporting portal, EthicsPoint. Reports made in good faith are protected from retaliation.

We work closely with the [Amtrak Office of the Inspector General \(OIG\)](#), an independent organization that audits and assesses Amtrak, conducts investigations into certain activities and reports publicly and to Congress about its findings. In FY22, Amtrak OIG initiated 15 audits and completed 12 audits. Public OIG reports can be read [here](#).

DATA PRIVACY AND SECURITY

We value the trust our customers and partners put in us. We are committed to protecting the privacy and security of personal data we collect. We comply with all data privacy laws, including regional laws in California and the European Union's General Data Protection Regulation (GDPR).

As Amtrak moves into the future of rail transportation with the modernization and innovation of legacy technologies and processes, preventing cyber-attacks and ensuring data security and customer privacy across our technology environments are of the utmost importance. Cybersecurity continues to evaluate technologies quickly, consistently and repeatedly against requirements, obligations, risks and controls to ensure customer privacy and data security. To learn more about how Amtrak prioritizes customer privacy and data security, please visit our [website](#).



AMTRAK EMPLOYEES COMPLETE ANNUAL TRAINING ON OUR CODE OF ETHICS AND STANDARDS OF BEHAVIOR.



APPENDIX





GRI CONTENT INDEX

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 1: Foundation		
	Statement of use	Amtrak has reported with reference to the GRI Standards for the period October 1, 2021 — September 30, 2022.
	GRI 1 used	GRI 1: Foundation 2021
	Applicable GRI sector standards	Not applicable
GRI 2: General Disclosures		
2-1	Organizational details	The National Railroad Passenger Corporation (Amtrak) is America's intercity passenger railroad company. Amtrak was created by Congress in 1970 and began service on May 1, 1971. Its preferred stock is entirely held by the U.S. Department of Transportation. As defined by the U.S. Congress, Amtrak's mission is to "provide efficient and effective intercity passenger rail mobility consisting of high-quality service that is trip-time competitive with other intercity travel options." Amtrak operates a network of intercity long-distance, short-distance corridors and U.S. high-speed passenger rail services serving 46 states and the District of Columbia and more than 500 stations, and reaches 400 additional destinations via connecting bus routes. Amtrak provides a sustainable alternative to air and automobile travel across the United States and into three of the Canadian provinces. The company employs almost 20,000 people throughout the country with the corporate headquarters offices in Washington, DC, and notable office locations in Wilmington, Delaware and Philadelphia.
2-2	Entities included in the organization's sustainability reporting	About Amtrak, p. 5 2022 CDP Response
2-3	Reporting period, frequency and contact point	This is Amtrak's ninth Sustainability Report, covering activities and topics related to environmental, social and governance themes over the last year. Unless otherwise noted, this report captures events that took place during Fiscal Year 2022 (FY22), October 1, 2021 - September 30, 2022. We welcome comments and feedback on our report. Please contact us at AmtrakSustains@amtrak.com .
2-4	Restatements of information	We have no restatements of data or changes to declare.
2-5	External assurance	We receive verification and limited assurance for Scope 1, 2 and 3 emissions data. For more information, please see our 2022 CDP Response . About this Report, p. 3
2-6	Activities, value chain and other business relationships	An Inspiring Workforce, Our Agreement Workforce, p. 37 2022 CDP Response An Inspiring Workforce, Diversity, Inclusion and Belonging, p. 39



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-7	Employees	<p>Total Employees Agreement: 16,401 Management: 3,441 Total: 19,842</p> <p>Women Agreement: 18% Management: 31% Men Agreement: 82% Management: 69%</p> <p>2022 CDP Response An Inspiring Workforce, Diversity, Inclusion and Belonging, p. 39</p>
2-8	Workers who are not employees	<p>As of 2023, Amtrak had approximately 4,000 contractors who perform work for the organization. The exact number of contractors varies throughout the year.</p>
2-9	Governance structure and composition	<p>Amtrak Board of Directors Board Gender Diversity 2022: Men (85.7%); Women (14.3%) 2021: Men (87.5%); Women (12.5%)</p>
2-10	Nomination and selection of the highest governance body	<p>In accordance with 49 US Code 24302, the President of the United States nominates members to the Amtrak Board of Directors who are then confirmed by the Senate. The Board of Directors is composed of the Secretary of Transportation, the CEO of Amtrak, who serves as a nonvoting member of the Board, and eight other individuals.</p>
2-11	Chair of the highest governance body	<p>Amtrak Executive Leadership</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Operating with Integrity, Our Leadership, p. 43 2022 CDP Response</p>
2-13	Delegation of responsibility for managing impacts	<p>Operating with Integrity, Our Leadership, p. 43</p>
2-14	Role of the highest governance body in sustainability reporting	<p>About this Report, p. 3 2022 CDP Response</p>
2-15	Conflicts of interest	<p>Amtrak's Conflict of Interest policy requires all employees to adhere to the highest standards of business ethics, stating employees must avoid any conflicts of interest or appearances of a conflict of interest. Operating with Integrity, Our Leadership p. 43</p>



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-16	Communication of critical concerns	Operating with Integrity, Our Leadership p. 43
2-17	Collective knowledge of the highest governance body	2022 CDP Response
2-18	Evaluation of the performance of the highest governance body	2022 CDP Response
2-19	Remuneration policies	2022 CDP Response
2-20	Process to determine remuneration	<p>Amtrak does not report on our process to determine remuneration due to confidentiality constraints. The majority of Amtrak's employees belong to unions whose remuneration is part of a collectively bargained process between Amtrak management and union employees.</p> <p>For nonagreement employees we offer competitive compensation by comparing Amtrak's pay to what employers in relevant labor markets are paying for similar jobs. This comparison is conducted by utilizing and participating in numerous pay surveys. The data from these surveys assist Amtrak with establishing our base pay ranges and incentive plan targets. Amtrak has access to remuneration consultants with relevant expertise to leverage as needed and share our remuneration strategies with our Board of Directors' Personnel & Compensation committee via relevant total rewards updates.</p>
2-21	Annual total compensation ratio	Amtrak does not report on our annual compensation ratio due to confidentiality constraints.
2-22	Statement on sustainable development strategy	A Message from Amtrak's Chief Executive Officer, Stephen Gardner, p. 4
2-23	Policy commitments	Operating with Integrity, Compliance and Ethics, p. 43
2-24	Embedding policy commitments	Amtrak Service Standards
2-25	Processes to remediate negative impacts	<p>Amtrak's Labor Relations team ensures fair treatment and adherence with the law through effective administration of the collective bargaining agreements and the requirements outlined under the Railway Labor Act. Our team works incredibly hard to ensure our agreements and policies are adhered to, and not just applied haphazardly or selectively. It is our sincere hope that we are able to help improve situations for all employees at Amtrak regardless of whether they are working in a represented position.</p> <p>To address safety concerns at Amtrak, we developed a new Amtrak Voluntary Safety Reporting System (AVSRS) to report safety concerns and track their remediation and solutions. While not all solutions to matters addressed above may result in a public report, these methods are consistently available and used by all employees at Amtrak in order to keep Amtrak as the employer of choice. Amtrak does not disclose on processes to remediate negative impacts due to confidentiality constraints.</p>
2-26	Mechanisms for seeking advice and raising concerns	Operating with Integrity, Compliance and Ethics, p. 43
2-27	Compliance with laws and regulations	<p>Amtrak does not report the number of significant instances of non-compliance with laws and regulations due to confidentiality constraints. For more information on our compliance with local, state and federal legislation, please see our 2022 Sustainability Report.</p> <p>Operating with Integrity, Compliance and Ethics, p. 43</p>



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-28	Membership associations	Amtrak participates in a number of membership and industry organizations, including but not limited to: <ul style="list-style-type: none">• Association of American Railroads• International Union of Railways• American Public Transportation Association• For more information on our role in these organizations, please see our 2022 CDP Response.
2-29	Approach to stakeholder engagement	About Amtrak, Stakeholder Engagement, p. 10
2-30	Collective bargaining agreements	An Inspiring Workforce, Our Agreement Workforce, p. 37
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	About this Report, p. 3 About Amtrak, Amtrak's Material Topics, p. 9
3-2	List of material topics	About Amtrak, Amtrak's Material Topics, p. 9
GRI 203: Indirect Economic Impacts 2016		
3-3	Management of material topic	Connecting America, Community Engagement, p. 28
203-2	Significant indirect economic impacts	Connecting America, Community Engagement, p. 28
GRI 205: Anti-corruption 2016		
3-3	Management of material topic	Operating with Integrity, Compliance and Ethics, p. 43
205-2	Communication and training about anti-corruption policies and procedures	Amtrak OIG initiated audits: 15 Amtrak OIG completed audits: 12 Public OIG reports can be read here. Additional information can be found in our 2022 Sustainability Report, Operating with Integrity, Compliance and Ethics, p. 43
205-3	Confirmed incidents of corruption and actions taken	Operating with Integrity, Compliance and Ethics, p. 43
GRI 206: Anti-competitive Behavior 2016		
3-3	Management of material topic	Operating with Integrity, Compliance and Ethics, p. 43
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Operating with Integrity, Compliance and Ethics, p. 43



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 301: Materials 2016		
3-3	Management of material topic	Streamlining Operations, Waste, p. 30 Streamlining Operations, Procurement, p. 31
301-1	Materials used by weight or volume	Locomotive Diesel Fuel: FY22: 50.4 million gallons FY21: 40.3 million gallons FY20: 50.6 million gallons FY19: 59.3 million gallons
301-2	Recycled input materials used	FY22: Industrial Recycling (GT): 11,965 Municipal Recycling (Tons): 3,578 Recycling Rate: 17% FY21: Industrial Recycling (GT): 11,217 Municipal Recycling (Tons): 3,086 Recycling Rate: 17% FY20: Industrial Recycling (GT): 10,970 Municipal Recycling (Tons): 3,800 Recycling Rate: 17%
GRI 302: Energy 2016		
3-3	Management of material topic	Path to Net-Zero, Energy, p. 19
302-1	Energy consumption within the organization	Non-Propulsion Electricity Use at Top 40 Locations by Usage (2019 base year) FY22: 187.1 million kWh 2% reduction from previous year FY21: 206.4 million kWh 2.5% change from previous year FY20: 197.0 million kWh Please also see our 2022 CDP Response
302-3	Energy intensity	2022 CDP Response
302-4	Reduction of energy consumption	2022 CDP Response
302-5	Reductions in energy requirements of products and services	2022 CDP Response



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 303: Water and Effluents 2018		
3-3	Management of material topic	2022 CDP Response , 1.3a, 2.2, 2.2a
303-1	Interactions with water as a shared resource	2022 CDP Response
303-2	Management of water discharge-related impacts	2022 CDP Response
303-5	Water consumption	Total Consumption From All Areas in kGallons FY22: 224,588 kGal FY21: 261,665 kGal FY20: 316,927 kGal Note: Reduced water consumption is influenced by pandemic-era usage and declines. Amtrak does not have any water impact goals to report.
GRI 305: Emissions 2016		
3-3	Management of material topic	Path to Net-Zero, Our Approach to Net-Zero and Climate Resilience, p. 13 Path to Net-Zero, Air Emissions, p. 18 2022 CDP Response FY22: 591,169 MT CO ₂ e FY21: 480,940 MT CO ₂ e FY20: 593,042 MT CO ₂ e
305-2	Energy indirect (Scope 2) GHG emissions	Location-based FY22: 214,178 MT CO ₂ e FY21: 191,793 MT CO ₂ e FY20: 209,966 MT CO ₂ e Market-based FY22: 123,763 MT CO ₂ e FY21: 101,294 MT CO ₂ e FY20: 150,108 MT CO ₂ e



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
305-3	Other indirect (Scope 3) GHG emissions	Other Indirect (Scope 3) GHG Emissions 2022: 518,882 MT CO ₂ e Purchased Goods & Services 2022: 141,039 MT CO ₂ e Capital Goods 2022: 269,559 MT CO ₂ e
305-5	Reduction of GHG emissions	Reduced GHG Emissions Reduction in emissions from renewable energy consumption FY21: 30,497 MT CO ₂ e FY20: 34,249 MT CO ₂ e Other Emissions Reduction Activities FY21: 1,800 MT CO ₂ e FY20: 864 MT CO ₂ e Notes: <ul style="list-style-type: none">Change in renewable energy consumption and other emissions reduction activities data is based on a market-based methodology.Other emissions reduction activities include electricity reduction in our top 40 sites2022 CDP Response
305-6	Emissions of ozone-depleting substances (ODS)	Our Approach to Net-Zero and Climate Resilience, Air Emissions, p. 18
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Criteria Air Pollutants (MT) FY19: NO _x : 9,573 HC: 505 PM ₁₀ : 332 SO ₂ : 6 CO: 1,580 FY22: NO _x : 8,577 HC: 452 PM ₁₀ : 296 SO ₂ : 6 CO: 1,435



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 306: Waste 2020		
3-3	Management of material topic	Streamlining Operations, Waste, p. 30
306-1	Waste generation and significant waste-related impacts	Streamlining Operations, Waste, p. 30
306-2	Management of significant waste-related impacts	Streamlining Operations, Waste, p. 30
306-3	Waste generated	Landfill Waste (Tons) FY22: 19,124 FY21: 15,197 FY20: 19,549 Industrial Recycling (Gross Tons) FY22: 11,965 FY21: 11,217 FY20: 10,970 Municipal Recycling (Tons) FY22: 3,578 FY21: 3,086 FY20: 3,800 Municipal Recycling Rate (%) FY22: 17% FY21: 17% FY20: 17%
306-5	Waste directed to disposal	Waste Directed to Disposal (Tons) FY22: 19,124 FY21: 15,197 FY20: 13,629



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 401: Employment 2016		
3-3	Management of material topic	An Inspiring Workforce, Culture & Talent, Employee Benefits, p. 36
401-1	New employee hires and employee turnover	In 2022, we hired 3,700 new employees.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Amtrak provides a comprehensive benefits program, focused on employee personal and financial well-being. Our competitive benefits package includes:</p> <ul style="list-style-type: none">• Medical, vision, dental and prescription drug coverage• Generous leave program• A 401(k) plan• Short- and long-term disability income continuation, life insurance and accidental death and dismemberment insurance• Tuition assistance at date of hire• Flexible Spending Accounts (FSAs) for eligible healthcare expenses and dependent daycare or after-school care expenses for dependents• Free or reduced rate travel on Amtrak• Access to public student loan forgiveness <p>For more information, see An Inspiring Workforce, p. 33 and Employee Benefits, p. 36</p>
401-3 Parental leave	Parental leave	Amtrak provides up to ten (10) weeks of paid parental leave with a newborn (including surrogacy) or a child placed with an employee for adoption for management employees.
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topic	An Inspiring Workforce, Culture & Talent, p. 34 An Inspiring Workforce, Employee Health and Safety, p. 33
403-1	Occupational health and safety management system	An Inspiring Workforce, Employee Health and Safety, p. 33
403-2	Hazard identification, risk assessment and incident investigation	An Inspiring Workforce, Employee Health and Safety, p. 33
403-3	Occupational health services	An Inspiring Workforce, Employee Health and Safety, p. 33
403-5	Worker training on occupational health and safety	All on-train employees are required to complete Emergency Preparedness Training every two years to remain in compliance. For more information, please see our Service Standards .
403-6	Promotion of worker health	An Inspiring Workforce, Culture & Talent, Employee Benefits, p. 36



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
403-9	Work-related injuries	Employee Injury Rate (per 200,000 working hours) FY22: 3.35 FY21: 3.36 FY20: 2.7
GRI 404: Training and Education 2016		
3-3	Management of material topic	An Inspiring Workforce, Culture & Talent, p. 34
404-2	Programs for upgrading employee skills and transition assistance programs	An Inspiring Workforce, Culture & Talent, Learning & Development, p. 35 An Inspiring Workforce, Culture & Talent, Recruitment, p. 34
405-1	Diversity of governance bodies and employees	Board Gender Diversity FY22: Men 85.7%; Women 14.3% FY21: Men 87.5%; Women 12.5% Amtrak Workforce Demographics by Gender and Employment Type Total Employees <ul style="list-style-type: none">• 16,401 agreement• 3,441 management Gender Total Female: 20% Agreement: 18% Management: 31% Total Male: 80% Agreement: 82% Management: 69%



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
405-1 (Continued)		2022 Amtrak Representation Data by Race/Ethnicity Management American Indian or Alaskan Native: .4% Asian: 9.5% Black/African-American: 21.9% Hispanic/Latino: 5.9% Native Hawaiian or Other Pacific Islander: .3% Two or more races: 1.9% White: 56.5% Undisclosed: 3.6% Agreement American Indian or Alaskan Native: .6% Asian: 2.3% Black/African-American: 31.1% Hispanic/Latino: 11.2% Native Hawaiian or Other Pacific Islander: .3% Two or more races: 2% White: 50.2% Undisclosed: 2.3%
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topic	An Inspiring Workforce, Our Agreement Workforce, p. 37
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	An Inspiring Workforce, Our Agreement Workforce, p. 37
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topic	An Inspiring Workforce, Diversity, Inclusion and Belonging, Supplier Diversity, p. 41
414-1	New suppliers that were screened using social criteria	Suppliers Meeting Diversity Criteria FY22: 25.2% FY21: 11.1% FY20: 12%



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 416: Customer Health and Safety 2016		
3-3	Management of material topic	Connecting America, Customer Health and Safety, p. 25
416-1	Assessment of the health and safety impacts of product and service categories	Customer Health & Safety Customer Injury Rate (Per 100 million train miles) FY22: 10.97 incidents (-29% YOY) FY21: 15.41 incidents (-1% YOY) FY20: 15.62 incidents Trespasser and Grade Crossing Incidents (Per 100 million train miles) FY22: 9.98 incidents FY21: 8.48 incidents FY20: 11.02 incidents
GRI 418: Customer Privacy 2016		
3-3	Management of material topic	Amtrak's Cybersecurity services ensure the resiliency of the enterprise, passenger services and infrastructure to keep our future on track. Its mission is to build trust in cyber capabilities, service delivery and support through transparent and proactive information sharing and exceptional service to customers, Service Owners and business partners. Operating with Integrity, Data Privacy and Security, p. 43
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Operating with Integrity, Data Privacy and Security, p. 43
Access and affordability		
3-3	Management of material topic	Connecting America, Customer Health and Safety, ADA Compliance, p. 26
	No applicable GRI standard	Connecting America, Customer Health and Safety, ADA Compliance, p. 26 Americans with Disabilities Act (ADA) Progress Report, December 2022
Climate change risks and management		
3-3	Management of material topic	Path to Net-Zero, Our Approach to Net-Zero and Climate Resilience, Climate Resilience and Adaptation, p. 15
	No applicable GRI standard	Path to Net-Zero, Our Approach to Net-Zero and Climate Resilience, Climate Resilience and Adaptation, p. 15 Net-Zero Strategy



DISCLOSURE	DISCLOSURE TITLE	RESPONSE
Governance structure and mechanisms		
3-3	Management of material topic	2022 CDP Response , 1.1a, 1.1b, 1.1c, 1.2, 1.2a, 1.3, 1.3a Operating with Integrity, Our Leadership, p. 43
	No applicable GRI standard	2022 CDP Response Operating with Integrity, Our Leadership, p. 43
Transparency		
3-3	Management of material topic	Amtrak is committed to transparency and disclosure of our material topics. We make this information available in our annual Sustainability Report and on our website, and disclose on our climate performance in our annual CDP questionnaire .
	No applicable GRI standard	2022 CDP Response About Amtrak, Disclosure and Transparency, p. 10
Management of the legal and regulatory environment		
3-3	Management of material topic	Operating with Integrity, Our Leadership, Compliance and Ethics, p. 43
	No applicable GRI standard	Operating with Integrity, Our Leadership, Compliance and Ethics, p. 43



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