



# KANSAS CITY SOUTHERN

## KCS STATEMENT ON RACIAL INJUSTICE AND INEQUALITY

Racial injustice and inequality have once again come to the forefront of our collective consciousness. We are experiencing protest in the aftermath of yet another unacceptable example of social injustice in the form of the use of deadly force by a police officer.

These events make each of us think about what we can and should do to combat racism head on. At KCS, we will launch an open dialogue about these issues within our company to support the national dialogue that must take place about what can be done to address this very real problem. The time for societal change and reform is now.

KCS takes this very seriously. The company has a long-standing commitment to diversity and equal treatment, as embodied in our Vision and Values outlined below, to treat our fellow employees and other business associates, as well as all others with whom we interact, with dignity and respect; and, to embrace our cross-cultural heritage and promote a work environment that is inclusive of everyone. KCS honors the rights of all individuals to be treated with respect and dignity. And, KCS wants to support a larger national focus on these issues and do what it can to confront this head on.

This effort will be a priority at KCS with specific focus as we all try to make meaningful progress with societal change and reform of our institutions.

### KCS Vision and Values



**Vision:** KCS strives to consistently be the fastest-growing, best-performing, most customer-focused transportation provider in North America.

**Our Values:** The KCS Culture is a set of values, beliefs and behaviors that define our Company, and create a foundation for our growth and success. Our strong culture and core values will allow KCS to fulfill its Vision and continue to endure in times of stress.

**Safety:** First and foremost, we will demonstrate a commitment to safety, for ourselves and our fellow employees, customers, contractors and any other guests on our property. At KCS, safety is an obligation, not an option.

**Customer focus:** We will recognize that we are in the business of serving customers and will strive to consistently meet or exceed their expectations and deliver on our commitments. We will do what we say we are going to do.

**Communication:** We will support an environment of open and honest communication in which transparency of information and diversity of perspective are valued.

**Teamwork:** We will encourage and reward initiative and cross-functional teamwork. We will treat our fellow employees, and other business associates, with dignity and respect. Railroading is a team sport!

**Initiative & Innovation:** We will nurture an environment which encourages and rewards resourcefulness, innovation and creativity, and where all individuals' contributions are encouraged and respected.

**Diversity & Civility:** We will embrace our cross-cultural heritage and promote a work environment that is inclusive of everyone. We will honor the rights of all individuals to be treated with respect and dignity.