

# GRI CONTENT INDEX

## GENERAL STANDARD DISCLOSURES—CORE



GENERAL STANDARD DISCLOSURES	PAGE OR DIRECT ANSWER	EXTERNAL ASSURANCE	DESCRIPTION
<b>Strategy and Analysis</b>			
G4-1	<a href="#">Chairman's Message</a> (p. 3)	No	Statement from the most senior decision maker of the organization about the relevance of sustainability to the organization and its strategy.
<b>Organizational Profile</b>			
G4-3	CSX Corporation	No	Name of the organization.
G4-4	CSX Corporation is one of the nation's leading transportation companies. The company provides rail-based transportation services including traditional rail service and the transport of intermodal containers and trailers. All of the information contained in this report is fully representative of the company's principal operating subsidiary, CSX Transportation, as well as its other subsidiaries, including: CSX Intermodal Terminals, Inc. (CSX Intermodal Terminals); Total Distribution Services, Inc. (TDSI); Transflo Terminal Services, Inc. (TRANSFLO); and CSX Technology, Inc. (CSX Technology).	No	Primary brands, products and services.
G4-5	Jacksonville, Florida, USA	No	Location of organization's headquarters.
G4-6	The company operates in two countries: Canada and the United States	No	Number of countries where the organization operates.
G4-7	CSX Corporation is a publicly traded company, incorporated in Virginia. CSX's common stock is listed on the Nasdaq Global Select Market. The official trading symbol is "CSX."	No	Nature of ownership and legal form.
G4-8	<a href="#">2015 Market Overview</a> (p. 17)	No	Markets served.

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Organizational Profile			
G4-9	<a href="#">About CSX</a> (p. 5) <a href="#">Business Performance &amp; Governance, Financial Performance Table</a> (p. 22)	No	Scale of the reporting organization.
G4-10	<a href="#">Employees, Workforce Overview &amp; Hiring</a> (p. 39); <a href="#">Additional Data</a> (p. 82)	No	Total workforce by employment type, employment contract, and region, broken down by gender.
G4-11	At CSX, 84 percent of employees are covered by collective bargaining agreements.	No	Percentage of employees covered by collective bargaining agreements.
G4-12	<a href="#">Business Performance &amp; Governance, Suppliers</a> (p. 26)	No	Description of the organization's supply chain.
G4-13	There were no significant changes regarding size, structure, ownership or supply chain in 2015.	No	Significant changes during the reporting period regarding size, structure, ownership or supply chain.
G4-14	<a href="#">Environmental Management at CSX</a> (p. 48)	No	Explanation of whether and how the precautionary approach or principle is addressed by the organization.
G4-15	<a href="#">Environmental Management at CSX</a> (p. 48)	No	Externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes.
G4-16	CSX's memberships include the Business Roundtable, National Association of Manufacturers, the U.S. Chamber of Commerce and state Chambers of Commerce, Railroad Associations in states of CSX operation, and Business for Social Responsibility.	No	Memberships in associations and advocacy organizations.

<b>Identified Material Aspects and Boundaries</b>			
G4-17	<a href="#">About CSX</a> (p. 4-5)	No	Operational structure of the organization.
G4-18	<a href="#">In this Report, Important Issues</a> (p. 10)	No	Process for defining report content.
G4-19	<a href="#">About this Report</a> (p. 66-69)	No	Material aspects identified in the process for defining report content.
G4-20	<a href="#">About this Report</a> (p. 66-69)	No	Aspect boundary within the organization for each material aspect.
G4-21	<a href="#">About this Report</a> (p. 66-69)	No	Aspect boundary outside the organization for each material aspect.
G4-22	There are no restatements of information provided in earlier reports.	No	Explanation of any restatements of information provided in earlier reports, and the reasons for such restatements.
G4-23	There were no significant changes from previous reporting periods in the scope and aspect boundaries in 2015.	No	Significant changes from previous reporting periods in the scope and aspect boundaries.
<b>Stakeholder Engagement</b>			
G4-24	<a href="#">About This Report, Stakeholder Engagement</a> (p. 65)	Yes, See External Assurance Statement (p. 83)	List of stakeholder groups engaged by organization.
G4-25	<a href="#">In This Report, Materiality Assessment</a> (p. 9)	Yes, See External Assurance Statement (p. 83)	Basis for identification and selection of stakeholders with whom to engage.
G4-26	<a href="#">About This Report, Stakeholder Engagement</a> (p. 65)	Yes, See External Assurance Statement (p. 83)	Approach to stakeholder engagement, including frequency of engagement by type and group.
G4-27	<a href="#">In This Report, Important Issues</a> (p. 11-12)	Yes, See External Assurance Statement (p. 83)	Key topics and concerns that have been raised through stakeholder engagement and how the organization has responded.

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<b>Report Profile</b>			
G4-28	Information in this report covers 2013 through 2015, with a focus on activities during fiscal year 2015 (December 27, 2014 to December 25, 2015).	No	Reporting period.
G4-29	The 2014 report was released on July 13, 2015.	No	Date of most recent previous report.
G4-30	CSX reports on an annual basis.	No	Reporting cycle.
G4-31	<a href="#">Report back cover</a> (p. 85)	No	Contact point for questions regarding the report.
G4-32	<a href="#">GRI Content Index</a> (p. 70-81)	No	Table identifying the location of standard disclosures in the report.
G4-33	Ernst & Young LLP, CSX's independent accountants, have performed review-level assurance for the time period of March 1, 2015 through February 29, 2016 on the materiality assessment described on page 9. Ernst & Young's Review Report can be found in <a href="#">About This Report, Letters of Assurance</a> (p.83).  CH2M performed a verification of CSX's 2015 GHG emission inventory for the 2015 reporting period. CH2M's Statement of Verification can be found in <a href="#">About This Report, Letters of Assurance</a> (p. 84).	No	External assurance.
<b>Governance</b>			
G4-34	<a href="#">Business Performance &amp; Governance, Corporate Governance</a> (p. 24)	No	Governance structure of the organization.
<b>Ethics and Integrity</b>			
G4-56	<a href="#">About CSX, Core Values</a> (p. 9); <a href="#">Business Performance &amp; Governance, Ethics</a> (p. 24)	No	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.
G4-58	<a href="#">Business Performance &amp; Governance, Ethics</a> (p. 24)	No	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.

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## SPECIFIC STANDARD DISCLOSURES

MATERIAL ASPECTS	DMA AND INDICATORS	PAGE OR DIRECT ANSWER	OMISSIONS	EXTERNAL ASSURANCE	DESCRIPTION
<b>Category: Economic</b>					
<b>Economic Performance</b>	G4-DMA	<a href="#">Business Performance &amp; Governance, Financial Performance</a> (p. 22)		No	DMA Economic Performance
	G4-EC1	<a href="#">Business Performance &amp; Governance, Financial Performance</a> (p. 22); Additionally, in 2015, CSX paid \$3.29 billion in employee wages, payroll taxes, health and welfare costs, pension, other post-retirement benefits, and incentive compensation.		No	Direct economic value generated and distributed
	G4-EC2	<a href="#">Environment &amp; Efficiency, Trend In Context</a> (p. 46). CSX also reports annually to the Carbon Disclosure Project (CDP) with more detailed financial information related to climate change.		No	Financial implications and other risks and opportunities for the organization's activities due to climate change
	G4-EC3	Benefits vary by craft for contract or agreement positions. Management employees are eligible for CSX's pension plan after 3 years of eligible service. CSX will also match 100% on the first 1% and 50% of the next 2-6% of employee contributions to the CSXtra 401 (k) Plan. The Railroad Retirement Board covers retirement for the majority of CSX employees, after vestign for 5 years of eligible service. CSX also offers competitive health and wellness benefits, a full list of which is available <a href="#">here</a> .		No	Coverage of the organization's defined benefit plan obligations
<b>Indirect Economic Impacts</b>	G4-DMA	<a href="#">Business Performance &amp; Governance, Local Impact</a> (p. 27)		No	DMA Indirect Economic Impacts
	G4-EC7	<a href="#">Business Performance &amp; Governance, Trend in Context</a> (p. 21); <a href="#">Business Performance &amp; Governance, Local Impact</a> (p. 27)		No	Development and impact of infrastructure investments and services supported
	G4-EC8	<a href="#">Business Performance &amp; Governance, Local Impact</a> (p. 27) and <a href="#">Community, Investment and Philanthropy</a> (p. 61)		No	Significant indirect economic impacts, including the extent of impacts

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Category: Environmental					
Energy	G4-DMA	<a href="#">Environmental Management at CSX</a> (p. 48); <a href="#">Fuel Use and Efficiency</a> (p. 53)		No	DMA Energy
	G4-EN3	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 49)		No	Energy consumption within the organization
	G4-EN4	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 50)		No	Energy consumption outside of the organization
	G4-EN5	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 50)		No	Energy intensity
	G4-EN6	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 50)		No	Reduction of energy consumption
	G4-EN7	<a href="#">Environment &amp; Efficiency, Fuel Use and Efficiency</a> (p. 53)		No	Reductions in energy requirements of products and services
	Biodiversity	G4-DMA	<a href="#">Environmental Management at CSX</a> (p. 48); <a href="#">Environment &amp; Efficiency, Land and Facilities</a> (p. 53)		No
G4-EN13		<a href="#">Safety &amp; Security; Emergency Response</a> (p. 33); <a href="#">Environment &amp; Efficiency, Land and Facilities</a> (p. 53); <a href="#">Communities, Community Investment and Philanthropy</a> (p. 61)		No	Habitats protected or restored

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Category: Environmental					
Emissions	G4-DMA	<a href="#">Environmental Management at CSX</a> (p. 48)		No	DMA Emissions
	G4-EN15	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 49)		Yes, See External Assurance Statement (p. 84)	Direct greenhouse gas (GHG) emissions (Scope 1)
	G4-EN16	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 49)		No	Energy indirect greenhouse gas (GHG) emissions (Scope 2)
	G4-EN17	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 49)		No	Other indirect greenhouse gas (GHG) emissions (Scope 3)
	G4-EN18	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 49)		Yes, See External Assurance Statement (p. 84)	Greenhouse gas (GHG) emissions intensity
	G4-EN19	<a href="#">Environment &amp; Efficiency, Fuel Use and Efficiency</a> (p. 53)		Yes, See External Assurance Statement (p. 84)	Reduction of greenhouse gas (GHG) emissions
	G4-EN20	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 49)		Yes, See External Assurance Statement (p. 84)	Emissions of ozone-depleting substances
	G4-EN21	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 49)		Yes, See External Assurance Statement (p. 84)	NOX, SOX, and other significant air emissions
Effluents and Waste	G4-DMA	<a href="#">Environmental Management at CSX</a> (p. 48); <a href="#">Environment &amp; Efficiency, Waste Management</a> (p. 53)		No	DMA Effluents and Waste
	G4-EN23	<a href="#">Environment &amp; Efficiency, Environmental Performance Data Summary</a> (p. 51)		No	Total weight of waste by type and disposal method

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Category: Environmental					
Products and Services	G4-DMA	<a href="#">Environmental Management at CSX</a> (p. 48); <a href="#">Environment &amp; Efficiency, Fuel Use and Efficiency</a> (p. 53)		No	DMA Products and Services
	G4-EN27	<a href="#">Environment &amp; Efficiency, Environmental Management at CSX</a> (p. 48) and <a href="#">Fuel Use and Efficiency</a> (p. 53); <a href="#">Communities, Community Investment and Philanthropy</a> (p. 61)		No	Extent of impact mitigation of environmental impacts of products and services
Compliance	G4-DMA	<a href="#">Environmental Management at CSX</a> (p. 48)		No	DMA Compliance
	G4-EN29	In 2015, CSX paid \$530,000 in environmental fines and penalties. These fines and penalties were largely the result of a derailment in Lynchburg, Virginia in 2014.		No	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations
Supplier Environmental Assessment	G4-DMA	<a href="#">Environment &amp; Efficiency, Influencing The Value Chain</a> (p. 54-55)		No	DMA Supplier Environmental Assessment
	G4-EN32	<a href="#">Environment &amp; Efficiency, Influencing The Value Chain</a> (p. 54-55)		No	Percentage of new suppliers that were screened using environmental criteria
Environmental Grievance Mechanisms	G4-DMA	<a href="#">Safety &amp; Security, Emergency Response</a> (p. 33)			DMA Environmental Grievance Mechanisms
	G4-EN34	<a href="#">Safety &amp; Security, Emergency Response</a> (p. 33)			Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms

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Category: Social					
Sub-Category: Labor Practices and Decent Work					
Employment	G4-DMA	<a href="#">Employees</a> (p.35)		No	DMA Employment
	G4-LA1	In 2015, a total of 6,457 individuals left CSX, representing about an 11 percent employee attrition rate; <a href="#">Employees, Resources and Capabilities</a> (p. 39-40); <a href="#">About This Report, Additional Data</a> (p.82).		No	Total number and rates of new employee hires and employee turnover by age group, gender and region
	G4-LA2	Benefits information can be found on our <a href="#">website</a> .		No	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation
	G4-LA3	Throughout 2015, there were 612 employees who took parental leave, split almost evenly between men and women employees.		No	Return to work and retention rates after parental leave, by gender
Labor/ Management Relations	G4-DMA	<a href="#">Employees, Resources and Capabilities</a> (p. 39-40)		No	DMA Labor/Management Relations
	G4-LA4	Craft employees are covered by one of the company's many collective bargaining agreements. CSX negotiates and administers agreements together with the country's other Class I railroads. The agreements cover all aspects of the employment relationship, except in cases in which terms and conditions are covered by federal law, including minimum notice periods of significant changes, wages, and hours. Nearly 100 percent of craft employees choose to participate in these benefits.		No	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements

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Sub-Category: Labor Practices and Decent Work					
Occupational Health and Safety	G4-DMA	<a href="#">Safety and Security, Workforce Safety</a> (p. 34)		No	DMA Occupational Health and Safety
	G4-LA5	Currently, CSX conducts business with more than 17 different labor unions and organizational subsets. Union organizations are encouraged to participate in the CSX Safety Overlap Process, a formal management-union joint health and safety committee; a majority of unions currently participate.		No	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs
	G4-LA6	<a href="#">Safety and Security, Workforce Safety</a> (p. 34)		No	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender
Training and Education	G4-DMA	<a href="#">Employees, Resources and Capabilities</a> (p. 40-41)		No	DMA Training and Education
	G4-LA10	<a href="#">Employees, Resources and Capabilities</a> (p. 40-41)		No	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings
	G4-LA11	Throughout their careers, management employees receive formal performance reviews twice a year, with several self-directed opportunities throughout the year to review progress on goals with their managers.		No	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category
Diversity and Equal Opportunity	G4-DMA	<a href="#">Employees, Diversity and Engagement</a> (p. 42)		No	DMA Diversity and Equal Opportunity
	G4-LA12	<a href="#">Business Performance &amp; Governance, Corporate Governance</a> (p. 24); <a href="#">Employees, Diversity and Engagement</a> (p. 42) In 2015, 21.4 percent of CSX's new hires were considered minorities, and minorities currently make up 16 percent of the overall workforce. Only 3.5 percent of management employees are a people of color. In 2015, 5.9 percent of new hires employees were women and women make up 6 percent of the overall workforce. Women held 20 percent of management positions.		No	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

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Sub-Category: Society					
Local Communities	G4-DMA	<a href="#">Business Performance &amp; Governance, Local Impact</a> (p. 27) and <a href="#">Communities, Community Investment and Philanthropy</a> (p. 61)		No	DMA Local Communities
	G4-SO1	All of CSX's operations implement local community engagement, impact assessments, and development programs.		No	Percentage of operations with implemented local community engagement, impact assessments, and development programs
	G4-SO2	<a href="#">Safety &amp; Security, Infrastructure Safety</a> (p. 32) and <a href="#">Emergency Response</a> (p. 33)		No	Operations with significant actual and potential negative impacts on local communities
Anti-Corruption	G4-DMA	<a href="#">Business Performance &amp; Governance, Ethics</a> (p. 24)		No	DMA Anti-Corruption
	G4-SO3	All operations are assessed for risks related to corruption. No significant risks were identified in 2015.		No	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified
	G4-SO4	<a href="#">Business Performance &amp; Governance, Ethics</a> (p. 24)		No	Communication and training on anti-corruption policies and procedures
	G4-SO5	We have not had any incidents of corruption in 2015.		No	Confirmed incidents of corruption and actions taken
Public Policy	G4-DMA	<a href="#">Business Performance &amp; Governance, Public Policy and Contributions</a> (p. 25)		No	DMA Public Policy
	G4-SO6	<a href="#">Business Performance &amp; Governance, Public Policy and Contributions</a> (p. 25)		No	Total value of political contributions by country and recipient/beneficiary
Anti-Competitiveness Behavior	G4-DMA	<a href="#">Business Performance &amp; Governance, Ethics</a> (p. 24)		No	DMA Anti-Competitive Behavior
	G4-SO7	<a href="#">In Note 7 (p. 77) of 2015 10-K</a> , CSX discloses information around legal actions and claims.		No	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes

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<b>Sub-Category: Society</b>					
<b>Grievance Mechanisms For Impacts on Society</b>	G4-DMA	<a href="#">Safety &amp; Security, Public Safety</a> (p. 32); <a href="#">Communities, Transparency and Engagement</a> (p.60)		No	DMA Grievance Mechanisms For Impacts on Society
	G4-SO11	<a href="#">Safety &amp; Security, Public Safety</a> (p. 32); <a href="#">Communities, Transparency and Engagement</a> (p. 60)		No	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms
<b>Sub-Category: Product Responsibility</b>					
<b>Product and Service Labeling</b>	G4-DMA	<a href="#">Business Performance &amp; Governance, Customers</a> (p. 26)		No	DMA Product and Service Labeling
	G4-PR5	<a href="#">Business Performance &amp; Governance, Customers</a> (p. 25)		No	Results of surveys measuring customer satisfaction

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