



CORPORATE SOCIAL RESPONSIBILITY POLICY

Introduction to Corporate Social Responsibility (CSR)

The Greenbrier Companies, Inc. (“Greenbrier” or “the Company”) is committed to enriching the quality of life in the communities where we operate. Corporate Social Responsibility (“CSR”) refers to the way businesses manage their activities in a manner that positively affects society. Greenbrier’s CSR Policy sets forth the Company’s commitment to work ethically, by protecting human rights and considering the social, economic and environmental impacts of business operations. Greenbrier strives to meet or exceed any relevant legislation or regulation. If legislation or regulation does not exist in a particular area, the Company aims to follow best practices.

Greenbrier is dedicated to conducting its business ethically and professionally and to following the policies set forth below. Greenbrier’s CSR Policy falls under two categories: compliance and proactiveness. Compliance refers to our commitment to acting lawfully and our willingness to observe community standards. Proactiveness is taking additional initiatives to promote human rights, help communities and protect our natural environment.

Scope

This policy applies to our company, including all subsidiaries and operations, as well as our customers, business partners, and suppliers and vendors.

Looking after Employees

To retain loyal and productive staff, it is vital to maintain a good working environment. Greenbrier monitors employee satisfaction and engagement. Below is a list of standards that Greenbrier follows and certain Company benefits.

- Greenbrier is committed to equal opportunity in a workplace free of discrimination and harassment. Consistent with Greenbrier’s Equal Employment Opportunity and Affirmative Action Policy Statement, Greenbrier prohibits any type of discrimination or harassment based on actual or perceived race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (including pregnancy, childbirth, lactation and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military, veteran or Civil Air Patrol status, or any other characteristic protected under applicable federal, state or local law. In addition, Greenbrier values diversity, equity and inclusion (DEI), as reflected in its Inclusion, Diversity, Equity, Access and Leadership (IDEAL) commitment.
- Greenbrier is committed to the ongoing health and safety of its employees, and we recognize employee health and safety as our number one priority. We will comply with all applicable safety and health laws, regulations and requirements. We are constantly working to establish and maintain safe workplaces by minimizing the risk of accident, injury and exposure to health risks.
- Greenbrier prohibits the use of all forms of forced or involuntary labor, including child labor and human trafficking.
- Greenbrier respects our employees’ freedom of association and right to collective bargaining, including the right to join, form or not join a labor union.

- Greenbrier maintains proactive HR programs to help our employees to continually learn and grow in their careers.
- Greenbrier communicates with its workforce regularly through a variety of means, including through its managers and supervisors, email communications, an internal TV broadcast system and quarterly virtual town halls.
- Greenbrier offers flexible, high-quality, and comprehensive compensation and benefits packages that help employees care for themselves and their families. Many of these benefits are free to employees. New employees are eligible for most benefits shortly after they begin employment with us. Examples of benefits available to all employees in the United States include retirement plans (401(k)) and contribution matching; paid time off (PTO); comprehensive medical, dental and vision insurance plans; tuition assistance programs; and an employee stock purchase program (ESPP). The Company's non-U.S. locations also offer competitive compensation and benefits packages appropriate for those countries.

Looking after Customers

Greenbrier's four overarching values of safety, quality, respect for people and customer satisfaction demonstrate our commitments to our customers and other stakeholders.

- We maintain stringent safety and quality assurance programs to make sure that our customers receive consistently high-quality products and services.
- Our integrated business model allows us to provide services from the start to end of a railcar's useful life.

Suppliers' Standards

It is vital to Greenbrier's success that we partner with high-quality suppliers and maintain a good working relationship with them. Therefore, Greenbrier expects its suppliers to comply with our Supplier Code of Conduct.

- Greenbrier prefers using local suppliers and works to pay our suppliers in full and on time.
- Our suppliers must engage in lawful and ethical sourcing and supply chain practices, and must comply with all applicable labor laws and practices, including the prohibition of all forms of forced or involuntary labor and human trafficking.
- Our suppliers must comply with the United States Foreign Corrupt Practices Act and all anti-bribery and anti-corruption laws of the countries in which they operate.

Protecting the Environment

Greenbrier takes pride in operating in a generally "green" industry, as moving goods by rail is one of the most environmentally friendly forms of freight transportation. We are committed to improving our environmental performance, both by reducing our environmental footprint and by meeting or exceeding the ecological requirements in the countries where we operate. The items we track are based on the materiality assessment Greenbrier has completed. For example, Greenbrier's Environmental, Social and Governance (ESG) report details its environmental practices, including the Company's Scope 1 and 2 greenhouse gas emissions, waste management, energy consumption, natural resource utilization and management, recycling, water usage and more. We also strive to lower our carbon footprint by encouraging greener transport, such as encouraging employees to walk, cycle, car share or use public transport to get to work if possible, as well as remote work arrangements where appropriate.

Community Engagement

We take pride in cultivating meaningful relationships with members of our greater communities and value working with non-profit groups that are dedicated to unique and critical causes. Greenbrier has a formal corporate philanthropy program, with a dedicated budget and committee tasked with forming partnerships with local non-profits through monetary donations and in-kind services. Greenbrier also employs a diversity, equity and inclusion lens to charitable giving.

Our targeted focus areas include:

- Human services
- Education
- Families and children in crisis
- Medicine and health
- Environmental improvement
- Animal welfare
- Arts
- Disaster relief
- Underserved communities

Greenbrier also encourages its employees to volunteer to help their communities. They can volunteer through programs organized internally or externally, including through occasional company-sponsored volunteering events, and in the United States, with other organizations through the Greenbrier Volunteer Time Off (VTO) program (up to 16 hours of paid time off annually to volunteer in a Company-sanctioned event). The Company's non-U.S. locations also offer employees opportunities to volunteer in their communities.

Reviewed and amended June 1, 2023