



GATX Corporation

# Employee Engagement, Training, and Development

## Engagement

GATX has been recognized as great place to work, and we are proudly committed to continually raising the bar in this area. This starts by listening to our employees. With an open door culture, excellent visibility by GATX senior management, and a collaborative workforce, we strive to build a culture where employees are encouraged and feel comfortable speaking up. Through employee engagement surveys and post-survey employee focus groups, we invite employees to tell us what they love about GATX and to help us find ways to make it an even better place to work. Most importantly, we direct our continuous efforts to make GATX an even better place to work toward those areas that employees tell us matter to them the most.

## Training and Development

GATX employees are experienced, dedicated, and creative individuals from diverse fields, and we must continually strive to maintain and grow our capabilities if we are to deliver on our promise of building a sustainable competitive advantage in servicing our customers. Because motivated, satisfied employees create more value for the organization through increased productivity, career development is fundamental for us to be recognized as the finest railcar leasing company in the world. From the first day on the job, employees work alongside and learn from some of the best and brightest individuals in the industry. Training and development will take place through a variety of channels. Much of the learning will be on the job, enabling employees to enhance skills and take on new responsibilities. Employees are also encouraged to take advantage of internal and external learning opportunities to further their growth and career development. GATX invests in our employee's development through training and development resources such as:

- Generous tuition reimbursement program that covers undergraduate course work, graduate programs, and professional certification review courses and exam fees.
- Onsite and offsite professional development courses covering critical skills that lead to success at GATX such as Communications, Influence, Financial Acumen, Strategic Thinking, Business Acumen, Management and Leadership, among many others.
- Support for certifications required for railcar maintenance personnel, to enable career progression through higher skilled maintenance roles.
- A variety of E-learning resources including subscriptions to Lynda.com.
- Internally developed training focused on learning about our industry, our customers and how our business operates.

- Annual online compliance training in key areas such as Code of Business Conduct and Ethics, Anti-Corruption, Insider Trading, Workplace Harassment, Data Privacy, and Cybersecurity. Live training is also conducted on various topics.
- Environmental Health and Safety training required by Federal, State, Provincial and Local government agencies, the Responsible Care Program, internal EHS&S policies, program, and plans, training on high-risk Job Safety Analyses as well as EHS&S hazards specific to each work area.