CODE OF CONDUCT

The Board of Directors of Schneider National, Inc. (“Schneider”) have adopted the following Code of Conduct (“Code”) to assist Schneider’s officers, directors and associates with understanding the standards of personal and professional integrity and ethical principles to which they must, at all times, adhere and conduct themselves while representing or doing business with Schneider and to foster a culture of honest and ethical behavior, accountability, compliance with the both letter and spirit of applicable laws and regulations, and ensure fair and accurate disclosure and financial reporting. This Code applies to each officer, director, and full or part time associate of Schneider National, Inc. and its direct and indirect wholly owned subsidiaries worldwide (collectively referred to as “we”, “us”, “they”, “them”, “our”, “individual’, “person”, “Schneider” or “Company”) and our interactions and relationships with our customers, vendors, contractors and suppliers.

Many of the responsibilities covered in the Code are addressed in greater detail in the policies readily available to all associates online via Compass or in the case of our subsidiary companies via local intranets or associate handbooks. All associates, upon hire, receive a copy of this Code and are required to certify that they have read and understand this Code.

PRINCIPLES

To make this Code work we must all hold ourselves and each other accountable for our words and actions. We expect a high standard of ethical conduct. Schneider was built on and, continues to be guided by, four core values which are foundational to how we do business.

Safety
Integrity
Respect
Excellence

The company expects its associates, suppliers, contractors, consultants, and other business partners to follow these principles and applicable provisions of our Supplier Code of Conduct when acting on our behalf or providing goods and services to Schneider.

On rare occasions, local laws may impose requirements on Schneider and its associates that differ from those set out in the Code of Conduct. In such instances, associates should contact their local Human Resources Business Partner for information on how these laws may apply to them.

Everything we do is a reflection of Schneider. Our expectations of you are as follows:

Conflicts of Interest. We will not allow family, social, political, financial, or other relationships to influence our conduct or judgement in the performance of our duties with Schneider or otherwise impede Schneider’s interests or objectives. We must also avoid any appearance of conflict of interest which can occur when a personal interest or activity interferes or appears to interfere with the duties that are performed at or owed to Schneider.

Compliance with Applicable Laws. Schneider is committed to full compliance, and we must respect all applicable laws, rules and regulations of the countries in which we operate and in keeping with high ethical standards.

Observance of Ethical Standards. Schneider’s success and reputation depends on the manner that we conduct business and how the public perceives that conduct. Unethical actions, or the appearance of unethical actions, are not acceptable. We all must adhere to high ethical standards and through full, fair, timely and accurate disclosures in the performance of our duties for Schneider.

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Reporting Code Concerns or Violations. Schneider provides multiple mechanisms to report concerns arising under this Code as outlined at the end of this Code.

CONSEQUENCES OF VIOLATING THE CODE

You must follow the law, this Code and all Schneider policies and guidelines. Violations of this Code or any other Scheider policy, to include behavior contrary to Schneider's Core Values, may result in disciplinary or legal action, up to and including termination of employment.

POLICIES, RESPONSIBILITIES AND EXPECTATIONS

SAFE AND INCLUSIVE CULTURE

We are committed to providing a safe and productive workplace by promoting high standards of associate health and ensuring public safety. We conduct ourselves in a safe manner and we respect all applicable laws, regulations and ordinances.

- **Drug and Alcohol-Free Workplace.** Schneider recognizes that the use of drugs and alcohol while at work can negatively impact our ability to perform our job safely and effectively. It is imperative that we are free from the effects of drugs and alcohol at work. Associates should refrain from consuming drugs or alcohol at any time or in any manner which may result in the associate being under the influence while acting within the scope of their employment. Any suspicions of someone under the influence while on the job, must be reported immediately.

- **Violence Free Workplace**. Workplace violence includes any act that threatens associate or visitor safety, or results in injury or damage to a person, property or our Company. Keeping our workplace free of violence is everyone's responsibility. Leaders are required to maintain a safe work environment and take incidents or threats of violence seriously. Associates who experience, observe, or become aware of an act of violence must report it immediately.

- **Inclusive Environment**. Schneider strives for a high-performance culture and seeks individuals who are passionate about our business and committed to work together in an inclusive and collaborative environment. Schneider is an Equal Opportunity Employer that makes employment decisions based on the qualifications of applicants without regard to any status or classification protected by law. We base human resource actions and other employment decisions on individual merit and achievement, qualifications, performance, training and experience.

- **Discrimination, Harassment and Retaliation Prevention.** Schneider is committed to maintaining a workplace free from discrimination or harassment based on race, color, religion, gender, gender identity or expression, sexual orientation, pregnancy, national origin, genetics, disability, age or any other factors that are unrelated to Schneider's legitimate business interests. We will not tolerate discriminatory or harassing behaviors such as sexual advances or comments, racial or religious slurs or jokes, or any other conduct that ridicules, disparages, or shows hostility towards others, such as bullying, that creates or encourages an offensive or intimidating work environment. Those who experience, observe or become aware of such behaviors must report it immediately. Retaliation against someone for raising a good faith report of harassment, bullying or discrimination is prohibited and will not be tolerated.

HUMAN RIGHTS

We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our associates, vendors and supply chain partners. Our aim is to support and foster the enjoyment of human rights within the communities in which we operate by refusing to look the other way if we see or suspect human rights violations and by advising our suppliers that we expect them to comply with our Supplier Code of Conduct and all laws and regulations that protect the health and wellbeing of workers and communities.

- **Work Hour, Wages and Benefits**. Schneider compensates associates competitively relative to the industry and local labor market. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws. Nothing in this Code is intended to prevent an individual from engaging in concerted activity protected by law or to interfere with, restrain, or prevent associate communications regarding wages, hours or other terms and conditions of employment. Associates have the right to engage in or refrain from engaging in such activities during non-working time without influence or interference from management.

- **Forced Labor and Human Trafficking.** Schneider is committed to ensuring that everyone in our company and those in our supply chains are treated with dignity and respect. We prohibit the use of all forms of forced labor, forms of slavery and any form of human trafficking in our operations and our value chain.

CONFLICT OF INTEREST

A conflict of interest is any activity that may damage Schneider's reputation, impede Schneider's financial interests or gives the appearance of impropriety or divided loyalty. We must avoid any situation that creates a real, perceived or potential conflict of interest. Specifically, no individual may make any investment, accept any position or benefits, participate in any transaction or business arrangement, or otherwise act in a manner that creates or appears to create a conflict of interest with Schneider (as defined below) unless such individual makes full disclosure of all facts and circumstances to, and obtains the prior written approval of, the appropriate executive of Schneider and/or Schneider's Board of Directors.

A conflict of interest exists when an individual's private interest interferes, or appears to interfere, in any way with the interests of Schneider as a whole. A conflict situation may arise when an individual takes actions or has interests that may make it difficult to perform their work for Schneider objectively and effectively. Conflicts of interest also arise when an individual or a member of his or her family, receives improper personal benefits as a result of their position or affiliation with Schneider.

Potential conflicts of interest must be promptly disclosed; refer to the Speak Up and Reporting Concerns section at the end of the Code.

The following are examples of situations that should generally be avoided because such situations could create the perception of a conflict of interest. These examples are illustrative and should not be considered to be all-inclusive:

- Acceptance of a gift from a customer or vendor of a dollar value that goes beyond common courtesies usually associated with acceptable business practice (gift cards and cash gifts are never acceptable, and individuals must refuse/return such gifts to vendors; contact your leader if concerned about the appropriate way to return such gifts);
- Accepting an invitation to an entertainment or sporting event from a customer or vendor where the customer/vendor is not in attendance, or no business was conducted;
- Seeking or accepting outside employment with Schneider's customers, suppliers or competitors; or

- Having a party or company with whom you have a preexisting, personal, business or controlling ownership interest in which interest has not been disclosed to the Company, enter into a contract, deal or arrangement with Schneider.

Below are examples of situations that, because of their severity, would almost always be considered to be conflicts of interest. These situations, or situations of a similar nature, could result in disciplinary action, up to and including termination of employment. These examples below are illustrative and should not be considered to be all-inclusive:

- Directly investing in competing transportation or logistics companies or transportation or logistics companies who are either current or foreseeable competitors;
- Directly investing in companies in which Schneider holds any equity interest;
- Making certain investments in organizations that do business with Schneider (to the extent that the associate possesses material non-public information or has influence over relevant purchasing or vendor selection decisions);
- Disclosing or misusing material non-public information, including for personal financial gain;
- Seeking reimbursement or payment from a vendor, supplier and/or customer for activities that directly relate to your duties in the Company; or
- Giving or receiving inappropriate gifts or hospitality to or from customers, vendors, suppliers or government officials under circumstances which creates the appearance that there was an intention to influence a business decision. Please refer to our Gifts and Entertainment Policy.

FAIR DEALING AND BUSINESS INTEGRITY

At Schneider, we compete fairly and lawfully with respect and integrity. We do not engage in any illegal, corrupt, or anti-competitive behavior.

- **Gifts.** Gifts, meals and entertainment can help build and strengthen working relationships with our vendors and customers. However, no gift or entertainment can be exchanged if (a) it might create the appearance of undue influence, unfairness or impropriety, (b) it is intended to improperly influence another person's business judgment, or (c) you are participating in, conducting, or directly supervising a pending purchasing decision. Infrequent meals or business entertainment with a customer, vendor, contractor or supplier is permissible if there is a valid business purpose for the gathering and it does not violate (a), (b), or (c) above. To minimize any appearance of impropriety for acceptable gifts, any gifts valued at more than $50.00 that are accepted by an individual in conjunction with their position with, or in conjunction with performing their duties for Schneider, should be disclosed to an Associate's immediate leader, and the leader should consider appropriate options to share the gift with others. For example, a gift could be shared among a local team or group or donated to a local charity.

- **Anti-Bribery Compliance.** Schneider is committed to conducting business in accordance with the highest ethical standards and prohibits all forms of bribery and corruption including bribery of government officials (both U.S. and non-U.S.) as well as private sector (commercial) bribery. We are committed to truthful and transparent interactions with customers, and we prohibit any attempt to influence their decisions through improper payments. In general, the offering, promising, authorizing or providing anything of value to any customer, business partner, vendor or other third party in order to induce or reward the improper performance of an activity connected with our business is strictly prohibited.

- **Fair Competition.** We should endeavor to deal fairly with each other and with Schneider's customers, suppliers and competitors and should not take advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice. In

dealings with Schneider's competitors, we must avoid even the appearance of restraining trade, reducing competition, misappropriating a competitor's trade secrets or other proprietary or confidential information.

- **Accuracy of Financial Reports and Other Public Communications.** As a public company, Schneider is subject to various securities laws, regulations and reporting obligations. Both federal law and our policies require the disclosure of accurate and complete information regarding Schneider's business, financial condition and results of operations. Inaccurate, incomplete or untimely reporting will not be tolerated and can severely damage Schneider and result in legal liability.

  Schneider's chief executive officer, principal financial officers and other associates working in the accounting department have a special responsibility to ensure that all of our financial disclosures are full, fair, accurate, timely and understandable and expected to adhere to Schneider's Code of Ethics for the CEO and Senior Financial Officers. These associates must understand and strictly comply with generally accepted accounting principles and all standards, laws and regulations for accounting and financial reporting of transactions, estimates, forecasts, internal accounting controls and audit matters.

- **Insider Trading.** Schneider supports fair and open markets for buying and selling securities. Insider Trading occurs when someone directly or indirectly buys or sells securities, including Schneider stock, when they are aware of information that has not been publicly announced and that could have a material effect on the value of securities. For more information on insider trading, refer to the Company's Insider Trading policy. Insider Trading is a crime and Schneider strictly prohibits all insider trading.

- **Corporate Opportunities.** We may not take or exploit, for our personal benefit or the benefit of anyone outside the Company, any business or investment opportunity which we may identify or become aware of during the course of performing our duties for, or on behalf of, Schneider, unless Schneider has no current or potential future interest in the opportunity or is otherwise ineligible or prohibited from participating in the opportunity. We may not use any Schneider asset or confidential information for either our personal gain or that of any person. Loans from the Company to any individual are generally prohibited.

- **Government Relations.** Schneider interacts with governments at all levels ethically and transparently and in full compliance with the law. Many aspects of Schneider's business are regulated by federal, local and state governments. How we interact with government officials can have a significant impact on our credibility, reputation and success. Those who have been authorized to interact with government agencies and officials have the responsibility to provide timely, responsive and accurate information in connection with any regulatory reporting requirement or proceeding and to cooperate fully and honestly with any government or law enforcement inquiry or investigation. Those who are not authorized to interact with government agencies and officials must immediately contact Human Resources and provide any documents, notices or inquiries received.

- **Political Contributions.** Schneider is committed to participation in the political process in a manner that is consistent with solid corporate governance practices and in compliance with legal requirements. Your personal political contributions and activities must be kept separate from the Company. If you make political contributions, may not refer to your employment or use Company assets, including it's name, in connection with your contributions, unless required to do so by law. Schneider administers a Political Action Committee ("TransPAC") that accepts contributions from individuals who which to support Schneider's goals through the political process. Personal contributions to the TransPAC are entirely voluntary.

- **Conducting International Business.** Schneider maintains offices and conducts operations in certain countries outside the United States which may have laws and regulations that are significantly different from those of the United States. We are responsible for knowing and complying with these laws.

  Those that work or interact with persons or customers who are not citizens of or incorporated in the United States should be aware of the U.S. Foreign Corrupt Practices Act ("FCPA"). The FCPA prohibits giving anything of value to officials of foreign governments with the intent to wrongfully influence the official to use his or her position in order to assist in obtaining or retaining business or gaining an improper advantage. We, including Schneider's agents, consultants and other business partners are not permitted to engage in bribery, kickbacks, payoffs or other corrupt business practices.

  It is Schneider's policy to act ethically in the conduct of its business at all times and to fully comply with all applicable U.S. export, customs and trade control and regulations, licensing requirements and other relevant U.S. and international laws, including but not limited to the FCPA and all applicable local laws and regulations where Schneider operates. It is Schneider's policy to accurately reflect all transactions on Schneider's books and records.

PROTECTION AND USE OF COMPANY ASSETS

Schneider's assets are essential to running the Company efficiently, effectively, and profitably. We should endeavor to safeguard Schneider's assets, whether physical, intangible, financial or information assets, ensuring that those assets are not damaged, abused, destroyed, wasted, lost or stolen and that such assets are being used for legitimate business purposes only. The use of Schneider's funds, assets or technology (including all hardware, software and SaaS owned by or licensed to Schneider), whether or not for personal gain, for any unlawful or improper purpose is prohibited.

- **Confidentiality.** Schneider's data and information should be used only for Company purposes and generally, should not be disclosed to anyone outside of the company without permission from an Executive Vice President of the Company. We must maintain the absolute confidentiality of confidential information entrusted to us by Schneider and any other confidential information about Schneider, its business, customers or suppliers that comes to us, from whatever source, except when disclosure is authorized or legally mandated. Confidential information includes all non-public information that could be of use to competitors of Schneider, or harmful to Schneider or its customers, if disclosed. Such information includes, but is not limited to, trade secrets, client lists, sales data, computer records, software, research or development projects or results, tests, passwords, material non-public information and/or any other non-public proprietary information of Schneider. Even within the company, only those individuals who truly need to know specific confidential information to conduct their business should have access to that confidential information. We must be careful not to discuss non-public company information in public places where others may overhear us, such as in ride-share vehicles, elevators or at conferences and trade shows. If an associate leaves Schneider, they must return all company materials and property, and any copies. In addition, all non-driver associates are subject to the Schneider's Non-Disclosure and Developments Agreement in which they acknowledge their confidentiality obligations to the Company.

- **Guarding Against Cyberthreats.** Third parties, like our customers, trust Schneider with their data and other assets, and we rely on individuals to protect them – as well as Schneider's own data and assets. Violating Schneider's information security policies puts Schneider's assets, and assets belonging to others, like customer and personal associate data, at risk. Even well-intentioned actions, such as creating workarounds and shortcuts to improve service delivery or downloading unapproved third-party software, can violate Schneider and customer security policies and result in network or data security breaches. If you are aware of

or suspect an IT or data security issue or incident, or any loss of assets, including data, belonging to Schneider or others, report it immediately to the IT Security Team at Corporate headquarters.

- **Responsible Use of Artificial Intelligence.** Schneider is committed to the ethical, safe and responsible use of artificial intelligence (AI) to improve productivity and further accelerate innovation across the company. Our commitment includes safeguarding confidential information, protecting user data, respecting our vendor requirements, avoiding misrepresentation, eliminating discriminatory bias in deployed AI tools and algorithms, and complying with all applicable AI regulatory requirements. Associates are responsible for maintaining the accuracy, fairness, and appropriateness of any work product generated with the use of AI. Additionally, they are strictly prohibited from entering confidential, personal, or privileged information into publicly accessible AI systems, or permitting such systems to access this information. Schneider's Information Security - Artificial Intelligence and Agentic AI Policy ("IS-AI" Policy) defines what is acceptable use of AI tools, platforms, and systems at Schneider and provides foundational guidance for all AI development and use of AI technology by Associates.

- **Managing and Protecting Personal Information.** Schneider values and endeavors to preserve the trust that fellow associates, job applicants, customers, business partners and others place in us by safeguarding their personal information as if it were our own. To run its business effectively and to comply with legal obligations, Schneider and its associates will gather, store, use and, only when appropriate or permitted by law, share personal information and will do so in a secure and confidential manner. Schneider has Privacy and Data Protection policies intended to protect personal information, including personal identifiers, biometric information, internet, or other electronic network activity and professional or employment-related information, collected from associates wherever we use, process or store it. Any known or suspected unauthorized use of or access to personal information, must be reported immediately.

- **Responding to Inquiries from Investors, Analysts and the Media.** At Schneider, we speak with one voice when communicating publicly to all audiences, including investors, financial analysts and the media. Our customers, investors, industry analysts, industry and public interest groups and others deserve accurate, clear, complete and consistent communications from Schneider. Since these interactions require careful consideration and an expert understanding of legal, financial and media issues, only designated Schneider spokespersons are authorized to speak on the Company's behalf. All media related inquiries should be referred to Schneider's Media Relations Department. All investor related inquiries should be referred to Schneider's Investor Relations Department.

- **Social Media.** As the online landscape continues to mature, the opportunities for individuals to communicate with customers, each other and the world are evolving. Social media has become an integral platform to champion the Schneider brand and for personal expression, but it also creates risks and responsibilities. We should assume that anything said or done on social media – whether on a business or personal account – could be viewed by a colleague, leader, partner, supplier, competitor, investor, customer or potential customer. Activity by us on social media reflects on Schneider and can impact Schneider's reputation and that of other associates and, subject to applicable law, will not be exempt from this Code just because it occurred off-hours, off-site or on a personal account.

  Social media can be a powerful force for good, and Schneider encourages use of social media in positive ways. If active on social media, associates should regularly review Schneider's policies and guidelines pertaining to internet and social media use. When we are online and either discussing or representing Schneider, Schneider has four expectations:

1. To disclose our relationship to Schneider;
2. To distinguish if or when we are speaking on behalf of Schneider or expressing a personal opinion;
3. To not disclose any confidential information entrusted to us; and
4. To represent the Company well by acting respectfully and ethically and using common sense when posting.

Because social media/social networking is rapidly changing, Schneider's policies may change or evolve at an equally rapid rate. Associates are, therefore, encouraged to review our policies frequently for updates and revisions.

AMENDMENT OR WAIVERS OF THE CODE

Waivers of this Code for non-executive officers, managers or associates may be made only by the Chief Executive Officer or General Counsel. Any waiver of this Code for directors or executive officers or principal accounting officer may be made only by our Board of Directors and will be disclosed to the public as required by applicable law or applicable listing rules. The Board reserves the right to make unilateral changes or amendments to this Code or Schneider policies at any time.

WEBSITE POSTING AND DISCLOSURE REQUIREMENTS

Schneider will make this Code available on its website.

SPEAKING UP AND REPORTING CONCERNS

If you suspect a possible violation of our Code, it is your responsibility to speak up and report it. Reports of suspected Code violations may be made to any of (i) a local or assigned Human Resources representative; (ii) the Schneider's General Counsel or member of the Legal Department; (iii) an appropriate executive; (iv) the Ethics Hotline (detailed below); or (v) any member of the Board.

The Board shall establish procedures or may designate appropriate persons to investigate or recommend or determine appropriate action in response to violations of this Code.

- **Ethics Hotline.** Reports of suspected violations of the Code may be made online or by phone. The same protections of confidentiality and, where permitted, anonymity are provided through our telephone lines and web line. Schneider's Ethics Hotline is available 24 hours a day, 7 days a week and is administered by a third party (contact information is below). Any associate, director, contractor, customer, supplier or third party can report a matter through the Ethics Hotline by telephone, or via a website maintained by our third-party vendor. Telephone calls to the Ethics Hotline are received by our third-party call center. Caller ID is never used, and there will be no effort to trace any call made to the Ethics Hotline. Alternatively, you may send a note with details of the matter, concern or complaint and relevant documents to: Schneider National, Inc., 3101 South Packerland Drive, Green Bay, WI, USA 54313 Attention: General Counsel. Reporters to the Ethics Hotline may submit their reports anonymously, where local law permits. However, reporters are reminded that the more information that is provided, the easier it will be for the Company to investigate and appropriately respond to reports which are received.

- **Whistleblower/Anti-Retaliation Policy.** Schneider does not tolerate retaliation against or the victimization of any individual who raises good faith concerns or questions regarding a suspected violation of the Code or any Company policy that they reasonably believe to have occurred.

SCHNEIDER ETHICS HOTLINE

By phone: 24 hours a day, 7 days a week

- U.S. and Canada: 833-603-6006
- Mexico: 800-681-1808

Online

- **Via third party web portal:** https://sch.ipm.starcompliance.com/
- **Via Schneider.com**: Within "Contact Us" at the top of the Schneider home page: https://schneider.com.

SECURITY INCIDENT

Contact Schneider Security Services for 24-hour assistance at: **1-800-558-6701; or 920-357-9110**.

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