

2023 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE DATA SUPPLEMENT



DRIVING TOWARD A MORE SUSTAINABLE FUTURE

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CEO STATEMENT



OD has worked tirelessly to become one of the most efficient less-than-truckload (LTL) carriers in the industry. A key component of our success is our continued investment in our OD Family of employees. The efforts of these employees, including their commitment to delivering high-quality customer service, has contributed to OD's industry-leading results in both market share gains and operating ratio over the past 10 years. One of the primary reasons for our operating ratio improvement is our focus on operational efficiency, and our efforts align with our commitment to managing a sustainable company.

On a day-to-day basis, our

sustainability efforts are managed by our respective operational departments with oversight by our Environmental, Social, and Governance (ESG) working group, which interacts regularly with our third-party ESG consultant, as well as our management-level ESG Steering Committee. Members of our ESG Steering Committee regularly report our ESG initiatives and progress to the Board of Directors' Risk Committee, and from time to time the full Board. Our operational leaders are responsible for measuring and monitoring these matters and for reviewing and applying stakeholder feedback and insights. We believe cross-functional collaboration helps us maintain our sustainability focus in all areas of the business.

We are focused on the following areas to improve efficiency as we move toward a more sustainable supply chain:

- Working directly with Class 8 tractor and engine manufacturers to customize OD's equipment and evaluate new fleet technologies to achieve greater efficiency – although we continue to face significant challenges finding zero-emission Class 8 tractors that meet our business requirements for range, hauling capacity, utilization, and cost.

- Investing capital to continuously replace our fleet equipment so we can operate one of the newest, most efficient LTL fleets in the country, with an average tractor age of 4.5 years as of December 31, 2023. OD invested \$385 million in tractor and trailer purchases in 2023 and we plan to invest an additional \$325 million in 2024.
- Optimizing the use of our tractors in both linehaul and pick-up & delivery (P&D) routes to limit the total number of tractors acquired and the associated tractor manufacturing emissions.
- Maximizing route planning efficiencies through technology investments to reduce miles driven.
- Continuing our focus on zero-emission opportunities in other equipment, including yard tractors and forklifts, and we plan to purchase and evaluate zero-emission electric straight trucks during 2024.
- Training our drivers to maximize their individual fuel efficiency performance by focusing on progressive gear shifting in our manual transmission tractors, maintaining consistent speeds and reducing idle time. We also continue to invest in automatic transmission tractors with improved fuel efficiencies.
- Utilizing fuel-efficiency improvement tools such as air dams, deflectors and trailer skirts on our tractors and trailers.
- Researching innovative technologies to further reduce fleet emissions.
- Operating our newest, most efficient tractors on our longest mileage linehaul routes.
- Consuming biodiesel and renewable diesel products where available at competitive costs. Our 2023 biodiesel and renewable diesel gallons increased to 7.4% of our total bulk sourced fuel on a B100/R100 basis.
- Where permitted, utilizing long combination vehicles in our linehaul operations to maximize cargo per load mile.
- Providing customers with industry-leading freight damage prevention (which reduces freight handling, mileage and emissions to return and replace damaged goods).
- Maximizing weight per dispatch to minimize miles and diesel gallons used to deliver our LTL freight through our linehaul network.

CEO STATEMENT (CONT'D)

Our zero-emission Class 8 tractor testing confirmed that our electric vehicle (EV) tractor does not meet various requirements for use in our fleet. The EV tractor is only utilized for short P&D routes in California and not for our heavier, longer linehaul routes due to the operating limitations of the equipment. Based on our testing and further analysis of the EV Class 8 day-cab tractors currently available in the marketplace, we do not plan to invest any additional capital in this tractor type in 2024. Our team remains committed to building a more sustainable supply chain and we will continue to work with Class 8 tractor and engine manufacturers to monitor and evaluate next-generation tractor technologies, but zero-emission equipment utilization will continue to be challenging given the limitations of currently available zero-emission Class 8 tractor technology. Investment and evaluation of EV yard tractors and forklifts for broader roll-out will continue, and as discussed above, we expect to begin our initial testing of EV straight trucks in 2024.

We will remain engaged with our customers and shareholders to help ensure that we continue to consider the needs of all stakeholders. Without any visibility to when the above-referenced issues with EV tractors might be solved in an economically reasonable manner, however, at this time we do not believe that we could responsibly establish and achieve a zero emissions-related goal for our business.

Our employees are the heart of our organization, and we are so proud of our OD Family of employees for their efforts in 2023. We continue to engage in regular dialogue with our employees through our open-door discussions, management visits to our service centers and detailed employee surveys. Succession planning structures are in place for all key roles at OD to help ensure consistent performance and provide personal development opportunities for our employees as OD continues to grow. This feedback and review process improves our ability to offer competitive compensation and benefit plans, as well as rewarding training and safety programs. Creating a better work-life balance while also providing our employees with internal promotion opportunities is a key focus. We also remain committed to continued training so our employees can safely complete their daily responsibilities. Our efforts in these areas gained us recognition in prominent listings in 2023, including:

-  **One of the Top Companies for Women to Work for in Transportation**
-  **One of America's Most Trustworthy Companies, Newsweek®**
-  **One of America's Greatest Workplaces, Newsweek®**
-  **One of the World's Best Companies, TIME®**
-  **U.S. EPA SmartWay® Program Excellence Award for seven consecutive years as a leader in supply chain freight environmental performance and energy efficiency**
-  **One of America's Best Large Employers, Forbes®**
-  **One of the Greatest Workplaces for Parents and Families, Newsweek®**
-  **American Trucking Associations' President's Trophy Award recognizing our ongoing efforts to achieve an excellent safety record**

Operating an efficient company, being a good steward of the environment, and investing in our OD Family of employees is at the core of our effort to drive value for all stakeholders. A robust sustainability governance structure with active oversight by our Board and our Board's Risk Committee is in place. We are proud of our increased ESG-related disclosures over the past few years and will continue to be transparent through this dynamic, multi-faceted journey.

Sincerely,



Kevin M. Freeman

President and Chief Executive Officer



ABOUT THIS DATA SUPPLEMENT

This document is the 2023 ESG Data Supplement for Old Dominion Freight Line, Inc. (OD). OD operates as a single legal entity with no subsidiaries. We are reporting with reference to the Global Reporting Index (GRI) and the Sustainability Accounting Standards Board (SASB) Road Transportation Standard to prepare the GRI and SASB Content Indices in the data section of this data supplement. OD plans to release a full 2024 ESG report that will provide more detail on our ESG initiatives. Data about OD's financial performance is not included in this ESG Data Supplement but may be found at ir.odfl.com under the SEC Filings section and in OD's public filings with the U.S. Securities and Exchange Commission. We welcome your questions and feedback. Please contact us at investor_relations@odfl.com. For additional information about Old Dominion Freight Line, Inc., please visit www.odfl.com, and to view all ESG reports and data supplements, please visit the Corporate Responsibility section at ir.odfl.com.

Forward-Looking Statements

This data supplement may include "forward-looking statements" within the meaning of the U.S. Federal securities laws. Forward-looking statements are any statements other than statements of historical fact. Forward-looking statements represent our current judgment about possible future events and are often identified by words such



as "anticipate," "appears," "approximately," "believe," "continue," "could," "designed," "effect," "estimate," "evaluate," "expect," "forecast," "goal," "initiative," "intend," "may," "objective," "outlook," "plan," "potential," "priorities," "project," "pursue," "seek," "should," "target," "when," "will," "would," or the negative of any of those words or similar expressions. In making these statements, we rely upon assumptions and analysis based on our experience and perception of historical trends, current conditions, and expected future developments, as well as other factors we consider appropriate under the circumstances. We believe these judgments are reasonable, but these statements are not guarantees of any future events or financial results, and our actual results may differ materially due to a variety of factors, many of which are described in our most recent Annual Report on Form 10-K and our other filings with the U.S. Securities and Exchange Commission. We caution the reader not to place undue reliance on our forward-looking statements as (i) these statements are neither a prediction nor a guarantee of future events or circumstances and (ii) the assumptions, beliefs, expectations, and projections about future events may differ materially from actual results. We undertake no obligation to publicly update any forward-looking statement to reflect developments occurring after the statement is made, except as otherwise required by law.

This data supplement represents our current policies and intent and is not intended to create legal rights or obligations. The standards of measurement and performance contained in this data supplement are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this data supplement can or will be achieved. This data supplement may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by us, and we make no representation, warranty, or undertaking as to the accuracy, reasonableness, or completeness of such information. This data supplement contains examples of savings and results achieved by us that may or may not be representative of what other companies could achieve in similar circumstances. Inclusion of information in this data supplement is not an indication that the subject or information is material to our business or operating results. No part of this data supplement or our website constitutes, or shall be taken to constitute, an invitation or inducement to invest in us or any other entity and shall not be relied upon in any way in connection with any investment decisions.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

Sustainability Disclosure Topics & Activity Metrics

Topic	SASB Code	Activity Metric	Category	Unit of Measure	2023 Response	2022 Response	2021 Response
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions ¹	Quantitative	Metric tons (t) CO ₂ -e	1,198,591	1,318,785	1,268,254
		Emissions from the use of biofuels		Metric tons (t) CO ₂	72,016	71,353	68,555
		Scope 2 (indirect) emissions		Metric tons (t) CO ₂ -e	26,690	28,949	27,965
		Scope 3 (other indirect) emissions ²		Metric tons (t) CO ₂ -e	551,981	332,239	334,585
	TR-RO-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	Not applicable	<i>CEO Statement and also see the "Building a More Sustainable Supply Chain" section of the 2022 ESG Report.</i>	<i>See the "Building a More Sustainable Supply Chain" section of the 2022 ESG Report.</i>	<i>See the "Taking Action for the Environment" section of the 2020 ESG Report.</i>
	TR-RO-110a.3	Total fuel consumed	Quantitative	Gigajoules (GJ), Percentage (%)	17,808,962	19,392,466	18,654,068
		Percentage natural gas			0.6%	0.6%	0.6%
Percentage renewable fuel		5.2%			4.6%	4.6%	
Air Quality	TR-RA-120a.1 ³	Air emissions of the following pollutants: NO _x (excluding N ₂ O)	Quantitative	Metric tons (t)	435	476	458
		Air emissions of the following pollutants: SO _x			11	12	11
		Air emissions of the following pollutants: Particulate Matter (PM ₁₀)			22	24	23
Driver Working Conditions	TR-RO-320a.1	Total recordable incident rate (TRIR)	Quantitative	Rate	3.9 per 200,000 work hours	3.5 per 200,000 work hours	3.9 per 200,000 work hours
		Fatality rate for direct and contract employees ⁴			0.008 per 200,000 work hours	0.015 per 200,000 work hours	0.004 per 200,000 work hours
	TR-RO-320a.2	Voluntary turnover rate for all employees	Quantitative	Rate	9.96%	12.31%	16.38%
		Involuntary turnover rate for all employees			6.75%	9.71%	4.13%
	TR-RO-320a.3	Description of approach to managing short-term & long-term driver health risks	Discussion and Analysis	Description	<i>See the "Driver Safety and Training" section of the 2022 ESG Report.</i>	<i>See the "Driver Safety and Training" section of the 2022 ESG Report.</i>	<i>See the "Investing in Safety" section of the 2020 ESG Report.</i>

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

Sustainability Disclosure Topics & Activity Metrics

Topic	SASB Code	Activity Metric	Category	Unit of Measure	2023 Response	2022 Response	2021 Response
Accident & Safety Management	TR-RO-540a.1	Number of road accidents and incidents	Quantitative	Number	342	385	357
	TR-RO-540a.2	Safety Measurement System (SMS) BASIC percentiles for unsafe driving, hours of service compliance, driver fitness, controlled substance/alcohol, vehicle maintenance, and hazardous materials compliance ⁵	Quantitative	Percentile	Not Reported	Not Reported	Not Reported
	TR-RO-540a.3 ⁶	Number of spills and releases to the environment	Quantitative	Number Cubic meters (m ³)	0	2	0
		Aggregate volume of spills and releases to the environment			0.00	6.75	0.00

Activity Metrics

SASB Code	Activity Metric	Category	Unit of Measure	2023 Response	2022 Response	2021 Response
TR-RO-000.A	Revenue ton miles (RTM)	Quantitative	RTM	9,477,722,342	10,546,184,228	10,462,454,323
TR-RO-000.B	Load factor (linehaul only)	Quantitative	Percentile	83.1%	84.5%	86.2%
TR-RO-000.C	Number of full time employees	Quantitative	Number	22,902	23,471	23,663
	Number of truck drivers			11,364	12,080	11,802

Additional Metrics

Activity Metric	Category	Unit of Measure	2023 Response	2022 Response	2021 Response
Scope 1 metric tons (t) CO ₂ -e per RTM ^{7,8}	Quantitative	Rate	0.000126	0.000125	0.000121
Average Annual Miles per Gallon (MPG) On-road Tractors Only	Quantitative	Miles/Gallon of Diesel	7.31	7.09	7.16
Recycling	Quantitative	Pounds (Thousands)	14,461	17,289	17,630
Training	Quantitative	Hours (Thousands)	258.9	350.7	285.5

Gender Diversity

All Employees	Category	Unit of Measure	2023 Response	2022 Response	2021 Response
Male	Total Employees	% of Employees	90%	90%	90%
Female			10%	10%	10%

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

Race Demographics

Total Employees	Category	Unit of Measure	2023 Response	2022 Response	2021 Response
Caucasian	Total Employees	% of Employees	59%	59%	60%
Hispanic or Latino			20%	20%	20%
Black or African American			16%	16%	16%
Asian			2%	2%	2%
Two or More Races			1%	1%	1%
Native Hawaiian or Other Pacific Islander			1%	1%	1%
American Indian or Alaska Native			1%	1%	0%

Leadership Demographics

Leadership Positions	Category	Unit of Measure	2023 Response	2022 Response	2021 Response
Leadership Promotions Earned by Underrepresented Groups and Women	Leadership Positions	% of Leadership Promotions	44%	40%	44%
Leadership New Hires of Underrepresented Groups and Women		% of Leadership New Hires	49%	56%	67%
Leadership Positions Held by Underrepresented Groups and Women		% of Leadership Positions	38%	37%	35%

Race Demographics

New Hires	Category	Unit of Measure	2023 Response	2022 Response	2021 Response
New Hires of Underrepresented Groups and Women	New Hires	% of New Hires	60%	60%	58%

¹ Scope 1 excludes direct CO₂ emissions from the use of biofuels (reported on the line below).

² Scope 3 emissions consist of business travel, employee commuting, fuel and energy related activity, and downstream transportation and distribution. In 2023, we included additional Scope 3 categories: purchased goods & services, capital goods, waste generated, and leased assets.

³ We calculate our air emissions from the operation of only our heavy-duty highway vehicles.

⁴ OD does not use contracted drivers.

⁵ OD is not disclosing Behavior Analysis and Safety Improvement Categories (BASICS) data due to proposed changes in February 2023 to the Safety Management System (SMS) by the Federal Motor Carrier Safety Administration (FMCSA). The agency is proposing several changes to the existing SMS methodology and public availability of certain performance data remain under FMCSA review as required by Congress in the 2015 Fixing America's Surface Transportation Act (FAST Act). Several metrics are expected to be reorganized and updated into safety categories, including new segmentation, to replace current BASICS. The review is intended to address deficiencies identified by the National Academy of Sciences including the possibility of weak or negative correlation between the BASICS and vehicle crash risk.

⁶ Spill data is in accordance with 49 CFR 171.15.

⁷ The greenhouse gas emission intensity information presented here reflects calculations that account for allocation of low emission transport activity to selected customers. The emission intensity presented here is therefore not appropriate for use in customer specific greenhouse gas emission calculations. Customers are encouraged to contact us directly for information on the emission intensity appropriate for use in their greenhouse gas emission calculations for transportation activity associated with our organization.

⁸ Excludes emissions related to biofuels.

CONTENT INDICES

Global Reporting Initiative (GRI) Content Index

Disclosure	Disclosure Title	2023 Response
GRI 2: General Disclosures 2021		
2-1	Organizational details	Annual Report Page 1
2-2	Entities included in the organization's sustainability reporting	About This Data Supplement
2-3	Reporting period, frequency and contact point	About This Data Supplement
2-6	Activities, value chain and other business relationships	Annual Report Pages 1-6
2-7	Employees	Annual Report Page 5
2-9	Governance structure and composition	Proxy Statement Pages 14-25
2-10	Nomination and selection of the highest governance body	Proxy Statement Pages 18-21
2-11	Chair of the highest governance body	Proxy Statement Pages 14-15
2-12	Role of the highest governance body in overseeing the management of impacts	Proxy Statement Pages 14-25
2-13	Delegation of responsibility for managing impacts	Proxy Statement Pages 14-25
2-14	Role of the highest governance body in sustainability reporting	Proxy Statement Pages 22-24
2-15	Conflicts of interest	Proxy Statement Page 17, Code of Business Conduct, Corporate Governance Guidelines
2-16	Communication of critical concerns	Proxy Statement Pages 17-18, Code of Business Conduct
2-17	Collective knowledge of the highest governance body	Proxy Statement Page 20, Corporate Governance Guidelines
2-18	Evaluation of the performance of the highest governance body	Proxy Statement Page 17, Corporate Governance Guidelines
2-19	Remuneration policies	Proxy Statement Pages 26-42
2-20	Process to determine remuneration	Proxy Statement Pages 26-42, Talent and Compensation Committee Charter
2-21	Annual total compensation ratio	Proxy Statement Page 52
2-23	Policy commitments	Code of Business Conduct
2-24	Embedding policy commitments	Code of Business Conduct
2-25	Processes to remediate negative impacts	Accounting and Auditing Complaint Policy, Code of Business Conduct
2-26	Mechanisms for seeking advice and raising concerns	Code of Business Conduct
2-27	Compliance with laws and regulations	Annual Report Pages 14-19
2-28	Membership associations	2022 ESG Report Page 27
2-29	Approach to stakeholder engagement	2022 ESG Report Pages 24-26
2-30	Collective bargaining agreements	Annual Report Page 5
GRI 3: Materiality Topics 2021		
3-1	Process to determine material topics	Proxy Statement Pages 22-24

CONTENT INDICES (CONTINUED)

Global Reporting Initiative (GRI) Content Index

Disclosure	Disclosure Title	2023 Response
3-2	List of material topics	Annual Report Pages 6-17
3-3	Management of material topics	Annual Report Pages 6-17
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Annual Report Pages 31-34
201-2	Financial implications and other risks and opportunities due to climate change	Annual Report Page 15
201-3	Defined benefit plan obligations and other retirement plans	Annual Report Pages 41-44
GRI 302- Energy 2016		
302-1	Energy consumption within the organization	SASB Content Index
302-2	Energy consumption outside of the organization	SASB Content Index
302-3	Energy intensity	SASB Content Index
302-4	Reduction of energy consumption	SASB Content Index
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	SASB Content Index
305-2	Energy indirect (Scope 2) GHG emissions	SASB Content Index
305-3	Other indirect (Scope 3) GHG emissions	SASB Content Index
305-4	GHG emissions intensity	SASB Content Index
305-5	Reduction of GHG emissions	SASB Content Index
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SASB Content Index
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	SASB Content Index
306-2	Management of significant waste-related impacts	2022 ESG Report Pages 12-13
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	SASB Content Index
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2022 ESG Report Page 14
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	2022 ESG Report Pages 19-21
403-2	Hazard identification, risk assessment, and incident investigation	2022 ESG Report Pages 19-21

CONTENT INDICES (CONTINUED)

Global Reporting Initiative (GRI) Content Index

Disclosure	Disclosure Title	2023 Response
403-3	Occupational health services	2022 ESG Report Pages 19-21
403-4	Worker participation, consultation, and communication on occupational health and safety	2022 ESG Report Pages 19-21
403-5	Worker training on occupational health and safety	2022 ESG Report Pages 19-21
403-6	Promotion of worker health	2022 ESG Report Pages 19-21
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 ESG Report Pages 19-21
403-8	Workers covered by an occupational health and safety management system	2022 ESG Report Pages 19-21
403-9	Work-related injuries	SASB Content Index
403-10	Work-related ill health	SASB Content Index
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	SASB Content Index
404-2	Programs for upgrading employee skills and transition assistance programs	2022 ESG Report Page 15
404-3	Percentage of employees receiving regular performance and career development reviews	2022 ESG Report Page 15
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Proxy Statement Pages 2 and 21
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	2022 ESG Report Pages 24-25
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2022 ESG Report Pages 24-25
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	2022 ESG Report Pages 22-23
GRI 416: Customer Health and Safety 2016		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Annual Report Page 19
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2022 ESG Report Pages 26-27, Annual Report Pages 18-19



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