

2021 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE DATA SUPPLEMENT



DRIVING TOWARD A MORE SUSTAINABLE FUTURE

Helping The World
Keep Promises®



CEO STATEMENT

Living with Integrity

To Our OD Family of Employees, Customers and Shareholders,

We released our inaugural Environmental, Social and Governance (ESG) Report in January 2022, covering the period 2018 to 2020, and we are pleased to provide you with our 2021 ESG Data Supplement.

We are extremely proud of our operational results for 2021 that included Company records for revenue and profitability. These achievements were attributable to the consistent execution of our long-term strategic plan that focuses on providing superior service at a fair price to our customers. Our strategic plan also includes a commitment to continuously invest in our OD Family of employees, our service centers, our fleet, and technologies that can drive operating efficiencies, while also positioning the Company for future growth.

Our results would not be possible without the hard work and commitment of our OD Family of employees. We continued to invest in our people in 2021 by creating new jobs, providing industry-competitive wages, a robust benefits package, employee safety enhancements, and ongoing education opportunities through our Driver Training, Supervisor Training, and Management Training programs. We added over 3,800 full-time employees in 2021 – a 20% increase from the prior year – despite a challenging labor market. Our team’s commitment to excellence led to OD being awarded the Mastio Quality Award for the twelfth consecutive year, and we dedicate this award to our OD Family of employees. We are also proud of our recent partnerships with Women in Trucking, United Service Organizations (USO) and United Negro College Fund (UNCF) to assist with our diversity recruitment plan, as well as being named in Women in Trucking’s 2021 Top Companies for Women to Work for in Transportation.

Continuously improving our operating efficiencies is a key element of our Foundation of Success, and our ongoing initiatives have made OD one of the most efficient companies in the transportation industry. We are excited about our progress in 2021, including again partnering with the Environmental Protection Agency (EPA) on its SmartWay® program and receiving the EPA’s SmartWay® Excellence Award for the seventh consecutive year.

In addition, we are a 12-time Green 75 Supply Chain Partner in recognition of our measurable green results, sustainability innovation, continuous improvement, and industry leadership.

The executive leadership team at OD continues to actively engage with our dedicated ESG Team regarding the Company’s ESG priorities and initiatives. I am also particularly pleased that our ESG Team, which includes various team members from multiple disciplines within the business, continues to provide us with focused strategies that we believe will further improve the efficiency of our operations and ultimately reduce our relative impact on the environment. To support these efforts, our ESG Team is continuing to evaluate the recent investments we have made in electric equipment, including forklifts, a Class 8 tractor, and a switcher. We will evaluate the operating results of this equipment to determine if we can increase the utilization of electric vehicles within our operations. We will also provide feedback to the equipment manufacturers as part of an effort to improve the functionality of electric equipment in the future.

OD’s commitment to Helping the World Keep Promises® extends beyond our service offerings. We maintain a commitment to safe and sustainable business practices, and we will always strive for continuous improvement. We are also committed to serving our communities and being good neighbors. Our Board of Directors and our OD Family of employees are here to keep the promise of good stewardship to all our stakeholders, and we look forward to providing updates on our progress in the future.



Greg C. Gantt
President and Chief Executive Officer



ENVIRONMENTAL, SOCIAL, AND GOVERNANCE HIGHLIGHTS AND RECENT AWARDS

Helping the World Keep Promises®



Sustainability

U.S. EPA SmartWay® Excellence Award (7th consecutive year). OD is recognized as one of 40 companies receiving this distinction, which represents freight supply chain environmental performance and energy efficiency.

Inbound Logistics News' Green 75 (G75) Supply Chain Partners List (12th consecutive year). OD was profiled in a G75 special edition featuring 75 leading companies who are committed to sustainability in the supply chain.



Customer Service

MASTIO Quality Award: No.1 National LTL Carrier (12th consecutive year). This significant accomplishment recognizes quality operations within most facets of our business and shows that our customers value us working hard to keep our promises.

Carrier of the Year Awards. Our customers have honored OD with various carrier of the year awards for our top performance in the LTL industry.



Industry

Women in Trucking's Top Companies for Women to Work for in Transportation (2nd consecutive year). Recognized for professional development, corporate culture inclusion, gender diversity, competitive compensation and benefits, flexible hours and work requirements, and career advancement opportunities, OD made the list of the top companies for women to work for in transportation. The Women in Trucking Association is an industry non-profit organization established to encourage the employment of women in the trucking industry.

SupplyChainBrain: 100 Great Supply Chain Partners (3rd consecutive year). Awarded to OD for our commitment to customer service and improvement to our supply chain performance.

Logistics Management's Quest for Quality Award. We were named the top multi-regional LTL carrier (12th consecutive year) and best expedited motor carrier (5th consecutive year). The Quest for Quality awards are selected by more than 4,500 logistics and supply chain decision-makers based on a variety of criteria including value, information technology, on-time performance, equipment, and operations.

Inbound Logistics News' Top 100 Trucker (7th consecutive year). Top 100 truckers are selected by experts in the industry in recognition of innovations introduced in the trucking industry.

2021

HIGHLIGHTS



United Service Organizations (USO) and United Negro College Fund (UNCF) Partnership to enhance our diversity recruitment efforts

Invested in electric equipment including forklifts, a Class 8 tractor and a switcher

Added over 3,800 full-time employees in 2021 despite a challenging labor market

Formed an ESG Steering Committee and ESG Working Group that includes management team members from multiple disciplines, overseeing ESG plan development and execution



ABOUT THIS DATA SUPPLEMENT

Sustainability Accounting Standards

This document is the 2021 ESG Data Supplement for Old Dominion Freight Line, Inc. (OD). We utilized the Sustainability Accounting Standards Board (SASB) Road Transportation Sustainability Accounting Standard to prepare the SASB Content Index in the Data Section of this supplement.

OD plans to release a full ESG report in 2023 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 www.odfl.com under the "Investors" tab 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., visit www.odfl.com.

Forward-Looking Statements



This 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 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 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 supplement can or will be achieved. This 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 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 supplement is not an indication that the subject or information is material to our business or operating results. No part of this 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	2021 Response	2020 Response	2019 Response
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions ¹	Quantitative	Metric tons (t) CO ₂ -e	1,268,254	1,114,046	1,211,887
		Emissions from the use of biofuels			68,555	48,829	9,430
		Scope 2 (indirect) emissions			27,965	26,595	27,680
		Scope 3 (other indirect) emissions ²			334,585	445,156	514,087
	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 ³	Discussion and Analysis	Not applicable	See the “ Taking Action for the Environment ” section of the 2020 ESG report.	See the “ Taking Action for the Environment ” section of the 2020 ESG report.	See the “ Taking Action for the Environment ” section of the 2020 ESG report.
	TR-RO-110a.3	Total fuel consumed	Quantitative	Gigajoules (GJ), Percentage (%)	18,654,068	16,192,686	17,055,025
		Percentage natural gas			0.6% natural gas	0.6% natural gas	0.7% natural gas
Percentage renewable fuel		4.6% renewable			3.7% renewable	0.6% renewable	
Air Quality	TR-RA-120a.1 ⁴	Air emissions of the following pollutants: NO _x (excluding N ₂ O)	Quantitative	Metric tons (t)	458	403	422
		Air emissions of the following pollutants: SO _x			11	10	11
		Air emissions of the following pollutants: particulate matter (PM ₁₀)			23	20	21
Driver Working Conditions	TR-RO-320a.1	Total recordable incident rate (TRIR)	Quantitative	Rate	3.9 per 200,000 workhours	3.3 per 200,000 workhours	3.7 per 200,000 workhours
		Fatality rate for direct and contract employees ⁵			0.004 per 200,000 workhours	0.012 per 200,000 workhours	0.004 per 200,000 workhours
	TR-RO-320a.2	Voluntary turnover rate for all employees	Quantitative	Rate	16.38%	8.25%	9.49%
		Involuntary turnover rate for all employees			4.13%	9.96%	8.39%
	TR-RO-320a.3	Description of approach to managing short-term & long-term driver health risks ³	Discussion and Analysis	Description	See the “ Investing in Safety ” section of the 2020 ESG report.	See the “ Investing in Safety ” section of the 2020 ESG report.	See the “ Investing in Safety ” section of the 2020 ESG report.

¹ Scope 1 emissions exclude emissions from the use of biofuels (reported on the line below).

² Scope 3 emissions consist of employee business travel, employee commuting, well to tank from fuel, and downstream transportation and distribution.

³ OD plans to release a full ESG report in 2023 that will provide more detail on our plans to further manage emissions.

⁴ We calculate our air emissions from the operation of our heavy-duty highway vehicles and do not include jet fuel.

⁵ OD does not use contracted drivers.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

Sustainability Disclosure Topics & Activity Metrics

Topic	SASB Code	Activity Metric	Category	Unit of Measure	2021 Response	2020 Response	2019 Response
Accident & Safety Management	TR-RO-540a.1	Number of road accidents and incidents	Quantitative	Number	357	308	380
	TR-RO-540a.2	Safety Measurement System BASIC percentiles for unsafe driving, hours of service compliance, driver fitness, controlled substance/alcohol, vehicle maintenance, and hazardous materials compliance ⁶	Quantitative	Percentile	Not Reported	Not Reported	Not Reported
	TR-RO-540a.3	Number of spills and releases to the environment ⁷	Quantitative	Number Cubic meters (m ³)	0	1	2
		Aggregate volume of spills and releases to the environment			0.00	0.04	1.14

Activity Metrics

SASB Code	Activity Metric	Category	Unit of Measure	2021 Response	2020 Response	2019 Response
TR-RO-000.A	Revenue ton miles (RTM) (linehaul only)	Quantitative	RTM	9,267,511,059	7,944,257,373	8,182,613,062
TR-RO-000.B	Load factor (linehaul only)	Quantitative	Percentile	86.2%	84.6%	84.5%
TR-RO-000.C	Number of full time employees	Quantitative	Number	23,663	19,779	20,105
	Number of truck drivers			11,802	10,114	10,523

Additional Metrics

Activity Metric	Category	Unit of Measure	2021 Response	2020 Response	2019 Response
Scope 1 metric tons (mt) CO ₂ -e per total linehaul and P&D miles driven	Quantitative	Rate	0.0014	0.0014	0.0015

⁶OD is not disclosing Behavior Analysis and Safety Improvement Categories (BASICS) data due to the ongoing reforms of the Safety Management System (SMS) by the Federal Motor Carrier Safety Administration (FMCSA). The 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). 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.

⁷Spill data is in accordance with PHMSA (Pipeline and Hazardous Materials Safety Administration) regulations.





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