

2025 SUSTAINABILITY DATA SUPPLEMENT



DRIVING TOWARD A MORE SUSTAINABLE FUTURE

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CEO STATEMENT



Kevin M. Freeman
President and Chief
Executive Officer

In 2025, we remained committed to executing the fundamental elements of our long-term strategic plan, the cornerstone of which continues to be our commitment to providing our customers with superior service at a fair price. The key component of our track record of long-term success remains our OD Family of employees, whose commitment to consistently providing best-in-class customer service has supported our operational performance and reinforced our position as a leader in the LTL industry. Our outstanding team and unique

culture are truly what sets Old Dominion apart, and our people work hard every day to generate long-term value for all of our stakeholders.

Sustainability at Old Dominion plays a role in how we operate, invest, and execute our long-term strategy. Our efforts are managed day-to-day by our operational departments, with input from our sustainability working group and oversight by our Sustainability Steering Committee. Together with external advisors, these groups monitor and execute our sustainability initiatives, review shareholder and stakeholder feedback and insight, and report progress to the Board of Directors, including the Board's Risk Committee. We believe cross-functional collaboration strengthens accountability and alignment while supporting our sustainability focus across the business.

This governance structure supported further progress in 2025, including steps to enhance our reporting process and deepen our understanding

of business resilience. We improved the integrity of our greenhouse gas (GHG) emissions inventory by obtaining independent assurance for our scope 1 and scope 2 emissions and verified the reliability of the process. Furthermore, we expanded our understanding of potential climate-related impacts, which gave us insight into how evolving customer sentiment, regulations, and other factors could affect our business over time.

We have recently focused on the following areas to support long-term business resilience and advance our sustainability priorities:

- Continued the use of bio and renewable diesel fuels where available and cost-effective while also focusing on fleet efficiency practices through training, technology, and investments.
- Enhanced workforce training, leadership development, and safety programs that supported workforce stability and long-term operational performance.
- Maintained our equipment replacement cycle by investing in newer tractors, reducing the average tractor age to 3.9 years (as of December 31, 2025) and helping to reduce emissions and lower maintenance costs across the fleet.
- Supported communities through various partnerships, charitable giving, and programs benefiting military families, first responders and students pursuing educational and career opportunities.



CEO STATEMENT (CONT'D)

These priorities also contributed to recent external recognition related to service quality, workplace culture, diversity, and leadership, including:



Mastio & Company's No. 1 National LTL Carrier for Quality in 2025 for the sixteenth consecutive year.



Forbes' America's Best Large Employers in 2025 for the sixth time.



Newsweek's America's Greatest Workplaces for Diversity in 2024.



Women In Trucking Association's Top Companies for Women to Work in Transportation in 2025 for the sixth time.



Extel's (formerly, Institutional Investors) 2025 All-America Executive Team Survey—top three overall ranking for Best IR Program and for Best ESG Program.

We remain committed to building a more sustainable supply chain. We will continue working with equipment and technology partners to assess next-generation, lower-emitting solutions while pursuing practical opportunities that can be scaled over time as performance improves and infrastructure expands.

Looking ahead, we are confident that our OD Family of employees, financial strength, and long-term investments in assets and network capacity will continue to advance our sustainability priorities. Together, these efforts position OD to generate responsible, profitable revenue growth and long-term value for our stakeholders.

Sincerely,

Kevin M. Freeman

President and Chief Executive Officer



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ABOUT THIS DATA SUPPLEMENT

This document is the 2025 Sustainability 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 Initiative (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 comprehensive 2026 sustainability report that will provide more detail on our sustainability initiatives. Data about OD's financial performance is not included in this 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 Sustainability 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 analyses 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.

Limited Assurance

OD received limited assurance from an independent third party, TÜV SÜD America Inc., for scope 1 and 2 GHG emissions data in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, as supplemented by the GHG Protocol Scope 2 Guidance. For more information, please review our [2025 GHG Inventory Verification Opinion](#).



DATA TABLES - SASB INDEX

SASB Accounting Metrics

Topic	SASB Code	Activity Metric	Category	Unit of Measure	2025 Response	2024 Response	2023 Response
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions ^{1,2}	Quantitative	Metric tons (t) CO ₂ e	1,064,920	1,157,992	1,197,534
		Emissions from the use of biofuels			61,827	73,139	72,016
		Scope 2 (indirect) emissions			24,810	25,232	26,690
		Scope 3 (other indirect) emissions ^{2,3,4}			437,267	545,681	602,423
		Scope 3 - GHG Removals from the use of biofuels ⁴			(32,140)	(37,771)	(50,014)
	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	CEO Letter	CEO Letter	CEO Letter
	TR-RO-110a.3	Total fuel consumed	Quantitative	Gigajoules (GJ), Percentage (%)	15,914,500	17,344,151	17,801,610
		Percentage natural gas			0.84%	0.57%	0.60%
		Percentage renewable			5.00%	5.41%	5.20%
Air Quality	TR-RA-120a.1	Air emissions of the following pollutants: NOx (excluding N ₂ O)	Quantitative	Metric tons (t)	388	424	435
		Air emissions of the following pollutants: SOx			10	10	11
		Air emissions of the following pollutants: Particulate Matter (PM ₁₀)			19	21	22
Workforce Conditions, Health & Safety	TR-RO-320a.1	Total recordable incident rate (TRIR)	Quantitative	Rate	3.7 per 200,000 work hours	3.7 per 200,000 work hours	3.9 per 200,000 work hours
		Fatality rate for direct and contract employees ⁵			0.004 per 200,000 work hours	0.016 per 200,000 work hours	0.008 per 200,000 work hours
	TR-RO-320a.2	Voluntary turnover rate for all employees	Quantitative	Rate	7.82%	8.10%	9.96%
		Involuntary turnover rate for all employees			5.36%	6.10%	6.75%
	TR-RO-320a.3	Description of approach to managing short-term & long-term driver health risks	Discussion and Analysis	Not applicable	See the "Safety Measures" section of the 2024 Sustainability Report.	See the "Safety Measures" section of the 2024 Sustainability Report.	See the "Safety Measures" section of the 2022 Sustainability Report.

DATA TABLES - SASB INDEX

SASB Accounting Metrics

Topic	SASB Code	Activity Metric	Category	Unit of Measure	2025 Response	2024 Response	2023 Response
Accident & Safety Management	TR-RO-540a.1	Number of road accidents and incidents	Quantitative	Number	282	308	342
	TR-RO-540a.3	Number of spills and releases to the environment ⁶	Quantitative	Number	0	0	0
		Aggregate volume of spills and releases to the environment		Cubic meters (m ³)	0.00	0.00	0.00

SASB Activity Metrics

SASB Code	Activity Metric	Category	Unit of Measure	2025 Response	2024 Response	2023 Response
TR-RO-000.A	Revenue ton miles (RTM) ⁷	Quantitative	RTM	8,199,054,041	9,096,469,082	9,461,707,304
TR-RO-000.B	Load factor (linehaul only)	Quantitative	Percentile	82.20%	82.60%	83.10%
TR-RO-000.C	Number of full time employees	Quantitative	Number	20,591	21,895	22,902
	Number of truck drivers			10,320	10,941	11,364

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

² Scope 1 and Scope 3 emissions for 2024 and 2023 have been restated to align with the current year's reporting methodology, reflecting the reallocation of certain business travel emissions from Scope 1 to Scope 3. This change had an immaterial impact on the Company's emissions inventory, decreasing reported Scope 1 emissions by 567 metric tons CO₂e in 2024 and 507 metric tons CO₂e in 2023, while increasing reported Scope 3 emissions by 481 metric tons CO₂e in 2024 and 428 metric tons CO₂e in 2023.

³ Scope 3 emissions consists of purchased goods and services, capital goods, fuel and energy related activity, waste generated, business travel, employee commuting, downstream transportation and distribution, and downstream leased assets. Total emissions excludes carbon sequestration from activities associated with production of biofuels (GHG Removals). These emissions are reported on the line below.

⁴ 2023 Scope 3 emissions have been restated to align with the 2024 and 2025 reporting methodology. Emissions associated with the production of biofuels, which are reported as GHG Removals, have been excluded from Scope 3 emissions and disclosed separately. This change led to an increase in reported 2023 Scope 3 emissions by approximately 50,000 metric tons CO₂e.

⁵ OD-employed drivers only.

⁶ Spill data is in accordance with 49 CFR 171.15.

⁷ Revenue ton miles (RTM) for 2024 and 2023 were restated to reflect an updated methodology that includes only customer, revenue-generating freight movements. This change had an immaterial impact on the Company's emissions reporting and reduced reported RTMs by 14,292,255 in 2024 and 16,015,038 in 2023.

DATA TABLES - ADDITIONAL DISCLOSURES

Additional Sustainability Disclosures

Activity Metric	Category	Unit of Measure	2025 Response	2024 Response	2023 Response
Scope 1 metric tons (t) CO ₂ e per RTM ^{8,9}	Quantitative	Rate	0.000130	0.000127	0.000127
Average Annual Miles per Gallon (MPG) On-road Tractors Only	Quantitative	MPG of Diesel	7.37	7.34	7.31
Recycling	Quantitative	Pounds (Thousands)	19,774	19,267	14,461
Training	Quantitative	Hours (Thousands)	249.10	386.34	258.90

Gender Diversity

All Employees	Category	Unit of Measure	2025 Response	2024 Response	2023 Response
Male	Total Employees	% of Employees	90%	90%	90%
Female			10%	10%	10%

Race Demographics

Total Employees	Category	Unit of Measure	2025 Response	2024 Response	2023 Response
Caucasian	Total Employees	% of Employees	58%	58%	59%
Hispanic or Latino			21%	21%	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%	1%



DATA TABLES - ADDITIONAL DISCLOSURES

Race Demographics

New Hires ¹⁰	Category	Unit of Measure	2025 Response	2024 Response	2023 Response
New Hires of Underrepresented Groups and Women	New Hires	% of New Hires	59%	58%	60%

Leadership Demographics

Leadership Positions ¹⁰	Category	Unit of Measure	2025 Response	2024 Response	2023 Response
Leadership Promotions Earned by Underrepresented Groups and Women	Leadership Positions	% of Leadership Promotions	41%	42%	44%
Leadership New Hires of Underrepresented Groups and Women		% of Leadership New Hires	49%	48%	49%
Leadership Positions Held by Underrepresented Groups and Women		% of Leadership Positions	38%	38%	38%

⁸ Emissions intensity for 2024 and 2023 was restated to reflect updates to the RTM methodology and the reallocation of certain Scope 1 and Scope 3 emissions. These changes increased the reported emissions intensity by less than 0.2% for each year and had an immaterial impact on the Company's emissions reporting.

⁹ 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.

¹⁰ This metric represents the combined percentage of employees who identify as women or as racial or ethnic minority men. OD is an equal opportunity employer, and all personnel decisions will be made without regard to race, color, religion, sex, national origin, gender identity and/or expression, age, disability, pregnancy (including childbirth and related medical conditions), genetic information, military status, Vietnam Era and/or veteran status, or any other characteristic protected by applicable law(s) with respect to the applicant or employee and the job description. Decisions based on these characteristics or any other characteristic protected by applicable law(s) are prohibited.



DATA TABLES - GRI INDEX

Global Reporting Initiative (GRI) Content Index

Disclosure	Disclosure Title	2025 Response
GRI 2: General Disclosures 2021		
2-1	Organizational details	Annual Report Page 1
2-2	Entities included in the organization's sustainability reporting	2024 Sustainability Report Page 19
2-3	Reporting period, frequency and contact point	2024 Sustainability Report Page 19
2-4	Restatements of information	Data Tables Footnotes
2-5	External Assurance	2025 GHG Inventory Verification Opinion
2-6	Activities, value chain and other business relationships	Annual Report Pages 1-6
2-7	Employees	Annual Report Page 5 ; SASB Index ; Additional Disclosures
2-9	Governance structure and composition	2024 Sustainability Report Pages 16-17 ; Proxy Statement Pages 10-24
2-10	Nomination and selection of the highest governance body	Proxy Statement Pages 17-22
2-11	Chair of the highest governance body	Proxy Statement Pages 13-14
2-12	Role of the highest governance body in overseeing the management of impacts	Proxy Statement Pages 13-25
2-13	Delegation of responsibility for managing impacts	Proxy Statement Pages 13-25
2-14	Role of the highest governance body in sustainability reporting	Proxy Statement Pages 19-23
2-15	Conflicts of interest	Proxy Statement Pages 16, 29, 56-57 ; Code of Business Conduct Pages 14-15, 21-22 ; Corporate Governance Guidelines Pages 2-4
2-16	Communication of critical concerns	Proxy Statement Pages 16-17 ; Code of Business Conduct Page 21
2-17	Collective knowledge of the highest governance body	Proxy Statement Pages 16-17 ; Corporate Governance Guidelines Pages 2, 5
2-18	Evaluation of the performance of the highest governance body	Proxy Statement Page 16 ; Corporate Governance Guidelines Pages 4-6
2-19	Remuneration policies	Proxy Statement Pages 26-39
2-20	Process to determine remuneration	Proxy Statement Pages 26-39 ; Talent & Compensation Committee Charter Pages 1-4
2-21	Annual total compensation ratio	Proxy Statement Page 48
2-22	Statement on strategy	Proxy Statement Pages 22-23 ; 2024 Sustainability Report Page 6
2-23	Policy commitments	Code of Business Conduct Pages 2, 7-11, 16, 21-22
2-24	Embedding policy commitments	Code of Business Conduct Pages 2, 4-5, 7-9, 21
2-25	Processes to remediate negative impacts	Accounting and Auditing Complaint Policy Pages 1-2 ; Code of Business Conduct Page 21
2-26	Mechanisms for seeking advice and raising concerns	2024 Sustainability Report Page 11 ; Accounting and Auditing Complaint Policy Page 1 ; Code of Business Conduct Page 21



DATA TABLES - GRI INDEX

Global Reporting Initiative (GRI) Content Index

Disclosure	Disclosure Title	2025 Response
2-27	Compliance with laws and regulations	Annual Report Pages 14-20
2-28	Membership associations	2024 Sustainability Report Page 17
2-29	Approach to stakeholder engagement	2024 Sustainability Report Pages 17-18
2-30	Collective bargaining agreements	Annual Report Pages 5, 12
GRI 3: Materiality Topics 2021		
3-1	Process to determine material topics	Proxy Statement Pages 21-23
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Annual Report Pages 32-35
201-2	Financial implications and other risks and opportunities due to climate change	Annual Report Pages 15-16
201-3	Defined benefit plan obligations and other retirement plans	Annual Report Pages 43-45; Form 11-K
GRI 302- Energy 2016		
302-1	Energy consumption within the organization	SASB Index
302-2	Energy consumption outside of the organization	SASB Index
302-3	Energy intensity	SASB Index
302-4	Reduction of energy consumption	SASB Index
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	SASB Index
305-2	Energy indirect (Scope 2) GHG emissions	SASB Index
305-3	Other indirect (Scope 3) GHG emissions	SASB Index
305-4	GHG emissions intensity	Additional Disclosures
305-5	Reduction of GHG emissions	SASB Index
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SASB Index
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Additional Disclosures
306-2	Management of significant waste-related impacts	2024 Sustainability Report Pages 7-8
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Additional Disclosures
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report Pages 5, 43

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Global Reporting Initiative (GRI) Content Index

Disclosure	Disclosure Title	2025 Response
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	2024 Sustainability Report Pages 12-13
403-2	Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report Page 13
403-3	Occupational health services	2024 Sustainability Report Pages 12-13
403-4	Worker participation, consultation, and communication on occupational health and safety	2024 Sustainability Report Pages 12-13
403-5	Worker training on occupational health and safety	2024 Sustainability Report Pages 12-13
403-6	Promotion of worker health	2024 Sustainability Report Pages 12-13
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Report Pages 12-13
403-8	Workers covered by an occupational health and safety management system	2024 Sustainability Report Pages 12-13
403-9	Work-related injuries	SASB Index
403-10	Work-related ill health	SASB Index
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Additional Disclosures
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report Pages 10-12
404-3	Percentage of employees receiving regular performance and career development reviews	2024 Sustainability Report Pages 10-12
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Board of Directors; Additional Disclosures
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Code of Business Conduct Page 11; Human Rights Policy
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Code of Business Conduct Page 11; Human Rights Policy
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Code of Business Conduct Page 11; Human Rights Policy



DATA TABLES - GRI INDEX

Global Reporting Initiative (GRI) Content Index

Disclosure	Disclosure Title	2025 Response
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report Pages 14-15
GRI 416: Customer Health and Safety 2016		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2024 Sustainability Report Page 13 ; Annual Report Page 20
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2024 Sustainability Report Page 18



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