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Knight-Swift Transportation Holdings Inc. is one of the largest and most diversified freight transportation companies, operating one of the largest truckload fleets in North America and is headquartered in Phoenix, Arizona. The Company provides multiple full truckload transportation, LTL, intermodal, and logistics services using a nationwide network of business units and terminals in the US and Mexico to serve customers throughout North America. In addition to its full truckload and LTL services, Knight-Swift also contracts with third-party capacity providers to provide a broad range of shipping solutions to its customers while creating quality driving jobs for our driving associates and successful business opportunities for independent contractors.

Mergers and acquisitions have enhanced our business and service offerings with additional terminals, driving associates, revenue equipment, and capacity. Our multiple service offerings, capabilities, and transportation modes enable us to transport, or arrange transportation for, general commodities for our diversified customer base throughout the US and Mexico using our equipment, information technology, and qualified driving associates and nondriver employees. We are committed to providing our customers with a wide range of full truckload, logistics, LTL, and intermodal services and continuing to invest considerable resources toward developing a range of solutions for our customers across multiple service offerings and transportation modes. Our overall objective is to provide full truckload, logistics, LTL, and intermodal services that, when combined, provide efficient and cost-effective solutions for our customers.

1.3 Billion Loaded Miles Covered

Operated by Truckload
- 71,000 Trailers
- 18,000 Tractors

Operated by LTL
- 8,300 Trailers
- 3,100 Tractors

Operated by Intermodal
- 11,000 Containers
- 597 Tractors
Environmental Policy

As North America’s largest full truckload carrier, we at Knight-Swift Transportation are dedicated to safety and environmental stewardship across all business operations. With an emphasis on driver safety, support, and best-in-class training, we maintain a safe workplace and ensure that personnel are properly equipped to navigate the road ahead. We strive to protect the environment by ensuring that our fleet is equipped with the latest technologies that reduce air emissions, properly disposing of waste, reducing operational energy and water consumption, and following best management practices. We are committed to complying with regulations and are committed to continual improvement of our management practices.
Short-Term Goal (Intensity Based)

We will continue our strategy of investing capital in new equipment to take advantage of improvements in tractor cab aerodynamic drag, engine efficiency and developing fuel saving technologies. In addition, we are committed to completing our initiative to install Start-Stop idle reduction technology in all our tractors to reduce emissions. To date, we have deployed this technology in 67% of our tractors (Knight and Swift fleets) and have plans to complete this by Q4 2023. Additional fleets will be completed by Q4 2025. Along with our rigorous management and training efforts centered around fuel efficiency, we are also actively working to implement next generation tractor and trailer aerodynamic solutions to optimize diesel emissions. Small-scale testing of hydrogen fuel cell and next-generation battery-electric vehicles (BEVs) will occur throughout 2022.

Reduce CO₂ per mile by 5% by 2025

Performance from 2019 baseline year: 4.5% reduction

Figure 1. 2019 and 2020 CO₂e emissions have been re-calculated per the Greenhouse Gas Protocol (revised edition) to incorporate results from fleets that were acquired in 2021. Our 2021 results reflect all fleets and continue to show steady year-over-year reductions in CO₂e emissions.

Greenhouse Gas Emissions

![Graph showing CO₂e emissions from 2019 to 2021 with acquisitions and baseline data.

reduceCO2.png](attachment://reduceCO2.png)
Long-Term Goal (Intensity Based)

We will make meaningful progress using technologies and strategies that are currently available in the marketplace. However, to meet the long-term goal of a 50% reduction, we will be reliant upon new technologies that are currently under various phases of development. We are depending on zero-emissions vehicles (including battery-electric and hydrogen fuel cell vehicles) to move from prototype phase to cost-effective market solutions. Q1 2023 will mark the start of larger scale BEV in-fleet testing with two different manufacturers, along with significant build-out of charging infrastructure for this initial BEV fleet in a key market. Results from this test may be used to inform a nationwide strategy for BEV and related technologies.

Reduce CO₂ per mile by 5% by 2035.

Long Term Strategy will enable 50% reductions with a variety of technologies employed over time.

EPA Smartway Program

Knight-Swift is a charter member of the Environmental Protection Agency’s (EPA) SmartWay program. Created to help companies advance supply chain sustainability and improve freight transportation efficiency, the SmartWay program assists corporate leaders and government policymakers in achieving their environmental goals. Participating carrier partner performance is ranked against the performance of other companies in their sector relative to supply chain footprint, innovation and efficiency. **Knight-Swift is proud to be a 15-time consecutive SmartWay Award winner.**
At Knight-Swift, our philosophy of continuous improvement includes perpetual enhancement and upskilling of the knowledge and abilities of our talented workforce. By providing effective learning solutions to the execution of the organization’s business strategies and providing employees with practical tools and processes to enhance and sustain performance levels, our workforce learning and development efforts directly contribute to achieving business goals.

Through our online corporate universities, leadership development programs, instructor led classes and more, we empower our employees through customized learning content designed for their specific needs. Our robust array of development options is evident in the volume and variety of offerings, and the statistics of learner engagement:

**Training/Learner Data**

- Over 175,000 learning hours consumed
- More than 31,000 individuals engaged in development
- 1,392 course options
- 80+ live, instructor led courses
- 110+ unique, customized development tracks

**Education Benefit Programs**

In addition to the vast array of internally designed and curated learning opportunities, Knight-Swift offers a variety of education benefits to employees who pursue formal degree programs at an accredited college or university.

In conjunction with our progressive tuition reimbursement program, Knight-Swift also offers a unique opportunity to employees and eligible dependents to obtain a degree tuition-free through our Go The Distance program. When pursuing a course of study with one of our established debt-free education partners including the University of Arizona Global Campus and Colorado Technical University, our employees and their families can earn undergraduate or graduate degrees in over 200 programs with zero out-of-pocket tuition expense. Launched in January of 2022, Knight-Swift is sponsoring over 450 degrees so far!
Diversity, Equity & Inclusion

At Knight-Swift diversity, equity and inclusion serve as a pillar to support our organization’s innovative culture and continually improve the employee experience. Attracting, retaining, and celebrating a diverse workforce allows us to leverage the effects of diversity to achieve a competitive business advantage, while working towards a more inclusive workplace. It is with this commitment in mind that we have expanded upon our Employee Resource Groups (ERGs) in recent years, while strategically identifying and cultivating new opportunities for our workforce.

Existing ERGs include the Women in Leadership Network (since 2020), Somos for LatinX and Allies (since 2021) and the newest additions of Inspire for Black and African American employees and allies, and VETS for veteran employees and allies, both of which launched in 2022. When diverse voices are represented and heard, employees can offer their best. Innovative ideas emerge that foster creative solutions and problem solving, while positively impacting engagement and retention. Consequently, we are committed to continue to invest in and expand additional ERGs in the future.

Women in Leadership Network (since 2020)
Somos for LatinX and Allies (since 2021)
Inspire for Black and African American Employees and allies (since 2022)
VETS for Veteran employees and allies (since 2022)
Women remain a critical part of the workforce at Knight-Swift. We have invested in leadership development and training programs to increase the number of women drivers and leaders throughout our organization. In 2020, we developed our Women in Leadership ERG where employees have been able to develop and learn from other women throughout the organization. Over the last several years we have seen a meaningful increase in the number of women who are in leadership roles throughout our terminal network. Our 2021 acquisitions had a lower percentage of women employees and negatively impacted our consolidated percentage of women drivers and leaders within our workforce. We intend to continue to invest in our development programs and increase the number of women leaders and drivers throughout our organization.
Veterans in our Workforce

Knight-Swift appreciates the sacrifice that our US military and our Veterans have made to protect our families, freedom, and our future. We value the dedication, integrity, and professionalism our military servicemen bring to our organization. We are proud to be part of the Veterans Affairs (VA) on-the-job training and apprenticeship program. Approved by the U.S. Department of Labor to assist military veterans as they transition to a civilian occupation, it’s just one of the ways we support our veterans.

Apprenticeships for veterans are open to Active-Duty members of the Navy, Marines, Coast Guard, Army and Air Force, as well as those who have served or are currently serving in either the Reserves or National Guard. In addition, we offer fully-paid CDL school tuition scholarships to veterans, their spouses or dependents to attend a Swift Academy. Veterans, their spouses or dependents can take advantage of this free opportunity to earn their CDL. It’s our way of saying thank you for your service!

We also proudly participate in the Wreaths Across America program that honors millions of our country’s fallen heroes with wreath-laying ceremonies. 2021 marked our third year of participation in this great program. In 1992, Worcester Wreath Company, a holiday wreath supply company in Maine, had a surplus of holiday wreaths at the end of the season and wanted to do something special with them. They decided to place them on headstones at Arlington National Cemetery to honor our fallen heroes. The initiative continued for a few years until it gained national attention after a photo was taken and circulated across multiple news platforms.

Today, each year, millions of wreaths are placed on headstones across the country honoring those who paid the ultimate sacrifice. In 2019, we joined forces with transportation companies across the country to provide our services at no cost to Wreaths Across America to help in this new tradition. Each year we provide multiple cross-dock deliveries and hands on delivery with wreath placement working side-by-side with volunteers to spread the holiday cheer.
Safety Policy

Knight-Swift is committed to the safety and well-being of our employees and contractors. We expect that our employees and contractors will act safely and take personal responsibility for their safety and conduct in their work assignments. We strive to provide a safe workplace where all associates are expected to work safely and to act in the best interest of the company and their fellow team members. Management is expected to provide the necessary equipment and training to help all our associates achieve our safety expectations. Safety is never to be compromised, and we are committed to continuous improvement. We expect that all employees and contractors will choose to make safety a personal value.

Safety Culture & Technology

Knight-Swift’s culture and our commitment to safety, the well-being of our employees, and the operational success that defines our business are not accidental. We have carefully created a culture where operational excellence and safety go hand in hand; where our expectations are defined by producing consistent safe outcomes and where our employees can be productive, safe, and secure. Our safety culture has been carefully cultivated through our hiring and screening practices that ensure only competent, conscientious, and capable individuals are put in safety sensitive functions; where people are trained and prepared to be safe and successful; through an operational approach that simplifies and focuses expectations and which leverages information and technology in ways that support and empower our employees and foster ownership and accountability for safety performance and results. On average, Knight-Swift companies are 32% lower in overall DOT crash rate than benchmarked peers.

At Knight-Swift, we have a monthly safety bonus program designed to reward safe driving behaviors and defensive driving. In addition, each team member commits and agrees to our company Team Rules, which focus on matters such as compliance and highway safety. At Knight-Swift, we are the industry leaders at training new commercially licensed drivers. With over 1,500 professional mentor drivers, we log over 100 million miles per year training new drivers in the industry.

In our business we clearly define roles and expectations; we train and educate our employees; we create accountability for performance; we recognize achievement; and we constantly scrutinize our results and search for ways to improve. We learn from others, and we are always searching for and investing in technologies that help us strengthen this culture and improve our results. Over the past decade the company has invested significantly in technologies that improve safety and working conditions for our truck drivers including:

- Electronic Logging Devices
- Electronic Stability Control
- Automatic Transmissions
- In-Cab Power Invertors
- In-Cab Telematics
- Collision Mitigation/Adaptive Cruise Control
- Push Button 5th Wheel Release
- Forward Facing Cameras with Feedback Coaching
- Real-time Locations Specific Weather Alerts
- Sitting-duck Alerts
- Speed Too Fast for Conditions Alerts
- Automated Hazardous Material Handling Application
- Opti-Idle
Figure 2. Knight-Swift Transportation continues to reduce its overall DOT crash rate (per million miles) year-over-year and is proud to have reduced this number by over 37% since 2018.
The Knight-Swift family of companies offer a wide array of benefits, services and amenities to our employees. This enables our drivers to maintain a healthy lifestyle on the road, improve their overall health and receive ongoing support for a long and successful career. Some of the relevant benefits and services include:

- Medical, dental, and Rx benefits with variety of coverage options
- Full suite of voluntary benefits offered including critical illness, hospital indemnity, accident, disability and supplemental life insurance
- Free wellness program includes biometric screenings, health coaches and education to help drivers maintain or improve their health and prepare for their Department of Transportation (DOT) exams
- Sleep Apnea screening and treatment, Chronic condition management programs, Smoking cessation programs
- On-site amenities and events including healthy food choices and health & wellness education promotes better driver health.
- Fully refurbished and upgraded driver lounge centers to maximize comfort and respite periods. Terminals also equipped with state-of-the-art fitness centers
- Telemedicine and nurse-line services available 24/7 to support driver health needs while on the road
- Employee Assistance Program (EAP) available 24/7 to support drivers and their families with counseling, financial and legal issues so they can focus on safe distraction free driving
- Medical testing within our own dedicated network and series of on-site clinics
- Free life insurance coverage and will preparation services available to full time employees
In 2021, we **reinvested $53M into our properties** to improve the workplace for our amazing team members. Renovations included **private shower rooms** and **relaxing lounges** with large flat screen TVs and **open food markets**. The offices spaces were outfit with state-of-the-art **height-adjustable desks**, **large skylights** to bring in natural light, **collaboration spaces** and **background music** to lighten the mood.
Knight & Swift is committed to making a positive difference in the lives of our employees and the communities where we live, serve, and work. Swift Charities and the Knight-Swift Charitable Foundation are the 501(c)3 charitable arms of Knight-Swift Transportation Holdings Inc., dedicated to enhancing our mission of improving the lives of our employees, local communities and bettering the future for our children one person, one shipment, and one community at a time. Both charitable arms are funded by voluntary payroll contributions from Knight and Swift employees and owner/operators, followed by a dollar-for-dollar match from Knight-Swift Transportation and generous yearly fundraising. These charitable arms advocate and provide opportunities to its team members, vendors, and employees to give back locally through volunteering, employee assistance programs, scholarships, community grants, and support for our primary National Charity Partner, Children’s Miracle Network Hospitals.

*We believe that healthy communities are the foundation for healthy employees. Through our charitable contributions, we support our employees, their families, and the communities that we operate in.*

In 2021, **Knight-Swift provided more than $1.1 million in employee assistance, community + scholarship grants, and other charitable donations.** Spanning more than 500+ gifts & grants.

Children’s Miracle Network Hospitals raise funds and awareness for 170 member hospitals across the country. These hospitals provide 32 million treatments to kids across the U.S. and Canada each year. Donations stay local to fund critical treatments and healthcare services, pediatric medical equipment, research, and charitable care. As a corporate partner, Knight-Swift Transportation supports the non-profit’s mission to save and improve the lives of as many children as possible. Knight-Swift aligns with 42 local children’s hospitals across the nation.
THANK YOU
Knight-Swift Transportation
For raising over $400,000 for local children's hospitals. Your continued support is greatly appreciated.
We continue to be a leader in corporate governance best practices, including the expanded role of our Board and its committees in oversight of our ESG and sustainability programs. In 2021 the Board formalized ESG oversight through the Governance Committee and will be observed bi-annually. Our Board remains dedicated to providing effective independent oversight and diversifying director representation with respect to background, skills, perspectives, gender, race, ethnicity, and nationality. We continue to focus on Board refreshment to ensure we maintain strong independent oversight, emphasizing our commitment to diversity.

Part of corporate responsibility is a commitment to stockholder rights. We continue the process of declassifying the Board, which will result in all directors standing for annual election at next year’s Annual Meeting. In addition, we have amended our Bylaws to remove the only supermajority voting provision that was included in our organizational documents. These changes reflect the dedication of the Board to strong corporate governance, as well as stockholder participation.

- Approximately two-thirds of our Board of Directors members are independent
- Regular executive sessions of independent directors
- Independent Audit, Compensation, Nominating and Corporate Governance, and Finance Committees
- Majority voting standards and resignation policy for directors in uncontested elections
- Annual risk oversight by full Board & Committees
- Robust director and key officer stock ownership guidelines, along with a key officer stock retention policy
- Clawback policy
- New director orientation program
- Annual CEO evaluation
- Director communication policy
- Robust lead independent director position
- Lead independent director authority to call meetings of the independent directors
- All three members of the Audit Committee qualify as audit committee financial experts
- Proxy access
- Stockholder right to call special meetings
- Anti-Pledging and Anti-Hedging Policy with no hardship exemption
- Overboarding policy
- Rigorous annual Board self-assessment
- Management and executive succession planning Strategy
- Director tenure policy
Cybersecurity & Information Security Governance

Knight-Swift recognizes the importance of maintaining the trust and confidence of our customers, driving associates, and employees and has tasked the Nominating and Corporate Governance Committee (Committee) with oversight of information security risk. The Committee is composed entirely of independent directors and therefore independently oversees information security. Additionally, the Committee receives regular presentations and reports throughout the year that address a broad range of topics, including updates on technology trends, regulatory developments, legal issues, policies and practices, the threat environment and vulnerability assessments, and specific and ongoing efforts to prevent, detect, and respond to internal and external critical threats. The Committee reviews all information security risks with management, including the company's Chief Information Officer, to make sure such risks are appropriately monitored, tested, and mitigated.

Under the Nominating and Corporate Governance Committee's oversight, management works closely with key stakeholders, including regulators, government agencies, peer institutions, and industry groups, and develops and invests in talent and innovative technology in order to manage cybersecurity and information security risk. Our company has information security employees across the globe, enabling us to monitor and promptly respond to threats and incidents, maintain oversight of third parties, innovate and adopt new technologies, as appropriate, and drive industry efforts to address shared cybersecurity risks. All employees, contractors, and those with access to our company's systems receive comprehensive education on responsible information security, data security, and cybersecurity practices and how to protect data against cyber threats.
Cybersecurity & Information Security Governance

- Comprehensive reporting to our Nominating and Corporate Governance Committee (both scheduled and real-time) in response to key developments

- Cross-functional approach to addressing cybersecurity risk, with Technology, Operations, Risk, Legal, and Corporate Audit functions presenting to the Nominating and Corporate Governance Committee on key topics

- No information security breaches in the last four years

- Collaborative approach, working with a wide range of key stakeholders to manage risk, and share and respond to intelligence

- Annual penetration testing by an external expert that specializes in information technology security with results provided to the Nominating and Corporate Governance Committee

- Annual review by the Nominating and Corporate Governance Committee of the cybersecurity insurance policy that the Company has in place, which provides coverage in the amount of $20.0 million

- No fines, penalties, or settlements against the Company in its history for information security breaches
Executive Compensation

In 2021, the compensation committee approved an ESG component that ties ESG performance to executive compensation, which is a testament to the commitment from senior leadership as they continue to embrace ESG best practices across the organization.

• Conservative pay policy with named executive officer and director pay targeted to the market median
• Direct link between pay and performance that aligns business strategies with stockholder value creation
• Independent compensation consultant retained by the Compensation Committee to advise on executive compensation matters
• Clawback policy
• Peer group designated to reflect companies we compete with for business and talent
• Appropriate balance between short and long-term compensation that discourages short-term risk taking at the expense of long-term results
• No re-pricing or back-dating of stock options
• No tax gross-up payments to cover personal income taxes relating to incentive compensation
• Annual CEO evaluation considered when setting CEO compensation
Forward Looking Statements

This report may contain “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Exchange Act of 1934, as amended, and such statements are subject to the safe harbor created by those sections and the Private Securities Litigation Reform Act of 1995, as amended. Such statements may be identified by words such as “anticipates,” “believes,” “estimates,” “plans,” “projects,” “expects,” “hopes,” “intends,” “strategy,” “focus,” “outlook,” “will,” “could,” “should,” “may,” “continue,” or similar expressions, and speak only as of the date the statement was made. Such statements are made based on the current beliefs and expectations of the Company’s management and are subject to significant risks and uncertainties.

Actual results or events may differ materially from those anticipated by the forward-looking statements. Please refer to the various disclosures by the Company in its press releases, stockholder reports, and filings with the Securities and Exchange Commission, including without limitation, the Company’s Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q, for information concerning risks, uncertainties, and other factors that may affect future results.
2022 Materiality Assessment

Knight-Swift recently conducted its first comprehensive materiality assessment to better understand the environmental, social and governance (ESG) topics that matter most to internal and external stakeholders. Our approach to materiality is guided by the same principles that have made Knight-Swift successful - an understanding of the importance of safely creating value. We recognize that our on-and-off road activities have impacts that extend well beyond our financial performance. Understanding how our environmental, societal, and economic impacts are perceived along our value chain enable us to prioritize timely mitigation efforts, inform our strategic planning, and provide long-term value creation. Utilizing adapted frameworks from GRI, Accountability and other materiality resources, we began with a rigorous process to identify relevant stakeholders. This includes customers, suppliers, investors, employees and senior leadership. We then solicited their feedback on ESG topics via surveys and in the case of investors, utilized existing framework and ranking/rating schemes (SASB, DJSI, MSCI, Sustainalytics and ISS) as proxies for material ESG topics.

Finally, we cross-checked the survey responses with input from senior leadership to define the impact on our business interests. The results can be seen in our Materiality Matrix and discussed throughout this year’s ESG report. Knight-Swift plans to complete a materiality assessment every 2-3 years to ensure that we’re connected to our stakeholders needs and perceptions and continually balance these against business goals and strategy development.
# SASB Report

<table>
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<th>Topic</th>
<th>SASB Code</th>
<th>Activity Metric</th>
<th>Category</th>
<th>Unit of Measure</th>
<th>Response/Comment</th>
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<tr>
<td><strong>Greenhouse Gas Emissions</strong></td>
<td>TR-RO-110a.1</td>
<td>Gross global Scope 1 emissions</td>
<td>Quantitative</td>
<td>Metric tons (t) CO₂e</td>
<td>2,386,548</td>
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<td></td>
<td>TR-RO-110a.2</td>
<td>Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reductions targets, and an analysis of performance against these targets</td>
<td>Discussions and Analysis</td>
<td>n/a</td>
<td>See discussion in annual ESG report, pg. 6</td>
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<tr>
<td></td>
<td>TR-RO-110a.3</td>
<td>(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable</td>
<td>Quantitative</td>
<td>GigaJoules (GJ), Percentage (%)</td>
<td>(1) 33,749,233 (2) &lt;1% (3) 9%</td>
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<tr>
<td><strong>Air Quality</strong></td>
<td>TR-RO-120a.1</td>
<td>Air emissions of the following pollutants: (1) NOₓ(excluding N₂O₅), (2) SOₓ, and (3) particulate matter (PM₁₀)</td>
<td>Quantitative</td>
<td>Metric tons (t)</td>
<td>(1) 3,761.4 (2) 10.2 (3) 18.2</td>
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<tr>
<td><strong>Driver Working Conditions</strong></td>
<td>TR-RO-320a.1</td>
<td>(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees</td>
<td>Quantitative</td>
<td>Rate</td>
<td>(1) 2.83 per 200,000 workhours (2a) 0.006 per 200,000 workhours (2b) 0.00 per 200,000 workhours</td>
</tr>
<tr>
<td></td>
<td>TR-RO-320a.2</td>
<td>(1) Voluntary and (2) involuntary turnover rate for all employees</td>
<td>Quantitative</td>
<td>Rate</td>
<td>(1) 38.26% (2) 5.75%</td>
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<td></td>
<td>TR-RO-320a.3</td>
<td>Description of approach to managing short-term and long-term driver health risks</td>
<td>Discussions and Analysis</td>
<td>n/a</td>
<td>See discussion in annual ESG report, pg. 14</td>
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<td><strong>Accident and Safety Management</strong></td>
<td>TR-RO-540a.1</td>
<td>Number of road accidents and incidents</td>
<td>Quantitative</td>
<td>Number</td>
<td>1750 road accidents and incidents 0.523 DOT accidents per million miles</td>
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<td></td>
<td>TR-RO-540a.2</td>
<td>Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-Of-Service Compliance = 63%, (3) Driver Fitness = 32%, (4) Controlled Substances/Alcohol = 1%, (5) Vehicle Maintenance = 59%, (6) Hazardous Materials Compliance = 37%</td>
<td>Quantitative</td>
<td>Percentile</td>
<td></td>
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<tr>
<td></td>
<td>TR-RO-540a.3</td>
<td>(1) Number and (2) aggregate volume of spills and releases to the environment</td>
<td>Quantitative</td>
<td>Number, Cubic meters (m³)</td>
<td>(1) 1 (2) 0.10 m³</td>
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<td><strong>Activity Metrics</strong></td>
<td>TR-RO-000.A</td>
<td>Revenue Ton Miles (RTM)</td>
<td>Quantitative</td>
<td>RTM</td>
<td>33,085,697,442</td>
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<td></td>
<td>TR-RO-000.B</td>
<td>Load Factor</td>
<td>Quantitative</td>
<td>Number</td>
<td>85.46%</td>
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<td></td>
<td>TR-RO-000.C</td>
<td>Number of employees, number of truck drivers</td>
<td>Quantitative</td>
<td>Number</td>
<td>Total employees 41,270 Drivers 30,376 (TBD)</td>
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