



2023 Sustainability Highlights

Corporate Sustainability Statement

At Southeastern Freight Lines, our commitment is simple - to add value through everything we do. We are committed to:



OUR PEOPLE

Building a professional, diverse, and hard-working team of associates with a passion to serve our customers and the communities in which we work and live. We employ sustainable practices which ensure that our associates have the proper equipment, training, and support to do their best work.



OUR PLANET

Helping to protect our planet by incorporating practices which promote sustainability. We implement energy saving measures, continuously improve our fuel efficiency, increase the use of renewable resources, utilize effective waste management programs, and comply with environmental laws and regulations.



CONTINUOUS IMPROVEMENT

Ensuring best in class quality service to our customers. We are committed to quality in all our endeavors—a commitment which provides the means for capital improvements and employment security for our associates.

Our future growth and success will depend heavily on ensuring sustainable resources – both natural and workforce-related. We are committed to doing our part to preserve the health of our planet and the wellbeing of our associates.

People

Southeastern's people-first culture has been built one event at a time over the last 74 years. We have never compromised when it came to building a professional team of associates with a serving attitude and a passion for excellence.



"Being a mother and grandmother, SEFL has given me the ability to be more socially and financially independent."

Nina Putnam
Pickup & Delivery Driver



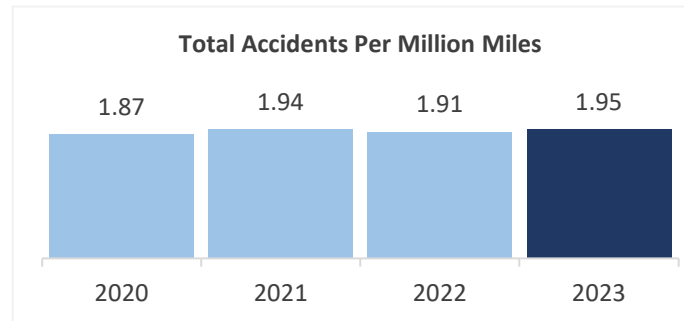


Established in 2012, **Southeastern Serves** is a program dedicated to giving back to communities across Southeastern’s footprint. Since 2012...

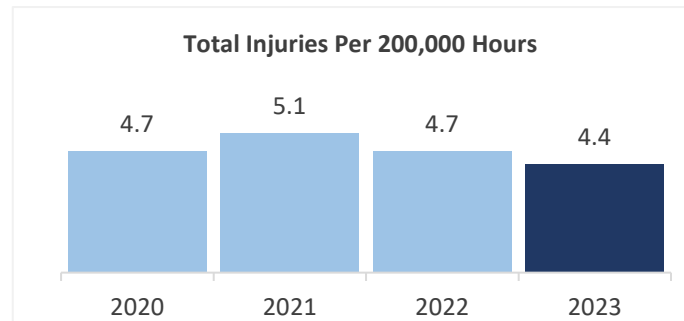


Key Measures for Safety

Total Accidents Per Million Miles

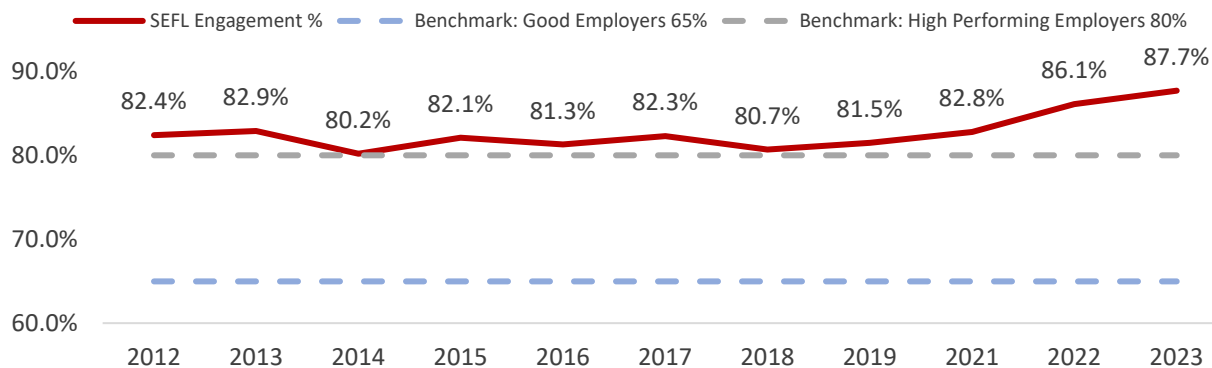


Total Injuries Per 200,000 Hours



We believe **our culture is our greatest asset**. The strength of the culture at Southeastern is evident in our Employee Opinion Survey results. Southeastern continues to maintain consistent engagement scores in the 80’s.

SEFL Overall Engagement %



Forbes named Southeastern Freight Lines as one of **America’s Best-In-State Employers** in 2023.



Newsweek ranked Southeastern among **America’s Greatest Workplaces for Diversity** in 2024.



Planet


Our future growth and success will depend heavily on ensuring sustainable resources – both natural and workforce-related. We are committed to doing our part to preserve the health of our planet and the wellbeing of our associates.




“Southeastern remains committed to environmental stewardship, ensuring that we do our part to protect our planet for present and future generations.

Susan Yates
Environmental Compliance Manager

Southeastern has invested in **Solar Energy** at our Support Center in Lexington, SC and three of our service centers; South Houston, Asheville, and Ft. Lauderdale. Since 2013...

 **Solar Energy Produced**
Over 18,500 MWh

 **GHG Equivalencies**
13,167 MT CO₂e



■ South Houston, TX
System Size: 200 kWdc
Commissioned in 2013



■ South Houston, TX
System Size: 50 kWdc
Commissioned in 2013



■ Asheville, NC
System Size: 1.2 MWdc
Commissioned in 2013



■ Ft. Lauderdale, FL
System Size: 122 kWdc
Commissioned in 2021



■ Lexington, SC
System Size: 191 kWdc
Commissioned in 2023

Southeastern has been a proud **SmartWay Transport Partner** since 2004 and remains focused on reducing our mobile GHG emissions.

SmartWay Carrier **Performance Rankings** for current and historical reporting years can be found on the EPA's [SmartWay website](#).



By investing millions of dollars each year in new tractors and trailers, we maintain trade cycles that provide a **highly efficient and dependable fleet**.



Average Age of Fleet
As of 12/31/2023
Linehaul: 2.3 Years
P&D Tractors: 6.2 Years
Trailers: 8.9 Years



We **harvest rainwater** for irrigation at our South Houston and Ft. Lauderdale service centers. Not only does this conserve water, but it also protects local bodies of water from pollution by decreasing the volume and rate of runoff.

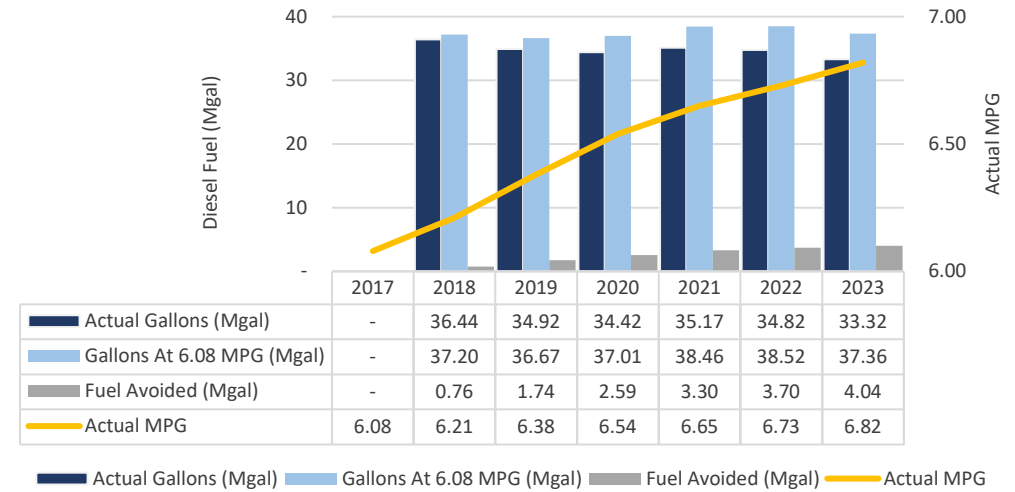


Our Support Center, Western Billing Center, and 86 of our service centers are well lit with **LED lighting** and occupancy/daylight harvesting sensors, allowing us to **reduce our energy consumption** and improve working conditions for our associates. Two newly constructed service centers will be LED in 2024 and one in 2025, making 100% of our operational facilities LED.

Our Fleet Services & Operations teams continuously make improvements across our fleet and operations to **conserve fuel** and **reduce our environmental impact**. Here are a few improvements we've made over the years:

- Utilize a route optimization platform to improve efficiency and reduce waste
- Reduced idling through driver awareness training, automatic engine cut-off, and on-site fueling facilities
- Implemented optimum replacement cycle for air filters
- Increased cruise control utilization percentage for Linehaul drivers
- All trucks utilize speed limiters
- Trucks are equipped with Telematics, allowing us to diagnose issues for maintenance early
- Utilize roof and side fairings on all Linehaul trucks
- Automatic tire inflation is utilized on the majority of trailers
- Over 4,500 trailers are equipped with aerodynamic skirts

Fuel Efficiency has improved over 12% since 2017, **saving over 16 million gallons of diesel fuel** and over 164,000 MT CO₂ over the past 6 years.



In early 2023, Southeastern implemented **condition-based oil change intervals** for over 1,300 tractors (2021 and newer day cabs). This change was driven by oil analysis that is conducted during each PM, ensuring the engine's operational efficiency. **Reduced oil changes** result in less production and disposal of lubricants, as well as additional petroleum's such as transmission and differential oils, power steering fluids, greases, etc..

In 2023:

1,748
Condition-Based Oil Changes Completed

437
Oil Changes Avoided

4,807
Gallons of Motor Oil Conserved

Environmental Data

	BASELINE (2019)	2020	2021	2022	2023	Goal	Progress
Greenhouse Gas Emissions							
Scope 1 Direct emissions ^{2,4} metric tons CO ₂ e	363,316	357,429	368,049	364,745	349,224		
Scope 2 Indirect emissions ^{1,2,5} metric tons CO ₂ e	11,192	9,714	9,868	9,631	9,017		
Total greenhouse gas (GHG) emissions ² metric tons CO ₂ e	374,508	367,143	377,918	374,375	358,241		
GHG intensity ² total metric tons CO ₂ e/million dollars of revenue	301.6	292.2	256.0	215.0	212.6	Reduce Scope 1 and Scope 2 GHG emissions intensity by 20% from 2019 to 2030	29.5% reduction in GHG intensity from 2019
Energy - Operations							
Total electricity consumed ^{1,2,3} electricity in MWh	30,390	28,830	28,471	28,060	26,792		
Total natural gas consumed ^{1,2} therms	162,860	147,932	149,260	152,062	142,138		
Total energy consumed ^{1,2,6} million metric British thermal unit	119,981	113,165	112,073	110,951	105,632		
Energy Intensity ² total million metric British thermal unit/million dollars of revenue	96.6	90.1	75.9	63.7	62.7	Reduce energy intensity by 20% from 2019 to 2030	35.1% reduction in Energy Intensity from 2019
Water - Operations							
Total water consumed ^{1,2,7,8} thousand gallons	50,669	45,989	47,949	53,327	54,213		
Water intensity ² water thousand gallons of water/million dollars of revenue	40.8	36.6	32.5	30.6	32.2	Reduce water intensity by 20% from 2019 to 2030.	21.2% reduction in water intensity from 2019

Environmental Data Endnotes

1. Scope: Support Center, Western Billing Center, all owned/leased operating Service Centers, Shops, and Driver Rest Facilities. Data prior to May 2021 excludes the Amarillo Service Center (leased facility with multiple tenants without access to utility consumption).
2. Data prior to 2023 has been revised for improved accuracy.
3. Scope: Consumed electricity (grid-generated and self-generated renewable).
4. Scope: Fleet (class 6 + 8b), Fugitive emissions from consumed natural gas, company-owned passenger vehicles, and other private travel. Exclusions: Emissions from partner carriers, COL body shop paint operation, propane-fueled forklifts, and emergency back-up generators.
5. Scope: Consumed grid-generated electricity.
6. Scope: Consumed electricity and natural gas.
7. Water use is adjusted to reflect known water leaks and/or construction-related use.
8. Exclusions: Non-metered water use (harvested rainwater and wells).

Shipment-Level Emissions

Transparent Scope 3 emissions reporting

SCOPE 3 EMISSIONS

*Customers can now track
Scope 3 Emissions with
transparent, shipment-level
emissions.*

CONTACT US TODAY

*Contact your sales
representative today for more
information.*

Continuous Improvement

Our commitment to Continuous Quality Improvement has allowed us to grow and prosper in a competitive environment. We are absolutely committed to our people, our customers and our future.



“We don’t claim to do the impossible, just those things that others find difficult.”

W.T. Cassels, Sr.
Founder of SEFL


**SOUTHEASTERN
FREIGHT LINES**
COLUMBIA, S.C.
USDOT 63419

117902




Our **Quality Improvement Process** has been the single most effective means of causing every Southeastern Freight Lines associate to stay focused on meeting the diverse needs of our customers...every time. We are absolutely committed to our people, our customers and our future. We have been honored for service excellence with over **500 Quality Awards** from some of the most respected companies in America. Some of our most recent recognitions:

Named 
Super Regional Carrier of the Year
 By ASF Logistics (2022)

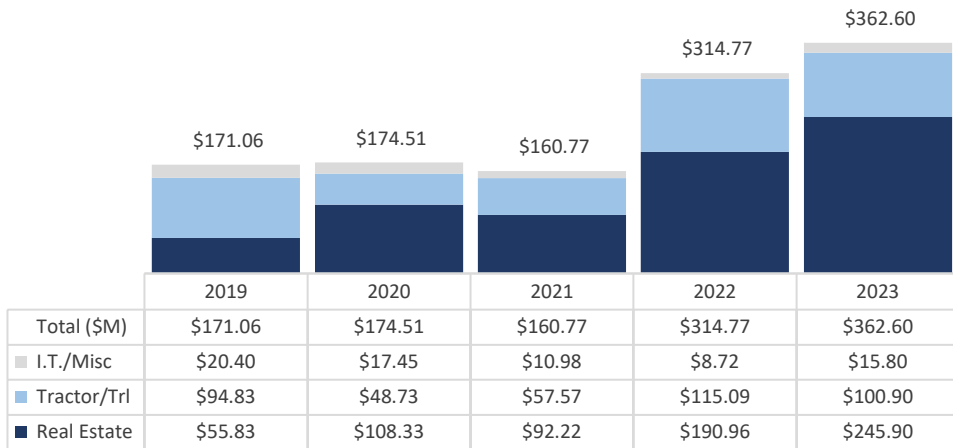
Recognized  **C.H. ROBINSON**
Carrier of the Year
 By C.H. Robinson (2023)

Named 
Regional LTL Provider of the Year
 By BNSF Logistics (2022)

Recognized as 
LTL Carrier of the Year
 By BlueGrace Logistics (2023)

The LTL business is a very capital-intensive business which requires many dollars to be reinvested back into the business to stay healthy. Our **Financial Strength** allows us to keep investing in the future.

Capital Expenditures (\$M)



People



Real Estate

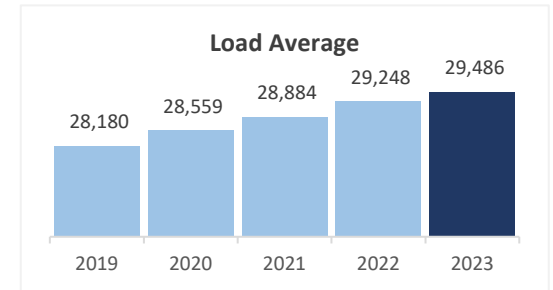
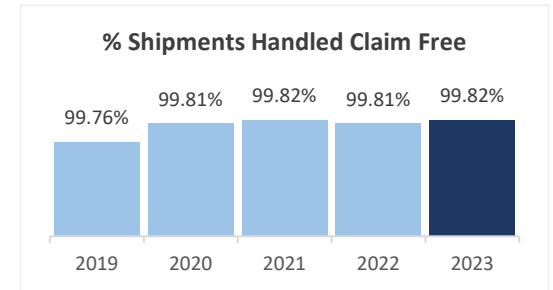
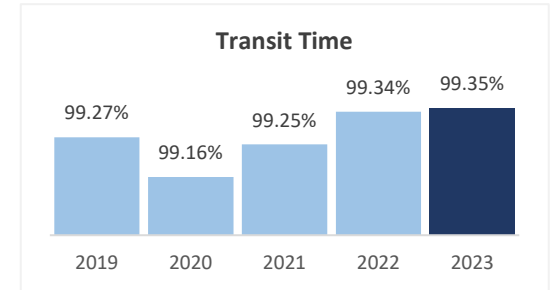


Technology



Equipment

Quality Metrics



2023 Real Estate Highlights

Southeastern goes the extra mile to build **best-in-class facilities** that maximize services for customers and offer employees an excellent working environment.

