

2025 Annual Sustainability Report



About Us

Southeastern Freight Lines is the leading provider for regional less-than-truckload (LTL) transportation services in the Sunbelt. We have been a family owned and operated company since 1950, with a strong commitment to our associates and customers. We have a proven track record of being a financially strong organization, with no layoffs in the history of our company. We are committed to being the best and the biggest in the Sunbelt and we do that by living out our culture every day.

Operating 89 service centers in 13 states and Puerto Rico, Southeastern has a network of service partners to ensure transportation services in the remaining 36 states, the U.S. Virgin Islands and Mexico.

 Year Founded:
1950

 Founded By:
W.T. Cassels, Sr.

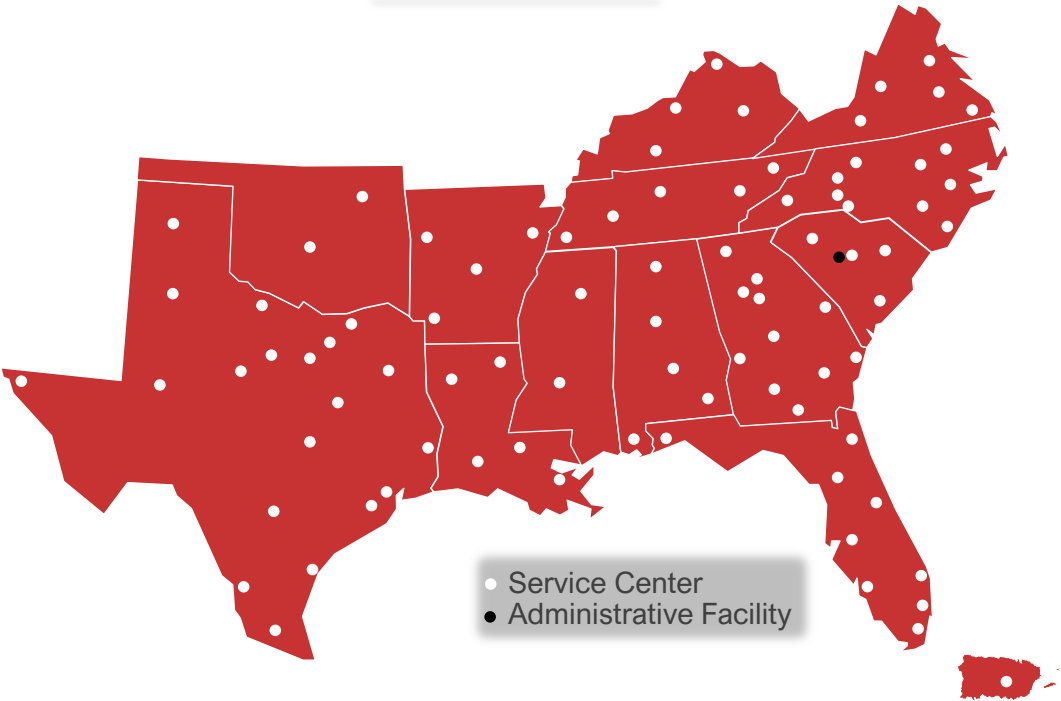
 Support Center:
Lexington, SC

 Employees:
8,300+

 Service Centers:
89

 Quality Awards:
600+

Geographic Footprint



2025 Top Company for Women to work in Transportation
by [Redefining the Road](#)

“At Southeastern, we believe that building an inclusive culture isn’t just the right thing to do – it’s essential to our success. Our female associates bring critical insight, leadership and innovation to every part of our business. This recognition affirms our commitment to creating opportunities for all team members to grow, contribute and succeed.”



Melissa Atkins
Vice President of
Linehaul Transportation



Learn more [about us](#).

A Year In Review



8.5 Million
Deliveries Made



219 Million
Total Miles Driven



443
New Dock Doors



32 Million
Gallons of Diesel Fuel





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. We never compromise when it comes to building a professional team of associates with a serving attitude and a passion for excellence.



“We learned a long time ago that we are in the people business first, and the trucking business second.”

Tobin Cassels
SEFL President

Employee Health & Safety

Southeastern Freight Lines’ Safety Policy: Quality defined is meeting the requirements. At Southeastern Freight Lines, the first requirement of any task is to perform that task in a safe and injury-free manner. There is no other area of our lives where the pursuit of error-free work is more personal or more important. It is the responsibility of each associate to practice individualized quality as it relates to safety.

Our **Safety Program** focuses on **6 Major Components:** Management; Analysis; Records; Safety Training; Audit & Inspection; and Accident Investigation.



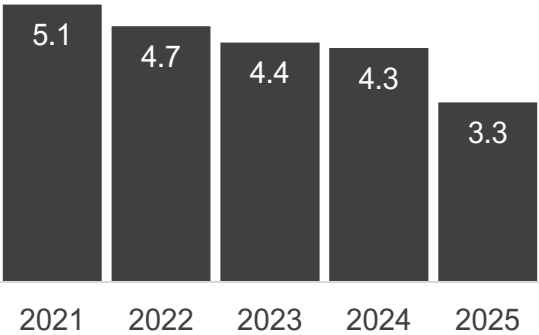
Fleet Safety Technology

In 2015, Southeastern began implementation of Fleet Safety Technology, Bendix. With 2,907 active units, this safety technology provides collision mitigation braking, forward facing video event recorder, lane departure warnings, and many other features that keeps our drivers, and those we share the road with, safe.

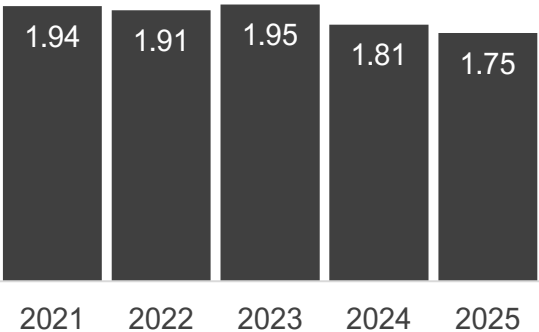
In addition to Bendix safety technology, Southeastern recently partnered with a new telematics provider, Samsara. Every tractor is equipped with high-definition, forward-facing AI dash cameras that can be used to support driver coaching, as well as detect fast braking events, harsh turns, following distance, overspeed, rolling stops, and more.

Key Measures For Safety

Total Injuries Per 200,000 Hours
35.3% Improvement Since 2021



Total Accidents Per Million Miles
11.3% Improvement Since 2021



Safety Awards

The ATA has awarded Southeastern numerous awards over the past 44 years for our commitment to safety. Most recently we received 1 award for our performance in 2024.

ATA Safety Awards ¹	
Award Category	
Personal Injuries per 200,000 Hours	
General Commodities LTL Over 5,000 Employees	
1 st Place	

¹ Awards reflect 2024 performance.

Employee Wellbeing

Southeastern Strong

Southeastern Freight Lines is well known in our industry and the communities we serve for our commitment to Quality Without Question. The real key to that quality and the company's success over the past 75+ years is rooted in our people. Southeastern truly values its associates, leading us to create an initiative called Southeastern Strong. This program works to improve associates' well-being and total quality of life and is supported by and closely aligned with our company culture.

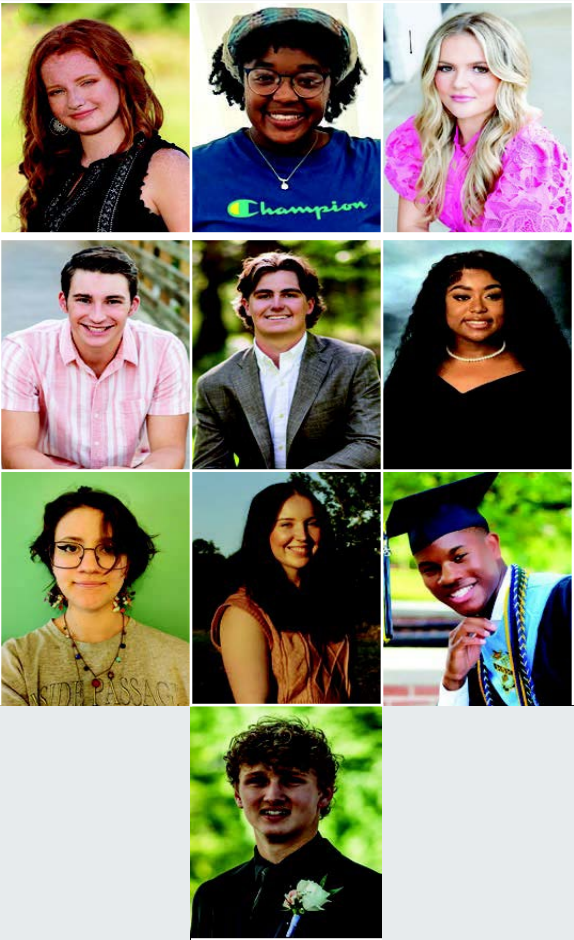
- **Heart & Soul**
Overall physical, emotional and spiritual health.
- **Growth & Development**
Developing new skills; building and applying individual strengths; opportunity for personal growth.
- **Community**
Building relationships, our sense of belonging, contributing to something greater than ourselves.
- **Financial Strength**
Practicing good stewardship; managing our resources; having confidence in our ability to provide for and protect our loved ones.

Scholarship Program

The Southeastern Freight Lines Scholarship Program is part of our Southeastern Strong initiative. The program supports two of the main components of Southeastern Strong: Community and Financial Wellness. Every year, Southeastern Freight Lines awards scholarships to children of SEFL associates. Students are selected¹ based on academic achievements, along with their involvement in their schools and communities.

For the 2025-2026 school year...

- **10**
Scholarships
Awarded
- **3.74**
Average GPA
- **60**
Applicants



Learn more about how [Southeastern Strong](#) works to improve associates' wellbeing and total quality of life.

¹ Recipients were selected by International Scholarship and Tuition Services, a third-party scholarship program administrator. SEFL was not involved in the recipient selection process.

Talent, Growth & Development

It is our people who have made us successful, and we are committed to helping them grow and develop their skill sets and talents. The growth and development of our people result in a diverse talent pipeline, engaged workforce, and a serving culture that drives results. Here are a few ways we invest in the development of our people:

Navistar Training A 3-Day training event for Southeastern technicians focused on our Navistar family of products.

Operations Management Trainee Program An intensive 16-week training program designed to teach the basic principles of the transportation industry, efficient cross-dock operations, and effective leadership communication and relationship building skills.

Dock To Driver Program Includes both classroom and behind-the-wheel training. Upon completion, graduates are fully qualified with a Class A CDL license, including endorsements in hazardous materials, tank vehicles, and double trailers.

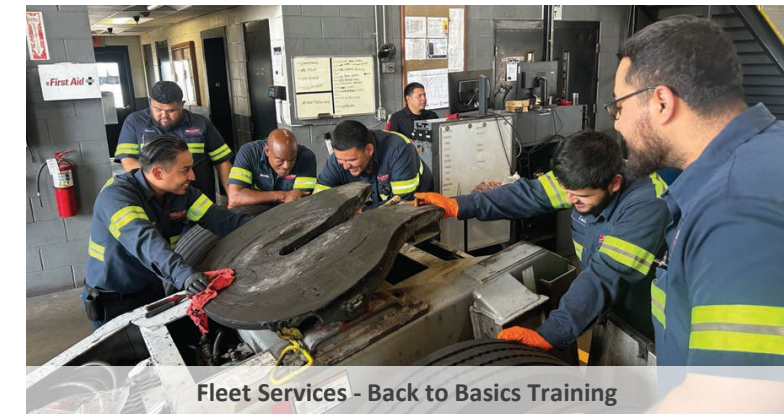
Operations Fundamentals Workshop A weeklong, in-person training program that includes classroom style learning and interactive breakout sessions facilitated by subject matter experts across the organization. The objective of the workshop is to align service center leadership on the fundamentals of the Platform, Pickup & Delivery, and Linehaul Operations procedures to provide quality transportation services.

Professional Technician Development Training A four-day training focusing on two primary targets: reinforcing the basics that protect the financial security of our company, and learning about existing and emerging technologies, which are largely electrically based.

Trailer Track Training Training focusing on multiple technical topics, allowing our technicians to stay on the leading edge of the industry.

Driver Mentor Training Driver Mentors play a critical role in onboarding new drivers successfully. Driver Mentor Training ensures mentors are ready to coach new drivers through the training and onboarding process.

Human Resource Seminars Provides high-quality, consistent training opportunities for all leadership associates across our network.



Philanthropy

Southeastern Serves



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



834
Projects



13,267
Volunteers



41,865
Hours Served

Here are a few of the **Southeastern Serves’** projects completed in 2025...



Birmingham, AL associates supported [Three Hots and a Cot](#) by painting, repairing, and updating facilities for veterans.



Our El Paso, TX team joined forces with [Harvest Pack](#) to package 21,440 meals for families in need.



More than 120 volunteers gathered at our Charleston, SC Service Center to assemble 1,500 backpacks for the [Ready, Set, Thrive School Support Drive!](#)



“We need to be focused not only on our own needs, but also on the needs of others.”

Tobin Cassels
President of SEFL



In 2025, Southeastern raised **\$232,644** for those in our community who are less fortunate through our annual United Way campaign. Since supporting the United Way in 1992...



34 Years
Participation



\$3.5M
Raised



Since 1997, Southeastern associates have teamed up each year to support the Palmetto Health Foundation at the **First Ladies’ Walk for Life**. Donations help patients and families who are facing cancer in our community. Since 1997...



1,697
Participants



\$52K
Raised

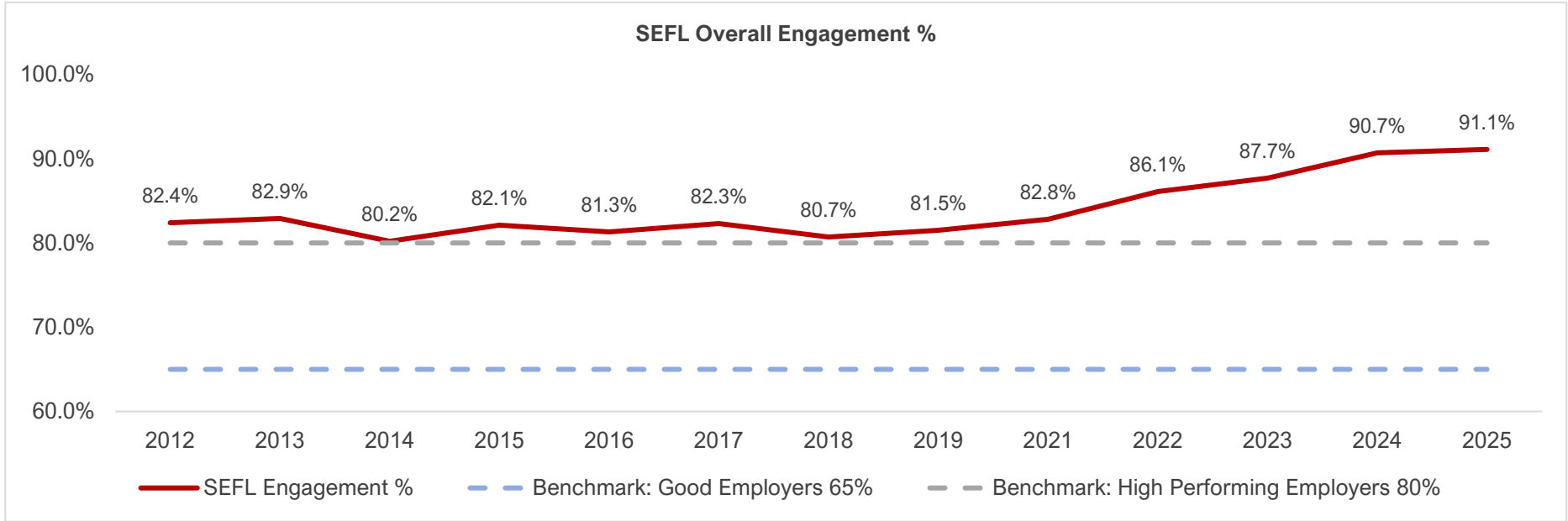
Employee Engagement

Employee Opinion Survey

The best measure of our culture is our Survey, Discuss and Implement (SDI) process. Every year since 1993 we conduct a company-wide **Employee Opinion Survey** that measures how many of our associates are engaged in the company. Engagement is the extent to which an employee is:

- Committed to company goals
- Speaks positively for the company,
- Goes above and beyond each day, and
- Intends to stay with the company as his/her employer of choice

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 90’s.



“Take care of our people, and they will take care of our customers and that will take care of our future.”

W.T. Cassels, Sr., Founder
W.T. Cassels, Jr., Chairman
W.T. Cassels, III, President

Memberships

We remain engaged with organizations such as:





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

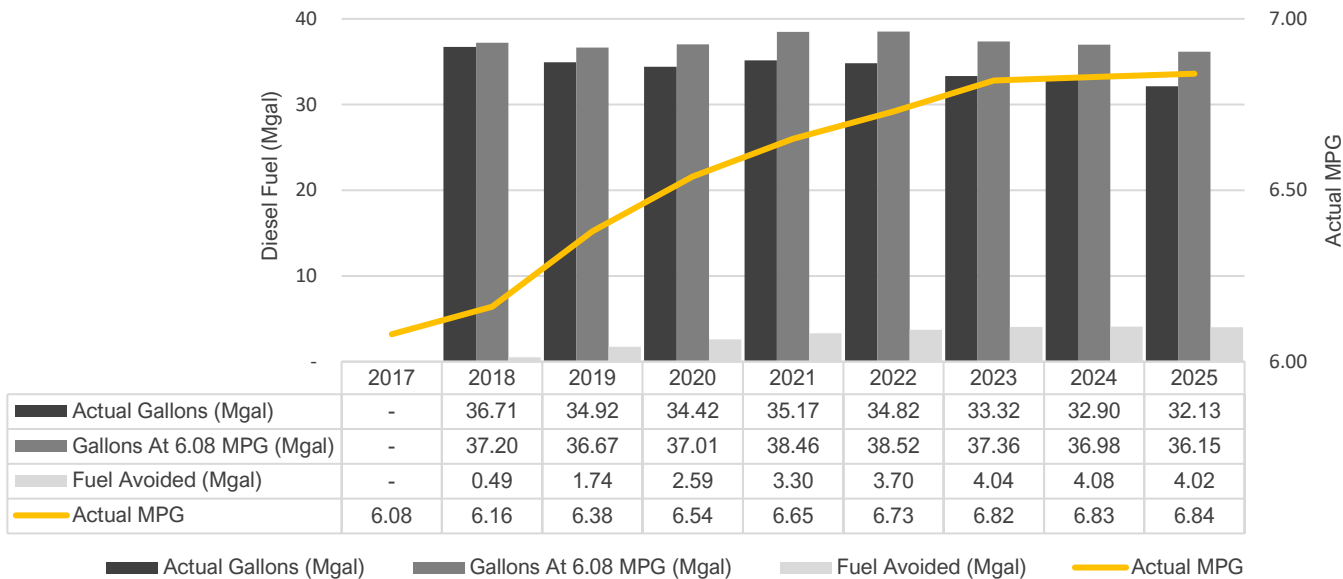


Fuel Efficiency & Conservation

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 23 million gallons of diesel fuel** over the past 8 years.



Modernized Fleet

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 1/6/2026)

Linehaul Tractors: 3.3 Years

P&D Tractors: 6.1 Years

Trailers: 9.9 Years

SmartWay Carrier Partner

Southeastern has been a proud SmartWay Carrier 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](#).



We **protect land and water** from pollution by capturing contaminated truck wash water.



Solar Energy Production



Solar Energy Produced¹
Over 20,306 MWh

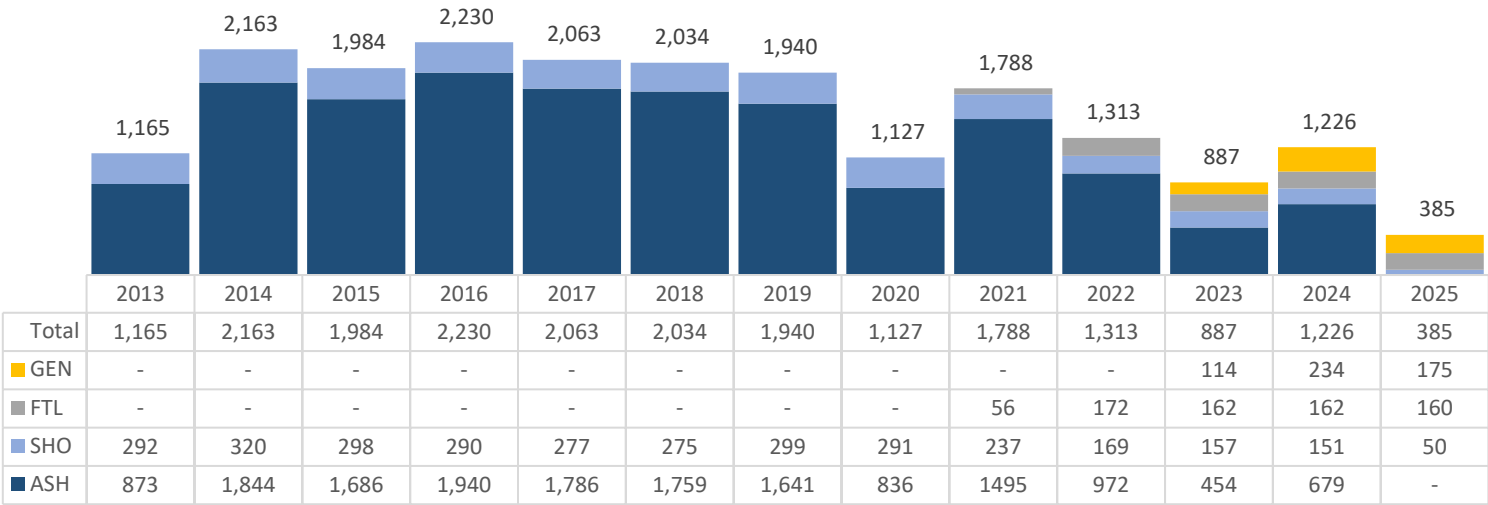


GHG Equivalencies²
13,642 MT CO₂e



GHG Emissions from 3,182
gasoline-powered
passenger vehicles driven
for one year

Solar Energy Production By Year (MWh)



South Houston, TX
System Size: 200 kWdc
Commissioned in 2013
Net-Metered



South Houston, TX
System Size: 50 kWdc
Commissioned in 2013
Net-Metered



Asheville, NC
System Size: 1.2 MWdc
Commissioned in 2013
100% Utility Purchased
Out of Commission as of Sept 2024 Due to Hurricane Helene



Ft. Lauderdale, FL
System Size: 122 kWdc
Commissioned in 2021
Net-Metered



Lexington, SC
System Size: 191 kWdc
Commissioned in May 2023
Net-Metered

¹ Solar energy produced from 2013 through 2025 year-end
² Calculated using the national weighted marginal emission rate (lb/MWh) value

Real Estate Initiatives



Rainwater Harvesting

We harvest rainwater at our South Houston service center. Water is captured in a 10,000-gallon cistern and used for irrigation. Not only does this **conserve water**, but it also **protects local bodies of water from pollution** by decreasing the volume and rate of runoff. In 2021, our facility located in Fort Lauderdale, FL, began utilizing rainwater from the storm water pond for full-site irrigation.



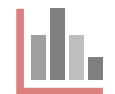
LED Lighting

Our Support Center and 89 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.



Natural Light

Skylights/solar tubes are utilized at most of our service centers and shops to allow for natural lighting.



Utilities Management

We utilize utility management software, allowing us to **understand resource consumption** across our real estate footprint.



South Houston, TX

10,000-Gallon Cistern



Fort Lauderdale, FL

Storm Water Pond Used for Irrigation

About Us

People

Planet

Continuous Improvement



Environmental Goals Summary

	BASELINE (2019)	2020	2021	2022	2023	2024	2025	Goal	Progress
Greenhouse Gas Emissions									
Scope 1 Direct emissions ⁴ metric tons CO ₂ e	363,316	357,429	368,049	364,745	349,213	336,077	327,054		
Scope 2 Indirect emissions ^{1,5} metric tons CO ₂ e	11,192	9,714	9,860 ²	9,397 ²	8,509 ²	8,848 ²	9,840		
Total greenhouse gas (GHG) emissions metric tons CO ₂ e	374,508	367,143	377,909 ²	374,142	357,722 ²	344,925 ²	336,894		
GHG intensity total metric tons CO ₂ e/million dollars of revenue	301.6	292.2	256.0	214.0	212.3 ²	202.9	194.9	Reduce Scope 1 and Scope 2 GHG emissions intensity by 20% from 2019 to 2030	35.4% reduction in GHG intensity from 2019
Energy - Operations									
Total electricity consumed ^{1,3} electricity in MWh	30,390	28,830	28,471	28,073 ²	26,893 ²	27,865 ²	29,600		
Total natural gas consumed ¹ therms	162,860	147,932	149,260	152,062	141,087	154,350	163,108		
Total energy consumed ^{1,6} million metric British thermal unit	119,981	113,167 ²	112,073	110,995 ²	105,871 ²	110,514 ²	117,310		
Energy Intensity total million metric British thermal unit/million dollars of revenue	96.6	90.1	75.9	63.7	62.8 ²	65.0 ²	67.9	Reduce energy intensity by 20% from 2019 to 2030	29.7% reduction in Energy Intensity from 2019
Water - Operations									
Total water consumed ^{1,7} thousand gallons	50,669	45,989	47,949	52,934	53,699	52,629 ²	59,045		
Water intensity water thousand gallons of water/million dollars of revenue	40.8	36.6	32.5	30.4	31.9	31.0 ²	34.2	Reduce water intensity by 20% from 2019 to 2030.	16.3% reduction in water intensity from 2019

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 has been revised since last report 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: All consumed electricity and natural gas.

⁷ Water use is adjusted to reflect known water leaks and/or construction-related use. Exclusions: Non-metered water use (harvested rainwater and wells).

Waste Management



We **reduce** paper consumption by utilizing e-commerce solutions and implementing paperless billing for over 400 utility accounts. Newly implemented condition-based oil change intervals allow us to reduce production and disposal of lubricants, as well as additional petroleum such as transmission and differential oils, power steering fluids, greases, etc.



We secure freight with **repurposed** cardboard and wood pallets at 89 service centers.



We **recycle** cardboard, paper, wood, scrap metal, solvents, oil/oily water, filters, and electronics at our service centers, maintenance shops, and administrative facilities.



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, Jr.
CEO of SEFL

Quality Improvement Process



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 not wavered in our quest for quality since its inception at Southeastern...and will not do so in the future. We intend for quality improvement to continue to be the catalyst which helps us to be the best in our industry.

We have been honored for service excellence with over 600 Quality Awards from some of the most respected companies in America. Some of our most recent recognitions:

Named



LTL Carrier of the Year

By Lowe's (2025)

Named



LTL Carrier of the Year

By C.H. Robinson (2025)

Recognized as



Regional Carrier Of the Year

Transportation Insight (2025)

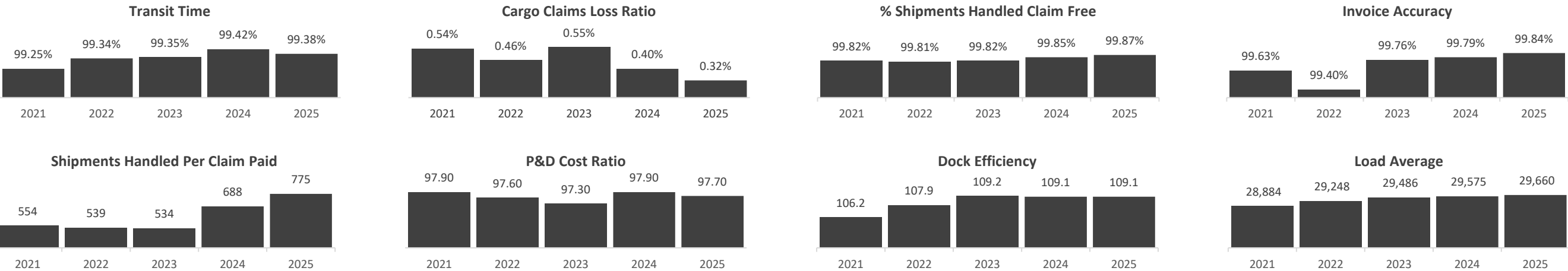
Named



Top Southern Company

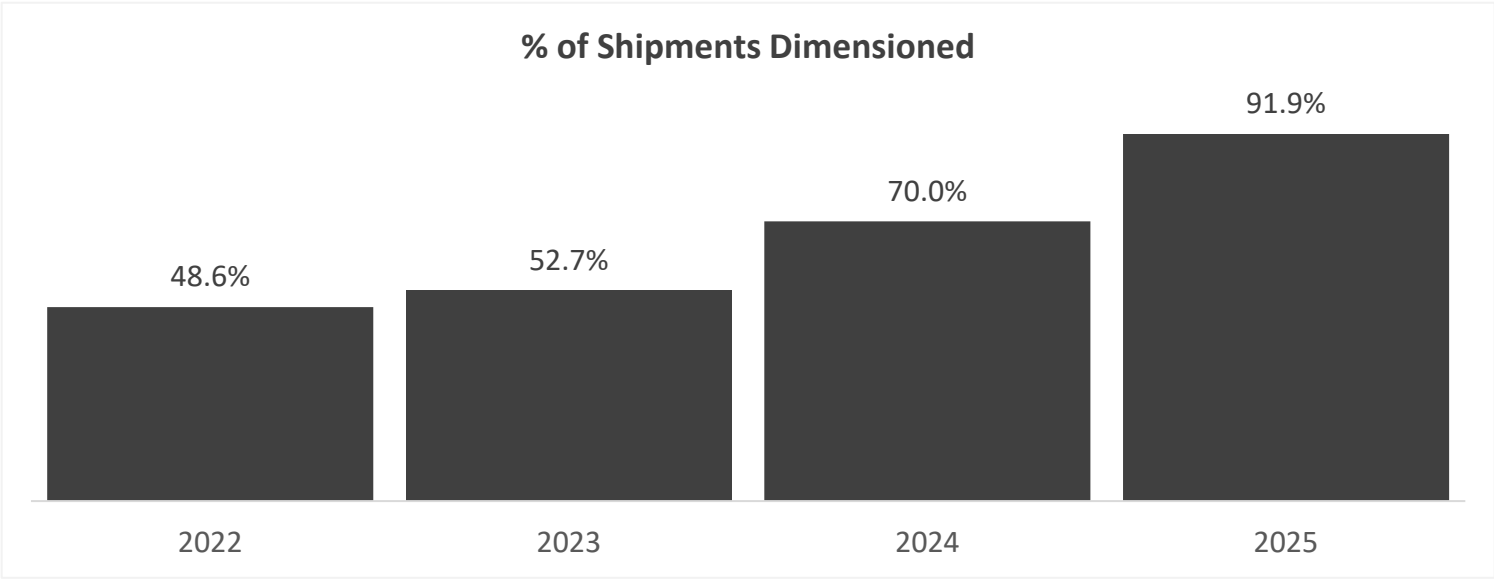
By Mastio & Company (2025)

Quality Metrics



Dimensioners

In 2025, we added dimensioners in 28 additional service centers to bring our total number of dimensioners in our network to 121. As a result, we are operating with greater accuracy and improved alignment between our costing and pricing functions.

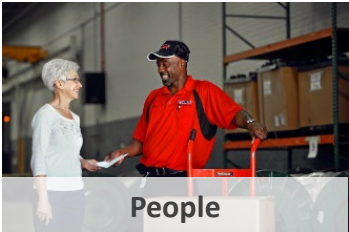
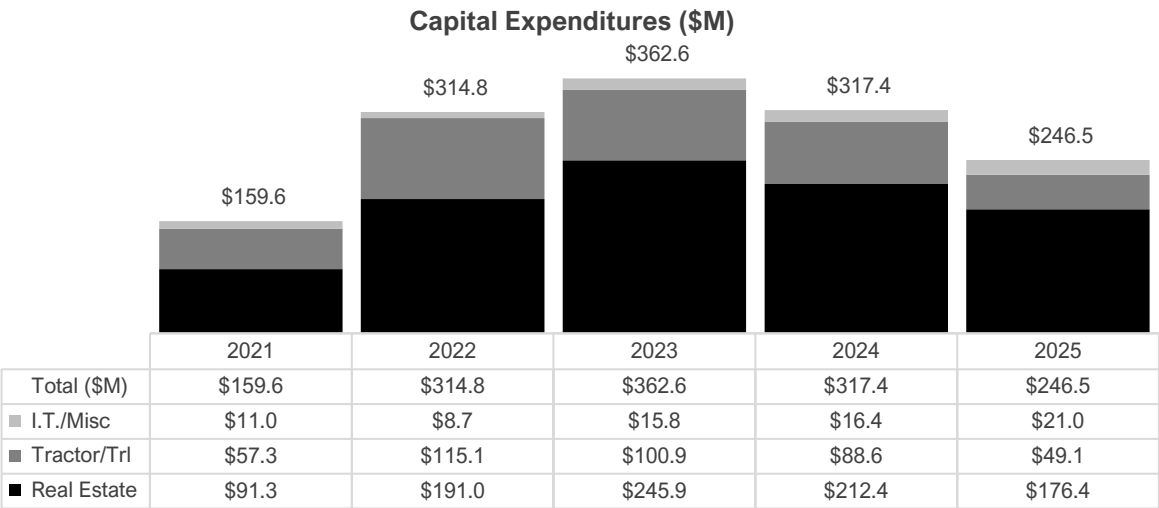


“These devices use laser measurement to capture the exact length, width and height of freight, providing precise dimensional data. For carriers, having accurate visibility into the freight moving across their docks is essential to ensure fair, efficient pricing.”

Clete Cordero
VP of Pricing and Traffic

Capital Investments

The LTL business is a 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.



Market Share

Southeastern enjoys **24.4% of the market share of all LTL shipments moving within the Sunbelt region**. This is close to one out of every four shipments; and when you think about the number of LTL carriers out there, you can quickly see that **our market share truly is a strength**.

2025 State	% Outbound Market	% Inbound Market
AL	26.6%	25.4%
AR	23.7%	22.6%
FL	24.2%	23.2%
GA	31.7%	30.3%
KY	11.5%	15.1%
LA	35.0%	26.6%
MS	22.2%	21.9%
NC	29.4%	29.7%
OK	19.8%	21.5%
SC	34.4%	34.8%
TN	17.8%	21.3%
TX	19.5%	20.4%
VA	20.0%	23.6%
Total	24.4%	24.4%

Business Continuity

Emergency Backup Generators

Southeastern’s Support Center and 81 of 89 Service Centers are furnished with emergency standby generators, ensuring **business continuity during unplanned power outages and emergencies**. Over 75% of our generators are also monitored 24 hours a day, 7 days a week by a 3rd party to confirm proper fuel levels; schedule local, alarm-triggered repairs; monitor power outages; and monitor forecasted weather events. In addition, Southeastern utilizes a company-owned mobile generator during major, catastrophic events.

Employment Security

We have a proven track record of being a financially strong organization, with **no layoffs in the history of our company**.

During the recession, our senior leadership team spent many hours creating strategies to not only prevent layoffs but to ensure our people were able to work enough hours to meet their financial obligations. We are the only LTL carrier that can make this claim.



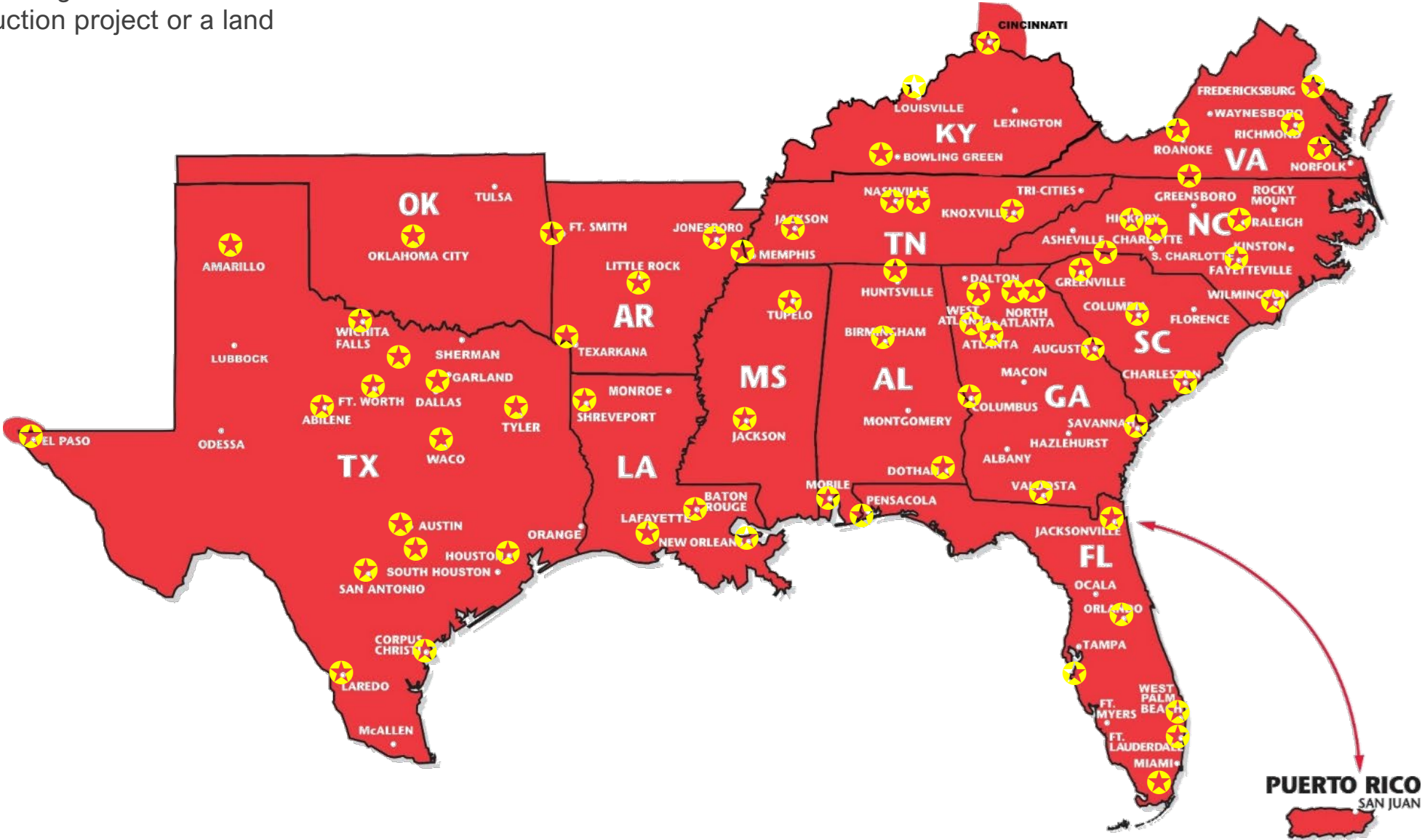
“The easy thing to do is to lay people off, the hard thing is to determine how not to.”

Tobin Cassels
President of SEFL

Preparing for the Future

Southeastern ensures long-term success by preparing for the future. Each star on the map represents either a construction project or a land purchase for the years 2019 to 2025.

“Who gets that industrial real estate will determine the winners in the LTL sector for years to come.”
Journal of Commerce



2025 Real Estate Highlights

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



Notes:
Only completed projects are reflected. Doors were added to Dallas, TX (35 Doors), Mobile, AL (62), and Shreveport, LA (5) in 2025; however, the entirety of the project is not completed and not reflected here.



Southeastern Freight Lines, LLC
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www.sefl.com

