

KNIGHT-SWIFT TRANSPORTATION HOLDINGS
INC.

SUSTAINABILITY REPORT

2022

Issued April 2023

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ABOUT THIS REPORT

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.



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ABOUT KNIGHT-SWIFT

Knight-Swift Transportation Holdings Inc. is one of North America's largest and most diversified freight transportation companies providing multiple full truckload, LTL, intermodal, and other complementary services. Knight-Swift uses a nationwide network of business units and terminals in the US and Mexico to serve customers throughout North America. In addition to operating one of the country's largest truckload fleets, Knight-Swift also contracts with third-party equipment providers to provide a broad range of transportation services to our 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 using our equipment, information technology, and qualified driving associates and non-driver employees. We are committed to providing our customers with a wide range of full truckload, LTL, logistics, 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, LTL, logistics, and intermodal services that, when combined, provide efficient and cost-effective solutions for our customers.



During 2022, we covered **1.4 billion loaded miles** for shippers throughout North America.



The Truckload segment operated an average of **18,110 tractors** and **74,779 trailers**.



Our LTL segment operated an average of **3,176 tractors** and **8,431 trailers**.



Additionally, the Intermodal segment operated an average of **613 tractors** and **11,786 intermodal containers**.



GREENHOUSE GAS EMISSIONS

ENVIRONMENTAL POLICY

As North America's largest truckload carrier, we at Knight-Swift Transportation are dedicated to safety and environmental stewardship across the entirety of our 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 environmental best management practices. Our publicly stated goal to reduce fleet emissions by 50% by 2035 is a testament to our commitment to reducing our environmental impact. Progress towards this goal is reported to the Board of Directors biannually. We are committed to complying with regulations and to continual improvement of our management practices. This policy is reviewed annually and approved by senior leadership.

Short-Term Goal (Intensity Based)

Reduce CO₂ emissions per mile by 5% ⁽¹⁾ by 2025
Performance from 2019 baseline year: 3.9% reduction

Long-Term Goal (Intensity Based)

Reduce CO₂ emissions per mile by 50% ⁽¹⁾ by 2035

SHORT-TERM STRATEGY

We continue to make sizeable capital investments in new equipment to ensure that the latest improvements in tractor and engine efficiencies are used in our fleets. In 2022, progress towards completing our initiative to install start-stop idle reduction technology in Knight and Swift over-the-road tractors reached 85%. Full completion of this will likely occur in 2024. Testing of hydrogen fuel trucks will continue through 2024, while battery-electric vehicle (BEV) deployments are moving into select locations. We are participating in the US Department of Energy (DOE) SuperTruck III program and will see at least 10 BEV tractors deployed with an additional 10 BEV tractors outside of the SuperTruck program. We are also moving forward with 11 battery-electric yard trucks at various sites, all deployed by the end of 2023. Wrapping up our short-term piloting programs includes our early demonstration of Cummins' new 15-liter natural gas engine, anticipated to start in mid-2023, which will give us key insight into the future of renewable natural gas usage for heavy-duty freight. The primary objective of these pilot projects and small-scale testing for BEVs is to better understand how current limitations (cost, weight, range, infrastructure, vehicle availability, and adequate energy production/availability) will impact our ability to operationalize the technologies.

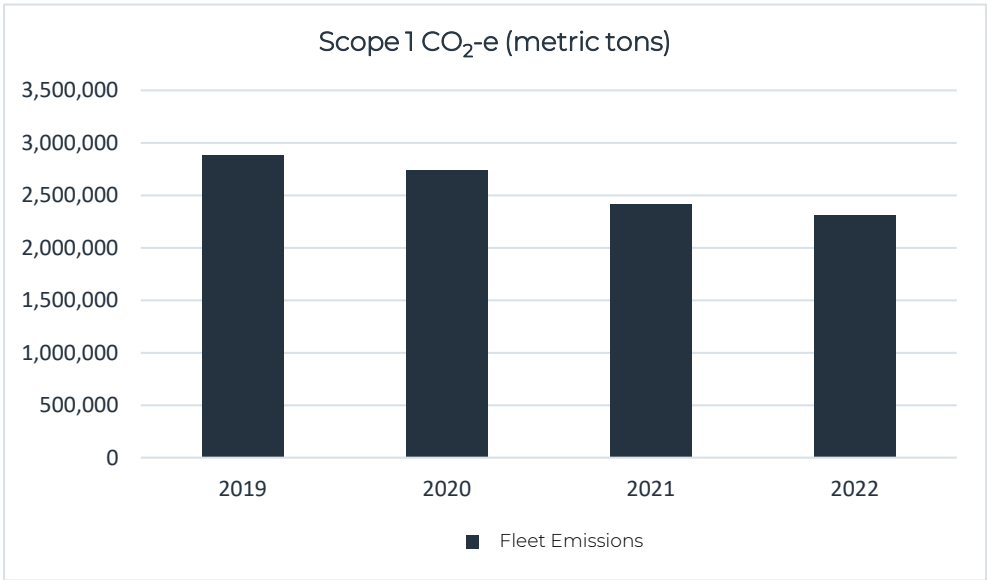
LONG-TERM STRATEGY

Our long-term goal of a 50% reduction ⁽¹⁾ in grams-per-mile CO₂ emissions remains on track. We are continually testing and evaluating all options – battery-electric, fuel cell electric, renewable natural gas, and other technologies – for reduced emissions fleet-wide. We aim to find success by identifying key regions and applications to best utilize each technology and fuel type as these technologies continue to develop into cost-effective products. Our nationwide strategy will receive significant input from early data coming out of our SuperTruck III project as well as the Cummins 15-liter natural gas test. To remain on track, we would need technologies to continue to evolve at a quick pace and overcome current technical limitations, while also closing the financial gap to deploy these technologies. Without this, we would need to reevaluate our long-term goal to better reflect these limitations.

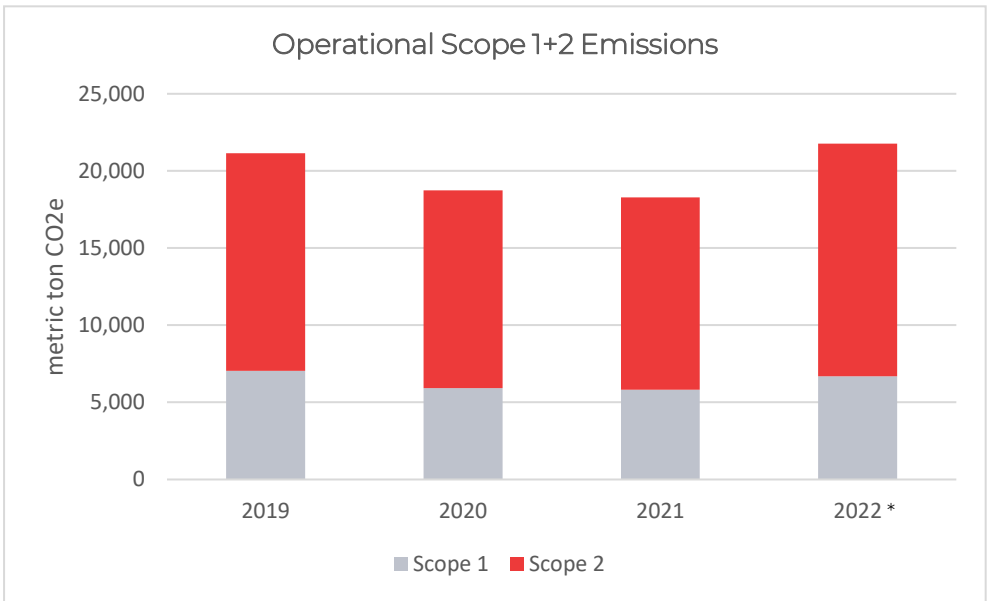
¹ Both Short-Term and Long-Term Goals are based on 2019 emissions (1,409 g/mile of CO₂e)



GREENHOUSE GAS EMISSIONS



Knight-Swift continues to invest in energy efficiency projects across its operations and in 2022 realized a combined 5.6 million kWh savings and avoidance from these efforts. This is equivalent to over 2,500 metric tons of CO₂e. Additionally, a pilot project utilizing a light shade concrete pavement solution in Nevada reduced ground temperatures in the summer by 20-40 degrees – creating a more comfortable and safer (nearly double the reflection in low lighting) space.



*Scope 1+2 emissions from operations. 2022 increases stem directly from the introduction of operations from ACT and MME.





ENVIRONMENTAL PROTECTION AGENCY (EPA) SMARTWAY PROGRAM

Knight-Swift is a charter member of the Environmental Protection Agency's (EPA) SmartWay program.

To address climate change, more shippers are setting aggressive carbon emission reduction targets, including freight in their supply chains. SmartWay helps carriers and logistics providers distinguish themselves for their commitment to efficient and sustainable freight. Shippers can use the program to select cleaner, more sustainable carriers in their freight procurements.

Knight-Swift is celebrating **over 15 years** of SmartWay participation and excellence awards.



ACCIDENT & SAFETY MANAGEMENT

SAFETY POLICY

Knight-Swift is committed to the safety and well-being of our employees and contractors. Management is expected to provide the necessary training, tools, and equipment to help our associates achieve our safety expectations, and we expect that our employees and contractors will 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 act in the best interest of the company and their fellow team members. Safety is essential, and we are committed to continuous improvement.

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 performance work seamlessly in tandem; where our expectations are defined by producing consistent safe outcomes; where our employees can be productive, safe, and secure.

Our safety culture has been carefully cultivated through our hiring and screening practices that ensure that only competent, conscientious, and capable individuals are put into safety sensitive roles; 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.

At Knight-Swift, our employees are a vessel for our operational and safety performance success, so we have continued to invest in pre-employment hair follicle drug testing for all driving and non-driving staff as a part of our hiring and screening process. We've recently added Fentanyl to the testing panel and will continue to evaluate the use of new drug testing panels as national drug use trends evolve.

With over **1,200 professional driver mentors**, we are industry leaders at training and preparing new commercially licensed drivers for long, safe, productive, successful careers.

At Knight-Swift, we have a tiered monthly bonus program designed to not only reward recent and current safe driving behaviors and defensive driving, but to further incentivize consistent month-over-month and year-over-year individual safety performance results. In addition, each team member commits and agrees to our company Team Rules, which focus on matters such as compliance, defensive driving, and highway safety.

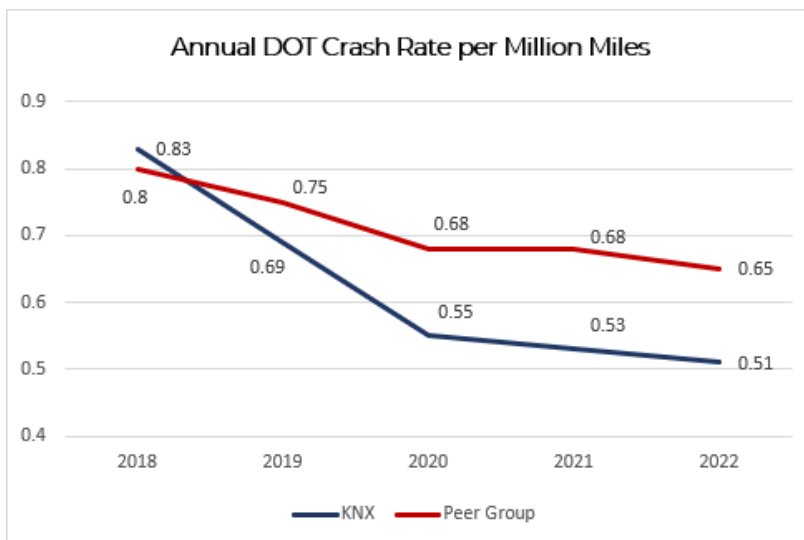


ACCIDENT & SAFETY MANAGEMENT

SAFETY CULTURE & TECHNOLOGY (CONT.)

In our business, we clearly define roles and expectations; we train and educate our employees; we create accountability for performance; we recognize and celebrate 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 our culture and improve our results. Over the past decade, Knight-Swift has invested significantly in technologies that improve safety and working conditions for our drivers, including:

- | | | | |
|---|--|----|--|
| 1 | Electronic Logging devices | 7 | Push Button 5th wheel release |
| 2 | Company Smartphone Apps to streamline communication and productivity | 8 | Forward Facing Cameras with Feedback Coaching |
| 3 | Electronic Stability Control | 9 | Sitting-Duck alerts |
| 4 | Automatic Transmission | 10 | Speed for Conditions Alerts |
| 5 | In-Cab Power Converters | 11 | Automated Hazardous Material Handling Smartphone App |
| 6 | Collision Mitigation/Adaptive Cruise Control | 12 | Opti-idle |



KNX continues to reduce its overall DOT crash rate (per million miles) year-over-year and is proud to have **reduced this number by 39%** since 2018.

KNX ranks in the **top 20%** of peer carriers in terms of DOT crash metrics.





DRIVER WORKING CONDITIONS

The Knight-Swift family of companies offer a wide array of benefits, services, programs, and amenities to our employees. For our drivers, this enables them to easily access tools and resources to improve their overall health and well-being, maintain a healthy lifestyle, and to receive ongoing support for a long and successful career. Some of those benefits and services include:

- Medical, Dental, Rx Benefits available with a variety of coverage options
- Full suite of voluntary benefits offered including critical illness, hospital indemnity, accident, disability, and supplemental life insurance
- Telemedicine and nurse-line services available 24/7 to support driver health needs while on the road
- Free wellness program which includes annual biometric screenings, educational webinars, and live health coaches to help drivers maintain or improve their health and build healthy habits
- Fatigue and overall health management assistance through Sleep Apnea screening and treatment monitoring program, chronic condition management programs, and Smoking cessation programs
- Employee Assistance Program (EAP) available 24/7 to support drivers and their families with counseling for personal, family, financial, or legal issues
- Free life insurance coverage and will preparation services available to full time employees



Medical testing available within our robust dedicated network of vendor clinics nationwide



Fully refurbished and upgraded driver lounge centers to maximize comfort and entertainment during periods off work



On-site amenities and events including healthy food choices, state-of-the-art fitness centers, indoor and outdoor sports courts, dog runs, and health and wellness educational trainings



Pet and Rider programs available to drivers to provide them companionship while on the road



WORKFORCE DEVELOPMENT

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.

With more than **2,000 training courses available**, nearly **31,000 individual learners**, and over **207,000 learning hours** completed in 2022, we strive to provide our employees with learning opportunities that benefit their work and personal lives. Additionally, Knight-Swift's Debt-Free College program, Go the Distance, continues to benefit **over 700** employees and eligible dependents that have already begun their path to higher education.



**More than 2,000
training courses
available**

Through our corporate universities we leverage our learning experience platforms to empower our employees with customized and continuous learning content designed for their specific needs.



**Nearly 31,000
individual learners**

Our talent development work focuses on building high-performing teams that produce results, drive change, and sustain an innovative high-performance culture.



**Over 207,000
learning hours
completed in 2022**

Employee training has deep roots in our company culture and we believe that providing the necessary skills for job success are critical to our business model.



DIVERSITY, EQUITY & INCLUSION

At Knight-Swift diversity, equity and inclusion serves as a pillar to support our organization's innovative culture. Attracting and retaining a diverse workforce allows us to leverage the effects of diversity to achieve a competitive business advantage, while working towards a more inclusive workplace. When diverse voices are represented and heard, new ideas emerge that foster creative solutions and problem solving.

We are committed to supporting our diverse workforce and have expanded upon our Employee Resource Groups (ERGs) in 2022 to include the addition of **Vets and Allies**, **Inspire Black and African American and Allies**, and **Shine LGBTQ+ and Allies**. Our previously formed ERGs include: Somos LatinX and Allies, and Women in Leadership and Allies.

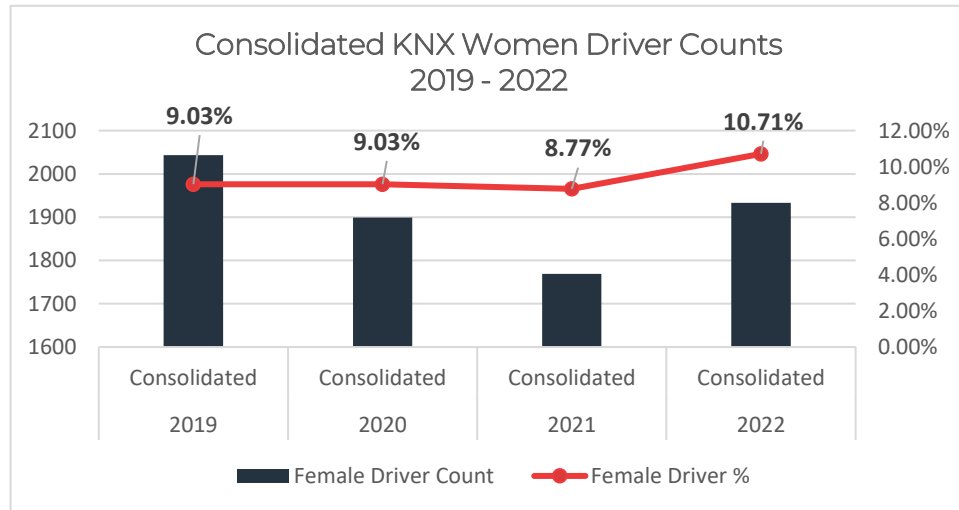
Our ERGs provide professional development, educational opportunities and networking events aimed at uniting our employees to promote cultural awareness while positively affecting the hiring and retention of our talented workforce. These ERGs also influence and lead many volunteer opportunities across the country and partner with not-for-profit organizations to give back in our local communities. We are proud to celebrate significant cultural events such as Hispanic Heritage Month, Black History Month and Pride Month to name a few.



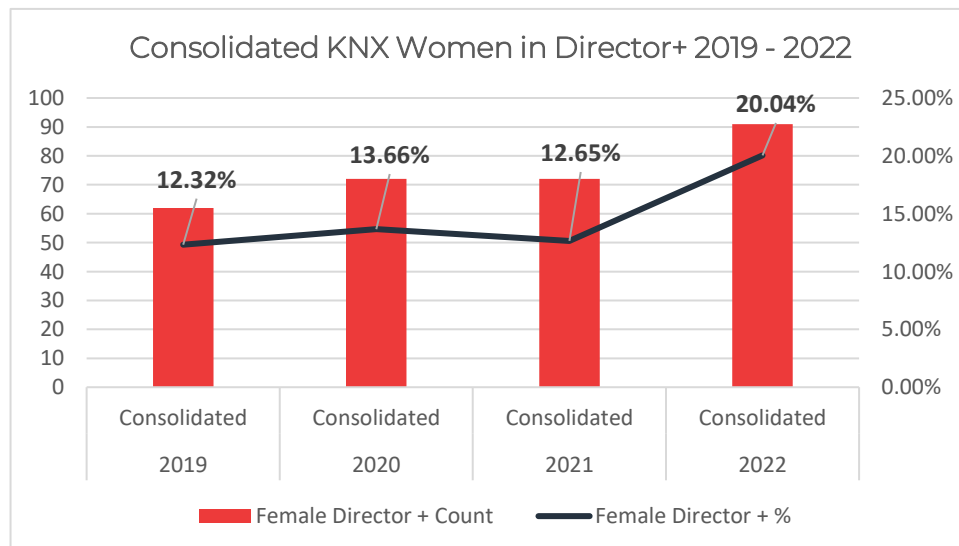


WOMEN IN OUR WORKFORCE

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. 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. We intend to continue to invest in our development programs and increase the number of women leaders and drivers throughout our organization.

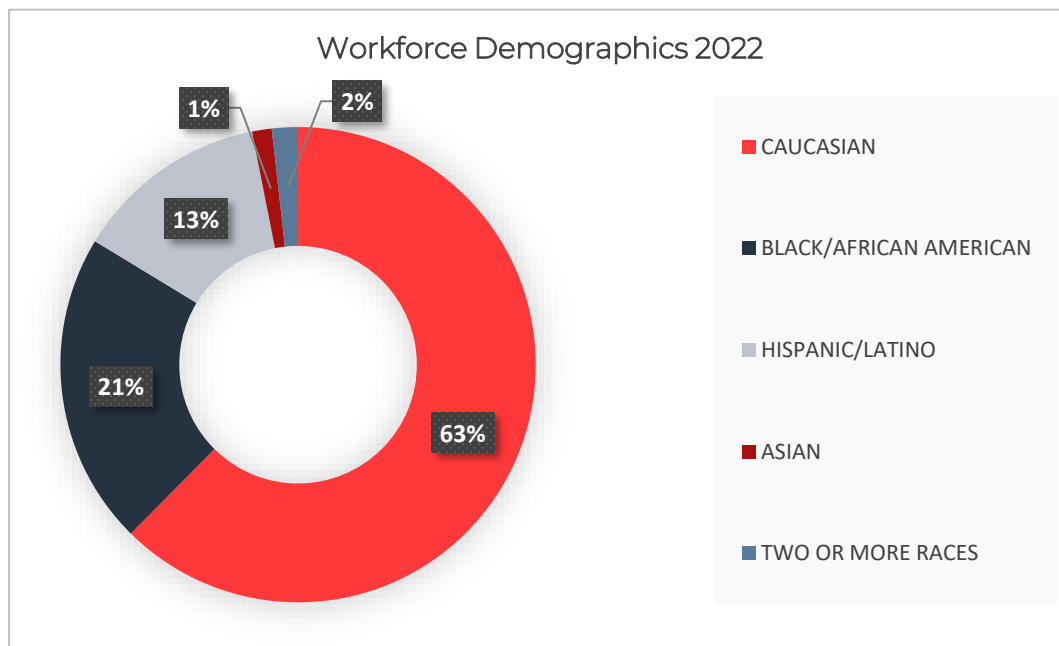


We are proud of our continued progress in elevating women to positions of senior leadership within our company. Intentional efforts of promoting from within and sourcing the most diverse talent possible are reflected in our year over year results.





WORKFORCE DEMOGRAPHICS



Workforce demographics shown above in both charts do not include Native Hawaiian, Pacific Islander, American Indian, and Alaska Native as those populations represent less than 1% of the total workforce.



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. 2022 marked our fourth year of participation in this great program. 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.



CHILD LABOR, FORCED LABOR AND TRAFFICKING



Knight-Swift Transportation supports and follows all legal regulations that prevent child and forced labor. Additionally, Knight-Swift has been a partner with Truckers Against Trafficking (TAT) for many years and in 2021 commemorated this relationship and support by wrapping a Freightliner Cascadia with Swift and TAT logos that reads “Everyday Heroes Needed”. It also provides a number to call to report suspicious activity.



COMMUNITY SUPPORT

Our commitment to giving back to the communities in which we operate has never been stronger. We believe that healthy communities are the foundation for healthy employees, and we are honored to support our employees, their families, and the broader community through charitable contributions and service.

In 2022, we continued our tradition of providing support through our employee assistance, community and scholarship grants, and other charitable contributions. Our total charitable giving for the year was more than **\$1.8 Million**, which included over **428 independent gifts and grants**. We are proud to share some of the highlights of our community outreach efforts:

01

Partnership with Children's Miracle Network (CMN) Hospitals: Our partnership with CMN Hospitals remains the focal point of our giving efforts. Through our collaboration since 2019, we have provided critical resources and support to children and families in need.

02

Scholarships for Students: We are committed to supporting our communities' next generation of leaders. In 2022, we provided scholarships to dependents of employees to help them pursue their educational goals and build a brighter future for themselves and their communities.

03

Support for Local Charities: We believe in the power of local organizations to effect positive change in their communities. In 2022, we supported many local charities, including food banks, homeless shelters, and community centers.

04

Employee Volunteerism: Our employees are at the heart of our community outreach efforts. In 2022, we continued to encourage and support employee volunteerism, providing opportunities for our team members to give back to their communities in meaningful ways.

We are proud of the impact our community outreach efforts have had, and we remain committed to building strong, vibrant communities through our Corporate Social Responsibility (CSR) initiatives.

Pictured: 2022 St. Mary's Food Bank Volunteer Event



CORPORATE GOVERNANCE

We believe that sound governance is essential for our business success and supports our commitment of excellence to our stakeholders. The Board of Directors has embraced environmental, social and governance (ESG) topics and is utilizing a balanced approach for management over Knight-Swift's sustainability initiatives. The Nominating and Governance Committee oversees our ESG program, its progress, and helps to inform future strategy. In 2022, ESG risks and management strategies were incorporated into the organization's risk management program which will ensure ESG risks are considered and integrated into the company's overall business strategy. ESG risks are reviewed quarterly by management and presented to the Board of Directors bi-annually.

Independent oversight and leadership, as well as sound corporate governance practices, have been and remain a top priority for the Board. We have experienced meaningful Board refreshment and welcomed new members with a diversity of skills, backgrounds, perspectives, gender, race, ethnicity, and nationality. Most recently, we've added our third female director to the Board and now over 25% of our Board are women. Nearly two-thirds of our Board is independent, and our Audit, Nominating and Corporate Governance, Finance, and Compensation Committees are comprised solely of independent directors to ensure that matters critical to the Company benefit from fully independent oversight. At Knight-Swift, we believe that our Company benefits from the guidance offered by a Board with diverse experiences, perspectives, and backgrounds, and we have been intentional in refreshing our Board to add further diversity.

- 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
- 27% of Board are women
- Majority voting standards and resignation policy for directors in uncontested elections
- Annual risk oversight by full Board and 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
- Four out of five 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 management's approach to staffing, policies, processes, and practices sufficient to effectively gauge and address cybersecurity and information security risk. 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.

Cybersecurity and Information Security Governance Highlights:

- Comprehensive reporting to our Nominating and Corporate Governance Committee (both scheduled and real-time) in response to key developments
- Multi-format reporting approach, with presentations to Nominating and Corporate Governance Committee as well as memoranda addressing key issues
- 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
- 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
- Immutable backups
- Privilege access management in place
- 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
- No information security breaches in the last five years

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 modern 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.



EXECUTIVE COMPENSATION

Executive remuneration at Knight-Swift has been tied to its ESG performance across multiple rating agencies, which is a testament to the commitment from senior leadership as they 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



APPENDIX



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

SASB Code	Activity Metric	Category	Unit of Measure	Response/Comment
TR-RO-110a.1	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO ₂ e	2,227,140
TR-RO-110a.2	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	Discussions and Analysis	n/a	See discussion in annual ESG report, pg. 5
TR-RO-110a.3	(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 32,835,516.8 (2) <1% (3) 6.27%
TR-RO-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , and (3) particulate matter (PM ₁₀)	Quantitative	Metric tons (t)	(1) 3,561.7 (3) 12.5 (2) 9.9
TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	(1) 3.12 (2a) 0.002 (2b) 0.00
TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	Quantitative	Rate	(1) 39% (2) 7%
TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Discussions and Analysis	n/a	See discussion in annual ESG report, pg. 12
TR-RO-540a.1	Number of road accidents and incidents	Quantitative	Number	7,208 road accidents and incidents 0.51 DOT accidents per million miles
TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-Of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Quantitative	Percentile	(1) Unsafe Driving = 29%, (2) Hours-Of-Service Compliance = 71% (3) Driver Fitness = 45% (4) Controlled Substances/Alcohol = 0% (5) Vehicle Maintenance = 67% (6) Hazardous Materials Compliance = N/A
TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m ³)	(1) 34 (2) 33 m ³
TR-RO-000.A	Revenue Ton Miles (RTM)	Quantitative	RTM	31,299,920,059
TR-RO-000.B	Load Factor	Quantitative	Number	85.28%
TR-RO-000.C	Number of employees, number of truck drivers	Quantitative	Number	Total employees: 42,564 Drivers: 33,086



EMISSIONS TABLE

	CO2e Emissions (metric tons)			
	Scope 1 (Fleet)	Scope 1 (operations)	Scope 2	Total Scope 1+2
2019	2,883,191	7,033	14,114	2,904,339
2020	2,737,429	5,928	12,812	2,756,169
2021	2,419,720	5,809	12,473	2,438,001
2022	2,312,556	6,775	15,079	2,334,410

2022 Scope 1 (Fleet) accounts for full year emissions from newly acquired ACT & MME fleets. 2022 Scope 1 (operations) and Scope 2 only accounts for partial year emissions from stationary sources. Complete operational Scope 1+2 emissions for ACT & MME will be included in 2023 data.





KNIGHT-SWIFT TRANSPORTATION HOLDINGS, INC.

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