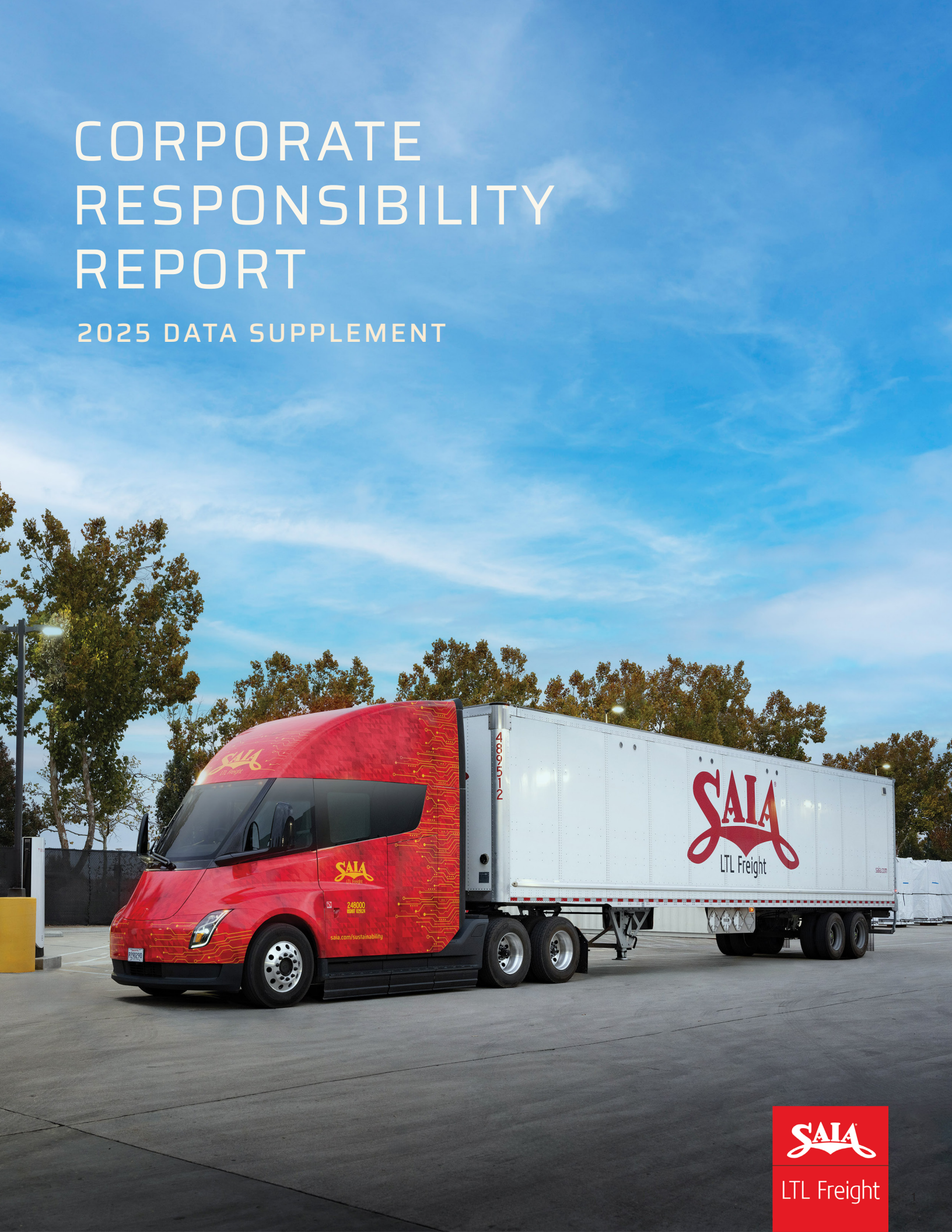
CORPORATE RESPONSIBILITY REPORT

2025 DATA SUPPLEMENT



SAIA
LTL Freight

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This report contains information and data through the 2025 fiscal year.

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CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

This Corporate Responsibility Report Data Supplement may contain "forward-looking statements" within the meaning of U.S. federal securities laws. Forward-looking statements are any statements other than statements of historical fact. Words such as "anticipate," "estimate," "expect," "project," "intend," "may," "plan," "predict," "believe," "should," and similar words or expressions are intended to identify forward-looking statements. All forward-looking statements reflect the present expectation of future events of our management as of the date of this Report and are subject to a number of important factors, risks, uncertainties, and assumptions that could cause actual results to differ materially from those described in any forward-looking statements. Many of these factors, risks, uncertainties, and assumptions are described in our most recent Annual Report on Form 10-K filed with the US Securities and Exchange Commission. No assurance can be given as to our future results and achievements. Accordingly, a forward-looking statement is neither a prediction nor a guarantee of future events or circumstances, and those future events or circumstances may not occur. You should not place undue reliance on the forward-looking statements, which speak only as of the date of this Report. We are under no obligation, and we expressly disclaim any obligation, to update or alter any forward-looking statements, whether as a result of new information, future events, or otherwise, except as otherwise required by applicable law.

A MESSAGE FROM

OUR PRESIDENT & CEO



As a leading provider of nationwide freight and logistics services, Saia remains focused on delivering for our customers while fostering a workplace that supports and inspires employees and creates long term value for communities and the environment. Corporate responsibility is not separate from how we operate; instead, it is integral to how we grow, invest, and perform.
In 2025, we built on our strong foundation by continuing to make investments in our fleet, facilities, and technology, aiming to boost efficiency, reliability, and environmental improvements throughout our network. These efforts were recognized when Saia was named a 2025 Green Supply Chain Partner by Inbound Logistics, reinforcing our commitment to sustainability and responsible operations.

Our approach to sustainability is practical and performance driven. By expanding our use of alternative fuel vehicles, deploying advanced route optimization and predictive analytics, and continuing to invest in energy efficient facilities, we are improving miles per gallon, reducing empty miles, and lowering our environmental footprint while also enhancing service consistency for our customers. As our footprint continues to grow, proximity and scale allow us to operate more efficiently and responsibly.

Equally important is our investment in people. The dedication of our employees drives every result we achieve, from operational excellence to customer satisfaction. By prioritizing safety, training, engagement, and career development, we continue to build a culture rooted in accountability, respect, and shared success - all values that have defined Saia for more than a century.
Looking to the future, our path forward is clear: innovate responsibly, operate efficiently, and continue creating value for the customers who trust Saia to keep their businesses moving.



FREDERICK J. HOLZGREFE
PRESIDENT & CHIEF EXECUTIVE OFFICER

MISSION, VISION & CORE VALUES

OUR MISSION

To safely drive our customers' success by providing tailored solutions built on the enduring strength of our three service-focused pillars: **people, purpose, and performance.**

OUR VISION

To position Saia as a leading national transportation and logistics company, we are dedicated to leveraging **cutting-edge technology**, empowering employees through development, and differentiating ourselves through **innovative customer service and operational excellence**. By staying hyper-focused on growth, we aim to support our customers' evolving needs while building a stronger, more sustainable future.



THE VALUES THAT DEFINE US

CUSTOMER FIRST

Doing what it takes, in everything we do, means putting the customer first. It doesn't mean short-changing safety, policies or procedures, or respect, but it means understanding that fundamentally, our customers are at the heart of our business – in everything we do.

SAFETY

Safety is not a policy or procedure. Safety is a fundamental behavior and practice. It is the unified practice that we can efficiently and effectively all work safely and perform our functions to support individual employees and company goals.

TAKING CARE OF EACH OTHER

Teamwork, empathy, and giving 100 percent. Taking care of each other means leaders caring about employees, employees caring for each other and for customers, and everyone at Saia caring about the company's purpose and goals.

DIGNITY AND RESPECT

Everyone deserves to be treated with dignity and respect. Every employee at Saia has a sense of worth and value that they bring to their role at the company. We must all recognize the humanity in each other and treat others respectfully.

DO THE RIGHT THING

Doing the right thing means making the conscientious choice, the ethical choice, even when no one is looking. Doing the right thing demands commitment to excellence and an awareness that why you do something can be as important as what you do.

COMMUNITY

As a company and as a team of employees, we must embrace our responsibility to our neighbors, the environment, those with whom we work, and the communities that sustain us. We realize that it is always easy to talk about being a good citizen and yet it is another to put words into action.

ABOUT THIS REPORT

OUR DATA

We have considered reporting guidelines, indicators and terminology in the framework of the Sustainability Accounting Standards Board (SASB) to determine the data to include in our tables. To promote comparability, we map our reporting data to the relevant SASB indicators to help provide information for investors and other stakeholders. The data tables within this supplement compile sustainability related metrics in alignment with several reporting standards and entities.

The information presented below for 2025 represents activity from our 2025 fiscal year, which for Saia Inc., runs from January 1, 2025 to December 31, 2025.

OUR SCOPE

We consolidate our sustainability metrics using the same organizational boundaries applied in financial reporting. Our emissions are reported in accordance with the GHG Protocol and reflect the operational footprint of Saia's activities within the contiguous United States. The inventory boundary includes all assets within the on-the-road fleet, whether owned or leased, that fall under Saia's operational control. All facilities, whether owned or leased, are included within the reporting boundary unless they are subleased and therefore fall outside Saia's operational control.

The fiscal year ending 2023 serves as the base year for Saia's greenhouse gas inventory. This year was selected because it represents the most recent operating period with comprehensive data availability and established methodologies, and it aligns with the requirements set forth in our Base Year and Recalculation Policy.

METHODOLOGIES & ESTIMATIONS

Greenhouse gas emissions for Scope 1 and Scope 2 are quantified in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Emissions are calculated using activity data supported by estimations where direct measurement is not available. Emission factors from the most recently published United States Environmental Protection Agency resources are applied for stationary and mobile fuel combustion, as well as for electricity consumption under both the location-based and market-based approaches where applicable. Global warming potentials corresponding to the latest reporting year are sourced from the Intergovernmental Panel on Climate Change Sixth Assessment Report to ensure alignment with current scientific guidance.

DATA YEAR 2025 DISCUSSION OF RESULTS

We have steadily increased our investment in alternative fuel vehicles, reinforcing a renewable transition that is both real and measurable. In 2025, we invested $9.3 million to expand the number and types of alternative fuel vehicles, an investment that has allowed us to expand our fleet to include compressed natural gas (CNG) trucks that run on renewable natural gas (RNG), battery electric vehicles (BEV), and units that run on 100% Biodiesel (B100). Adoption of bio-based fuels is accelerating and has contributed to higher biogenic emissions, though these fuels currently offset only a small portion of overall fossil fuel demand as the business continues to scale. Absolute emissions increased in line with organic operational growth from our expansion to 213 terminals across all 48 contiguous states. As we moved more freight, traveled more miles, and generated higher revenue, we did so with efficiency as key performance metrics remained relatively flat between 2024 and 2025.

OUR DATA

SASB DISCLOSURE TOPICS & ACCOUNTING METRICS

TOPIC	CODE	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	2025	2024	2023
GREENHOUSE GAS EMISSIONS	TR-RO-110a.1	Gross global Scope 1 emissions *Δ	Quantitative	Metric tons (t) CO2-e	714,024	695,307	632,922
		Biogenic emissions	Quantitative	Metric tons (t)	25,500	21,215	10,378
	TR-RO-110a.2	Discussion of strategies and targets to manage Scope 1 emissions and performance analysis	Discussion and Analysis	N/A	SEE DISCUSSION UNDER "OUR FLEET" CORPORATE RESPONSIBILITY REPORT 2024		
	TR-RO-110a.3	Total fuel consumed	Quantitative	Gigajoules (GJ)	10,629,525	10,297,118	9,199,210
		Percentage natural gas	Quantitative	Percentage (%)	1.70%	1.70%	1.50%
		Percentage renewable	Quantitative	Percentage (%)	4.10%	3.50%	1.90%
AIR QUALITY	TR-RO-120a.1	Air emissions: 1) NOx (excluding N2O) 2) Particulate matter (PM10)	Quantitative	Metric tons (t)	1) 593 2) 15.4►	1) 524 2) 1.89	1) 467 2) 1.71
DRIVER WORKING CONDITIONS	TR-RO-320a.1	Total recordable incident rate (TRIR) and fatality rate *Saia does not disclose fatality rate*	Quantitative	Rate	6.92	6.94	6.94
	TR-RO-320a.2	1) Voluntary and 2) involuntary turnover rate (U.S.)	Quantitative	Rate	1) 13.2% 2) 13.8%	1) 13.6% 2) 12.2%	1) 13.6% 2) 12.2%
	TR-RO-320a.3	Approach to managing short-term and long-term driver health risks	Discussion and Analysis	N/A	SEE DISCUSSION UNDER "SAFETY" IN CORPORATE RESPONSIBILITY REPORT 2024		
ACCIDENT AND SAFETY MANAGEMENT	TR-RO-540A.1	Number of road accidents and incidents	Quantitative	Number	199	223	160
	TR-RO-540A.3	Number aggregate volume of spills and releases to the environment	Quantitative	1) Number 2) Cubic meters (m^3)	1) 2 2) 1.7 m^3	1) 1 2) 0.5 m^3	1) 0 2) 0 m^3

*The greenhouse gas emission intensity information presented here reflects calculations that account for allocation of low emission transport activity to selected customers. The emission intensity presented here is therefore not appropriate for use in customer-specific greenhouse gas emission calculations. Customers are encouraged to contact Saia directly for information on the emission intensity appropriate for use in their greenhouse gas emission calculations for transportation activity associated with Saia.

ADDITIONAL ENVIRONMENTAL METRICS

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE		2025	2024	2023
GREENHOUSE GAS EMISSIONS	Scope 2 Emissions (location based)	Quantitative	Metric tons (t) CO2e		23,286	23,550	21,614
	GHG emissions intensity *■	Quantitative	g CO2e / ton-mile		113.4	113.7	87.5●
	GHG Emissions by Type	Quantitative	Metric tons (t)	CO_2	707,754	689,193	626,737
				CH_4	266	257	172
				N_2O	6,004	5,857	6,013
ALTERNATIVE FUEL FLEET	Fleet Count	Quantitative	Number	BEV	7	5	-
				CNG	89	55	30
				B100	15	-	-
				Diesel	≈ 7,589	≈ 6,540	≈ 6,470
				Total Units	≈ 7,700	≈ 6,600	≈ 6,500

ACTIVITY METRICS

These metrics can be use for comparative purposes of peers in our industry.

CODE	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	2025	2024	2023
TR-RO-000.A	Revenue ton-miles (RTM)	Quantitative	RTM	5.6 billion	5.2 billion	4.9 billion
TR-RO-000.B	Load factor	Quantitative	Number	92%	92%	92%
TR-RO-000.C	Number of employees	Quantitative	Number	14,467	15,258	14,000

SOCIAL METRICS

CODE	METRIC	CATEGORY	UNIT OF MEASURE		2025	2024	2023
EMPLOYEE ENGAGEMENT	Survey Participation	Quantitative	Percentage (%)		84%	86.1%	82.4%
	Employee Favorability	Quantitative	Percentage (%)		68.7%	68.3%	68.3%
EMPLOYEE DEMOGRAPHICS	By Gender	Quantitative	Percentage (%)	Men	88.96%	88.2%	88%
				Women	11.03%	11.8%	12%
				Not disclosed	0.01%	0.02%	-
	Self identified as Ethnically & Racial Diverse	Quantitative	Percentage (%)		49%	49%	46%

*The greenhouse gas emission intensity information presented here reflects calculations that account for allocation of low emission transport activity to selected customers. The emission intensity presented here is therefore not appropriate for use in customer-specific greenhouse gas emission calculations. Customers are encouraged to contact Saia directly for information on the emission intensity appropriate for use in their greenhouse gas emission calculations for transportation activity associated with Saia.

ADDITIONAL ENDNOTES:

Δ Scope 1 emissions for 2023 and 2024 were restated in the 2025 Corporate Responsibility Data Supplement to reflect a more complete inventory, including sources beyond the on-road fleet.

▶ Air quality metrics for all reporting years are calculated using the EPA SmartWay Online Truck Tool, which estimates NOx, PM, and other emissions. Updated SmartWay emission factors for particulate matter (PM) contributed to the increase in reported PM emissions in 2025.

■ The reported g CO_2e per ton-mile emissions intensity is calculated using the EPA SmartWay Online Truck Tool methodology.

● A methodology update implemented in 2024 contributed to the year-over-year increase in g CO_2e per ton-mile.



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CORPORATE WEBSITE
saia.com

DISCOVER SAIA'S COMMITMENT TO CORPORATE RESPONSIBILITY
saia.com/sustainability