



WERNER

ENTERPRISES

**BUILDING ON A STRONG FOUNDATION
TO DRIVE GREATER SUSTAINABILITY AT WERNER**

ESG Presentation

March 2021

DISCLOSURE STATEMENT

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For those reasons, undue reliance should not be placed on any forward-looking statement. The Company assumes no duty or obligation to update or revise any forward-looking statement, although it may do so from time to time as management believes is warranted or as may be required by applicable securities law. Any such updates or revisions may be made by filing reports with the U.S. Securities and Exchange Commission, through the issuance of press releases or by other methods of public disclosure.

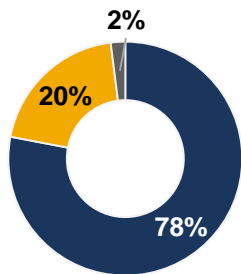
WERNER SNAPSHOT (NASDAQ: WERN)

PREMIUM TRUCKLOAD TRANSPORTATION & LOGISTICS SERVICES PROVIDER



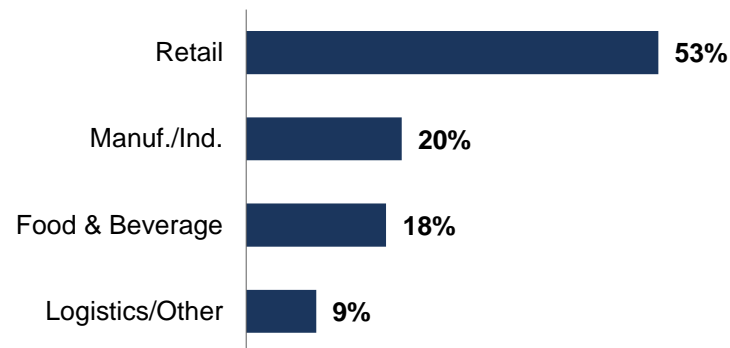
2020 Revenue Breakdown

Segment

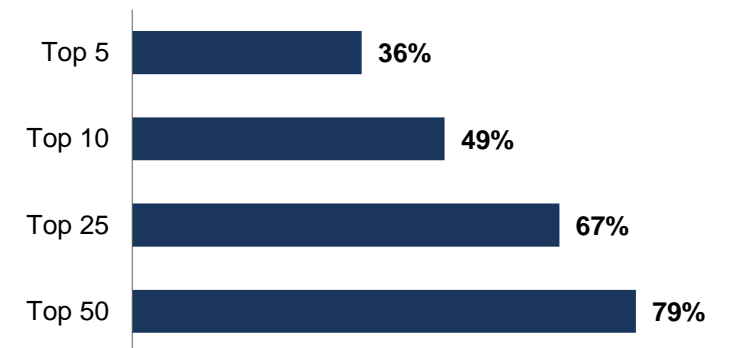


- Truckload Transportation Services (TTS)³
- Werner Logistics
- Driver Training Schools and Other

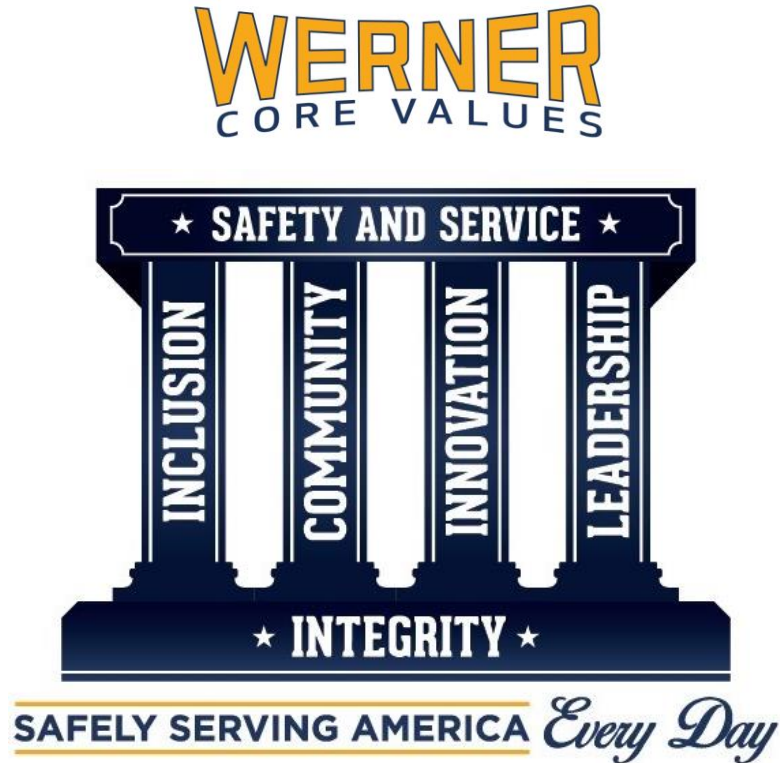
Vertical (Top 50 Customers)



Customer Rank



OUR CORE VALUES SUPPORT OUR BUSINESS PHILOSOPHY



- ✓ Provide superior on-time customer service for our customers
- ✓ Operate premium modern trucks and trailers that are equipped with the latest safety technology, which inherently have fewer mechanical and maintenance issues and help attract and retain experienced drivers
- ✓ Evolve our business processes and technology continuously to improve customer service and driver retention
- ✓ Focus on strategic and successful customers who value our broad geographic coverage, diversified truckload and logistics services, equipment capacity, technology, customized services and flexibility
- ✓ Support and encourage the diverse voices and perspectives of our associates, our customers and our suppliers continuously



WERNER

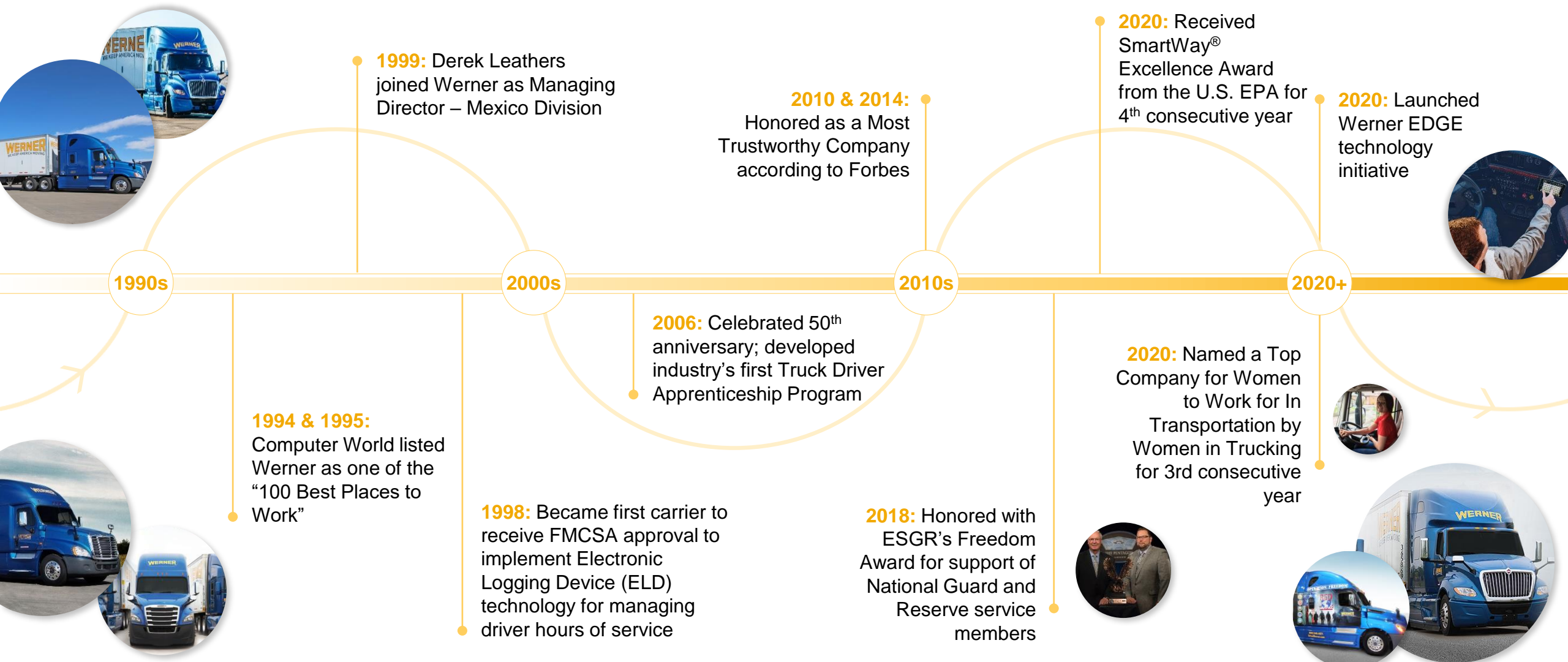
ENTERPRISES

OUR ESG JOURNEY

“When I joined Werner in 1999, I immediately noticed that ‘sustainability’ was at the forefront of our efforts. The Company was actively involved in how we could further enhance our sustainability efforts and environmental impact. More recently, we’ve driven a greater emphasis on tracking and performing against stringent environmental goals, enhancing our social impact and continuing to improve our corporate governance.”

Derek Leathers, Vice Chairman, President & Chief Executive Officer

THE EVOLUTION OF OUR ESG STRATEGY...



...CONTINUES WELL INTO THE FUTURE AND FORTIFIES OUR MARKET POSITION THROUGH FIVE KEY THEMES

01 →

Establish a formalized ESG framework and strategy – in early innings of our multi-phased journey, focused on achieving the highest ESG-related industry standards

02 →

Identify meaningful, reportable metrics and goals important to all stakeholders to appropriately monitor, measure and report on our ESG performance and progress

03 →

Build on our strong foundation as an industry leader focused on reducing our environmental impact by continuing to reduce our carbon footprint through a young, innovative and modern truck and trailer fleet

04 →

Foster and empower an inclusive culture that upholds our core values and provides equal opportunities for all

05 →







Continue to uphold transparency, ethics and integrity in our governance practices with an emphasis on creating a more diverse Board with complementary skills that align with our long-term strategy



5T's + S ARE CORE COMPONENTS OF OUR STRATEGY

COMMITTED TO REMAINING AT THE FOREFRONT OF OUR INDUSTRY

KEY FOCUS AREAS

1. Trucks		<ul style="list-style-type: none"> Maintain the age of our industry-leading modern truck fleet, which includes state-of-the-art safety technology
2. Trailers		<ul style="list-style-type: none"> Remain at forefront of industry with young trailer fleet age
3. Talent		<ul style="list-style-type: none"> Rigorous hiring and retention processes to attract and retain industry-leading talent
4. Terminals		<ul style="list-style-type: none"> Expansive network of terminals, dedicated fleet locations, and driving schools
5. Technology		<ul style="list-style-type: none"> Continuously upgraded and modernized IT infrastructure and data security (e.g., Werner EDGE)
+ Sustainability		<ul style="list-style-type: none"> Further develop our sustainability practices with specific milestone goals through a multi-phased strategy

NEW IN 4Q20

2020 RESULTS

- Delivered customer satisfaction with new and reliable fleet: **100% equipped with collision mitigation and automated manual transmissions**
- Improved fleet safety and performance: **Accident per MM declined by 18% YoY (lowest in 28 years); Work injury rate declined by 15% YoY (lowest in 15 years)**
- Enabled our high-performing team: **Recognized in August by *Logistics Management* for 2020 awards in truckload dry freight and 3PL categories**
- Covered 90% of U.S. population within 150 miles of our facilities
- Advanced performance and safety of our drivers, customers and trucks, while controlling costs: **TTS adjusted operating margin, net of fuel, improved by 170 bps YoY**

EXECUTION OF OUR ESG STRATEGY WILL BE SUPPORTED BY OUR INHERENT CORE STRENGTHS AND SUSTAINABLE COMPETITIVE ADVANTAGES

Core Strengths

- **Breadth:** Diversified truckload transportation portfolio (Dedicated TL, One-Way TL, Logistics)
- **Scale:** Top 5 TL carrier, Top 5 Dedicated carrier and growing logistics provider
- **One-Way TL:** Industry-leading Mexico cross-border and Team Expedited carrier
- **High-service Fleet:** New and modern-equipped trucks and trailers
- **Talent:** Access to top talent through large, vertically-integrated network; highly qualified drivers with extensive safety training

Sustainable Competitive Advantages

Deep, long-term customer relationships delivering superior, award-winning **on-time service**

Enhanced value-added technology platform, **Werner EDGE**, further improves customer, driver, non-driver and supplier experience

Performance-driven, accountable culture led by **seasoned leadership**; transparent, **one-voice communications**

Durable financial position sustained with **strong free cash flow** and **industry-leading revenue per truck per week**

Industry leader committed to **continuously reducing our environmental impact** (e.g., alternative fuels and electric truck exploration and integration)

OUR STRATEGIC APPROACH TO ESG

A blue-tinted graphic showing several semi-trucks parked in a lot. The word 'WERNER' is visible on the side of the trucks. The background features a faint image of mountains.

Environmental
Industry leader in Environmental, Health and Safety Impact

A yellow-tinted graphic featuring a smiling woman with her hands on her hips. She is wearing a dark jacket. In the background, a semi-truck is visible with 'WERNER ENTERPRISES' and 'DAILY PRE' written on it.

Social
Strong Foundation of Community and Stakeholder Engagement

A blue-tinted graphic showing a hand holding a white arrow pointing upwards. The background is a blurred image of a person's face and hands, suggesting a professional or corporate setting.

Governance
Robust Corporate Governance Grounded in Ethics, Risk Management and Best Practices



WERNER

ENTERPRISES

ENVIRONMENTAL

Industry Leader in Environmental, Health and Safety Impact

“We fiercely pursue our environmental goals every day.”

Marty Nordlund, Sr. EVP and Chief Operating Officer

ENVIRONMENTAL KEY MESSAGES

01 Long-established **commitment to reducing our carbon footprint**

02 **Continual investment in modern truck fleet** decreases fuel consumption and associated nitrogen oxide emissions

03 **Substantial upgrades to our terminal network and fleet technology** decreases energy consumption and minimizes empty miles

04 Industry-recognized **green supply chain partner**

05 Targets in place to further **reduce carbon emissions, grow associate resource groups, and enhance diversity**

ENVIRONMENTAL CONSERVATION AT WERNER

Fuel Efficiency

Initiatives to Control Fuel Consumption and Pollution

- ✓ Automated manual transmissions
- ✓ Aerodynamic trucks and trailers / trailer skirts; speed management with adaptive cruise control
- ✓ Automated tire inflation systems; low rolling resistance tires
- ✓ Newest diesel engine technology with continual in-depth testing
- ✓ Monitoring strategies (e.g., computerized truck idling program, equipment weight reduction)

Conservation Initiatives

Programs Implemented to Reduce Overall Environmental Impact

- ✓ 100% recycling or repurposing of batteries, liquids and tires
- ✓ 100% conversion to LED lighting in all our facilities; electrical usage for lighting is controlled by timers during off hours
- ✓ Continually introducing tech to reduce paper use/waste, moving paper-intensive processes to digital (e.g., EBOL, SharePoint)

SmartWay Transportation Partner

Impact Since 2007

SmartWay Excellence Awards

Highest Level of Recognition by the EPA

+310 Million Gallons

Fuel Reduction

+29%

Improved Fuel Efficiency

Fuel Efficiency + Recycling Initiatives

Company-wide Programs Initiated

+3.4 Million Tons

CO₂ Reduction

INVESTMENTS IN MODERN FLEET ARE REDUCING OUR CARBON FOOTPRINT...

7,861

Trucks¹

2.0 years

Average Truck Age¹
One of the Lowest in the Industry

24,400

Trailers¹

4.0 years

Average Trailer Age¹
One of the Lowest in the Industry

100%

Automated Manual
Transmissions

100%

GPS Trailer Tracking

Efficiency within Our Truck Fleet

EMERGING TECH INVESTMENTS AND TESTING

- Recent investment in TuSimple, a trucking technology company aiming to scale self-operating technologies to improve safety and fuel efficiency
- Announced testing of first electric-powered truck in January 2020 in partnership with Peterbilt, Meritor, and TransPower – operating in LA metro area

DRIVER SAFETY

- Governed maximum cruising speed with active collision mitigation technology to maximize safety and fuel efficiency
- Purchased forward-facing cameras to capture events that could help exonerate drivers from incident – installed in 99% of company trucks as of February 2021 with installation across the remainder of fleet targeted for completion by end of Q1 '21
- Installing telematics units on all trucks, providing drivers with smart workflow, best-in-class navigation, improved safety features and reduced manual data entry; 99% completed as of February 2021

AUTOMATION

- First large fleet in America to be 100% automated manual transmissions, delivering a significant improvement in miles per gallon versus manual transmissions
- Automated manual transmissions harnessed with collision mitigation radar sensing technology; proven to be safer trucks
- Implemented automated tire inflation systems for trailers, resulting in improved miles per gallon and increased tire life
- GPS trailer tracking enables optimized automated trailer assignment as well as reduces empty miles and trailer wait time



...WHILE ADVANCED TECHNOLOGIES LED TO IMPROVED SAFETY METRICS

↓ **14%** Reduction
in *Accidents*¹ Over 5-Year Period

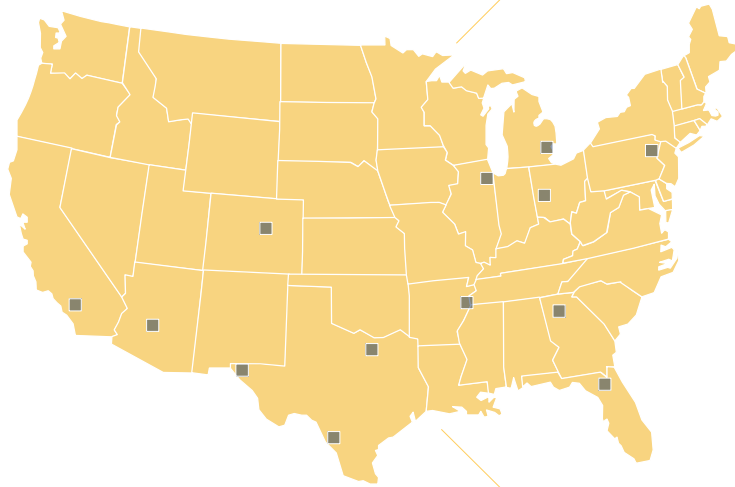
↓ **56%** Reduction
in *Rear-end Accidents*¹ Over 5-Year Period



Making Safety Progress Despite Increased Distracted Driving from Motorists

ENVIRONMENTAL AND ENERGY EFFICIENCY UPGRADES AT ALL OUR TERMINALS

Truck Refueling Tanks Removed from All Terminals by 2021, Eliminating Spillage and Contamination Risks



Savings from LED Lighting Conversions Throughout Terminal Network Equated to **4.2M KWH Annually** – Equivalent to **Removing 407 Cars from the Roads** or **Taking 229 Homes Off Grid**

7.6M pounds of CO₂ reduced¹ from Energy Efficiency Upgrades at Omaha, NE HQ – Equivalent to Removing 733 Cars from Roads or Taking 413 Homes Off Grid

100% of Batteries and Liquids are Recycled, and **100% of Tires** are Recycled or Repurposed

Long Standing Commitment to Reducing Carbon Emissions and Waste



WERNER ENTERPRISES

SOCIAL

Strong Foundation of Community and Stakeholder Engagement

“Derek continuously challenges us to be a better employer for our workforce, to be more proactive in the way we communicate with our associates and our drivers and be more engaged in our communities.”

Jim Schelble, EVP and Chief Administrative Officer

SOCIAL KEY MESSAGES

01

Diverse workforce across our national footprint that is reflective of the local community

02

Committed to achieving greater diversity, equity and inclusion throughout Werner

03

Strong safety culture demonstrated by investments in advanced technologies, which lead to improved safety

04

Engaged and actively **involved in the communities in which we live and work**



DIVERSE NON-DRIVER WORKFORCE ACROSS OUR KEY TERMINALS AND SCHOOL NETWORK



59%
Of Associates Are
Female and/or
Ethnically Diverse

45%
Of Management Is
Female and/or
Ethnically Diverse

COMMITTED TO DIVERSITY, EQUITY AND INCLUSION THROUGHOUT WERNER



12% Female Drivers, Nearly **Double** the National Average

55% Ethnic Diversity Among Drivers



Committed to Efforts to Support and Drive Outcomes for Diversity, Equity and Inclusion

- 2018: Joined the Employer Coalition for the **Greater Omaha Chamber's Commitment to Opportunity, Diversity and Equity (CODE)**; focused on creating positive, measurable outcomes, leading to increased opportunities and equity for underrepresented populations
- 2020: Engaged in the **Greater Omaha Chamber's THRIVE 2020 Taskforce** for diversity, equity and inclusion; focused on planning for and ensuring economic recovery during and after pandemic, specifically efforts to move forward the work in diversity, equity and inclusion
- Committed to providing the opportunity for a Human Resources associate to complete the **LeadDIVERSITY program** in the 2020 - 2021 cohort through Inclusive Communities

Driver Statistics

- **~3.3M miles traveled each business day**
- 2020: Achieved **3rd best driver retention rate in 20 years**
- Offer new drivers the **Werner Welcome Experience**
- Opportunity to receive next-gen elite driver status through **Roadmaster Drivers School**
- Commitment to hiring veterans – **comprise 20+% of our driver workforce**

Compensation (Annual Average)

- **Gender compensation comparison** for leadership
 - Female to male compensation ratio for Associate Director and above is **~105%**¹

Select Notable Perks

- **2019: Doubled company match in 401(k)** retirement savings plan
- **Competitive tuition reimbursement for all associates**
- **Employee stock purchase plan, with 15% company match**
- **Driver ride-along programs that allow for authorized passengers or pets**

Diversity, Equity and Inclusion Drives Us

At Werner, we support and encourage the diverse voices and perspectives of our associates, our customers and our suppliers. Diversity contributes to innovation and connects us to the many communities we serve. We commit to embrace these values as we move toward an increasingly inclusive culture where every associate feels empowered to bring their whole self to Werner.

WERNER'S COMMUNITY OUTREACH

ENGAGED AND ACTIVELY INVOLVED IN THE COMMUNITIES IN WHICH WE LIVE AND WORK BY SUPPORTING 140 NON-PROFIT ORGANIZATIONS¹

2012

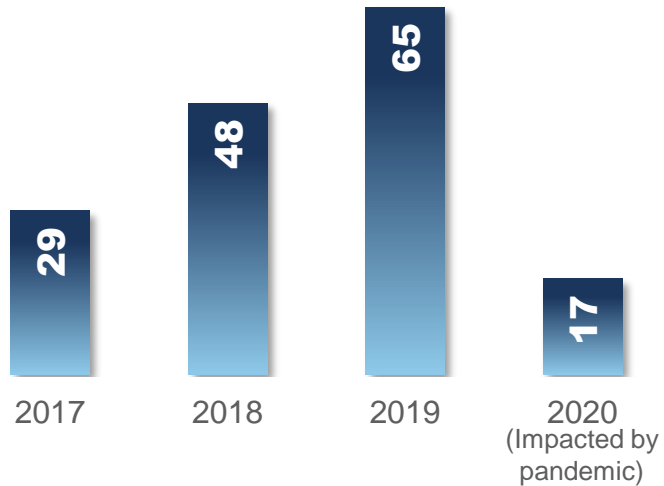
Blue Brigade Founded

482

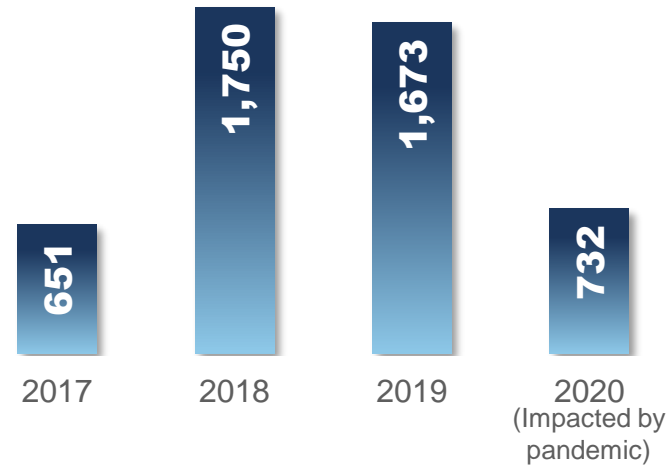
Total Blue Brigade Volunteers

Blue Brigade Volunteer Efforts with Local and National Non-Profit Organizations

Events



Volunteer Hours



¹ On average annually for total Company.



DEVOTION TO SERVING OUR MILITARY VETERANS

Professional Truck Driver Apprenticeship Program

- ✓ **2006:** Developed and introduced industry-first Truck Driver Apprenticeship Program
- ✓ **Training and proficiency** in pre-, post- and DOT inspections, decision making and driving skills during inclement weather, customer relations, as well as computer-based and classroom instruction

Elite Veteran Driver Program

- ✓ **Most visible initiative** within program is the Operation Freedom Fleet, which includes numerous military-themed trucks used to honor, recruit and retain military community members

R.E.D. (Remember Everyone Deployed)

- ✓ Proud sponsor of R.E.D., a non-profit organization created to bring awareness to our deployed service members and their families – fleet includes two R.E.D.-wrapped trucks

FMCSA's Under-21 Military CDL Pilot Program

- ✓ **1 of 3 companies with a driver participating in this pilot program**, which permits drivers 18-20 years of age, who possess the military equivalent of a CDL, to operate trucks in interstate commerce



Honors and Recognition



SUPPORTING OUR ASSOCIATE RESOURCE GROUPS

ENCOURAGE DIVERSITY OF THOUGHT AND PROMOTE CORPORATE ENGAGEMENT

IDEAL (Inclusion, Diversity, Equity, Accountability & Learning) Council formed to create, direct and grow Associate Resource Groups at Werner

Women's Forum: supporting Women at Werner

WEVets: supporting Military, Veterans and Families
(March 2021)

YEP – Young Emerging Professionals
(coming May 2021)

ARGs focus on:

- Networking
- Education
- Professional development
- Recruitment and retention



WOMEN'S FORUM – Our First ARG
Founded 2011; Mexico launch 2016
130 members

OUR EFFORTS AGAINST HUMAN TRAFFICKING

- ✓ Signed the U.S. DOT's Transportation **Leaders Against Human Trafficking (TLAHT) initiative**
- ✓ **Partnered with Truckers Against Trafficking** to raise awareness of human trafficking
- ✓ Annual donor to Truckers Against Trafficking and haul their **Freedom Drivers Project mobile exhibit trailer** as needed across the country
- ✓ All professional drivers **complete training within the Welcome Experience on human trafficking** that was developed by Truckers Against Trafficking
- ✓ Truckers Against Trafficking **resource cards and educational materials** are available at our terminal facilities
- ✓ The Truckers Against Trafficking and National Trafficking **Hotline contact numbers are available on the Drive Werner application** should a driver need to report an issue
- ✓ **Ongoing education on trafficking** is added to our Quarterly Safety Training
- ✓ **Partnered with state and governmental agencies** who needed equipment for staging to help with specific trafficking cases
- ✓ Truckers Against Trafficking **training is required curriculum for all Roadmaster students**
- ✓ Recent partnership with **United Against Slavery (UAS)** to help **gather valuable industry-specific insight** and to **improve education efforts**



~8,000 Training Hours
Devoted to Human Trafficking
Efforts Each Year

RECENT AWARDS AND RECOGNITIONS



Inbound Logistics

- 2020 Green Supply Chain Partner
- 2020 Top 10 3PL Provider
- Top 10 3PL Excellence Award
- Top 100 3PL Provider
- Top 100 Trucker

Food Logistics

- 2020 Top Green Provider
- 2020 Top 3PL & Cold Storage Provider
- 2019 FL100+ Top SW & Technology Provider
- 2019 Top Green Provider

Abbott Nutrition

- 2019 Provider of the Year – Cavalry Award

Logistics Management

- 2020 Quest for Quality Award
- 2019 Quest for Quality Award

SMC³ and Logistics Management

- 2020 Alliance Award

FreightWaves

- 2020 FreightTech 100 Award

Global Trade Magazine

- Top 3PL Provider

VIQTRY

- 2021 Military Friendly[®] Gold Employer
- 2021 Military Friendly[®] Spouse Employer
- Military Friendly[®] Brand
- Military Friendly[®] Company
- Military Friendly[®] Silver Employer
- Military Friendly[®] Spouse Employer
- Military Friendly[®] Supplier Diversity Program

Military Times

- 2019 Best for Vets Employer

U.S. Veteran's Magazine

- Best of the Best Top Veteran-Friendly Co

CIO

- 2019 Digital Edge 50 Award

Graphic Design USA Magazine

- 2019 Inhouse Design Awards

Women in Trucking (WIT) Association

- 2020 Top Company for Women

Supply & Demand Chain Executive

- 2020 Green Supply Chain Award

GlobalTech Outlook

- 2021 Top Admired Companies of the Year

Dollar General

- 2019 Carrier Operation of the Year
- 2019 Carrier Partner of the Year
- 2019 Dry Site of the Year
- 2019 Fresh Site of the Year
- 2019 Serving Others Award

Coca-Cola

- 2019 Dedicated Carrier of the Year Award

Anheuser-Busch

- 2019 Dedicated Fleet Efficiency Award
- 2019 Dedicated Fleet Manager of the Year
- 2019 Dedicated Fleet of the Year
- 2019 Dedicated Partner of the Year

FedEx

- 2020 Superior Service Provider

EPA

- 2020 SmartWay Excellence Award
- 2020 SmartWay High Performer (4th consecutive year)

AIM Institute

- 2019 Enterprise Business of the Year

Omaha's Business-to-Business Magazine

- 2019 Best of B2B Customer Service

The logo for Werner Enterprises is centered on a blue-tinted background. It features the word "WERNER" in large, bold, yellow-outlined letters. Below it, the word "ENTERPRISES" is written in smaller, white, sans-serif letters. A hand is visible in the background, holding a white paper that the logo is overlaid on.

WERNER

ENTERPRISES

GOVERNANCE

Robust Corporate Governance Grounded in Ethics, Risk Management and Best Practices

“From a governance standpoint, we’ve already begun our journey to increase the diversity of our Board.”

Jim Johnson, EVP, Chief Accounting Officer and Corporate Secretary

GOVERNANCE KEY MESSAGES

01 Experienced Board – 7 of 8 members are independent¹; fully independent Audit, Compensation, and Nominating committees

02 Compensation programs designed to reward executives for long-term, sustainable value creation

03 Highest ethical standards are reflected in guidelines and corporate governance and compliance program

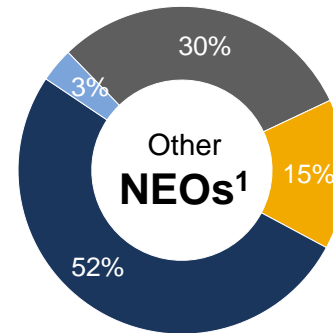
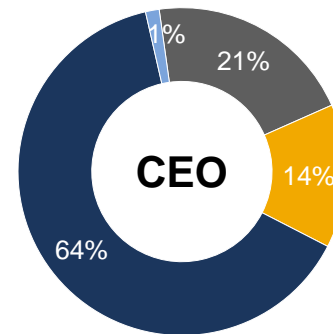
04 Continuing to refresh, diversify and add new capabilities to our Board

EXECUTIVE COMPENSATION CLOSELY ALIGNED WITH SHAREHOLDER INTERESTS

Highlights

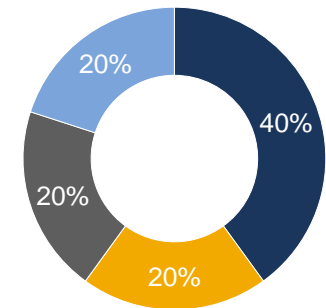
- **Periodic vesting periods of long-term incentive compensation** directly aligned with stockholders' interests by rewarding creation and preservation of long-term stockholder value
- **98% of stockholder votes cast in favor** of our say-on-pay resolution
- **Robust anti-corruption policies** and training for Board, executives and employees
- **Required annual ethics training** for all management employees

2019 Compensation Mix



- Base Salary
- Non-equity Incentive
- Long-term Stock Awards
- Other

AIP² Performance Metrics



- Operating Income
- Revenues less FSC
- Company OR, net FSC
- Individual Performance

CONTINUING TO REFRESH, DIVERSIFY AND ADD NEW CAPABILITIES TO OUR BOARD



Derek Leathers
Vice Chairman
President & CEO,
Werner Enterprises
Appointed: 2020



Kenneth Bird
President & CEO,
Avenue Scholars
Foundation
2002
△○



Diane Duren
Former EVP, CAO &
Corporate Secretary,
Union Pacific Corp.
2017
□△○



Michael Gallagher
Chairman Emeritus,
Law Firm of Gallagher &
Kennedy
2017
□○



Jack Holmes
Former President,
UPS Freight
2018
□△○



Patrick Jung
Former COO,
Surdell & Partners;
Former Managing Partner,
KPMG
2003
□△



Carmen Tapio
Founder, President & CEO,
North End Teleservices
2020
△○



Gerald Timmerman
President,
Timmerman & Sons
Feeding Co., Inc.
1988 – 2011; 2016
□○

Skills Matrix



Board Attributes

Focused on Refreshing and Optimizing Board Talent



OUR ESG MILESTONES

Environmental

 Carbon Emissions
55% Reduction by 2035



Social

 Associate Resource Groups
+3 by End of 2021



Governance

 Formal Diversity Leadership Position
Established by End of 1Q21



Committed to Publishing Our
Inaugural Corporate Social Responsibility Report in 2021



JOIN US AS WE ACCELERATE OUR SUSTAINABILITY JOURNEY

- ✔ Consistent and flexible execution of 5 T's + S strategy during COVID enabled Werner to achieve **record operating income and adjusted earnings per share in 2020**
- ✔ **Strong freight demand expected in 2021**; balanced revenue portfolio and consumer-centric freight base with winning customers provides earnings and cash flow stability through the cycle
- ✔ **Supporting customer growth** by expanding existing driver training school network with four new locations in 1H21 to support modest fleet growth augmented with asset-light logistics program
- ✔ **Committed to continuous improvement** in operational performance; **aligning with leading edge technology partners** to enhance safety and Supply Chain Automation, Visibility and Productivity
- ✔ Management team firmly committed to achieving recently announced Environmental, Social, and Governance goals; **comprehensive Sustainability (CSR) report to be issued in 2021**
- ✔ **Financially and operationally well-positioned** to grow earnings and free cash flow while achieving long-term, sustainable shareholder value creation



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