

Werner Enterprises

2023 Corporate Social Responsibility Report



Moving Toward a More Sustainable Future



Table of Contents

Letter From Our Chairman, President and CEO **03**

Company Profile **04**

Environmental **10**

Social **16**

Governance **26**

Appendix **31**



About This Report

This year marks the publication of our third Corporate Social Responsibility Report. In this report, we demonstrate the progress toward our initial ESG goals and announce new goals for the future. This report is aligned with two different frameworks, the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (UN SDGs), which you will find in the Appendix starting on page 32.

Letter From Our Chairman, President and CEO, Derek J. Leathers

We are proud to present our third Corporate Social Responsibility report, a testament to how the company has evolved in its commitment to sustainability. As I lead Werner into its 68th year in business, it's rewarding to look back at our evolution as an organization and the tremendous progress we have made. I am excited about our future opportunities and the direction we are headed as a leader in the transportation and logistics industry. Our work has been, and will continue to be, about making a difference for our customers, our people and the communities in which we serve. We're privileged to be a leader within an industry that impacts people's lives every day. That privilege comes with the responsibility to be good corporate citizens.

Our previously announced Werner DRIVESM (Durable, Results, Innovation, Values, ESG) strategy leads the way while we set and track progress toward our ESG goals. Werner DRIVESM is an evolution of our business strategy, and it serves as our sound blueprint, guiding our efforts. With ESG as one of the five main pillars of DRIVESM, our associates, leadership and the ESG committee of our Board of Directors help further the goals of WernerBlue, our branded sustainability program.

Our sustainability-focused and future-oriented mindset drives a culture of innovation, which keeps us at the forefront of testing and investing in a variety of new technologies, including alternative fuel sources. We remain open and agile as the most viable options emerge. This mindset impacts our fleet, resulting in Werner running some of the newest and cleanest trucks on the road today.

Our ESG commitment extends beyond our internal operations to our external impact, where thanks to our Volunteer Hours Program, associates volunteer time at numerous community organizations across North America.

Since launching our inaugural CSR Report in 2020, we are proud of our progress and have received more than a dozen awards recognizing our sustainability efforts. This report showcases the tangible outcomes of our efforts and demonstrates to all our stakeholders a long-lasting commitment to sustainability.

Here at Werner, our success is made possible by the commitment of our 14,000+ talented associates and professional drivers who work to Keep America Moving.

I'd like to thank the Werner team for staying true to our core values, exceeding the expectations of our customers and doing it all with safety, service and integrity. We look forward to making a difference now and in the future.


Derek J. Leathers
Chairman, President
and CEO



WERNER[®]

Company Profile



Company Highlights

WE KEEP AMERICA MOVING®

67 YEARS IN BUSINESS

OMAHA, NE
HEADQUARTERS



\$2.3B¹
MARKET CAP



14,111²
ASSOCIATES

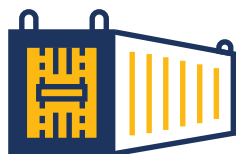


2,185³

DRIVERS IN COMPANY HISTORY WITH ONE MILLION OR MORE SAFE DRIVING MILES



8,170⁴
TTS TRUCKS

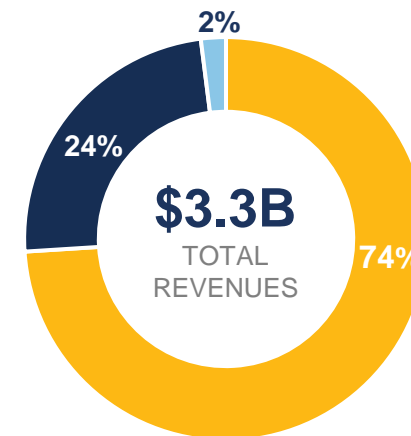


50,000+⁵
ANNUAL INTERMODAL SHIPMENTS



30,000
TRAILING ASSETS

2022 REVENUES BY SEGMENT



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

1. As of 10/27/23
 2. Associates, as of 9/30/23, includes 13,846 employees and 265 independent contractor drivers
 3. As of 10/23/23
 4. As of 9/30/23 for Dedicated and One-Way fleet size. TTS includes Dedicated and One-Way Truckload
 5. For the year ended 2022

Driving CSR Excellence

In 2022, we furthered our commitment to drive sustainability with the creation of an ESG-focused company-wide task force, WernerBlue, which is responsible for driving accountability to ensure the company sets, tracks and meets its ESG goals. WernerBlue meets with the ESG Board Committee annually. The Board's ESG Committee Chair, Carmen Tapio, is a permanent member of WernerBlue and engages regularly with the team.



This past spring, the WernerBlue Task Force participated in a 'Flash Trash Mob', an event coordinated by The Blue Bucket Project, an Omaha based nonprofit working to keep the community litter-free.

Launched
April 2022

20 Members
from across the company

Mission:
Drive ESG strategies
and priorities

Aligning Sustainability With Corporate Strategy

BUILDING ON 5Ts AND SHAPING OUR FUTURE



Our intentionally designed durable portfolio of asset-heavy and asset-light solutions serves a highly-diversified client base. In recent years, Werner has received more than 15 different customer-based awards, including Carrier of the Year and more.

We are focused on innovation through our investments in technology, which are improving the experience of our customers, professional drivers, associates, carriers and suppliers.

Our core cultural values of safety, service and integrity are based on an unwavering commitment to community, inclusion, innovation and leadership. We embrace environmental efforts through the exploration and implementation of alternative fuels and equipment, executing an aggressive carbon reduction plan and exploring partnerships through WernerBlue, our sustainability initiative.

Measuring Progress With Our ESG Scorecard

Goal	Target	Progress
Environmental		
Build a waste and energy scorecard that measures progress around waste reduction and electricity use	2024	Scope 2 data being captured
Disclose Scope 1 ¹ and Scope 2 greenhouse gas emissions	2025	Scope 1 disclosed and on-track to report Scope 2 by 2025
Double intermodal usage	2030	In progress
55% reduction of greenhouse gas emissions	2035	16% Scope 1 emissions reduction compared to 2020 baseline
Social		
Launch a formalized supplier diversity program	2023	Will be finalized in December 2023; see slide 24
Roll out anti-trafficking training to all Werner office associates	2023	Completed; see slide 22
Launch a next-generation employee engagement survey with updated metrics focused on ESG and DEI initiatives, while incorporating feedback in future HR-related strategic planning	2023	Completed; see slide 19
Launch a driver-specific communication plan to increase awareness of company-wide DEI efforts	2024	In progress
Double Blue Brigade volunteer hours to 3,300+ annually	2025	Completed; see slide 21
Double associate training hours devoted to human trafficking awareness	2025	Completed; see slide 35
Governance		
Appoint a Lead Independent Director on the Board of Directors	2023	Completed; see slide 27

New Goals Added to Scorecard

- Create an updated tiered recognition program for customers and vendors to partner in our efforts to drive human trafficking awareness and prevention (2025)
- Develop a Sustainable Procurement program and metrics as part of our Supplier Diversity Program (2025)
- Increase transparency of human rights policies and supplier standards by performing a triennial audit on ESG reporting process (2025)
- Invest 2.5 million training hours to nurture our associates' professional skills supporting their career progression (2028)

Achieving Recognition for Our Efforts



Americas Greatest Workplaces: Diversity, Parents & Families
Newsweek



Top Green Fleet
Heavy Duty Trucking



Top 10 3PL Provider
Inbound Logistics



Top 10 Military Friendly®: Company, Employer, Spouse Employer
VIQTORY



Change Leader DEI Award
American Trucking Associations



Top Company for Women to Work For
Women in Trucking Association



SmartWay High Performer Award
Environmental Protection Agency



Quest for Quality
Logistics Management

Other Recent Awards:

- **Top 100 Trucker**
Inbound Logistics
- **4 Star Employer**
VETS Indexes
- **Top Food Chain Provider**
Food Chain Digest
- **Corporate Partner of the Year (800+ employees)**
United Way of the Midlands
- **Top 3PL & Cold Storage Provider**
Food Logistics
- **Green Supply Chain Partner**
Inbound Logistics
- **Top Software & Tech Award**
Food Logistics

WERNER[®]

Environmental



Innovating to Meet Changing Customer Needs



Founded in 2016, our **Innovation Council** ensures that Werner meets and exceeds the ever-evolving needs of our customer base.

Purpose Statement

To connect a diverse team of Werner leaders who are responsible for identifying and evaluating emerging trends and technologies that have the potential to significantly impact our company, stakeholders and industry.

Membership

Our Innovation Council is made up of associates from all levels of the company.

Key Areas of Focus for the Innovation Council:

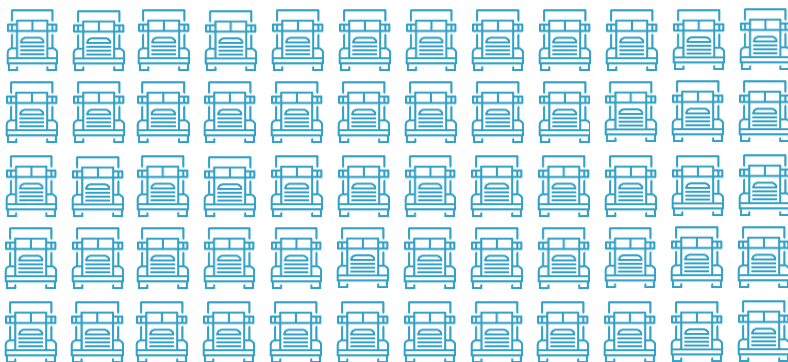
- Alternative fuels
- Advanced equipment technologies
- Technological fleet enhancements
- Government and policy updates
- Industry group involvement

Investing in New, Innovative and Efficient Equipment

The trucking industry continues to progress towards cleaner solutions and regulations. Over the last three decades, emissions from new trucks have been reduced by more than 98%. Sixty trucks on the road today produce the same emissions as one truck in 1988.

Werner is proud to be a leader in this effort. We continuously update our fleet of vehicles to provide the most energy-efficient transportation options for our customers. We hope that our efforts to pursue the cleanest possible energy sources inspire our peers to do the same; we achieve more when we all work in unison toward the same environmental goals.

60 new 2021 low emissions diesel trucks¹



produce the emissions of

1 truck from 1988



Leading at the Forefront of Technological Advancements to Reduce Emissions



Auxiliary Power Units use approximately 75% less fuel than idling, resulting in a greater than 9% reduction in CO₂ emissions per truck.

Auxiliary Power Units (APUs)

Tractor engine idling is an industry-wide issue that directly impacts fuel consumption and carbon emissions. Idling is a necessity as it provides air conditioning for the sleeper compartment of a truck when drivers take a break. Idling also keeps the engine warm during cold weather and provides electrical power for appliances within the vehicle. Idling requires increased energy usage, thus increasing emissions.

Recently, due to increased awareness of idling, meaningful steps have been taken to reduce the negative impact through the usage of advanced technology such as Auxiliary Power Units (APUs). APUs provide the same needs to the driver and truck as idling. There are more than 1,100 trucks currently outfitted with APUs.

Trailer Aerodynamics

Aerodynamic devices are efficient at reducing drag (air resistance) and improving fuel efficiency. Werner recently conducted testing on new technology that improves the aerodynamics of our trailers, improving fuel efficiency by 3-4%. This technology will be installed on all new trailer builds.

Investing in and Testing Alternative Fuels and Technology

Electric Vehicles (EVs)

In our commitment to exploring the benefits of adding EVs to our fleet, we recently ordered ten Class 8 battery-electric trucks to operate in Southern California. Two of these ten trucks are currently in service, and we expect the remaining eight to be in service by early 2024.

Hydrogen

Hydrogen fuel cell electric vehicles in Class 8 trucks are in the early stages of development and have promising long term impacts. Compared to battery electric trucks, hydrogen fuel cell trucks have a higher mileage range, weigh less and have a shorter refueling time. We recently tested a hydrogen fuel cell electric vehicle in Southern California and expect to add one to our fleet in early 2024.

Compressed Natural Gas (CNG) and Renewable Natural Gas (RNG)

We have owned and tested CNG trucks in the past and plan to continue to do so. We are currently testing a new 15-liter CNG Internal Combustion Engine (ICE), which is expected to provide the same power and torque as a 15-liter diesel engine while being more reliable than previous models. The usage of CNG and RNG reduces emissions while still allowing the trucks to be used in long-haul operations, a critical factor to our business. It is important to note that the CNG ICE Engine is a low emission engine, which will meet the 2027 EPA / CARB regulations.

Autonomous Truck Technology

Autonomous trucks may be years from being deployed in volume, but it is critical that we are involved in the early stages of development. We are engaged with multiple companies that are working on this technology, providing guidance on how the functionality can best meet industry needs.

Renewable Diesel Fuel

In California, most of the fuel pumped into our trucks is renewable diesel fuel. We are pleased that the network for renewables is becoming more robust and used across the country with different feedstocks.



Making Our Facilities More Sustainable



In addition to our efforts to make our fleet more environmentally sustainable, we are also working to ensure that our facilities are part of our carbon reduction efforts.

For example, our Tampa, FL office is equipped with rooftop solar panels, which provide 90% of the building's energy needs.

WERNER®

Social



Protecting Our Associates and the Motoring Public



We strive to uphold the highest safety standards by continually investing in new technology to keep our professional drivers and communities safe. Our efforts include:

- Using enhanced forward-facing video capture technology to assist with analyzing driving events, driver coaching, and accolades
- Purchasing 1,000 backup cameras for use on accounts with challenging close quarter maneuvering
- Continuously upgrading driving simulators, providing realistic training for our driver associates in a virtual environment
- Equipping new trucks with passenger side blind spot detectors
- Installing amber pulsating brake lights, grabbing the attention of motorists

Continuing Success of Low Preventable Accident Rates

Since our founding, a total of 2,185¹ professional drivers have driven more than one million accident-free miles.



**DOT preventable accident rate²
19-year low in Q3 2023**

Dedicating Resources to Diversity, Equity and Inclusion

At Werner, we support and encourage the diverse voices and perspectives of our associates, our customers and our suppliers.

Diversity contributes to innovation and connection to the many communities we service. We commit to embracing these values as we move forward toward an increasingly inclusive culture where every associate feels empowered to bring their whole self to Werner.

Diversity, Equity and Inclusion Initiatives

Our team is committed to four main DEI-related goals:

1. Attract, hire and retain diverse talent
2. Grow and sustain our Associate Resource Groups
3. Solidify our commitment to DEI as part of our brand
4. Equip leaders with the tools and knowledge needed to be inclusive



16%
female professional drivers
(vs industry average of 8%¹)

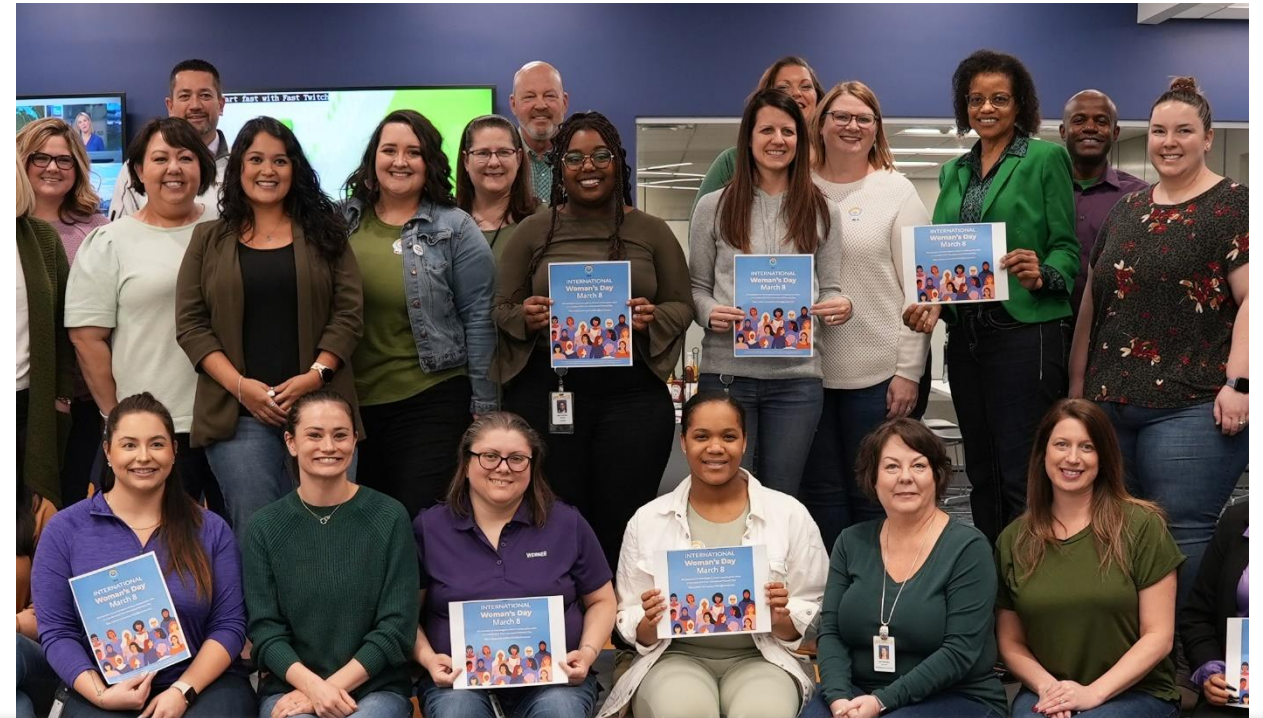
**Baylor Trucking acquisition
adds woman-owned business
to Werner organization**

18%
veteran professional drivers

Growing Our Associate Engagement Initiatives

Associate Resources Groups (ARGs) Are Growing!

Over the past two years, we increased the number of ARGs from eight to 11. The ARGs are led by the IDEAL (Inclusion, Diversity, Equity, Accountability, Learning) group, a diverse mix of 15 dedicated associates from across the organization whose responsibilities include the creation, direction, and growth of our ARGs.



Terminal Culture Ambassadors Program

Every terminal has a designated Culture Ambassador whose responsibility is to grow and sustain a positive, inclusive, engaging and fun culture. Ambassadors also serve as an extension of our ARGs.

Transforming Our Communities



In 2023, the Blue Brigade, made up of 500+ members, doubled volunteer hours to **3,300+ hours annually**

Over the past two years, Brandon White, Operations Supervisor for Baylor Trucking, has organized a truck convoy in Southern Indiana to raise money for the Make-A-Wish Foundation. This year, the event brought together 50 drivers and **raised over \$53,000.**



Founders Club Member

Werner is a Founders Club member of the Trucking Cares Foundation, a program created by the American Trucking Associations. The program focuses on important causes like humanitarian and disaster relief, eradicating human trafficking, leadership development, research and education, as well as law enforcement, military and veteran support. The Founders Club is a class of donors who commit to a \$100,000 contribution over a 10-year period.

Volunteer Time Off (VTO) Program

A relatively new benefit, this program gives employees the opportunity to volunteer without having to take a vacation day. Increasingly more employees are taking advantage of this program; there were 89 VTO opportunities last year and this number has grown in 2023.

Annual Transportation Forum

Each year, Werner hosts a premier Transportation Forum, gathering representatives from truck driving schools, rail partners, Mexican carrier alliances, strategic partners and esteemed customers.

This distinguished event embraces a commitment to charitable causes through corporate sponsorships. In 2023, our collective efforts generated more than \$450,000 in donations, surpassing the 2022 contributions by more than \$70,000. This year's charitable contributions were distributed to over 30 diverse nonprofit organizations.

Working to Eradicate Human Trafficking

Werner is a leader in an industry-wide effort to combat human trafficking; as a vital part of the transportation network, truck drivers are instrumental in identifying and reporting instances of human trafficking. Our industry is in a unique position to “see something, say something” and we have invested time and effort into initiatives and partnerships equipping drivers with the knowledge and tools needed to spot potential trafficking situations. Our professional drivers are encouraged to call Werner’s trafficking hotline through our Drive Werner Pro app. These types of initiatives aim to create a network of informed individuals who can act as the first line of defense against this horrible, pervasive crime. This year, to demonstrate our commitment, we doubled human trafficking training hours for our professional drivers and extended training to all office associates. We will soon be rolling out training for suppliers and customers.



Werner is committed to combating human trafficking and raising awareness within the trucking industry. Through education, we empower our workforce to recognize the signs of trafficking and take appropriate action. By doing so, we contribute to the broader effort of increasing awareness and ultimately saving lives. Continued education, cooperation with law enforcement, and raising awareness both within our organization and in the broader community are crucial components of a successful anti-trafficking strategy.

Jaime Hamm
Vice President of
Safety & Compliance



Werner has made human trafficking prevention and training a priority for several years. Our dedication to being an industry leader inspires us to continually set goals to continue to drive positive change. I am honored to accept the DOT’s appointment to the Advisory Committee on Human Trafficking and look forward to representing our company’s core values. This role allows us to not only drive meaningful change, but also share the valuable lessons we’ve learned, as our professional drivers are the eyes and ears of our nation’s roadways.

Brad White
Associate Director
of Safety

Shining a Spotlight on Change Makers



Garrett Andrews
Rate Analyst

Several years ago, Garrett was part of a small group of associates that took it upon themselves to collect recyclable materials from various locations of our Omaha headquarters building and take them to local organizations for recycling.



Cari Baylor
*President,
Baylor Trucking*

Woman-owned Baylor Trucking joined Werner via acquisition in 2022. Along with leading her family's third-generation business, Cari serves on the boards of numerous organizations and advocates for the advancement of women throughout the industry. She enjoys donating her time to community initiatives and supports local school STEM programs. Over the years, Cari and her family/company have been deeply engaged in Wreaths Across America.



Alan Colson
*Senior Director
of Accounting*

Alan enjoys giving back to the community and is passionate about the importance of sustainable living. He currently serves as President of the Green Omaha Coalition whose mission is to inform and connect people across the Omaha metro area and to strengthen the local green community.



Jarriet DeWitt
*Diversity, Equity and
Inclusion Partner*

Drawing on his experience and expertise, Jarriet helps develop and implement DEI strategies, programs and policies; and supports the talent acquisition team in attracting, hiring and retaining diverse talent. Jarriet brings his passion and seemingly endless positivity to the numerous internal initiatives and community organizations that he is involved with.



Tony Loris
*Operations Supervisor –
Logistics*

Tony's community support and involvement in various environmental initiatives led him to become the inaugural recipient of the WernerBlue Award – a new company-wide annual award which celebrates associates who help influence and bring about cultural change in support of ESG initiatives at Werner.



Alexia Santos
Marketing Assistant

Alexia joined the Werner team through last year's ReedTMS acquisition. While at Reed, and now Werner, Alexia has led different cultural initiatives to assist in involving the team in the community. Alongside her Cultural Club members, she has coordinated several road clean-ups in the effort to continue the Reed tradition of 'Keeping Tampa Bay Clean!'

Formalizing Our Supplier Diversity Program

For nearly 20 years, we have been capturing information used to evaluate the diversity of our vendors and sharing this information as part of our Tier 2 reporting with many of our customers. In 2023, as a part of continuous improvement, we worked hard to revamp, formalize and expand our Supplier Diversity Program.

Supplier diversity leads to increased innovation. Our first step was to consolidate and improve our data reporting capabilities to establish a baseline. Next, we plan to grow our Tier Spending and Supplier Access. We are also interested in identifying new qualified suppliers as part of this program.

We have invested in technology to help us measure our Tier 1 Supplier Diversity Spending, to help us increase and grow access to new and diverse suppliers, and to provide accurate and timely Tier 2 information to our customers.



Supporting Our Veterans

Werner is proud to support the 18% of our veteran professional workforce. We have a longstanding tradition of hiring and supporting veterans and veteran spouses.

Operation Freedom

Operation Freedom is Werner's comprehensive program to support veterans in a number of ways. The most visible initiative within the Operation Freedom program is the Operation Freedom Fleet. This fleet, driven by veterans or currently serving professional drivers, consists of military-themed trucks to honor, recruit, and retain military community members. Our Operation Freedom Fleet drivers have diverse military backgrounds with nearly 150 years of military experience. The Operation Freedom Fleet has received multiple awards and accolades from truck shows and military organizations.

R.E.D. (Remember Everyone Deployed)

We are a proud sponsor of Remember Everyone Deployed, a nonprofit organization whose motto is "Make Military Life Easier"; the group is committed to bringing awareness and support to deployed service members and their families.

50 Mile March Foundation

An area of veteran support that is often overlooked is mental health. The 50 Mile March Foundation empowers veterans facing mental health challenges and homelessness by fostering a community of hope and relentless support. Werner proudly supports and participates in 50 Mile March events to raise awareness and funds for non-profits that provide mental health support services for veterans.



Veteran Specific Benefits

- Opportunities for educational advancement
- Apprenticeships, including sponsored training
- Tuition reimbursement
- Spouse employment
- Military skills test waiver

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Governance



Leading With a Strong Board of Directors



DEREK J. LEATHERS
Chairman, President and Chief Executive Officer



DIANE K. DUREN
Director and Compensation Committee Chair



JACK A. HOLMES
Director



CARMEN A. TAIPO
Director and ESG Committee Chair



SCOTT C. ARVES
Director, Nominating and Corporate Governance Committee Chair, and Lead Independent Director



VIKRAM MANSHARAMANI
Director



ALEXI A. WELLMAN
Director and Audit Committee Chair



MICHELLE D. LIVINGSTONE
Director



MICHELLE D. GREENE
Director

Recognizing the importance and benefits of including various perspectives on the Board, we have actively recruited for new directors, resulting in a more diverse group with expertise in transportation and logistics, finance, information technology, leadership and academia.



89% of board is independent

56% of board is female

In 2022, recognized by 50/50 Women on Boards™ for having three or more women on our board of directors



Appointed Lead Independent Director in February 2023

Owning ESG Accountability and Oversight

Board



CARMEN A. TAPIO

*Director and ESG
Committee Chair*

Carmen Tapio is the Board of Director's ESG Committee Chair. The primary functions of the ESG committee are to 1) support and oversee Company policies relating to environmental, social, corporate social responsibility, sustainability, and public policy matters, 2) work closely with other Board Committees in the development of oversight and policies to ensure the Company has appropriate disclosure controls and procedures in place relating to ESG matters, and 3) assist management in setting general strategy relating to ESG matters and provide oversight to the Company's underlying ESG programs and policies.

Companies across all industries are facing increasing scrutiny from investors and other stakeholders related to ESG matters, including practices and disclosures related to environmental stewardship, social responsibility and diversity, equity and inclusion.

We needed specifics within our governance structure to hold us accountable and on track. Two individuals, both accompanied by a strong team of advocates, are responsible for Werner's ESG oversight:

- Carmen Tapio – Board member
- Shawntell Kroese – AVP of Sustainability

Carmen and Shawntell work collaboratively and present ESG-related updates to the Board on a quarterly basis.

Management



SHAWNTELL KROESE

*AVP of Sustainability and
Sales Operations*

Shawntell Kroese joined Werner in 2021 to lead the company's ESG efforts. From a team of one, Shawntell has grown the ESG function to include the Company's ESG task force, WernerBlue, made up of 20 individuals from across the organization. With her team, Shawntell has developed initiatives and goals relating to ESG matters. She has a unique understanding of how ESG initiatives impact all aspects of the business, from company reputation, ability to attract and retain talent, and attractiveness as an investment and business partner.

Mitigating Risks



Werner aligns its cybersecurity framework with best practices, industry standards and the National Institute of Standards and Technology (NIST) to continually measure and improve security effectiveness through a 'Cloud First, Cloud Now' initiative. Werner assesses and mitigates risks continually through Werner's Crises Management Plan (which includes a cyber response element) and Business Continuity Plans.

These plans ensure Werner will Keep America Moving through adverse events. Ensuring a safe and secure digital environment is an essential aspect of our dedication to delivering excellent customer service. We are committed to protecting customer, vendor, associate, driver and business partner data, recognizing that the trust and privacy of these stakeholders are of utmost importance. The Werner Privacy Policy is updated on a regular basis and outlines a commitment to maintaining the privacy and security of personal data collected as an operational requirement. The policy outlines the types of information collected and the measures Werner takes to safeguard personal information.

Mitigating Risks

To achieve data protection and information security, Werner has implemented a comprehensive set of measures, including:

Cybersecurity Protocols and Assessments

- Werner has implemented robust cybersecurity protocols and cutting-edge measures.
- Werner performs regular cybersecurity assessments and audits are conducted by third parties to identify vulnerabilities.
- Data encryption is employed to safeguard sensitive information.

Access Control and Security Audits

- Access is restricted to authorized personnel to prevent unauthorized access or tampering with sensitive information.
- Routine security audits are performed to assess risk and improve overall security programs.

Employee Training and Vendor Management

- Ongoing cybersecurity and privacy training is provided to all employees.
- Werner evaluates vendors on an ongoing basis to ensure compliance with industry security standards.
- Werner works closely with critical suppliers to ensure the confidentiality, integrity, and availability of systems and data to ensure the movement and delivery of freight.

Data Minimization, Incident Response and Compliance

- Werner adheres to the principle of data minimization, collecting only the necessary data to reduce risks and foster trust with stakeholders.
- A comprehensive incident response plan is in place to mitigate the repercussions of data security breaches.
- Werner ensures full compliance with prevailing data protection laws and regulations.

Transparent Communication and Continuous Improvement

- Werner upholds transparent communication with customers and vendors, informing them about how their data is utilized and safeguarded.
- The company remains steadfast in its dedication to perpetually enhancing data protection practices and adopting industry best practices.

Business Continuity and Remediation

- The Business Continuity Management Program includes annual evaluations, formulation of corrective measures to rectify deficiencies, and refining program efficiencies. If annual objectives are not met, a dedicated remediation plan is instituted.

Collaboration and Industry Engagement

- Werner partners with the Commercial Vehicle Safety Alliance (CVSA) and the Automotive Information Sharing and Analysis Center to foster national collaborations and stay updated on industry trends and threats.

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Appendix



Sustainability Accounting Standards Board (SASB) Framework

Accounting Metric	2020 Baseline Results	2022 Results	Category	Unit of Measure
Gross global Scope 1 emissions	1,157,754 CO2 Metric Tons	976,120 CO2 Metric Tons	Quantitative	Metric Tons (t) CO2-e
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions reductions targets, and an analysis of performance against these targets	In Q1 2021, we made several public announcements about our partnerships with a variety of emerging technology companies. This includes electronic power train systems, hydrogen and biofuel alternatives, as well as autonomous options. We are also currently testing our first electric-powered truck pilot program. We are committed to staying at the forefront of technology and to finding alternative ways to keep our trucks environmentally-friendly while using renewable energy.	Werner remains committed to having a fleet consisting of late model tractors and trailers. We operate late model tractors averaging ~2 years old which provides the most fuel-efficient engine, reduced emissions, and aerodynamic technologies. Over the past two years, we have made several public announcements about our partnerships with a variety of emerging technology companies. This includes electronic power train systems, hydrogen and biofuel alternatives, as well as autonomous options. We currently own two electric-powered trucks. We are committed to staying at the forefront of technology and to finding alternative ways to keep our trucks environmentally-friendly while using renewable energy.	Discussion and Analysis	N/A
(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewables	Total fuel consumed: 124,705,546 gallons of diesel; we did not operate any CNG trucks in 2020 and we only had one electric truck for most of 2020	Total fuel consumed: 111,129,224 gallons of diesel; we did not operate any CNG trucks in 2022 and did not operate any electric trucks in 2022	Quantitative	(1) Gigajoules (2-3) Percentage
Air emissions of the following pollutants (1) No2 (excluding N20), (2) SO2, and (3) Particulate Matter (PM10)	Air emissions of the following pollutants, results (rounded): (1) NOx: 1,962 metric tons (NOx number currently includes N20); (2) We do not currently report SO2 data, but we plan to establish protocols to measure and track this in the future; (3) PM10: 16 metric tons	Air emissions of the follow pollutants, results: (1) NOx: 1,523 metric tons (2) We do not currently report SO2 data, but we plan to establish protocols to measure and track this in the future; (3) PM10: 3.66 metric tons	Quantitative	Metric Tons
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	(1) OSHA TRIR 3.422, (2) Accidents with a fatality (PMM) = .0220, Preventable accidents with a fatality (PMM) =.0037, (2b) don't have a break-out for contracts employees	(1) OSHA TRIR 3.42, (2) Accidents with a fatality (PMM) = .0264, Preventable accidents with a fatality (PMM) =.0013, (2b) don't have a break-out for contracts employees	Quantitative	Rate



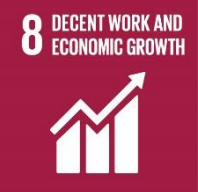
Sustainability Accounting Standards Board (SASB) Framework

Accounting Metric	2020 Baseline Results	2022 Results	Category	Unit of Measure
(1) Voluntary and (2) Involuntary turnover rate for all employees	(1) Voluntary turnover rate = 40.7%; (2) Involuntary turnover rate = 9.3%	(1) Voluntary turnover rate = 55.03%; (2) Involuntary turnover rate = 9.2%	Quantitative	Rate (percentage)
Description of approach to managing short-term and long-term driver health risks	Approach to manage short-term and long-term driver health risks: fitness centers are available in 9 of our 11 tier 1 and tier 2 terminal facilities; blood pressure cuffs to monitor heart health are in 12 of our tier 1 and tier 2 facilities; incentive-based preventative wellness program is available to all covered under the employer provided health plan; digital challenge-based activity platform is offered to all associates; tobacco cessation programs are offered; telephonic health coaching is available for those covered under the employer provided health plan; flu vaccines; telephonic medical care offered at reduced to no cost to those covered under employer provided health plan; diabetes prevention plan offered to those covered under the employer provided health plan. We've made significant investment in truck enhancements to improve the driving conditions for our drivers to keep them safe on the road, see page 16	We continue to manage short-term and long-term health risks of our professional drivers by offering a variety of different wellness program options, like fitness centers at our terminal facilities and a variety of different preventative wellness programs that are covered by our employer-provided health plan. Additionally, there have been equipment improvements in the truck (refrigerators, plug-ins for kitchen equipment) which improve driver options to improve lifestyle/health by being able to cook in their cab.	Discussion and Analysis	N/A
Number of road accidents and incidents	The number of DOT reportable accidents: 794 or .971 per million miles; 320 DOT preventable accidents or .391 per million miles	The number of DOT reportable accidents: 795 or 1.014 per million miles; 378 DOT preventable accidents or .482 per million miles. ¹	Quantitative	Number
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	(1) Unsafe Driving = 54%; (2) Hours of Service Compliance = 54%; (3) Driver Fitness = 26%; Controlled Substance = 2%; Vehicle Maintenance = 44%; Hazardous Materials Compliance = 38%	(1) Unsafe Driving = 61%; (2) Hours of Service Compliance = 60%; (3) Driver Fitness = 25%; Controlled Substance = 3%; Vehicle Maintenance = 59%; Hazardous Materials Compliance = 62%	Quantitative	Percentile




Sustainability Accounting Standards Board (SASB) Framework

Accounting Metric	2020 Baseline Results	2022 Results	Category	Unit of Measure
(1) Number and (2) aggregate volume of spills and releases to the environment	(1) Number of spills = 9; (2) total gallons spilled 6 or 0.02 cubic meter	(1) Number of spills = 6; (2) total gallons spilled 267 or 1.01 cubic meter	Quantitative	Number, cubic meters
Revenue Ton Miles	18,628,815,738	17,563,005,957	Quantitative	RTM
Load Factor	Load Factor - 87.8%	Load Factor = 86.5%	Quantitative	Number (percentage)
Number of employees, number of truck drivers	12,732 total employees, 9,342 drivers	14,300 total employees, 10,249 drivers	Quantitative	Number

United Nations Sustainable Development Goals

Goal	Goal Description	Progress
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages</p>	<p>Competitive benefits include, but are not limited to, the following: company health insurance, maternity/paternity leave, onsite fitness and recreational facilities, wellness education program and incentive benefits, 401K retirement savings, stock purchase opportunities, paid time off, relocation assistance, volunteer time off program, free vaccine clinics and tuition assistance.</p> <p>DOT preventable accident rate is at 19-year low in Q3 2023. Werner is actively working to reduce injuries and fatalities from road traffic accidents through increased training and additional safety features and technology on our trucks and trailers.</p>
 <p>4 QUALITY EDUCATION</p>	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>We have a variety of different programs to support our team members' professional growth. Over 100 blended learning opportunities and 1,000 digital training opportunities are available to our associates. Each month, there are 25,000 courses completed, with approximately 20,000 of these courses taken by our professional drivers. We also offer a variety of leadership development programs that help our employees master their current roles and prepare for future ones. In addition, we have a tuition assistance program that we offer to our employees.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Our investment in our equipment and our people have resulted in industry-leading recognition. We continue to introduce new technology on our trucks and trailers, which ensure our professional drivers have the latest, safest, and most technologically advanced amenities.</p>

United Nations Sustainable Development Goals

Goal	Goal Description	Progress
	<p>Build resilient infrastructure, promote inclusion and sustainable industrialization and foster innovation</p>	<p>Through our Innovation Council, we work to ensure Werner meets and exceeds the ever-evolving needs of our customer base. We are focused on testing alternative fuels, advanced equipment technologies and technological fleet enhancements.</p> <p>We are actively working and have been recognized with various awards in terms of being an inclusive workplace. Today, we have 11 ARGs – compared to eight in 2021 - led by the IDEAL (Inclusion, Diversity, Equity, Accountability & Learning) Group, a diverse mix of 15 dedicated associates from across the organization whose responsibilities include the creation, direction and growth of our ARGs. Every terminal has a Culture Ambassador selected to grow and sustain a positive, inclusive, engaging, and fun culture at the terminal locations. The Ambassadors also serve as an extension of our Associate Resource Group, ensuring that terminal associates are aware of the various ARGs.</p>
	<p>Reduce inequality within and among countries</p>	<p>During 2023, we have been working to formalize and revamp our supplier diversity program. This effort adds accountability and metrics to making sure we are increasing the diversity of our suppliers and creating opportunities to bring new suppliers into our evaluation process. We plan to continue to build on this program and have set additional goals as we move forward. By 2025, we plan to develop a Sustainable Procurement program and metrics as part of our Supplier Diversity Program. We are also working to increase transparency in our policies around human rights and supplier standards and to increase regular audits as part of this process.</p> <p>We have doubled the amount of time that all our professional drivers spend on human trafficking awareness and prevention. We have expanded this training to include all office associates throughout our company. We plan to include our customers and suppliers in future training offerings that will be required as part of doing business with Werner. Our industry is in a unique position to “see something, say something” and we have invested time and effort into initiatives and partnerships that empower drivers with the knowledge and tools needed to spot potential trafficking situations. Our drivers are encouraged to call Werner’s trafficking hotline through our Drive Werner app. These types of initiatives aim to create a network of informed individuals who can act as the first line of defense against this crime.</p> <p>In 2023, we launched a next-generation employee engagement survey with updated metrics focused on ESG and DEI initiatives. Our survey is another way we have given all associates a voice so we can incorporate their feedback into future HR-related strategic planning. We have received several awards recognizing our efforts to build an inclusive culture including but not limited to: Americas Greatest Workplaces: Diversity, Parents & Families from Newsweek and Change Leader DEI Award from the American Trucking Association.</p>
	<p>Take urgent action to combat climate change and its impacts</p>	<p>We continue to maintain a late-model truck fleet, which allows us to take advantage of the latest technologies to reduce fuel consumption and emissions. Since 2020, we have reduced emissions by 16% and we are on the right path to our goal of reducing carbon emissions by 55% by 2035. We are testing a variety of alternative fuels and alternative vehicles as part of our strategy and approach to reaching our 55% reduction goal. In addition, we have plans to create a scorecard for energy usage and waste flows which will be finalized in 2024. We are measuring electricity, natural gas and propane usage at all Werner facilities and we are working to collect the detail on our waste streams. We will also be working to incorporate the data for each of our recent acquisition companies.</p>

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