

2025 Sustainability Brief

*We Keep America Moving®
Toward a Sustainable Future*



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Letter from our Chairman & CEO



At Werner®, our mission has always been clear: **Keep America Moving**. Today, that responsibility carries even greater meaning. As supply chains grow more complex and the pressures of regulatory shifts, cost volatility and operational risk intensify, our role as an industry leader is to provide solutions that are not only reliable and efficient but also sustainable and resilient.

In 2025, we are consistent in our approach to sustainability. This is reflected in multiple goals and milestones, demonstrating both progress and purpose:

- A 55% CO₂ emissions reduction goal by 2035, supported by investments in fleet efficiency and lower-carbon fuel options.
- Deployment of EDGE TMS to improve sustainability tracking, route optimization and operational efficiency.

- Frequent recipient of SmartWay's Excellence Award and High Performer Award, reinforcing our leadership in sustainable freight.

Our people and our culture of safety remain central to these efforts. We continue to invest in advanced safety programs, training and claims oversight: initiatives that protect drivers and communities while mitigating risks associated with weather and insurance costs. At the same time, we are expanding multi-modal solutions, combining truckload, intermodal and dedicated capacity to give customers the power to choose the right balance of efficiency, cost and sustainability for their supply chains.

Looking ahead, our sustainability priorities are clear: expand intermodal solutions, disclose our full Scope 1 and Scope 2 emissions and advance governance practices. We will continue

to embed sustainability throughout our business, ensuring we maximize shareholder returns and remain a trusted partner and leader in the future of freight.

Sustainability at Werner is not only about reducing emissions—it's about building a stronger, more efficient and more competitive business. By investing in fuel-efficient equipment, alternative energy and smarter logistics, we're lowering our cost to serve, improving fleet reliability and enhancing driver satisfaction and retention. These efforts also strengthen our relationships with customers who prioritize responsible partners and position us for long-term growth in an evolving marketplace. Our commitment to keeping America moving has never been stronger, or more sustainable.



Derek Leathers, Chairman & CEO

Sustainability Purpose Statement & Highlights

Werner has a long history of embedding climate action, operational safety and technological innovation into our business strategy. We are building a more resilient organization that can meet the challenges of today while preparing for the logistics landscape of the future.

To advance our sustainability strategy, Werner has established clear goals that will guide us toward measurable progress. For example, we are committed to:

- Reducing our emissions by 55% by 2035.
- Doubling our use of intermodal by 2030.
- Actively identifying areas for cost containment with \$45M+ projected savings in 2025.

We are proud of the work we are doing, and we have a track record of being consistent and focused in our efforts to reduce our carbon footprint. We see great progress as we look at some recent accomplishments:

- **Recognized Leadership:** Werner is proud to consistently receive SmartWay's Excellence Award and High Performer Award, affirming our commitment to cleaner, safer freight.
- **Technology for Sustainability:** The rollout of EDGE TMS enhances emissions tracking, improves reporting accuracy and drives fleet efficiency across our network. We also use Salesforce Net Zero Cloud as our Scope 1 and Scope 2 emissions inventory tool, which has helped us build a centralized place to store and drive accountability for our emission goals.

Sustainability as Risk Resilience

We view sustainability as risk management for the future. By investing in driver training, strengthening claims oversight and expanding safety initiatives, Werner is addressing challenges such as nuclear verdict insurance risks while fostering a safer, more reliable freight network.

Tech-Enabled Efficiency

Our implementation of EDGE TMS and advanced emissions tracking platforms allows us to transform sustainability into operational excellence. These tools not only improve reporting accuracy but also deliver fleet optimization and cost reductions that directly benefit our customers.

Sustainability-Driven Differentiation

Werner's commitment to intermodal expansion, workforce development and a strong safety culture strengthens our competitive edge in a tight freight market. By providing sustainable solutions, we are also helping our customers in their efforts to reduce their Scope 3 emissions.

Fleet Decarbonization Approach

Werner takes a comprehensive approach to environmental sustainability that combines fleet modernization, fuel innovation and data-driven accountability. By treating decarbonization as a business strategy rather than a compliance exercise, we are building a cleaner, more resilient freight network.

With one of the youngest fleets in the industry, Werner maximizes the benefits of advanced engine design, aerodynamics and technologies to improve safety and efficiency. Continually investing in our equipment ensures both immediate emissions reductions and long-term operational efficiency.

Werner is actively piloting and scaling a diverse mix of alternative fuels and powertrains, including battery-electric trucks, hydrogen fuel cell vehicles, compressed and renewable natural gas

and renewable diesel. Today, the majority of Werner's diesel purchases already include biodiesel, and we purchase renewable diesel when feasible, primarily in California markets. Werner has also introduced a Book and Claim program with fuel partners, offering shippers nationwide access to verified sustainable fuel options.

Reducing engine idle time is another area of intense focus for further efficiency gains and emissions reduction. For this, Werner has installed more than 1,200 auxiliary power units, uses auto start-stop technology, performs ongoing driver behavior training, is testing lithium batteries and more.

Additionally, we've made concerted efforts to optimize our network, minimize empty miles and drive better fuel and fleet efficiencies, which plays a key role in lowering CO₂ emissions.

“We’re going to stay tech agnostic, and we’re going to continue to test hydrogen, dual-fuel, electric and renewable natural gas. We’ll look across the entire spectrum to put the best technology where it makes the most sense.”

Derek Leathers
Chairman & CEO

Fleet Decarbonization Approach

Werner has committed to reducing greenhouse gas emissions intensity by 55% by 2035, with measurable progress already underway. We've reported steady reductions in Scope 1 emissions since 2020, along with year-over-year decreases in CO₂ per mile. These metrics reinforce that our path forward is transparent, data-driven and aligned with stakeholder expectations.

To enable comprehensive tracking of sustainability data, we incorporate advanced platforms such as Workday, Mastery, Salesforce Net Zero Cloud and Workiva into our overarching 'Werner, powered by EDGE' technology strategy. These systems offer rich visibility into sustainability performance, and they allow us to provide customers with customized reports showing the emissions footprint of their freight on the Werner network.

In summary: Werner's sustainability strategy blends modern equipment, alternative energy adoption, network optimization and aggressive emissions goals into a clear roadmap. This integrated approach positions Werner not only to reduce our environmental impact, but also to enhance resilience and create long-term value for our customers, communities and shareholders.



POWERED BY EDGE



MASTERY





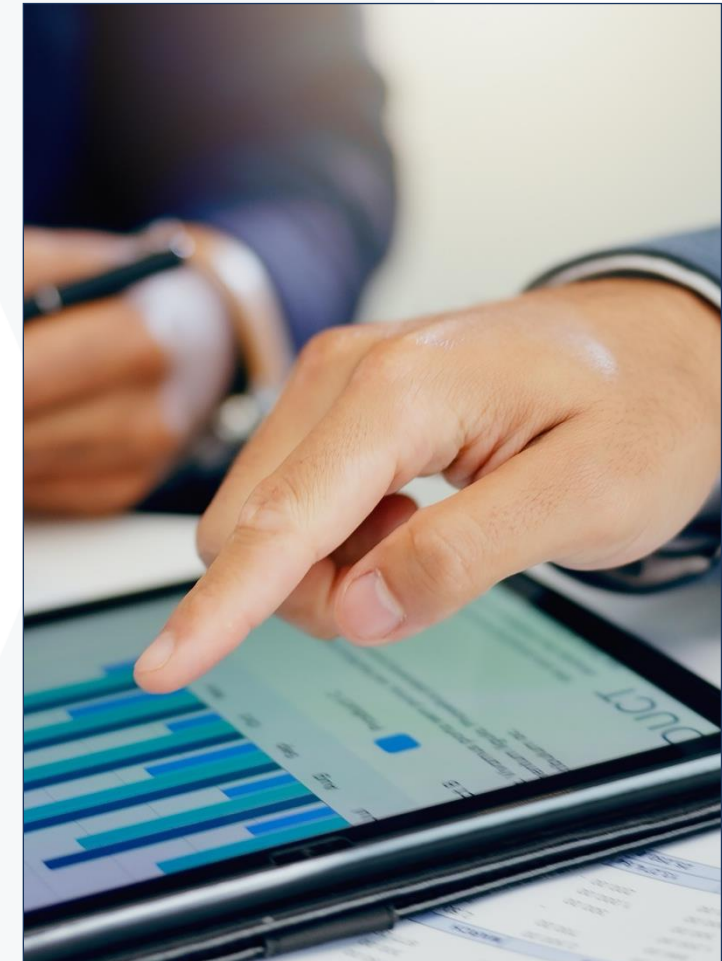
Scopes 1 & 2 Disclosures

Werner has taken significant steps toward transparency and accountability in our greenhouse gas (GHG) emissions reporting.

- Our Scope 1 CO₂ emissions have reduced by 24% since our baseline year (2020). In 2022, we started measuring Scope 1 in CO₂e, and since then, we have seen a 10% reduction in GHG emissions (or CO₂e).
- This year, we are sharing our Scope 2 emissions with a baseline of approximately 26,000 metric tons of CO₂e, calculated using the average emissions factor from local grids (location-based).

Scope 1 emissions represent the majority of Werner's footprint, which is the obvious place for us to focus as we work to reduce our GHG emissions.

Scope 2 emissions represent the greenhouse gases produced from the electricity, heating and cooling that companies purchase to power their operations. While these emissions occur off-site at energy providers, they are a direct consequence of a company's energy consumption and are therefore a critical part of our sustainability strategy. While our fleet emissions dominate the footprint, managing purchased energy across terminals, offices and facilities is equally important to achieving a comprehensive approach to decarbonization.



Waste & Energy Scorecard

Last year, we introduced a Waste & Energy Scorecard to continue building transparency and accountability around key areas of our sustainability journey. This initiative provides valuable insights as we measure progress around our organization's energy usage and waste reduction. This work also helps maintain good communication and collaboration with our vendors and suppliers as we develop a climate plan for Scope 3 emissions.

In addition to our facilities' typical recycling programs, recent waste stream reduction results include*:

172,000+

gallons of
oil recycled

1.2M+

pounds of
metal recycled

16,000+

truck batteries
exchanged

1.4M+

single-use water
bottles avoided

TIRE RETREADS

1.6M+

pounds of tire
waste avoided

786,000+

gallons of oil
use avoided

* Quantities are annual measurements as of 12/31/24; except the water bottle metric is an all-time total measurement as of 10/1/25.

SmartWay Partnership & Industry Recognition



Werner has proudly served as an EPA SmartWay partner carrier for more than 20 years, demonstrating a long-standing commitment to sustainability and environmental leadership in freight transportation.

In 2024, Werner received the prestigious SmartWay Excellence Award—EPA's highest recognition for outstanding performance in freight supply chain energy and environmental efficiency. Selected from more than 4,000 organizations, this award honors the top 1-2% of participants, and Werner has earned this distinction nine times.

Werner was also honored with the 2024 SmartWay High Performer Award, which is given to the top 8-10% of carrier partners who achieve significant shipping and freight efficiencies. Werner has received this award eight times.

“This recognition is a testament to our team's ongoing commitment to integrating environmentally responsible practices throughout our business.

At Werner, we believe that sustainable operations not only benefit the environment but also drive efficiency and value for our customers and stakeholders.”

Chad Dittberner
SVP of the One-Way Network
& Innovation Council Leader

SmartWay Partnership & Industry Recognition

WERNER®



SUSTAINABILITY

Werner is proud to consistently be recognized for our efforts and for our collaboration with key stakeholders that drive our business. A sample of recent awards include:

- ✓ 2025 Green Supply Chain Partner
Inbound Logistics
- ✓ 2025 Exceptional Truckload Carrier
FedEx
- ✓ 2025 Patriot Employer of the Year
Disabled American Veterans
- ✓ 2025 Quest for Quality: Transportation
Mgmt. (3PL) & Dry Freight Carriers (TL)
Logistics Management
- ✓ 2025 Sustainability Pathfinder Award
Transport Topics
- ✓ 2025 Country Mile Award
Tractor Supply Company
- ✓ 2025 Top Company for Women to Work For
Women in Trucking Association
- ✓ 2025 Elite Fleet Award
Truckload Carriers Association
- ✓ 2025 Top 10 Military Friendly® Company /
Brand / Employer / Spouse Employer
VIQTRY
- ✓ 2025 Carrier of the Year
Geodis
- ✓ 2025 Top Service Provider of the Year
(Dedicated) & Inbound Linehaul Carrier of
the Year (Intermodal)
Dollar General
- ✓ 2025 Top 3PL & Cold Storage Provider
Food Logistics
- ✓ 2025 5 Star Employer
VETS Indexes
- ✓ 2025 Top 100 Truckers & Top 100 3PL
Inbound Logistics
- ✓ 2025 America's Best Employers for
Company Culture
Forbes

Additional sustainability
recognition includes:

ecovadis

In May 2024, EcoVadis awarded Werner with a Fast Mover Badge, recognizing significant improvements across environmental, labor, ethics, and sustainable procurement practices.

MORNINGSTAR | SUSTAINALYTICS

As of Sept. 2025, Sustainalytics scored Werner's ESG Risk Rating at 18.1, ranking it among the Low ESG Risk group—particularly strong compared to peer logistics companies.

Pathways to Freedom Program

Sustainability extends far beyond environmental stewardship—it's about creating meaningful impact through the work we do every day. Werner and our partners operate across interstate corridors, truck stops, and rest areas—locations where human trafficking is tragically common. Through our anti-trafficking efforts, we are transforming those spaces into zones of awareness, empowerment, and vigilance—amplifying our reach and responsibility beyond traditional supply chain operations.

In 2024, Werner launched the Pathways to Freedom Recognition Program, an initiative designed to combat human trafficking by engaging our ecosystem of customers, vendors and carriers in proactive prevention efforts.

This tiered recognition program invites partners to demonstrate their commitment through increasing levels of involvement:

- **Trailblazer Level:** Organizations take the Department of Transportation's Transportation Leaders Against Human Trafficking Pledge.
- **Innovation Level:** Includes signing the DOT pledge, establishing a zero-tolerance anti-trafficking policy and

engaging drivers with education and reporting tools.

- **Impact Level:** Builds upon previous elements with added engagement—incorporating partnerships with organizations like TAT or OUR Rescue, and implementing structured anti-trafficking training across the entire organization.

Through these tiers, Werner publicly recognizes partner achievements via event mentions, social media shoutouts and other forms of acknowledgment—reinforcing shared values and elevating anti-trafficking efforts across our network.

Werner's efforts extend beyond corporate

policy. Since 2015, we have forged a longstanding partnership with TAT, embedding anti-trafficking awareness into driver training and corporate culture. By 2023, we doubled our training hours and expanded education to include all associates. Werner also displays TAT branding on one of our trucks to amplify awareness on the road.



Global Sustainability Reporting

Werner's sustainability reporting is guided by globally recognized frameworks that promote transparency, accountability and alignment with investor and stakeholder expectations. By benchmarking performance against these standards, we demonstrate that sustainability is not only integral to our operations but also measurable against global best practices.



Werner reports in line with SASB standards to provide consistent, comparable and decision-useful ESG data for investors. SASB ensures disclosures cover material issues most relevant to the transportation and logistics sector, such as fuel efficiency, safety and workforce diversity. This allows Werner's stakeholders to assess long-term risks and opportunities with confidence.



Werner maps our ESG priorities to the UN SDGs, demonstrating how our actions contribute to global progress on climate action, gender equality, decent work and economic growth, and industry innovation and infrastructure. Aligning with the SDGs helps Werner communicate the broader societal value of our emissions reduction, safety and workforce initiatives.



Werner also participates in CDP climate disclosures to track progress against our ambitious 55% emissions intensity reduction goal by 2035. This participation strengthens environmental transparency and supports alignment with global climate initiatives.

Sustainability Accounting Standards Board (SASB)



Accounting Metric	2024 Results	Category	Unit of Measure
Gross global Scope 1 emissions	880,843 Metric Tons CO ₂ ; 901,542 Metric Tons CO ₂ -e *	Quantitative	Metric Tons (t) CO ₂ -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.	We remain focused on fleet modernization and operational efficiency as our primary options to reduce direct (Scope 1) emissions. We operate one of the youngest fleets in the industry to leverage advanced engine design, aerodynamics and idle-reduction technology. Recent efficiency efforts include: auxiliary power units and auto start-stop systems to reduce idling; ongoing driver efficiency training and network optimization; and use of biodiesel and renewable diesel – resulting in a 24% reduction in Scope 1 CO ₂ emissions since 2020 and a 10% drop in total GHG intensity since 2022. Our long-term roadmap aims for a 55% reduction in emissions intensity by 2035. We plan to decarbonize our fleet through fuel diversification by testing battery-electric, hydrogen-fuel-cell, and renewable natural gas; increasing intermodal volumes; and more.	Discussion and Analysis	N/A
(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewables	100,120,555; 0.00%; N/A	Quantitative	(1) Gallons, (2-3) Percentage
Air emissions of the following pollutants (1) No ₂ (excluding N ₂ O), (2) SO ₂ , and (3) Particulate Matter (PM ₁₀).	1,258 Metric Tons; Not available in SmartWay; 3.0 Metric Tons	Quantitative	Metric Tons
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct associates and (b) contract associates.	(1) OSHA TRIR 3.86, (2) Accidents with a fatality (PMM) = 0.024, Preventable accidents with fatality (PMM) = 0.001, (2b) don't have a break-out for contract employees	Quantitative	Rate

* Includes Class 8 truck emissions only; excludes ECM and Baylor.

Sustainability Accounting Standards Board (SASB)



Accounting Metric	2024 Results	Category	Unit of Measure
(1) Voluntary and (2) Involuntary turnover rate for all associates	17.1%; 9.1%	Quantitative	Rate (percentage)
Description of approach to managing short-term and long-term driver health risks.	Organizationally, we are working to mitigate immediate driver health needs and improving future health outcomes with various interventions: fitness centers are available in 11 of our 12 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; tobacco cessation programs, digital challenge-based activity platform and flu vaccines are offered to all associates; incentive- based preventative wellness program, diabetes prevention plan, women's health and wellness programs, a virtual musculoskeletal health platform, telephonic health coaching and medical care offered at reduced to no cost to those covered under employer provided health plan; offered to those covered under the employer provided health plan. We continue to invest in truck enhancements that improve conditions for our drivers to keep them safe on the road.	Discussion and Analysis	N/A
Number of road accidents and incidents	The number of DOT reportable accidents: 0.971 per million miles; DOT preventable accidents 0.410 per million miles.	Quantitative	Number
(1) Number and (2) aggregate volume of spills & releases to the environment	(1) Number of spills = 27; (2) total gallons spilled 1,359 or 5.14 cubic meter	Quantitative	Number, cubic meters
Revenue Ton Miles	16,724,791,969	Quantitative	RTM
Load Factor	86.5%	Quantitative	Number (percentage)
Number of associates, number of truck drivers	12,896 total associates; 9,287 drivers	Quantitative	Number

United Nations Sustainable Development Goals (UN SDGs)



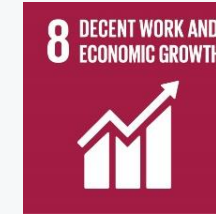
Ensure healthy lives and promote well-being for all, at all ages.

Werner prioritizes the well-being of our associates through a variety of medical and financial benefits, physical and mental wellness programs, and safety-focused training and equipment investments. Werner rewards associates for completing health screenings, wellness programs and more.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Werner offers numerous programs to support our team members' professional growth including flexible training opportunities, mentoring and leadership development programs, as well as tuition assistance. Werner also operates a network of truck driving schools to help train new drivers.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Werner contributes to local economies throughout North America by providing stable and well-paying jobs for thousands of people and by patronizing small, medium and large suppliers across many industries. Continual investments in our workforce have resulted in numerous awards and recognition.



Build resilient infrastructure, promote inclusion and sustainable industrialization and foster innovation.

Innovation and inclusion are critical components of Werner's company strategy – and are pillars of our Core Values. Various leaders and associate groups are dedicated to researching and implementing innovative technologies, processes and strategies, and to creating an environment where associates feel included, valued and supported.



Reduce inequality within and among countries.

Werner's hiring practices and internal culture provide equal opportunities for employment and career advancement – guided by a focus on qualifications, skills and potential. Additionally, we have developed a strong program to help combat human trafficking, including associate training and collaboration with partners to drive positive change.



Take urgent action to combat climate change and its impacts.

Werner takes a comprehensive approach to environmental sustainability that combines fleet modernization, fuel innovation and data-driven accountability. By continually reinvesting in our equipment, facilities and technology, we're able to provide freight transportation solutions that help reduce the total carbon footprint for ourselves and our supply chain partners.

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WERNER®



THANK YOU

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DEDICATED
PRIVATE FLEET

EXPEDITED

FINAL MILE

INTERMODAL

MEXICO

ONE-WAY
TRUCKLOAD

PREMIUM
SERVICES

TEMPERATURE-
CONTROLLED

TRUCKLOAD
LOGISTICS

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