WERNER®

70 YEARS

2026 Sustainability Brief

70 Years of Service: Driving a Sustainable Future.

1956 - 2026

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This presentation may contain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, and made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, as amended. Such forward-looking statements are based on information presently available to the Company's management and are current only as of the date made. Actual results could also differ materially from those anticipated as a result of a number of factors, including, but not limited to, those discussed in our latest available Annual Report on Form 10-K and any subsequently filed Quarterly Reports on Form 10-Q. 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 OVERVIEW

70 YEARS IN BUSINESS

OMAHA, NE | HEADQUARTERS

15% of workforce are veterans and military spouses.

13% Company drivers who are women *(higher than the industry average)*

> 14,800 Associates[1]

~300 Independent Contractors[1]

5TH Largest Dedicated Carrier in the U.S.[2]

> 95% Dedicated Customer Retention Rate

55% Emissions reduction goal by 2035[5]

7,090 DEDICATED[3]

1,650 ONE-WAY TRUCKLOAD[3]

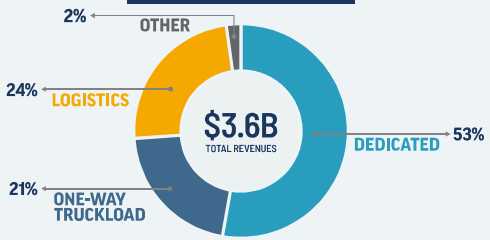
8,740 TTS TRUCKS[3]

37,710 Trailing Assets[3]

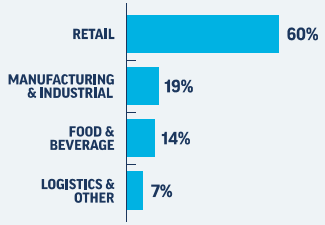
3,867 Total drivers in company history with one million or more safe driving miles

WERNER & FirstFleet

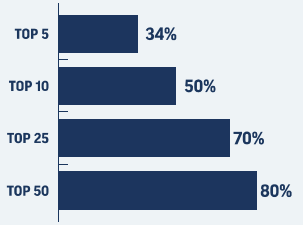
BY SEGMENT[4]



BY VERTICAL (TOP 50 CUSTOMERS)[4]

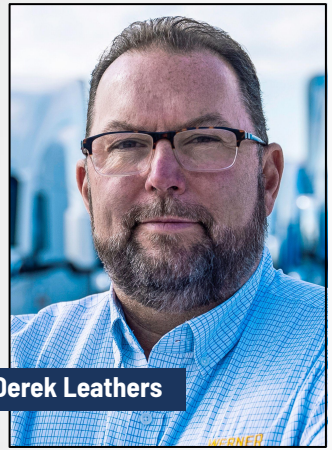


BY CUSTOMER[4]



[1] *Number of Associates and Independent Contractors as of 9/30/26.*
[2] *Source: Transport Topics. With FirstFleet, the combined entity becomes the 5th largest Dedicated carrier.*
[3] *As of 9/30/26; TTS includes Dedicated and One-Way Truckload. Trailing assets includes TTS and Logistics.*
[4] *Revenue for the 12 months ending 12/31/25.*
[5] *Emissions reduction goal established in 2020.*

Letter from our Chairman & CEO


Derek Leathers

In 2026, Werner reached a landmark milestone: 70 years of service. When CL Werner bought his first truck in 1956, our company was built on integrity and hard work. Seven decades later, the transportation landscape has evolved, but our core mission remains unchanged. Sustainability is not a standalone initiative. It is built directly into how we operate, driving operational efficiency, strengthening resilience and positioning our company to thrive for the next 70 years and beyond.

Today's supply chain presents dynamic challenges. As economic conditions shift, regulatory demands evolve and sustainability expectations increase, our stakeholders face unique realities. Our customers need flexible, low-carbon supply chain solutions. The carriers we work with require seamless digital integration. Our drivers deserve safe, modern equipment and a culture that supports their long-term success.

To address these needs, we focus heavily on driving efficiency and clean operations throughout our network. Decarbonizing heavy-duty freight is a complex challenge, particularly as wide-scale alternative fuel infrastructure continues to mature.

Rather than waiting for a single ultimate solution, we pursue a practical, multi-pathway strategy anchored by our goal to achieve a 55% CO_2 emissions reduction by 2035 against our 2020 baseline. **I am proud to report that we are almost halfway to our goal, demonstrating steady, measurable progress from our baseline.**

We are continually working to reduce emissions by thoroughly evaluating and testing new engine technologies as they emerge—deploying proven, driver-friendly solutions only after rigorous validation. We support this commitment through ongoing investments in fleet efficiency, modern equipment, optimized routing to eliminate empty miles and strategic shifts to intermodal rail.

At the same time, we are looking toward the road ahead by exploring lower-carbon fuel options alongside our customers. Working closely with industry leaders, we continue to evaluate emerging technologies. Our focus is on open dialogue—we invite discussions with our customers to understand their goals, explore available options and help them navigate sustainability opportunities while maintaining the high level of service they rely on.

Our strategy is equally centered on empowering people and protecting communities. Our team members continue to bring this vision to life through active local community involvement across our network. On the highway, continuous investment in advanced driver-assistance technology protects our drivers and safeguards the public.

Underpinning every decision is our commitment to integrity and sound governance. Through active participation in the EPA SmartWay Transport program, we align with carriers committed to industry-recognized efficiency and environmental performance.

We are proud of our 70-year legacy and the milestone progress we have achieved so far, but our focus remains squarely on the road ahead. Thank you for your continued trust as we build a cleaner and more sustainable future for freight.

Sincerely,



Derek Leathers, Chairman & CEO

Sustainability Purpose Statement & Annual Highlights

At Werner, sustainability means operating a safer, more efficient and more resilient transportation network that creates long-term value for our customers, associates, communities and shareholders. We embed environmental responsibility, operational excellence, innovation and robust governance into our daily operations and customer-service strategy.

Our approach is practical, collaborative and data-driven. We invest in modern equipment, multi-modal solutions and emerging technologies that curb emissions while enhancing service reliability and managing costs. By expanding our Scope 1, 2 and 3 greenhouse gas (GHG) inventories and enhancing customer-specific emissions reporting, we deliver accurate data to measure our progress and help our customers to meet their own sustainability goals.

- **Delivered Emissions Reductions:** Achieved a 27% reduction in CO_2 emissions relative to our 2020 baseline, making clear progress toward our goal of a 55% reduction in carbon emissions by 2035.
- **Enhanced Customer Visibility:** Expanded customer-specific emissions reporting to provide transparent carbon footprint metrics across the Werner network.
- **Strengthened GHG Governance:** Refined our Scope 1, 2 and 3 GHG accounting and data controls in preparation for future limited assurance reporting.
- **Piloted Clean Technologies:** Tested diverse alternative fuels and energy solutions, including battery-electric, hydrogen fuel cell, CNG, RNG, biodiesel, renewable diesel and lithium-battery idle-reduction systems.
- **Maintained Technology Agnosticism:** Evaluated low- and zero-emission solutions based on emissions impact, reliability, infrastructure readiness, customer service requirements and total cost of ownership.
- **Optimized Fleet Efficiency:** Improved fuel economy, reduced idling, minimized empty miles and enhanced driver training through fleet modernization and network optimization.
- **Expanded Multi-Modal Capacity:** Scaled intermodal and multi-modal solutions that enable customers to balance cost, service and emissions reduction progress.
- **Earned Industry Recognition:** Recognized by leading industry partners for our commitment to reducing emissions across our operations and supply chains.

WERNER®

Cleaner Freight Through More Efficient Operations



Driven by Discipline: **Werner's Path to Fleet Decarbonization**

At Werner, our sustainability strategy is grounded in practical, measurable progress toward our target of a 55% reduction in emissions by 2035. We prioritize investments that yield proven environmental and financial returns over short-term trends.

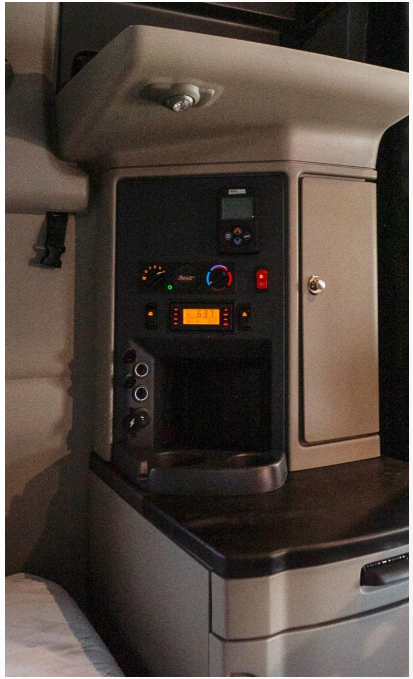
Modernization & Battery HVAC Systems

Reducing engine idling provides an immediate opportunity to cut Scope 1 emissions and lower fuel costs across our sleeper fleet.

- **Advanced Lithium Power:** Rolling out 150 lithium battery HVAC units through late 2026.
- **Extended Comfort:** Provides 13 to 14 hours of continuous climate control, replacing traditional two-hour battery systems without engine starts.
- **Proven ROI:** Demonstrates positive findings and return through a 50 battery test.







WERNER

Driven by Discipline: **Werner's Path to Fleet Decarbonization**

Strengthening Our Emissions Reporting Through an Inventory Management Plan

We developed a working Greenhouse Gas Inventory Management Plan (IMP) to establish a consistent process for identifying, calculating and managing Werner's emissions. The plan documents reporting boundaries, emissions sources, calculation methods, data collection procedures and quality controls, creating a shared reference for the teams supporting our sustainability reporting.

As part of this work, we reviewed utility records and expanded the Scope 2 facility inventory to 67 named location groups across the Werner network. We also identified missing consumption data, potential account overlaps and verification needs that must be resolved before updating emissions totals.

The IMP strengthens the consistency, transparency and traceability of our reporting. It supports our efforts to fulfill applicable mandatory reporting requirements in California and prepares us for future reporting requirements and assurance. As our business evolves, the plan will guide how we incorporate acquisitions and facility changes, helping us measure our footprint more completely and track progress toward our sustainability goals.

Engine Compliance and Powertrain Standards

While the industry moves toward stringent performance standards, we maintain a realistic view of equipment readiness.

- **OEM Collaboration:** Continues testing compliant engine platforms with major manufacturers to ensure long-term durability and emissions compliance.



Driven by Discipline: **Werner's Path to Fleet Decarbonization**

Expanding Emissions Transparency: Scopes 1, 2 and the Introduction of Scope 3

In 2025, Werner's Scope 1 emissions were 850,515 metric tons of CO_2 (a 27% reduction since baseline 2020) and 870,502 metric tons of CO_2e (a 13% reduction since 2022).

Scope 2 emissions totaled 8,600 metric tons of CO_2e, calculated using GHG Protocol-guided methodologies.

Scope 1 — Direct emissions: Covers fuel combustion from our Class 8 fleet (diesel and biofuel blends). Telematics fuel and mileage data is validated against accounting's International Fuel Tax Agreement records and multiplied by applicable greenhouse gas emission factors. Excludes passenger vehicles, yard vehicles, stationary fuel combustion and refrigerant emissions.

Scope 2 — Purchased electricity: Calculated using the location-based method. Electricity consumption (kWh) from utility records is multiplied by regional grid emission factors from the U.S. EPA's eGRID database.



Introducing Scope 3:
Expanding Visibility Across our Supply Chain

Werner is sharing estimated Scope 3 emissions for the first time, expanding reporting to include indirect value chain impacts. Our 2025 spend-based procurement analysis estimates approximately 480,865 metric tons of CO_2e with the vast majority upstream in our supply chain.

Our methodology uses USEEIO v1.3 emissions factors mapped to six-digit North American Industry Classification System (NAICS) codes. This provides an initial supply chain footprint to identify supplier engagement and reduction opportunities, though changes in purchasing volume, prices, and purchasing mix can affect estimates.

This first year lays a foundation for transparency. As reporting matures, clearer category-level disclosures and supplier-specific, activity-based data will strengthen estimates and shape future reduction efforts.

Driven by Discipline: **Werner's Path to Fleet Decarbonization**

Alternative Fuel and Powertrain Evaluation

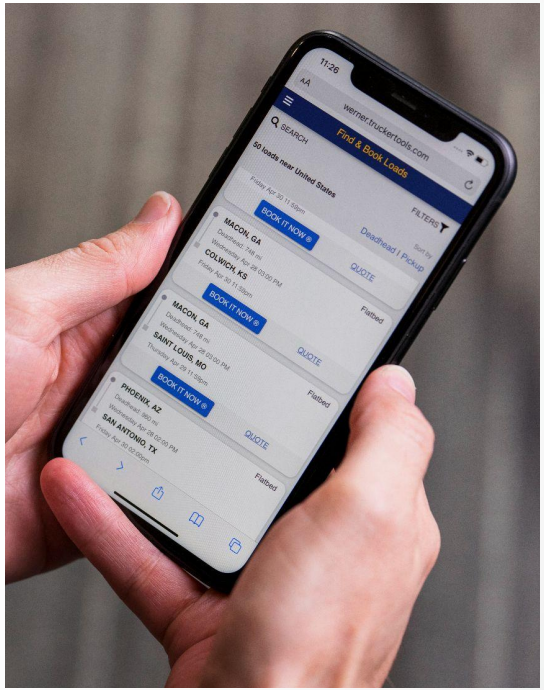
We maintain an active framework for evaluating alternative energy technologies based on operational viability and return on capital.

- **Battery Electric (BEV):** Continuing pilot testing with several years of data, but due to limited customer demand and challenges with operational requirements, we have not grown this fleet. However, we are open to customer-specific pilots of battery-electric vehicles in California and other markets.
- **Compressed Natural Gas (CNG):** Continuing evaluating this solution; however, implementation will require matching specific customer lanes.
- **Hydrogen Fuel Cell:** Monitored through early-stage industry developments; currently non-viable for immediate operational deployment.

Route Optimization and Collaborative Innovation

Guided by our Innovation Council, we refine daily operations to drive consistent annual emissions reductions.

- **Smart Technology:** Tests predictive cruise control, fuel additives and telematics integrated with transmission data to optimize fuel economy.
- **Network Efficiency:** Utilizes Werner EDGE® routing to minimize empty miles and fuel burn.
- **Shipper Relationships:** Works with major customers on long-term infrastructure and shared sustainability initiatives to address their Scope 3 emissions and help our customers meet their sustainability targets.



Leader Feature Q&A: **Chad Dittberner**



Chad Dittberner

Senior Vice President of Equipment Operations & Innovation

***Q:* Werner's strategy emphasizes a "pragmatic, measured approach" to sustainability. What does that mean in practice for our fleet operations?**

A: It means grounding every decision in real-world data and operational truth. Sustainability shouldn't be about chasing headlines or deploying technologies just to say we did it. Keeping the cleanest, newest fleet on the road — our average tractor age is less than three years, compared to an industry average over six — delivers immediate, substantial emissions reductions today. When we test emerging technologies, we evaluate the total cost of ownership, operational reliability and environmental impact before scaling. If a technology makes sense operationally and economically, we commit to it fully.

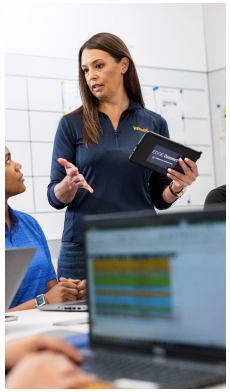
***Q:* How do solutions like lithium battery HVAC systems fit into this philosophy?**

A: Lithium battery HVACs are a perfect example of sustainability aligning with smart business and driver comfort. Traditional auxiliary power setups often degrade quickly, forcing drivers to idle the engine for heating or cooling. Switching to advanced lithium systems gives our drivers 13 to 14 hours of continuous power — nearly triple what traditional batteries provide. It keeps our drivers comfortable during rest periods and eliminates unnecessary engine starts.

Leader Feature Q&A: **Chad Dittberner**

***Q:* There is a lot of market discussion around alternative fuels like battery electric vehicles (BEVs), natural gas and hydrogen. How is Werner evaluating these platforms?**

A: We actively pilot these technologies so we can give our customers and stakeholders real, operational feedback rather than theoretical projections. For example, while heavy-duty electric vehicles carry significant cost premiums and infrastructure limitations for long-haul duty cycles, we recognize their potential in short-haul, port drayage operations where localized funding can bridge the cost gap. Natural gas and hydrogen remain on our radar through tests, but until the fueling infrastructure and economic models mature, our primary focus remains maximizing fuel efficiency across our core diesel fleet and utilizing renewable fuel blends.







***Q:* What role does customer collaboration play in achieving Werner's 2035 sustainability targets?**

A: Decarbonization cannot happen in a vacuum; it requires true partnership across the supply chain. Shippers are increasingly looking to carriers who can provide transparent emissions data and act as strategic partners in reducing Scope 3 impacts. Whether that means co-investing in localized charging infrastructure, integrating predictive routing through Werner EDGE® to eliminate empty miles, or optimizing freight flow, the most successful sustainability initiatives are built on long-term collaboration between carriers and shippers.

WERNER®

Transforming Supply Chains Through Operational Innovation & Technology



Operational Stewardship: **Resource Conservation and Circular Logistics**

We established our Waste and Energy Scorecard to provide a clear baseline for our resource conservation efforts, build transparency and hold our operations accountable to measurable sustainability standards. This initiative provides critical insights into our energy usage and waste reduction while fostering strong collaboration with vendors and suppliers as we refine our plans for emissions reduction. Across our facilities, environmental stewardship extends past our fleet, applying circular economy practices to lower our broader footprint.

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

MORE THAN **619,000**

Gallons of Oil Conserved

Extended tire life cycles through precision retreading eliminated the need for raw manufacturing oil by re-capping usable casings rather than sourcing new units.

MORE THAN **1.2 MILLION**

Pounds of Rubber Diverted

Prevented casing and rubber waste from ever reaching landfills through our aggressive tire re-capping program.

MORE THAN **1.5 Million**

Single-Use Water Bottles Avoided

Installed hydration filling stations across our terminal network to eliminate single-use plastic bottles and cut landfill waste.

MORE THAN **850,000**

Pounds of Metal Recycled

Recovered high-value steel and aluminum scrap directly from shop maintenance and component replacements, feeding raw materials back into manufacturing supply chains.

MORE THAN **118,000**

Gallons of Oil Recycled

Maintained closed-loop recycling systems across our shop facilities for responsible fluid management, treatment and reuse.

MORE THAN **13,900**

Battery Cores Returned

Ensured heavy metals and hazardous materials were safely recovered through vendor take-back programs to re-enter production loops.

Through active scrap recovery, routine recycling and aggressive tire retreading, Werner continues to shrink its broader environmental footprint while building a cleaner, more resource-efficient supply chain.

**Quantities are annual measurements as of 12/31/25; except the water bottle metric is an all-time total measurement as of 08/01/26.*

Partnering for Sustainability: **Werner & Southern Tire Mart**

Extending product life cycles through tire retreading is a core pillar of Werner's environmental stewardship. In 2025, working alongside key vendor Southern Tire Mart, Werner leveraged the Bandag retreading system to restore worn tires rather than discarding usable casings. This collaboration generated significant environmental savings across our supply chain.

Southern Tire Mart

bandag
BUILT FOR BETTER

2025 Environmental Impact

Equivalent Energy Savings To Power
474,941
Homes For One Day

Diverted
735,505 lbs.
Of Waste From Landfills Annually

Saved
265,845
Gallons Of Oil

Reduced
525,487 lbs.
Overall in Tire Waste

Retreaded
17,723
Used Tires

Startup & Tech Ecosystems: **Werner Accelerator Program**

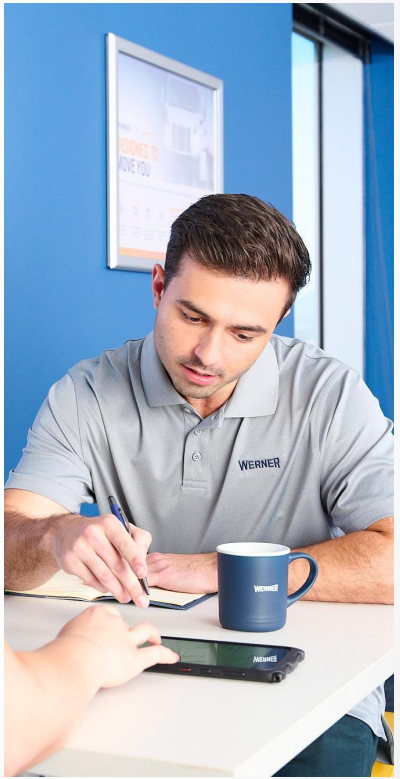
Driving the future of transportation and logistics requires combining enterprise scale with startup agility. Developed in late 2025 with the Nebraska Startup Academy (NSA), the Werner Exchange is a formalized, zero-equity accelerator that embeds early-stage tech founders directly within our Omaha headquarters. By actively testing and scaling these emerging technologies, we create a clear win-win — accelerating our business capabilities while delivering smarter, more efficient solutions for our customers.

Program at a Glance

- 12-Week Residency in Werner's Omaha HQ.
- Zero Equity taken from Participating Startups.
- Direct Access to Werner's IT, Cybersecurity and Operations Teams.
- Virtual Demo Day to Pitch Investors at Program Completion.

Fostering Logistics Innovation

- **Hands-On Mentorship & Ecosystem Support:** Uniquely structured as a zero-equity program, founders work directly alongside Werner's IT, cybersecurity and operations teams to test, refine and scale software capable of handling enterprise-level demands.
- **Inaugural 2026 Cohort:** Welcomed an Omaha-based machine learning company and a Chicago-based automated fleet maintenance startup.



Leader Spotlight Q&A: **Daragh Mahon**



Daragh Mahon

Executive Vice President & Chief Information Officer

Q: How does Werner's overall technology roadmap drive innovation across our transportation and logistics operations?

A: Our tech strategy is built on a "Cloud First, Cloud Now" philosophy, which serves as the foundation for our Werner EDGE® initiative. By shifting away from legacy on-premise infrastructure to a modern cloud ecosystem, we've unified our data and accelerated our development cycles. This digital transformation gives us real-time visibility across our entire network, allowing us to build flexible, scalable tools that continuously improve asset utilization, driver support and overall operational efficiency.

Q: How does technology integration enhance the driver experience and operational safety?

A: Driver comfort, safety and productivity are at the core of every technology decision we make. Through integrated telematics, smart in-cab platforms and predictive safety systems, we equip our drivers with real-time insights that make their jobs safer and less stressful. Modern technology enables smoother navigation, reduces unnecessary delays at customer facilities and connects drivers seamlessly with our support teams, keeping our fleet moving safely and efficiently.

Q: Looking ahead, what do you see as the next major horizon for tech-driven innovation at Werner?

A: The future is all about connected, collaborative ecosystems. We are moving toward seamless, end-to-end data sharing across shippers, carriers and supply chain partners through platforms like Werner Bridge. As AI agents and automated workflows become more sophisticated, our ability to connect systems securely and harness real-time data will allow us to anticipate market shifts, optimize freight flows dynamically and lead the logistics industry into a more connected, resilient future.

WERNER POWERED BY EDGE

WERNER BRIDGE POWERED BY EDGE

WERNER

WERNER®

Empowering People & Protecting Communities



Human Trafficking Prevention Efforts

Pathways to Freedom Program

In 2025, Werner expanded the Pathways to Freedom Recognition program, an initiative designed to combat human trafficking by engaging our ecosystems of customers, vendors and carriers in proactive prevention efforts. Through our expanded anti-trafficking initiatives, we are transforming those spaces into zones of awareness, empowerment and vigilance, increasing our reach and responsibility far beyond traditional supply chain operations.

- **Technology:** Upgrades to the Drive Werner Pro app to give drivers access to Safe House Project's Simply Report, a trauma-informed, behavior-based AI agent that helps drivers securely identify and report human trafficking indicators.
- **Cross-Border Reach:** Extends its impact into Mexico, partnering with TAT and local nonprofit El Pozo de la Vida to host an inaugural awareness event with key Mexican carriers.
- **Advocacy:** Partners with TAT to embed anti-trafficking awareness into driver training and corporate culture, doubling its reach in 2023 to include all associates while featuring TAT branding on trucks to raise awareness on the road.



Community Engagement & Philanthropy

2025 Blue Brigade Recap

1,062 ASSOCIATE VOLUNTEERS

12 STATES SERVED BY BLUE BRIGADE



2 VOLUNTEER OF THE YEAR AWARDS

507 BLUE BRIGADE MEMBERS

VALUE OF VOLUNTEER HOURS
$70,000+

61.5 VOLUNTEER TIME-OFF HOURS SUBMITTED

2,100 VOLUNTEER HOURS

43 ORGANIZATIONS SUPPORTED

125 EVENTS OFFERED THROUGH BLUE BRIGADE

50 FAMILY-FRIENDLY EVENTS

15 ALL-AGES EVENTS

Commitment to Veterans & Military Families

Comprehensive Veteran Programs & Pathways

Werner provides an end-to-end framework of specialized programs, benefits and support systems designed to help service members transition smoothly and build long-term careers:

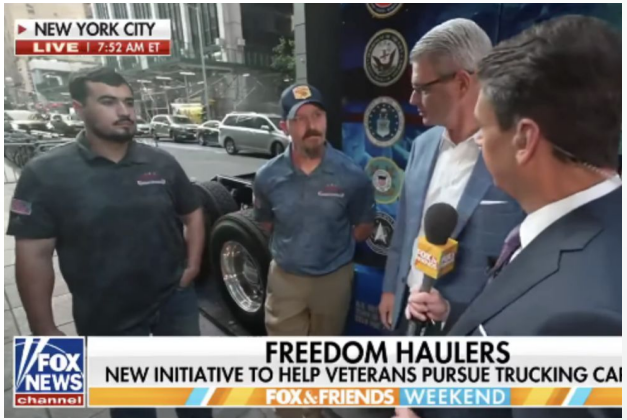
- **'WeVets' Associate Resource Group:** Our associate-led community providing peer networking, mentorship, career development and local volunteer opportunities for drivers, technicians and associates across our network.
- **DoD SkillBridge / Career Skills Program:** Allows active-duty service members to gain real-world transportation and logistics experience during their last 180 days of service.
- **Military Skills Test Waiver Program:** Simplifies and accelerates the CDL licensing process by honoring heavy-vehicle driving experience gained in the armed forces.
- **Operation Freedom Fleet**: Is a military-themed truck fleet driven exclusively by veterans to honor service members, participate in recruiting events and haul freight safely.



Supporting military veterans and their families is an integral priority across Werner's operations, with veterans and military spouses making up more than **15% of our total workforce**.

To expand on this dedication, Werner actively participates in Freedom Haulers, a groundbreaking federal initiative that cuts red tape, translates military driving experience into civilian CDLs and allows active-duty service members to start training before leaving the military.

Werner is reinforcing its pledge by **committing to hire 1,400 veterans over the next year**.



Commitment to Veterans & Military Families

Industry Recognition

Because of our strong commitment to empowering military service members, veterans and their families, Werner has been consistently recognized with numerous national awards, including the Lee Anderson Veteran and Military Spouse Employment Award, several Military Friendly® top awards, Patriots in Business Award – *Chief Executive Magazine & Thayer Leadership* and the National Award for Outstanding Large Employer of Veterans – American Legion.

MILITARY FRIENDLY 2026 GOLD TOP 10 EMPLOYER

MILITARY FRIENDLY 2026 GOLD TOP 10 SPOUSE EMPLOYER

VETS Indexes 5 STAR EMPLOYER 2026

AMERICAN LEGION

HIRING OUR HEROES



Honoring Heroes: Operation Freedom Fleet & 9/11 Commemoration

To mark the anniversary of 9/11, Werner unveiled a special 9/11 truck wrap, paying tribute to the lives lost, first responders and the brave service members who answered the call to duty in the years that followed.

WERNER®

Leading with Integrity & Governance



Leading with Integrity & Governance

Industry Recognition & SmartWay Involvement

Werner has proudly served as an EPA SmartWay partner carrier for more than two decades, showing a long-standing pledge to sustainability and environmental leadership in freight transportation.

Over the course of this participation, Werner has earned the EPA SmartWay Excellence Award nine times. Selected from more than 4,000 organizations, this distinction represents the top 1-2% of participants.

Werner is also an eight-time recipient of the SmartWay High Performer Award, which recognizes the top 8-10% of carrier partners achieving significant shipping and freight efficiencies. Werner remains dedicated to leveraging SmartWay benchmarking tools to optimize fleet performance and reduce emissions.

We focus on these efforts because environmental stewardship is simply the right thing to do and because driving efficiency directly helps our customers achieve their own supply chain sustainability goals.

Werner is proud to consistently be recognized for our efforts and for our collaboration with key stakeholders that drive our business.

SmartWay

2026 Top 100 Trucker
Inbound Logistics

2026 Quest for Quality Dry Freight Carriers – *Logistics Management*

2026 HDT Top Green Fleet Award

2026 *Freightwaves* Fraud Fighters Award

2026 Truckload Carriers Association Elite Fleet Award Recipient

Dollar General Outbound Network Top Service Provider

2026 SupplyTech Breakthrough Award

2026 Truckload Carrier of the Year Ferguson

Leading with Integrity & Governance

Industry Leadership and Policy Engagement

Werner actively shapes the future of freight by holding premier leadership positions in national transportation, research and regulatory bodies.

Industry Leadership



Chairman & CEO Derek Leathers
Serves as Board Chairman of the American Trucking Associations (ATA).

Regulatory & Legal Reform



President & CLO Nathan Meisgeier
Leads as Chairman of the ATA Legal Reform Advisory Committee and is a member of the American Transportation Research Institute (ATRI).

Safety & Workforce Inclusion



SVP of Safety & Recruiting Jaime Hamm
Serves on Board of Directors of ATA Women in Motion, championing safety initiatives across the sector.

Leading with Integrity & Governance

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.

SASB STANDARDS
Now part of IFRS Foundation

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.

SUSTAINABLE DEVELOPMENT GOALS

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.

CDP

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.

Leading with Integrity & Governance

Sustainability Accounting Standards Board (SASB)

Accounting Metric	2025 Results	Category	Unit of Measure
Gross global Scope 1 emissions	850,515 Metric Tons CO_2; 870,502 Metric Tons CO_2e *	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.	Werner's strategy to reduce Scope 1 emissions combines near-term improvements in fleet efficiency with the longer-term evaluation of alternative fuels and technologies. In the near term, we continue to modernize our fleet, incorporating advanced engine designs, aerodynamic features, auxiliary power units and automatic start-stop systems to reduce fuel consumption and idling. Driver efficiency training, network optimization and the use of biodiesel and renewable diesel also support emissions reductions. Our long-term goal is to reduce emissions intensity by 55% by 2035. We continue to evaluate the operational suitability of alternative fuels and technologies, including hydrogen fuel cells and renewable natural gas, while applying lessons from several years of battery-electric truck testing to future fleet decisions. In 2025, Scope 1 emissions totaled 850,515 metric tons of CO_2, a 27% reduction from our 2020 baseline. Scope 1 emissions measured in CO_2e totaled 870,502 metric tons, a 13% reduction since CO_2e reporting began in 2022. These results demonstrate progress in reducing absolute emissions; performance against our 2035 intensity target is measured separately, based on emissions relative to operating activity. The current Scope 1 inventory covers Class 8 trucks and excludes our ECM and Baylor acquisitions.	Discussion and Analysis	N/A

WERNER®

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

Leading with Integrity & Governance

Sustainability Accounting Standards Board (SASB)

Accounting Metric	2025 Results	Category	Unit of Measure
(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewables	96,027,004; 0.00%; N/A	Quantitative	(1) Gallons, (2-3) Percentage
Air emissions of the following pollutants (1) No2 (excluding N20), (2) SO2, and (3) Particulate Matter (PM10).	1,438 Metric Tons; Not available in SmartWay; 32.4 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 3.51, (2) Accidents with a fatality (PMM) = 0.0099, Preventable accidents with fatality (PMM) = 0.025, (2b) don't have a break-out for contract employees	Quantitative	Rate
(1) Voluntary and (2) Involuntary turnover rate for all associates	17.1%; 8.4%	Quantitative	Rate (percentage)

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Sustainability Accounting Standards Board (SASB)

Accounting Metric	2025 Results	Category	Unit of Measure
Description of approach to managing short-term and long-term driver health risks.	We support our drivers' immediate health needs and long-term well-being through a range of programs and resources. Fitness centers are available at 11 of our 12 Tier 1 and Tier 2 terminal facilities, and blood pressure monitors are available at all 12. All associates have access to tobacco cessation programs, a digital activity platform featuring wellness challenges, and flu vaccines. For associates covered under our employer-provided health plan, we offer an incentive-based preventive wellness program, a diabetes prevention plan, women's health and wellness programs, a virtual musculoskeletal health platform, telephonic health coaching, and medical care at reduced or no cost. We also continue to invest in truck enhancements that improve working conditions and help keep our drivers safe on the road.	Discussion and Analysis	N/A
Number of road accidents and incidents	DOT reportable accidents totaled 0.969 per million miles, and DOT preventable accidents totaled 0.482 per million miles.	Quantitative	Number

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Sustainability Accounting Standards Board (SASB)

Accounting Metric	2025 Results	Category	Unit of Measure
(1) Number and (2) aggregate volume of spills & releases to the environment	(1) Number of spills = 32; (2) total gallons spilled 1,390 or 5.26 cubic meter	Quantitative	Number, cubic meters
Revenue Ton Miles	15,955,695,495	Quantitative	RTM
Load Factor	86.7%	Quantitative	Number (Percentage)
Number of associates, number of truck drivers	12,031 total associates; 8,677 drivers	Quantitative	Number

THANK YOU

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