



NEWS RELEASE

Werner® Earns 2025 VETS Indexes 5 Star Employer Award for Second Consecutive Year

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OMAHA, Neb.--(BUSINESS WIRE)-- Werner Enterprises, Inc. (Nasdaq: WERN), a premier transportation and logistics provider, is proud to announce it has once again earned the prestigious VETS Indexes 5 Star Employer designation in the 2025 VETS Indexes Employer Awards. This recognition highlights Werner's continued commitment to recruiting, hiring, retaining, developing and supporting veterans and the military-connected community.

For the second consecutive year, Werner has earned the highest distinction in the VETS Indexes Employer Awards program. As the only transportation and logistics company to receive a 5 Star designation, this honor highlights Werner's continued commitment to developing veteran-inclusive programs and creating clear pathways to rewarding careers in the transportation and logistics industry.

"At Werner, we honor the dedication and leadership of those who have served by creating meaningful opportunities allowing veterans and their families to thrive," said Werner's Chairman and CEO, Derek Leathers. "Being named a 5 Star Employer for a second year in a row reinforces our mission to empower these individuals as they transition to civilian careers."

Werner employs a workforce made up of approximately 20% veterans and offers a robust suite of programs tailored to the military community. These include a Military Skills Test Waiver Program, SkillBridge/Career Skills Program, VA Educational Benefits, Operation Freedom Fleet, the 'WEVets' Veteran Resource Group and Deployment Support initiatives.

This year, a record 349 organizations submitted entries for the VETS Indexes Employer Awards, with only 294 recognized across the 5 Star Employer, 4 Star Employer, 3 Star Employer and Recognized Employer levels. Selection

is based on a comprehensive evaluation of each organization's policies, practices, and outcomes in five critical areas:

- Veteran job candidate recruiting and hiring
- Veteran employee development and retention
- Veteran-inclusive policies and culture
- Support for members of the National Guard and Reserves
- Military spouse and family support

"Werner has demonstrated exceptional support for veterans and the military-connected community, earning one of the most prestigious awards possible in the VETS Indexes Employer Awards program," said George Altman, president of VETS Indexes. "Even as more organizations recognize the unique value veterans bring, Werner's efforts continue to set the bar."

The VETS Indexes Employer Awards are considered the most objective and comprehensive assessment of veteran employer practices and have been featured by CNBC, Fox Business, BNN Bloomberg, **Military.com**, Military Times and Stars & Stripes.

To view the full list of 2025 awardees, visit [here](#). To learn more about Werner's military support programs, visit [here](#).

About Werner Enterprises

Werner Enterprises, Inc. delivers superior truckload transportation and logistics services to customers across the United States, Mexico and Canada. With 2024 revenues of \$3.0 billion, an industry-leading modern truck and trailer fleet, nearly 13,000 talented associates and our innovative Werner EDGE® technology, we are an essential solutions provider for customers who value the integrity of their supply chain and require safe and exceptional on-time service. Werner® provides Dedicated and One-Way Truckload services as well as Logistics services that include truckload brokerage, freight management, intermodal and final mile. Werner embraces inclusion as a core value and manages key risks and opportunities through a balanced sustainability strategy.

About VETS Indexes

VETS Indexes is a leading voice on veteran employment issues, overseeing the **VETS Indexes Employer Awards**, hosting the **Employing U.S. Vets Conference**, unearthing unique and unprecedented data on veteran employment through the **Veteran Employment Benchmarking Service**, and developing custom indexes, linked to financial products, that track the performance of the publicly traded companies that have established themselves as the

best employers for veterans.

The **VETSX** and **VTRNIX** indexes were created on the premise that the companies that make the best use of the highly talented, yet under-valued, talent pool that veterans represent will ultimately see a benefit to their bottom lines. The performance of the indexes has emphatically confirmed that thesis, regularly outpacing the S&P 500.

As the world's first resource for U.S.-veteran-themed indexes, our mission is to provide innovative solutions that recognize the value created by the mission-critical mindset, unique skills, and specialized training that veterans bring to the workplace. Our mission also includes a commitment to always donate a significant portion (target of 20% and no less than 5%) of our net profits to charitable organizations that support veterans and their families.

Learn more about us at **VETSIIndexes.com** and follow us on social media channels via **LinkedIn, Facebook, Instagram, and X (formerly Twitter)**.

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