# 2021 Corporate Responsibility Report

## Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>About This Report</td>
<td>3</td>
</tr>
<tr>
<td>Message from the CEO</td>
<td>5</td>
</tr>
<tr>
<td>Company Overview</td>
<td>6</td>
</tr>
<tr>
<td>We Are Wabash</td>
<td>6</td>
</tr>
<tr>
<td>People, Purpose and Performance Drive Our Business</td>
<td>9</td>
</tr>
<tr>
<td>Sustainability Approach</td>
<td>12</td>
</tr>
<tr>
<td>Environmental, Social and Governance (ESG) Philosophy</td>
<td>13</td>
</tr>
<tr>
<td>Stakeholders</td>
<td>14</td>
</tr>
<tr>
<td>Product</td>
<td>15</td>
</tr>
<tr>
<td>Delivering Sustainability to Our Customers</td>
<td>16</td>
</tr>
<tr>
<td>Highway Safety</td>
<td>18</td>
</tr>
<tr>
<td>Quality</td>
<td>19</td>
</tr>
<tr>
<td>Remanufacturing Design and Services</td>
<td>20</td>
</tr>
<tr>
<td>Environment</td>
<td>21</td>
</tr>
<tr>
<td>Environmental Health and Safety</td>
<td>22</td>
</tr>
<tr>
<td>Energy Conservation</td>
<td>23</td>
</tr>
<tr>
<td>Recycling and Waste Reduction</td>
<td>25</td>
</tr>
<tr>
<td>Materials Sourcing</td>
<td>26</td>
</tr>
<tr>
<td>Social</td>
<td>27</td>
</tr>
<tr>
<td>Workplace Health and Safety</td>
<td>28</td>
</tr>
<tr>
<td>Diversity and Inclusion</td>
<td>29</td>
</tr>
<tr>
<td>Career Development</td>
<td>31</td>
</tr>
<tr>
<td>Education</td>
<td>32</td>
</tr>
<tr>
<td>Employee Engagement</td>
<td>33</td>
</tr>
<tr>
<td>Communities</td>
<td>34</td>
</tr>
<tr>
<td>Political Activity</td>
<td>35</td>
</tr>
<tr>
<td>Human Rights</td>
<td>36</td>
</tr>
<tr>
<td>Compensation Philosophy</td>
<td>37</td>
</tr>
<tr>
<td>Governance</td>
<td>38</td>
</tr>
<tr>
<td>Governance Framework</td>
<td>39</td>
</tr>
<tr>
<td>Board of Directors Accountability</td>
<td>42</td>
</tr>
<tr>
<td>Ethics and Compliance</td>
<td>44</td>
</tr>
<tr>
<td>Risk Management</td>
<td>46</td>
</tr>
<tr>
<td>ESG Indices</td>
<td>48</td>
</tr>
<tr>
<td>SASB Disclosure</td>
<td>49</td>
</tr>
<tr>
<td>TCFD Disclosure</td>
<td>50</td>
</tr>
</tbody>
</table>
About This Report

In this 2021 Corporate Responsibility Report, we are reporting on our commitment to social responsibility and sustainability and on the metrics that we use to measure our achievements and progress in these areas, including an assessment of sustainability conducted in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and using relevant Sustainability Accounting Standards Board (SASB) baseline metrics. The preparation of this Corporate Responsibility Report was conducted by a cross-functional team of subject matter experts and overseen by our executive officers and Board of Directors. We expect to expand our reporting in these strategic areas as our ability to capture and report on this critical data improves over time.

The information in this Corporate Responsibility Report is for the period January 1, 2021, to December 31, 2021. This report includes certain forward-looking statements as defined by the Private Securities Litigation Reform Act of 1995. Forward-looking statements convey our current expectations or forecasts of future events. All statements contained in this Corporate Responsibility Report other than statements of historical fact are forward-looking statements. These and the company’s other forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from those implied by the forward-looking statements. Without limitation, these risks and uncertainties include: our inability to meet our social responsibility and sustainability goals; the highly cyclical nature of our business; demand for our products and the sensitivity of demand to economic conditions; economic weakness and its impact on the markets and customers we serve; our backlog and indicators of the level of our future revenues; the COVID-19 pandemic, or other outbreaks of disease or similar public health threats; reliance on a limited number of suppliers of raw materials and components, price increases of raw materials and components, and our ability to obtain raw materials and components; our ability to attract and retain key personnel or a sufficient workforce; our ability to execute on our long-term strategic plan and growth initiatives or to meet our long-term financial goals; our ability to successfully execute our strategic initiatives; volatility in the supply of vehicle chassis and other vehicle components; changes in our customer relationships or in the financial condition of our customers; significant competition in the industries in which we operate including offerings by our competitors of new or better products and services or lower prices; our competition in the highly competitive specialized vehicle industry; market acceptance of our technology and products or market share gains of competing products; disruptions of manufacturing operations; reliance on information technology to support our operations and our ability to protect against service interruptions or security breaches; current and future governmental laws and regulations and costs related to compliance with such laws and regulations; increased risks of international operations; changes in U.S. trade policy, including the imposition of tariffs and the resulting consequences; the effects of
product liability and other legal claims; climate change and related public focus from regulators and various stakeholders; impairment in the carrying value of goodwill and other long-lived intangible assets; our ability to continue a regular quarterly dividend; our ability to generate sufficient cash to service all of our indebtedness; our indebtedness, financial condition and fulfillment of obligations thereunder; changes to U.S. or foreign tax laws and the effects on our effective tax rate and future profitability; provisions of our New Senior Notes which could discourage potential future acquisitions of us by a third party; the risks related to restrictive covenants in our New Senior Notes indenture and Revolving Credit Agreement, including limits on financial and operating flexibility; price and trading volume volatility of our common stock; and assumptions relating to the foregoing. Readers should review and consider the various disclosures made in the company's reports to its stockholders and periodic reports on Forms 10-K and 10-Q.
Message from the CEO

Wabash is committed to Changing How the World Reaches You™. That commitment extends beyond the boundaries of our day-to-day business. As an innovator in the business of transport, we know the changes and improvements we make in the way we work can drive change throughout the industry, impacting lives across the country and ultimately around the world.

Visionary leadership requires a commitment to corporate responsibility. We believe our people, our products and our operations should positively contribute to all aspects of society, including economic, social and environmental impacts. More importantly, we strive to put that belief into practice, providing an environment for those beliefs to come to life. We are constantly searching for ways to improve our products, processes and policies to the betterment of our people and the lives of those we impact.

This report highlights the key initiatives across our company, with a focus on people, purpose and performance, including:

- Innovative product design solutions that improve fleet fuel economy and highway safety
- New standards for waste reduction and material procurement
- Well-designed operating environments that allow people to thrive
- Investments in the communities where we live and work
- Empowering the next generation of visionary leaders who will continue our legacy of Changing How the World Reaches You™

This is more than a report. This is and always has been an integral part of who we are and what we do. At Wabash, improvement never stops. I am proud of the progress our team has made to drive long-term positive change for Wabash and all our stakeholders.

Thank you for your interest in our corporate responsibility initiatives and for your support of Wabash.

Respectfully,

Brent L. Yeagy
President and Chief Executive Officer
Director
We are WABASH™

From our start in semi-trailer manufacturing to expanding into adjacent categories with industry-leading product lines, Wabash has become a powerhouse providing advanced engineered solutions in transportation, logistics and distribution.

Today we are a visionary leader with the foresight and wherewithal to move the business of transport forward. We are recognized as a leader in supporting the largest fleets in North America in the transportation, logistics and distribution industry.

There is no other truck body or trailer manufacturer that thinks the way we do, that acts the way we do, or that is making the kind of sweeping changes to prepare our customers for a very different world – one that is coming fast and will force disruption.

We see a different future reality than our competition in the context of social, technological, and logistics changes, and we’ve chosen to go down a substantially different path to re-shape the industry and pull that future forward for our customers. We saw how logistics changes would disrupt the industry and result in customers buying from one source, in one way, from first to final mile. We saw the need to radically change how products are conceived and designed upfront in engineering with new technologies to make leap-frog improvements in quality and consistency. We had the foresight to develop and commercialize a new composite technology that can deliver breakthrough value to customers. Going forward, we see the need to expand connectivity from the source all the way to the home to ensure food safety versus myopically focusing on point solutions.
By the Numbers*

Employee Count: **6,200** FULL-TIME EMPLOYEES

2021 New Shipments by Product Category:

**45,365** TRAILERS

**16,560** TRUCK BODIES

* Employment and location figures as of December 31, 2021

13 Manufacturing Locations
14 Parts & Services Locations
Awards

Wabash is a leader in safety, environmental stewardship and product performance. While we don't seek to win awards, we appreciate the external validations of our success when they occur. These awards represent more than mere accolades for us. In every facet of our business – from engineering and manufacturing to customer service – we strive to deliver an exceptional experience to everyone who works with us. With a commitment to continuous improvement that drives our performance forward in every respect, we pour our best into everything we do to serve our customers.

Safety and Environmental Awards
- 2020 Truck Trailer Manufacturers Association Plant Safety Awards | Fond du Lac, WI, and San José Iturbide, Guanajuato, Mexico
- 2019 Truck Trailer Manufacturers Association Plant Safety Awards | New Lisbon, WI
- 2018 Truck Trailer Manufacturers Association Plant Safety Award | San José Iturbide, Guanajuato, Mexico
- 2017 Kentucky Governor’s Safety and Health Award | Cadiz, KY
- 2016 Truck Trailer Manufacturers Association Plant Safety Awards | New Lisbon, WI, and San José Iturbide, Guanajuato, Mexico
- 2015 Truck Trailer Manufacturers Association Plant Safety Awards | New Lisbon, WI

Product Awards
- Heavy Duty Trucking Top 20 Products | EcoNex™ Refrigerated Trailer Powered by eNow Solar Energy, 2021
- SSAB Swedish Steel Prize Finalist | RIG-16 Rear Impact Guard, 2017
- IIHS Toughguard Award | RIG-16 Rear Impact Guard, 2017
- Heavy Duty Trucking Top 20 Products | Cold Chain and Final Mile equipment, 2016

Corporate Awards
- Newsweek’s America’s Most Responsible Companies | 2022
- Indiana Manufacturer’s Association Innovation Excellence Award | 2021
- INVESTIndiana Equity Conference Top 5 Indiana Public Company | 2016
- Supplier Diversity Development Coalition of Greater Lafayette Golden Handshake Award for Diversity and Excellence | 2016
- Forbes 100 Most Trustworthy Companies in America | 2015
- Indiana Employer Support of the Guard and Reserve Above and Beyond Award | 2014
People, Purpose and Performance Drive Our Business

At Wabash, it’s our focus on people, purpose and performance that drives us to do better so we can continue Changing How the World Reaches You.
Our Purpose
Changing How the World Reaches You.

Our Vision
To be the innovation leader of connected solutions for the transportation, logistics and distribution industries.

Our Mission
To enable our customers to succeed with breakthrough ideas and solutions that help them move everything from first to final mile.

Our Values
Our values are the qualities that govern our critical leadership behaviors and accelerate our progress.

- **Be Curious**: We will make bold choices and encourage creativity, collaboration and risk-taking to turn breakthrough ideas into reality.
- **Have a Growth Mindset**: We will be resilient and capable of the change required to succeed in a world that does not stand still.
- **Create Remarkable Teams**: We will create a workplace culture that allows individuals to be their best in order to retain and attract talent from diverse industries, geographies and backgrounds.
Our leadership principles are the behaviors that provide definition to our actions and bring our values to life.

- **Embrace Diversity and Inclusion**: We solicit and respect the input of others, celebrate our differences and strive for transparency and inclusiveness.
- **Seek to Listen**: We listen to our customers, partners and each other to reach the best solutions and make the strongest decisions.
- **Always Learn**: To model a growth mindset, we continue learning through every stage of our careers. We do not quit, and we are not satisfied with the status quo.
- **Be Authentic**: Employees who thrive at Wabash are honest, have incredible energy and demonstrate grit in everything they do.
- **Win Together**: We collaborate, seek alignment and excel at cross-group communication to succeed as one team and One Wabash.
Sustainability Approach
Environmental, Social and Governance (ESG) Philosophy

**Environmental**
We have been on a sustainability journey since the company’s inception. Uniquely incentivized to improve product designs by utilizing new composite materials to reduce the weight and improve the durability of our products, Wabash is a leader in creating value for customers by facilitating improved fuel efficiency and ensuring the quality and longevity of our equipment.

**Social**
Committed to supporting an inclusive, equitable culture that embraces diversity throughout the organization, we believe that diversity of background and experience fosters perspectives that generate superior ideas, leadership and stakeholder considerations to enhance business decisions. We actively seek a workforce comprised of individuals with different backgrounds, experiences and viewpoints.

Additionally, we seek to be active members of the areas in which we live and work, driving toward the betterment of our communities through our devotion to philanthropy, volunteerism and charitable giving.

**Governance**
Our Board of Directors is committed to overseeing the business and execution of our strategy, and providing independent guidance for sound decision-making and accountability. Given the important role our Directors play, criteria for Board membership encompasses a broad set of qualifications, including relevant skills, expertise, integrity and diversity. Wabash's Nominating, Corporate Governance and Sustainability Committee has made a considerable effort to embrace greater diversity through Board refreshment. The company added two new Directors in 2019 and appointed a new independent Chairperson following the 2020 Annual Meeting.
Our efforts not only cover our sites and our people; we also work to hold our entire supply chain accountable. Our Code of Business Conduct and Ethics provides key directions to our suppliers, vendors, dealers, and agents to abide by the same ethical and legal standards applicable to Wabash employees, including:

- Labor and human rights, including child labor and human trafficking
- Restrictions against corruption, bribery and extortion
- Responsible sourcing, including conflict minerals
- Health and safety activities
- Environmental accountability

**Working Toward a Better Future**

Environmental issues play an increasingly important role in commercial transportation. Wabash leverages partnerships with government entities and industry associations to develop efficient, effective and practical solutions to the problems facing the manufacturing and transportation segments. Because of our commitment to driving progress and serving people worldwide, we share information, insight, and applications to address the issues of today and anticipate the challenges of tomorrow. We place special emphasis on cost-efficient products that meet or exceed evolving sustainability standards. Wabash is connected to the following organizations:

**Government and Regulatory Bodies**

- California Air Resource Board (CARB)
- U.S. Department of Transportation (DOT)
- Environmental Protection Agency (EPA)
- National Highway Transportation Safety Administration (NHTSA)
- Transport Canada

**Transportation Associations**

- American Trucking Associations (ATA)
- ATA’s Technology and Maintenance Council (TMC)
- Cargo Tank Risk Management Committee (CTRMC)
- National Tank Truck Carriers (NTTC)
- National Trailer Dealers Association (NTDA)
- National Truck Equipment Association (NTEA)
- Truck Trailer Manufacturers Association (TTMA)

**Manufacturing Associations**

- Indiana Manufacturers Association (IMA)
Delivering Sustainability to Our Customers

We put our problem-solving expertise to work on the most pressing issues affecting commercial transportation and manufacturing.

**Fuel Economy**
Although Wabash products do not directly consume fuel and are not directly responsible for emissions, the indirect draw on fuel to move our products makes the weight, aerodynamics and thermal efficiency of our products relevant considerations in our customers’ fuel efficiency and emissions. We drive innovation toward practical solutions that provide greater fuel efficiency and reduce tractor-trailer emissions – making products that perform better at a lower cost per mile.

**DuraPlate® Composite Technology**
In 1996, our DuraPlate® composite panels revolutionized semi-trailer sidewalls with durability and damage resistance that remain second-to-none. In 2019, we introduced our DuraPlate Cell Core technology in our dry van trailers. DuraPlate Cell Core is a composite material that delivers a 300-pound-lighter weight trailer with the same durability our customers have come to expect from our products.

**EcoNex™ Technology**
Our EcoNex™ Technology enables our customers to achieve their sustainability goals. This advanced material technology is lighter in weight, stronger in construction and more efficient in thermal properties, compared to conventional refrigerated technology. This translates into lower lifetime operational costs and more conscious use of resources. In 2021, a large national grocer placed an initial order for over $10 million of Wabash refrigerated home delivery vehicles with EcoNex Technology.

**Electric Vehicles**
Our weight reduction and thermal efficiency technologies can enable further adoption of electric vehicles. Our lightweight technology can offset the increased battery weight impact, and reducing the thermal load can save energy for increased range or downsized batteries. In 2020, Wabash commercialized the first zero-emission refrigerated trailer. This all-electric refrigerated trailer leverages EcoNex Technology to downsize the energy...
required to keep produce cold. The lightweight EcoNex Technology enables battery-powered refrigeration and solar technology from our partners for the most thermally efficient, eco-friendly refrigerated haul available on the market.

**Trailer Aerodynamics**

In 2009, Wabash introduced its first trailer side skirt proven to reduce fuel consumption. Driven by a changing regulatory landscape and customer concerns, our team continues to make design and component improvements that deliver better aerodynamics and offer greater fuel efficiency. Our aerodynamic skirts are EPA SmartWay verified, CARB compliant and improve fleet fuel economy by up to 4.2 percent.

**Advanced Connected Technologies – Telematics & Digital**

We believe predictive analytics are the future of efficient fleet operations. Applying telematics – real-time monitoring and analysis of performance and environmental data – to transportation equipment will allow drivers to increase performance, reduce maintenance and prolong equipment life. Working with leading technology providers, we configure and install these systems to optimize data collection and delivery.

**Sustainable Materials**

Manufacturers across multiple industries choose our proprietary DuraPlate composite technology for its versatility and strength. Each DuraPlate panel and product contains between 15% and 30% post-consumer resin (PCR). By using PCR in the manufacture of DuraPlate, Wabash has diverted more than 1 billion plastic bottles from landfills.

What’s more, at the end of the product lifespan, DuraPlate is 100% recyclable.

We continue to innovate toward using sustainable materials that both outperform and outlast the alternatives while choosing components and composition that ensure maximum environmental responsibility.
Highway Safety

When it comes to highway safety, we’re constantly evaluating new and different ways to make our products safer for those who operate them, as well as those who share the road with our transportation products. Wabash was the first U.S. trailer manufacturer to receive ISO 14001 certification, the first to build and test to Canada’s more rigorous rear impact standards, and the first to design a stoplight system that enhances collision avoidance by making trailer braking more visible to motorists.

**Upper ID/Aux Lighting Systems**
Wabash applied the functionality of auxiliary stoplight systems – often seen in SUVs – in the ID/Aux Stoplight trailer innovation. Rear ID lights at the top of the trailer shine brighter when brakes are applied, giving motorists better visibility. In 2020, Wabash equipped all van trailers with the Upper ID/Aux Lighting Systems as a standard option.

**Trailer Underride Guards**
We engineered our commercially available Rear Underride Guard System – RIG-16 – to surpass U.S. and Canadian standards and prevent underride in multiple offset impact scenarios. In addition, we have a prototype side impact guard design currently in testing and development.
Our commitment to quality and safety is backed by a robust concern reporting system and associated processes. Any Wabash employee can report a potential safety-related concern that could cause unreasonable risk of harm to our customers. Potential or reported safety concerns are routed to a cross-functional Product Safety Team that includes members from Quality, Warranty, Engineering, Sales and Strategic Sourcing. The Product Safety Team investigates submissions and serves as an initial filter of potential safety issues. Issues that need to be escalated are sent to the Product Safety Council, which consists of executive team members who will coach and give final direction to the Product Safety Team.

Quality Policy
We are committed to being a recognized leader in the design, manufacture, and distribution of transportation and diversified industrial products and services throughout North America. This is exemplified by our employees’ commitment to safety, quality, delivery, productivity and cost leadership.

We believe that our employees are the most important asset that we have and are committed to their well-being and development, along with assuring that they are actively engaged in our improvement processes and fully knowledgeable of the workings of our quality management system.

We are committed to the principle of continuous improvement and firmly believe that we must be better today than we were yesterday and better tomorrow than we are today. It is under this belief that we will continuously review our performance relative to our customer’s expectations and use this to drive ongoing quality improvement initiatives.

We will continually strive to adhere to all requirements of our quality management system while reviewing its effectiveness and suitability annually through internal and external audits.

To assure that our systems are effective in driving quality improvement, we will maintain measurable quality objectives relative to safety, quality, delivery, productivity and cost-effectiveness, among others.

Supplier Quality Management
In addition to managing a robust quality management system for Wabash’s operations, we expect suppliers to meet certain standards of quality, engineering, delivery and management. Our supplier audit process is a comprehensive assessment performed at the supplier’s facility focusing on their system capabilities and how they measure to Wabash’s established requirements. Suppliers are measured on 15 detailed sections. Based on a supplier’s overall rating, action plans are developed to identify improvement opportunities, corrective actions and timelines to ensure proper closure. Results of each audit are captured in our Supplier Development and Quality database. The process can be applied to both direct and indirect suppliers based on a number of selection criteria, such as a new supplier to Wabash, a new supplier facility, a current supplier with significant growth opportunities, or a current supplier experiencing significant performance issues.

Remanufacturing Design and Services
Wabash views remanufacturing as an opportunity to help customers extend the useful life of their equipment, which reduces the amount of raw materials needed to produce new machinery.

Tank trailers are built to be durable pieces of equipment, and repair services through Wabash Parts and Services allow this type of equipment to remain on the road for years. Tank walls must comply to a minimum thickness as required by the Department of Transportation (DOT) to haul certain hazardous materials, such as chemicals and acid. Wabash Parts and Services repair tank walls to ensure DOT compliance and prolong the useful life of these tank trailers.

2021 Remanufacturing Summary
$8.4M REVENUE FROM REMANUFACTURING
2,443 TRAILERS SERVICED
Environment
Environmental Health and Safety

Environmental Stewardship
As the first semi-trailer manufacturer to earn an ISO 14001 certification, Wabash continues to lead the industry in environmental management.

ISO 14001:2015 Registration for Environmental Management
- Cadiz, KY (since 2015)
- Harrison, AR (since 2017)
- Lafayette, IN (since 2005)
- San José Iturbide, Guanajuato, Mexico (since 2015)

Other Environmental Stewardship Certifications
- Federal Clean Industry Certification (2017, San José Iturbide, Guanajuato, Mexico)

Environmental Health and Safety Policy
We commit to our employees and stakeholders to manage our business operations in a responsible manner that aligns with our values and leadership principles. We are committed to the protection of the environment and the health and safety of our employees.

- We will ensure that our products, processes, services, and facilities minimize the generation of waste, pollution, and adverse impacts on the environment.
- We believe that all injuries, occupational illnesses, and environmental incidents are preventable. In support of this, all employees are expected to perform their work in such a manner as to not jeopardize the environment, their personal health and safety, or the health and safety of fellow employees.
- We will meet or exceed all applicable environmental, health, and safety compliance obligations.
- To meet the principles of this policy, top management at each location is directly responsible for implementing this policy.
- With the commitment and full support of every employee, we will continually improve our adherence to these principles through establishing and implementing objectives and will report performance to our stakeholders.
Energy Conservation

At Wabash, energy conservation efforts are another critical part of our commitment to continuous improvement and environmental stewardship. We require energy conservation efforts across all of our facilities. This policy includes improving operational efficiency as well as upgrading to energy-conserving equipment where possible.

- All Wabash facilities use energy-efficient lighting.
- Our manufacturing operations use pulse welders, which produce the same high-quality result as traditional welders but require only one-third of the energy.
2021 Energy Management Summary

Our greenhouse gas emissions and overall energy use increased in 2021 compared to 2020, driven by a ramp in manufacturing activity, as predicted in our 2020 Corporate Responsibility Report.

Scope 1 emissions were mitigated by our decision to transition foaming operations in late 2019 to a SNAP-compliant hydrofluoroolefin (HFO) formulation in our refrigerated trailers, reflecting our commitment to creating sustainable solutions. We believe that using sustainable materials shouldn’t be a burden placed on our customers and accept the responsibility to develop sustainable solutions that enable our customers to succeed on a global scale. Whether our product runs in California, Indiana, or Canada, our continued hydrofluorocarbon (HFC) reduction will make meaningful progress to eliminating greenhouse gas emissions.

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<tr>
<th></th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
<th>% Change from 2020</th>
<th>% Change from 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHG Scope 1 Emissions (Metric Tons CO2e)</td>
<td>45,900</td>
<td>42,200</td>
<td>59,700</td>
<td>8.8%</td>
<td>-23.1%</td>
</tr>
<tr>
<td>GHG Scope 2 Emissions (Metric Tons CO2e)</td>
<td>43,600</td>
<td>40,000</td>
<td>56,600</td>
<td>9.0%</td>
<td>-23.0%</td>
</tr>
<tr>
<td>Metric Tons CO2e per New Trailer Shipped 6</td>
<td>1.97</td>
<td>2.24</td>
<td>2.02</td>
<td>-12.1%</td>
<td>-2.4%</td>
</tr>
<tr>
<td>Metric Tons of CO2e per Million Dollars in Consolidated Net Sales</td>
<td>49.63</td>
<td>55.47</td>
<td>50.15</td>
<td>-10.5%</td>
<td>-1.0%</td>
</tr>
<tr>
<td>Total Energy Consumed (GJ) 3</td>
<td>1,080,000</td>
<td>969,000</td>
<td>1,150,000</td>
<td>11.5%</td>
<td>-6.1%</td>
</tr>
<tr>
<td>Energy (GJ) per New Trailer Shipped 6</td>
<td>23.81</td>
<td>26.46</td>
<td>20.00</td>
<td>-10.0%</td>
<td>19.1%</td>
</tr>
<tr>
<td>Energy (GJ) per Million Dollars in Consolidated Net Sales</td>
<td>598.91</td>
<td>653.90</td>
<td>495.87</td>
<td>-8.4%</td>
<td>20.8%</td>
</tr>
<tr>
<td>Percentage of Grid Electricity of Total Energy Consumed 4</td>
<td>31.70%</td>
<td>32.40%</td>
<td>35.20%</td>
<td>-2.2%</td>
<td>-9.9%</td>
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<tr>
<td>Percentage of Renewable Energy 1</td>
<td>0.00%</td>
<td>0.22%</td>
<td>22.00%</td>
<td>-100.0%</td>
<td>-100.0%</td>
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1 Disclosure includes only company-owned or leased locations. These figures do not consider energy usage at third-party facilities where Wabash is not responsible for and has no visibility to energy services.
2 The data for 2020 has been adjusted since the publication of the 2020 Corporate Responsibility Report due to improved reporting systems.
3 “Total Energy Consumed” is energy from all sources, including energy purchased from external sources and energy produced internally. The energy consumption includes direct fuel usage and purchased electricity.
4 “Percentage of Grid Electricity of Total Energy Consumed” is calculated as purchased grid electricity consumption divided by total energy consumption.
5 Renewable energy declined due to the sale of our manufacturing facility in Portland, Oregon.
6 "New Trailer Shipped" does not include truck body shipments.
Recycling and Waste Reduction

Thanks to our waste reduction and recycling efforts, we actively promote responsible manufacturing and help drive environmental sustainability. It’s important to consider why recycling data may change from year to year, and to understand the context of those changes.

For example:
- Recycling could decrease due to improved processes generating less scrap (a positive change) or sending more materials to landfills (a negative change).
- Availability and cost of post-consumer plastic can drive recycling up or down. Post-consumer plastic has at times cost more than new plastic.
- Use of more returnable containers can drive down recycling, but that is still a positive change.

<table>
<thead>
<tr>
<th>Metric</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
<th>% Change from 2020</th>
<th>% Change from 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cubic Yards of Landfill Airspace Saved</td>
<td>297,000</td>
<td>221,000</td>
<td>453,000</td>
<td>34.4%</td>
<td>-34.4%</td>
</tr>
<tr>
<td>Cubic Yards of Landfill Airspace Saved per New Trailer Shipped(^1)</td>
<td>6.55</td>
<td>6.04</td>
<td>7.88</td>
<td>8.5%</td>
<td>-16.9%</td>
</tr>
<tr>
<td>Kilowatt-Hours of Electricity Saved</td>
<td>64,300,000</td>
<td>49,000,000</td>
<td>97,500,000</td>
<td>31.2%</td>
<td>-34.1%</td>
</tr>
<tr>
<td>Kilowatt-Hours of Electricity Saved per New Trailer Shipped(^1)</td>
<td>1,417.39</td>
<td>1,338.25</td>
<td>1,695.36</td>
<td>5.9%</td>
<td>-16.4%</td>
</tr>
<tr>
<td>Mature Trees Saved</td>
<td>31,200</td>
<td>26,000</td>
<td>23,000</td>
<td>20.0%</td>
<td>35.7%</td>
</tr>
<tr>
<td>Mature Trees Saved per New Trailer Shipped(^1)</td>
<td>0.69</td>
<td>0.71</td>
<td>0.40</td>
<td>-3.1%</td>
<td>72.0%</td>
</tr>
<tr>
<td>Metric Tons of CO2e Emissions Avoided</td>
<td>56,700</td>
<td>45,000</td>
<td>65,200</td>
<td>26.0%</td>
<td>-13.0%</td>
</tr>
<tr>
<td>Metric Tons of CO2e Emissions Avoided per New Trailer Shipped(^1)</td>
<td>1.25</td>
<td>1.23</td>
<td>1.13</td>
<td>1.7%</td>
<td>10.2%</td>
</tr>
</tbody>
</table>

\(^1\) "New Trailer Shipped" does not include truck body shipments.
Materials Sourcing

Wabash’s largest exposure to raw materials has historically been in steel, aluminum, plastic and wood. While we may use sourcing and stocking strategies to mitigate potential risks in the supply chain, our product innovation strategy also considers how exposure to certain commodities might be adapted in the future to minimize supply chain risk. Our exposure to critical materials, as defined by the U.S. National Research Council of the National Academies, is not material.
Workplace Health and Safety

Employee Health and Safety
At Wabash, safety is our number one priority. We prioritize safety for our employees, our customers and our communities. We demonstrate this core value by working on innovations to protect the people who operate our equipment and partnering with others to promote higher standards in transportation and manufacturing. Reflected in our corporate Environmental, Health and Safety Policy, Wabash maintains high standards for manufacturing safety. In addition, we partner with other manufacturers in the industry to further promote safety by sharing best practices and ideas for implementing higher standards.

We continually focus on reducing the severity and frequency of workplace injuries to create a safe environment for our employees. We provide ongoing safety training and development at our production facilities, which are designed to focus on empowering our employees with the knowledge and tools they need to make safe choices and to mitigate risks. Our employees are encouraged to identify safety opportunities through our safety Good Catch Program.

In 2021, we surveyed 115 of our top direct suppliers to verify how many were registered, or planned to register, with the ISO 45001 standard – a global standard for occupational health and safety. Of those who responded, 6% are registered to ISO 45001 and 12% plan to register.

While TRIR increased over 2020, 2021 TRIR was a 19% reduction from 2019 and one of the company’s best-ever TRIR performances.

### 2021 Wabash Employee Health and Safety Summary

<table>
<thead>
<tr>
<th></th>
<th>TOTAL RECORDABLE INCIDENT RATE:</th>
<th>FATALITY RATE:</th>
<th>NEAR MISS FREQUENCY RATE:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5.2</td>
<td>0</td>
<td>18.5</td>
</tr>
</tbody>
</table>
Diversity and Inclusion

Diversity and Inclusion Policy
At Wabash, we know that the single most important ingredient to our success is our people. We also recognize that each individual is unique — with different perspectives, backgrounds and experiences that influence and inform their ideas and opinions. This rich range of individual differences and unique perspectives leads to innovative ideas and better decisions for our company and our customers, strengthening our reputation as a thought leader.

We desire diversity and inclusion to achieve our targeted business results and fulfill our vision of being the innovation leader of connected solutions for the transportation, logistics and distribution industries.

We are committed to having a workforce that is diverse and embraces inclusion at all levels, reflecting the diversity of our customers and the communities in which we operate. Our success depends on our ability to attract and retain the very best people, unlimited by race, color, social or economic status, religion, national origin, marital status, age, disability, veteran status, gender, gender identity or expression, sexual orientation, or any protected status.

Wabash follows relevant nondiscrimination laws and regulations in the countries where we operate. Our policy is to make all decisions regarding employment, including hiring, compensation, training, promotions, transfers, or lay-offs, based on the principle of equal employment opportunity.

Employee Diversity

62% OF OUR TOTAL HOURLY HIRES IN 2021 WERE WOMEN AND MINORITIES

42% OF TOTAL SALARIED HIRES IN 2021 WERE WOMEN AND MINORITIES

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>MALE</th>
<th>FEMALE</th>
<th>MINORITY*</th>
<th>AGE GROUPS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>%</td>
<td>Number</td>
<td>%</td>
<td>Number</td>
</tr>
<tr>
<td>Board of Directors</td>
<td>6</td>
<td>75%</td>
<td>2</td>
<td>25%</td>
<td>1</td>
</tr>
<tr>
<td>Salaried Employees</td>
<td>621</td>
<td>71.3%</td>
<td>250</td>
<td>28.7%</td>
<td>107</td>
</tr>
<tr>
<td>Hourly Employees</td>
<td>3,712</td>
<td>74.2%</td>
<td>1,288</td>
<td>25.8%</td>
<td>2,351</td>
</tr>
</tbody>
</table>

* The company uses the term “minority” as defined by the Department of Labor and specifically Office of Federal Contractor Compliance Program. This term also conforms with the following definition currently proposed by NASDAQ – an “underrepresented minority” is an individual who self-identifies in one or more of the following groups: Black or African American, Hispanic or Latinx, Asian, Native American or Alaska Native, Native Hawaiian or Pacific Islander, or Two or More Races or Ethnicities.
Supplier Diversity

We work to promote diversity throughout our supply chain. Whether it's productive material purchases, non-productive materials or purchased services, we value and encourage supplier diversity and inclusiveness.

Before Wabash adds any significant vendor to our supply chain, we complete a thorough pre-screen, including an assessment form that ensures that the vendor’s actions and activities around environmental practices, human rights and general ethics align with our culture and values.
Career Development

Our employees come from diverse backgrounds and areas of expertise. But they come to work every day with shared goals: to solve problems, innovate with passion and change the industry for the better. Everyone makes a difference at Wabash, and we look to our employees to uphold our culture of safety, collaboration and innovation.

Wabash offers a career track with advancement opportunities. Employees are encouraged to continue learning and improving skills at all stages of their careers and are able to search for and apply to numerous open roles through our online job portal, as well as make referrals of others within their network. We utilize consistent, standardized, and scalable talent management practices at all levels of the enterprise to help guide career paths and target individual developmental opportunities, with a specific focus on leadership succession.

In addition to offering some of the best manufacturing jobs in the U.S. and Mexico, Wabash also employs highly skilled and experienced professionals in engineering, sales, marketing, supply chain, global sourcing, finance, accounting, information technology, human resources and legal affairs.
Education

One of our leadership principles is Always Learn. We put that into practice by offering our own welding and skills training courses, self-directed learning modules and an executive leadership development program at no cost to employees. Additionally, we host a wide variety of learning and development opportunities through our custom-tailored Learning Management System – Wabash U. Our employees have access through an online portal to self-directed and instructor-led coursework on a variety of professional development topics. In 2021, our employees completed over 5,600 courses across various topics and disciplines.

Targeted learning and development opportunities are also created through external partnerships, including special development programs for front line leaders, as well as focused executive development across a variety of topics. In 2021, more than 100 Wabash front-line leaders completed a cumulative 2,160 hours on key leadership topics, learning from each other and sharing best practices along the way.

Additionally, senior leaders in the organization completed multiday learning activities that focused on transformational leadership, team building, and creating an environment to support diversity, equity and inclusion.

Full-time Wabash employees can pursue various courses, undergraduate and graduate degree programs, or relevant certifications at an accredited college or university without added financial burden by using our Accelerator tuition reimbursement program. The Accelerator Program reimburses approved fees and costs (including tuition, books and lab fees) for undergraduate and graduate degree studies, and relevant certifications. Employees are connected with a personal education counselor to guide them through the selection process to ensure they find the right program for their needs. Their assigned counselor remains connected to the employee throughout the learning experience to help ensure individual success. In 2021, 95 employees continued their education in a degree or certification program.

Employees and dependents of employees are eligible for a variety of scholarships offered by Wabash and the industry associations to which we belong. In 2021, we awarded 10 high school graduates with Wabash scholarships that amounted to a total of $50,000.

Finally, we support the youth in our communities through program funding, training programs, internships and co-ops. We also sponsor youth clubs in our communities, including robotics clubs, STEM programs and the Purdue University’s Women in Engineering Program.
Employee Engagement

With the launch of Wabash's new purpose, vision, mission, values and leadership principles in fall 2019, we began to actively shape our workplace culture to create an environment where people can bring their best selves to work. Our goal is to engineer a winning culture that is designed to execute the company’s strategic plan. Over the long-term, we seek better outcomes from having a highly engaged and values-aligned workforce, including improved retention, productivity, customer satisfaction, quality and safety.

In September 2020, we took our next step in cultural transformation by initiating our first company-wide employee engagement survey, which set a baseline of key metrics. Our second survey was completed in October 2021. The survey, survey findings and recommendations are delivered by a third-party partner with expertise in the science behind creating great employee experiences.

We have begun to execute the full engagement survey annually, with periodic feedback check-ins to monitor progress throughout the year. The senior leadership team evaluates survey results in conjunction with Human Resources. Together we implement action plans to improve the employee experience based on the data.

As an example, at the start of 2021 we implemented the CARE framework as a systematic approach that drives action and creates measurable outcomes to improve the employee experience. We measure these outcomes with the engagement survey, which helps us assess if we’re making progress in achieving the culture we are trying to create.
Communities

Charitable Contributions
Wabash's charitable giving program combines volunteer work with financial support to make a meaningful, lasting impact on our communities. We actively partner with nonprofit groups and projects to donate time, needed materials and financial resources to support the communities where we live and work. We believe that enriching the lives of those around us is a powerful investment in our future.

Involvement in our communities is unique to our various locations. In 2021, we donated more than $550,000 through corporate gifts and employee donations to nonprofit organizations, including but not limited to, United Way, Junior Achievement, Purdue Foundation, YWCA, YMCA, local schools and more.

One of the highlights from 2021 was the development of the Wabash Board Game for Junior Achievement’s BizTown in Lafayette, Indiana. As a sponsor of BizTown, Wabash runs a permanent space that provides thousands of students each school year with a unique, fun simulation that immerses them into the experience of running a manufacturing company.

In addition, Wabash hosted part of Manufacturing Week in Lafayette that taught thousands of area students about transportation and logistics.

Day of Giving
Wabash encourages all employees to become involved in their communities, lending their voluntary support to programs that positively impact the quality of life in our communities. That’s why we established a Day of Giving program to support the organization’s charitable goals. This program allows all full-time hourly and salaried employees up to one scheduled workday of paid time each calendar year to participate in a volunteer activity.

In 2021, employees reported more than 1,600 Day of Giving service hours to support local homeless shelters, veteran services agencies, local agriculture organizations, food pantries, local schools' leadership and career readiness programs, Junior Achievement, Salvation Army, Wreaths Across America, and youth athletics and art programs.

$550,000+ Donated to:

- United Way
- Junior Achievement
- Purdue University
- YWCA
- YMCA
- Local Schools
- & More

Local Schools & More

eliminating racism empowering women
Political Activity

Per the company’s Code of Business Conduct and Ethics, all company funds proposed for use in connection with political causes or elections must be pre-approved by the company’s Chief Executive Officer and Board of Directors. Accordingly, it is against company policy for any employee or Director to:

• Include, directly or indirectly, any political contribution that the employee or Director may desire to make on the employee’s expense account or in any other way which causes the company to reimburse the employee for that expense. In general, the cost of fund-raising tickets for political functions is considered a political contribution. Therefore, including the cost of any such fund-raising dinner on an expense account is against company policy.

• Use any company property or facilities, or the time of any of the company’s employees, for any political activity. Examples of prohibited conduct would be using company administrative time to send invitations for political fundraising events, using the company telephone to make politically motivated solicitations, allowing any candidate to use any company facilities, such as meeting rooms, for political purposes or loaning any company property to anyone for use in connection with a political campaign.
Our Code of Business Conduct and Ethics defines our overall management approach to human rights, anti-corruption, the environment, governance, social matters and more. We require all facilities to practice equal opportunity employment and have zero tolerance for harassment, racism or bigotry of any kind. Employees, contract workers, visitors and other nonemployees are encouraged to immediately report harassment, or any ethics or compliance violations committed by anyone.

In addition, our Conflict Minerals Policy is in place to prevent the use of minerals that directly or indirectly finance, or benefit armed groups in the Democratic Republic of the Congo or in neighboring countries. We ask our suppliers to undertake reasonable due diligence in their own supply chains to demonstrate that they source “conflict minerals” from outside the conflict region and/or can certify that conflict minerals sourced from within the conflict region are “conflict free.”
Wabash is dedicated and committed to providing a comprehensive total compensation and benefits program that is competitive within the local market as well as the industries we serve. Our compensation and benefits program not only ensures external market competitiveness and internal equity, but it also maintains a strong emphasis on performance.

The tenets of our compensation philosophy are:

• Compensation is calibrated to market to facilitate access to and retain needed talent.
• Compensation is transparent to help employees clearly understand all components of their compensation.
• Compensation is connected to individual performance and, in some cases, performance of the organization.
• Compensation enables purpose by being connected to the company's values and leadership principles.

Wabash will compensate all employees in accordance with state and federal laws, including the federal Fair Labor Standards Act (FLSA). Wabash adjusts salaries and benefits on a continual basis as economic and financial conditions permit.
We strive to achieve alignment at every layer and throughout all functional areas of our business. We’re focused on ensuring the right systems are in place to facilitate all team members working toward the same shared goals. Wabash’s Board of Directors provide oversight, guidance and direction on sustainability issues and opportunities that have potential impact on the company’s long-term viability, and will be evaluating the company’s ESG targets and metrics on a go-forward basis.
Governance Framework

The Board expects to accomplish a substantial amount of its work through its Committees. Each Committee reports regularly to the Board summarizing the Committee’s actions and any significant issues considered by the Committee. Each of our four standing Committees maintains a charter, which can be accessed electronically from the Investor Relations/Governance page of our website at www.onewabash.com or by writing to us at Wabash, Attention: Corporate Secretary, 3900 McCarty Lane, Lafayette, Indiana 47905. Each Committee must review its charter annually and offer recommended revisions to the Nominating, Corporate Governance and Sustainability Committee. The Nominating, Corporate Governance and Sustainability Committee considers Committee-suggested revisions and makes recommendations to the Board with regard to the charter and proposed revisions.

Each of the Audit, Nominating, Corporate Governance and Sustainability, Compensation, and Finance Committees are composed of at least three members. Each Committee member must satisfy the membership requirements set forth in the relevant Committee charter. A director may serve on more than one Committee. The Nominating, Corporate Governance and Sustainability Committee is responsible for identifying Board members qualified to fill vacancies on any Committee and recommending that the Board appoint the identified members to the applicable Committee.

Audit Committee

The Board has established a separately designated standing Audit Committee in accordance with the requirements of the Securities Exchange Act of 1934, as amended. In addition to the Board’s determination that each member of the Audit Committee is “independent” within the meaning of the rules of the New York Stock Exchange, the Board also determined that Messrs. Kunz, Sorensen and Taylor are “audit committee financial experts” as defined by the rules of the Securities and Exchange Commission and that they have accounting and related financial management expertise within the meaning of the listing standards of the New York Stock Exchange.

The Audit Committee’s responsibilities include reviewing the independence of the independent auditors and making decisions regarding engaging and discharging independent auditors, reviewing with the independent auditors the plans and results of auditing engagements, reviewing and approving non-audit services provided by our independent auditors and the range of audit and non-audit fees, and reviewing the scope and results of our internal audit procedures and the adequacy of the system of internal controls. The Audit Committee oversees any special investigations, reviews our financial statements and reports filed with the Securities and Exchange Commission, and oversees our efforts to ensure that our business and operations are conducted in compliance with legal and regulatory standards applicable to us, as well as ethical business practices. The Audit Committee must also oversee the Company’s internal reporting system regarding compliance with federal, state and local laws. Further, the Audit Committee establishes and implements procedures for confidential communications for “whistleblowers” and others who have concerns with our accounting, internal accounting controls and audit matters and reviews our significant accounting policies.
Nominating, Corporate Governance and Sustainability Committee

The Nominating, Corporate Governance and Sustainability Committee’s responsibilities include assisting the Board by leading board member recruitment efforts, including identifying individuals or reviewing stockholder-nominated individuals qualified to become directors, recommending to the Board the director nominees for the next Annual Meeting of Stockholders, performing initial interviews of potential board member candidates and overseeing the onboarding of new directors. The Nominating, Corporate Governance and Sustainability Committee also develops and recommends to the Board a set of corporate governance principles applicable to the company, leads the Board in its annual review of the Board's performance and recommends to the Board director nominees for each Board Committee. As part of the Nominating, Corporate Governance and Sustainability Committee's annual review of the Board's performance and its process for recommending director nominees for the next Annual Meeting of Stockholders, it regularly considers each member’s attendance and overall contributions to the Board, the diversity of the Board’s composition (including diversity of expertise, geography, age, gender, race and ethnicity) and the willingness of a member to represent and serve the long-term interests of our stockholders.

Compensation Committee

The Compensation Committee is appointed by the Board to discharge the Board's responsibilities relating to compensation of the company’s Chief Executive Officer and other executive officers, and to consider, recommend, administer and implement the company’s incentive-compensation plans and equity-based plans for our executive officers. The Compensation Committee’s responsibilities include annually reviewing and recommending to the Board the forms and amounts of director compensation and annually reviewing and approving the corporate goals and objectives relevant to the Chief Executive Officer's and other executive officers' compensation, evaluating their performance in light of those goals and objectives, and setting compensation levels based on the evaluations.

In 2021, as in past years, the Compensation Committee engaged an independent compensation consultant, Meridian Compensation Partners LLC. The Compensation Committee requested that Meridian provide competitive market assessments regarding executive officer compensation, which were used by the Compensation Committee in determining the appropriate executive officer compensation levels for 2021 that are in line with the company's compensation plans, philosophies and goals. Meridian also provides market assessments regarding nonemployee director compensation.

In addition, beginning in 2022, the Compensation Committee will be able to adjust annual award payments under our short-term incentive plan upwards or downwards by up to 15%, in the Compensation Committee’s sole discretion, based on the company’s performance with respect to environmental, human capital management, community and safety measures as presented by management and assessed by the Compensation Committee. Additional information regarding the Compensation Committee’s process for determining executive officer compensation can be found in the Compensation Discussion and Analysis section of the 2022 Proxy Statement under the heading “Compensation Methodology and Process.”
Finance Committee

The Finance Committee is appointed by the Board to evaluate and make recommendations to the Board with respect to strategic transactions, including mergers, acquisitions and divestitures, as well as joint ventures and other equity investments; the company’s capital structure, including potential issuances of debt and equity securities; credit agreements and material changes thereto; capital investment policy; leverage and liquidity levels; share repurchases; stock splits and dividends; cash generation capability and cash forecasts; the company’s operational objectives and priorities for the deployment of capital to advance the corporate strategy; the parameters of, and assumptions underlying, the company’s annual operating plan, capital plan and long-term financial plan; and the company’s performance with respect to strategies, investments and initiatives versus original projections.
Board of Directors Accountability

Social Responsibility and Sustainability
Our focus on social responsibility and sustainability is driven throughout the entire organization and starts with our Board of Directors. Our Nominating, Corporate Governance and Sustainability Committee is evolving to undertake responsibility for discussing, advising, and overseeing the Wabash management team with regard to the development of strategies, policies, and practices expected to help the company in the areas of energy consumption, climate change, greenhouse gas and other criteria relevant to our business practices. The Nominating, Corporate Governance and Sustainability Committee considers and reviews ESG-related issues with management at least on a quarterly basis, and makes recommendations to our full Board of Directors regarding our activities and focus areas, including through the monitoring and ongoing evaluation of our ESG targets and metrics. In addition, our Audit Committee and the company’s Chief Strategy Officer – a new position appointed in 2021 – are focused on monitoring and assessing all risks to our business and strategy, including those associated with the threat of climate change.

Management intends to consider the recommendations from the Nominating, Corporate Governance and Sustainability Committee and actively engages with our Environmental, Health and Safety (EHS) department and Audit Committee on climate-related risks and opportunities at least on a quarterly basis. As an organization, we consider the environment to play a role in everything from the formulation of a broad strategy to specific product innovation.

Board Leadership
Currently, the Board believes that it is in the best interests of the company for the Chairperson and Chief Executive Officer positions to be held by separate persons, given the differences between the two roles in our current management structure. Our Chief Executive Officer, among other duties, is responsible for setting the strategic direction for the company and the day-to-day leadership and performance of the company, while the Chair of the Board, among other responsibilities, presides at the executive sessions of our independent and nonmanagement directors and facilitates communication between our independent directors and management.

The Board of Directors has unobstructed access to the company’s management, including the Chief Executive Officer. The Board also has complete access to other employees of the company. There are frequent opportunities for directors to meet with the Chief Executive Officer and other members of management in Board and Committee meetings or in other formal or informal settings. Further, the Board encourages management to bring into Board meetings (or otherwise make available to Board members) individuals who can provide additional insight into the items being discussed because of personal involvement and substantial knowledge in those areas.

Assessment of Board Leadership
We conduct annual assessments and determinations of our Board leadership structure, including through the periodic use of third party evaluators. The Nominating, Corporate Governance and
Sustainability Committee is responsible for annually reviewing and assessing the Board’s, the Chairperson’s and each Committee’s performance, communicating the results of such reviews to the Board and making recommendations, as appropriate. Each Committee also conducts an annual self-evaluation as provided for in its respective charter. The Board participates in annual Board and Committee self-assessments. We also, generally, through the chairperson of the Nominating, Corporate Governance and Sustainability Committee, conduct annual two-way feedback and evaluation sessions with each director and an annual independent director evaluation of the Chairperson and Chief Executive Officer.

The Board, acting primarily through the Compensation Committee, based upon formal evaluations conducted by the Nominating, Corporate Governance and Sustainability Committee, annually conducts an evaluation of the performance of the Chief Executive Officer. The evaluation is based predominantly on objective criteria, including the performance of the business, establishment and accomplishment of long-term strategic objectives and development of management. The chairperson of the Compensation Committee communicates such evaluation to the Chief Executive Officer and to the Board. The independent directors discuss in at least one executive session per year the annual evaluation of the performance of the Chief Executive Officer.

**Board Qualifications and Independence**

To be considered by our Nominating, Corporate Governance and Sustainability Committee as a director nominee, an individual must have the highest personal and professional integrity. A director nominee must have a record of exceptional ability and judgment and possess expertise, skills, experience and knowledge useful to oversight of the company. The Nominating, Corporate Governance and Sustainability Committee requires that director nominees be able and willing to devote the required amount of time to our affairs, including attendance at Board and Committee meetings. Further, a director nominee must have the interest, capacity and willingness, in conjunction with the other members of the Board, to serve the long-term interests of the company and its stockholders. In addition, our directors are committed to ongoing board education on relevant topics, through our membership in the National Association of Corporate Directors (NACD) or otherwise.

A majority of the Board must always consist of independent directors. All of our directors, other than our Chief Executive Officer, are independent. Directors are elected annually via majority voting standard. The members of the Board collectively possess a broad range of skills, expertise, industry knowledge and other experience useful to the effective oversight of the company’s business. The Board has determined that based on the company’s present circumstances, the appropriate size for the Board is six to nine members. The Board periodically evaluates the appropriate level of board members and sets the exact size accordingly.

**Stockholder Engagement**

We routinely meet with stockholders for conversations focused on a variety of topics, including governance, company strategy, growth, risk management and ESG issues. During 2021, we held multiple discussions with stockholders. Additionally, stockholders may amend our bylaws. Stockholders may also nominate candidates for Board membership. The Nominating, Corporate Governance and Sustainability Committee gives appropriate consideration to such candidates nominated by stockholders, in accordance with the company’s bylaws, and evaluates such candidates in the same manner as other candidates identified by or to the Committee.

"At Wabash, improvement never stops."
– Brent L. Yeagy
Ethics and Compliance

**Code of Business Conduct and Ethics**

The Wabash Code of Business Conduct and Ethics and the accompanying Code of Business Conduct and Ethics for the Chief Executive Officer and Senior Financial Officers are designed to clearly and explicitly state what conduct is or is not acceptable. All Wabash employees and directors shall adhere to the following general principles:

1. We will always follow the law.
2. We will embrace diverse perspectives and backgrounds, and treat all people with dignity and respect.
3. We will compete fairly and honestly.
4. We will avoid conflicts of interest.
5. We will demand that everything we do leads to a cleaner, healthier and safer environment.
6. We will protect our technology, our information and our intellectual property.
7. We will demand that our financial records are accurate and that our reporting processes are clear and understandable.
8. We will strive to improve our communities.
9. We will communicate honestly and with integrity.
10. We will create a culture where all employees take responsibility for ethical behavior.

The Codes are available on the Investor Relations/Governance page of our website at www.onewabash.com and are available in print without charge by writing to: Wabash, Attention: Corporate Secretary, 3900 McCarty Lane, Lafayette, Indiana 47905.

**Employee Handbook**

Our core values are embodied in the Employee Handbook, which is founded on and incorporates the values, policies, and rules set forth in the Wabash Code of Business Conduct and Ethics. All employees and directors are expected to take the values, policies and rules set forth in the Code and apply them to all situations that arise in the course and scope of employment.
Alert Line

Wabash has established the Alert Line, provided through EthicsPoint, as an option for employees who would like to communicate business risks to the company but feel that they cannot do so through their immediate managers and/or Human Resources or simply prefer to remain anonymous. The Alert Line is operated by a third-party company (NAVEX Global), which provides confidential ethics and compliance reporting resources to publicly traded companies.

The Alert Line permits employees to report inappropriate behavior, such as theft, fraud, time clock abuse, payroll deceit, on-the-job drug and alcohol abuse, unauthorized discounts, disregard for company policies, sexual harassment, acts of discrimination or harassment, or anything that threatens employee security or that of the company, customers, vendors or the general public. Employees are permitted to provide their names when making a report to the Alert Line. For those employees who wish to remain anonymous, their identity remains confidential.

The toll-free phone number and website for the Alert Line are made available to all employees across multiple communication channels, including the company Intranet, on-site digital signage and the employee mobile app.
Risk Management

Risk Management Strategy
The company evaluates short-, medium-, and long-term risks and opportunities related to climate and sustainability that could have a material financial impact. The company defines, for the purposes of risk assessment, short-term as a period from 18 to 24 months, medium-term as a period from 2 to 5 years and long-term as a period greater than 5 years.

The company views as its greatest climate-related risk the medium-term potential for disruption of traditional transportation equipment designs by alternative methods of powering vehicles. The technology behind battery-electric and fuel-cell powered vehicles has made rapid improvement, and we anticipate these alternative-powered vehicles to be even more sensitive to weight within the trailer or truck body design. We believe, as the innovation leader within our space, that we are afforded the opportunity to leverage our proprietary composite materials to differentiate our products within the emerging landscape of alternative-power vehicles.

When assessing risks and opportunities within strategy formulation, marketing and product innovation initiatives, Wabash considers factors such as political changes, including increased regulations, mandates and reporting obligations; economic changes, including increased production costs; sociocultural shifts, including changing customer behavior and uncertain market signals; technological changes, including costs to transition to new technology, resources required for development and overall advances in the industry; legal factors, including exposure to litigation and higher compliance costs; and environmental impacts, including the physical risks resulting from climate change such as event-driven disasters and extreme weather events as well as shifts in climate patterns, which may result in direct damage, safety hazards and related financial losses as well as supply chain disruption and limited availability of resources. We see climate change impacting not only environmental considerations but also political, technological and legal aspects of our markets.

We believe that our company’s strategy remains sound and actionable under many climate change scenarios as we continue to improve our energy conservation, operational efficiency and technological innovation. Our journey to engineer lighter weight, more durable transportation solutions as a method of creating customer value began prior to widespread acknowledgment of climate-related issues. We believe this strategy leverages our institutional strengths and will be increasingly relevant under diverse sets of climate change scenarios.

The Board’s Oversight of Risk Management
The Board and its Committees exercise robust oversight of the company’s enterprise risk management system. The Board believes that strong and effective internal controls and risk management processes are essential elements in achieving long-term stockholder value. The Board, directly and through its Committees, is responsible for overseeing risks that could potentially affect the company, while management is principally tasked with direct responsibility for the management and assessment of risks and the implementation of processes and controls to mitigate their effects on the company.

The Board conducts oversight of risks that may affect the company primarily through the Audit Committee and the Nominating, Corporate Governance and Sustainability Committee. Specifically, the Audit Committee reviews with senior management the company’s
internal system of audit and financial controls and the steps taken to monitor and mitigate risk exposure. The Audit Committee reviews and investigates any matters pertaining to the integrity of management, including conflicts of interest, compliance with financial controls and adherence to standards of business conduct as required in the policies of the company.

The Nominating, Corporate Governance and Sustainability Committee oversees governance matters that contribute to successful risk oversight and management. The Board, primarily through the Compensation Committee, considers the structure and nature of the company’s compensation policies and procedures with a focus on the level of risk to the company, if any, from those policies and procedures.

Board Refreshment and Diversity
As part of risk management, we focus on Board refreshment and diversity. Our Board members represent diverse perspectives, including our two female directors and one African-American director.

Our Corporate Governance Guidelines require that once any Board member reaches the age of 72, the Nominating, Corporate Governance and Sustainability Committee must annually consider the member’s continuation on the Board and recommend to the Board whether, in light of all circumstances, the Board should request that such member continue to serve on or retire from the Board.

The Board does not believe it should limit the number of terms for which an individual may serve as a director. Directors who have served on the Board for an extended period of time are able to provide valuable insight into the operations and future of the company based on their experience with and understanding of the company’s history, policies and objectives.

Succession Planning
Chief Executive Officer and leadership succession planning is one of our Board’s most important responsibilities. At least once a year, our Board dedicates itself to examining the succession plans for our complete leadership team and the Board. The Board considers and evaluates potential successors to the Chief Executive Officer. The Nominating, Corporate Governance and Sustainability Committee reports periodically to the Board on succession planning. Our Corporate Governance Guidelines require that the Chief Executive Officer make a recommendation, on a continuing basis, concerning who should assume the Chief Executive Officer role in the event the Chief Executive Officer becomes unable to perform his or her duties.
ESG Indices
<table>
<thead>
<tr>
<th>Topic</th>
<th>Accounting Metric</th>
<th>Category</th>
<th>Unit of Measure</th>
<th>Code</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy Management</td>
<td>(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable</td>
<td>Quantitative</td>
<td>Gigajoules (GJ), Percentage (%)</td>
<td>RT-IG-130a.1</td>
<td>Page 24</td>
</tr>
<tr>
<td>Employee Health &amp; Safety</td>
<td>(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)</td>
<td>Quantitative</td>
<td>Rate</td>
<td>RT-IG-320a.1</td>
<td>Page 28</td>
</tr>
<tr>
<td>Fuel Economy &amp; Emissions in Use-phase</td>
<td>Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles</td>
<td>Quantitative</td>
<td>Gallons per 1,000 ton-miles</td>
<td>RT-IG-410a.1</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sales-weighted fuel efficiency for non-road equipment</td>
<td></td>
<td>Gallons per hour</td>
<td>RT-IG-410a.2</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sales-weighted fuel efficiency for stationary generators</td>
<td></td>
<td>Watts per gallon</td>
<td>RT-IG-410a.3</td>
<td>Page 16</td>
</tr>
<tr>
<td></td>
<td>Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines</td>
<td></td>
<td>Grams per kilowatt-hour</td>
<td>RT-IG-410a.4</td>
<td></td>
</tr>
<tr>
<td>Materials Sourcing</td>
<td>Description of the management of risks associated with the use of critical materials</td>
<td>Discussion and Analysis</td>
<td>n/a</td>
<td>RT-IG-440a.1</td>
<td>Page 26</td>
</tr>
<tr>
<td>Remanufacturing Design &amp; Services</td>
<td>Revenue from remanufactured products and remanufacturing services</td>
<td>Quantitative</td>
<td>Reporting currency</td>
<td>RT-IG-440b.1</td>
<td>Page 20</td>
</tr>
</tbody>
</table>
## TCFD Disclosure

<table>
<thead>
<tr>
<th>Topic</th>
<th>Disclosure</th>
<th>Reference</th>
</tr>
</thead>
</table>
| **1. Governance**  
The organization's governance around climate-related risks and opportunities | a. Board's oversight of climate-related risks and opportunities  
b. Management's role in assessing and managing climate-related risks and opportunities | Page 42 |
| **2. Strategy**  
The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material | a. Climate-related risks and opportunities the organization has identified over the short, medium, and long term  
b. Climate-related risks and opportunities on the organization's businesses, strategy, and financial planning  
c. Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario | Page 46 |
| **3. Risk Management**  
How the organization identifies, assesses, and manages climate-related risks | a. The organization's processes for identifying and assessing climate-related risks  
b. The organization's processes for managing climate-related risks  
c. How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management | Page 46 |
| **4. Metrics and Targets**  
The metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material | a. How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management  
b. Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks  
c. Targets used by the organization to manage climate-related risks and opportunities and performance against targets | Wabash uses relevant Sustainability Account Standards Board (SASB) baseline metrics. We expect to expand our reporting in these strategic areas as our ability to capture and report on this critical data improves over time. |