



2020 Corporate Responsibility Report



Every day we work with our eyes turned to fulfilling our purpose of Changing How the World Reaches You™, and we do so with a responsibility to our employees, customers and communities in mind.



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In this 2020 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, 2020, to December 31, 2020, and includes data and information for operations that were divested after December 31, 2020. 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; our ability to

effectively manage and operate our business given the ongoing uncertainty caused by the COVID-19 pandemic; the highly cyclical nature of our business; demand for our products; the relative strength or weakness of the overall economy; our expected revenues, income or loss; our ability to achieve sustained profitability; dependence on industry trends; our strategic plan and plans for future operations; availability and pricing of raw materials, including the impact of tariffs or other international trade developments; the level of competition that we face; reliance on certain customers, suppliers and corporate relationships; our ability to develop and commercialize new products; acceptance of new technologies and products; export sales and new markets; engineering and manufacturing capabilities and capacity, including our ability to attract and retain qualified personnel; government regulations; the outcome of any pending litigation or notice of environmental dispute; the risks associated with climate change and related government regulation; availability of capital and financing, including for working capital and capital expenditures; our ability to manage our indebtedness; our ability to effectively integrate Supreme and realize expected synergies and benefits from the Supreme acquisition; 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



As we've seen over the past decade, the business of transport is fundamentally changing and requires a visionary leader to drive that change in ways that move the entire industry forward. Wabash National is that visionary leader that is Changing How the World Reaches You™.

We believe visionary leadership in this day and age 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. Our values and culture inspire us to constantly look for ways to improve our products in ways that can change the world.

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

- Product design innovations and solutions that improve fleet fuel economy and highway safety
- Standards for waste reduction and material procurement
- Designing better operating environments that put people first
- Investments in the communities where we live and work
- Helping develop the next generation of visionary leaders who will continue our legacy of Changing How the World Reaches You™

Corporate responsibility is and always has been an integral part of who we are and what we do. While we continue to pursue opportunities for improvement, I am proud of the progress our team has made to drive long-term positive change for Wabash National and all of our stakeholders.

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

Respectfully,

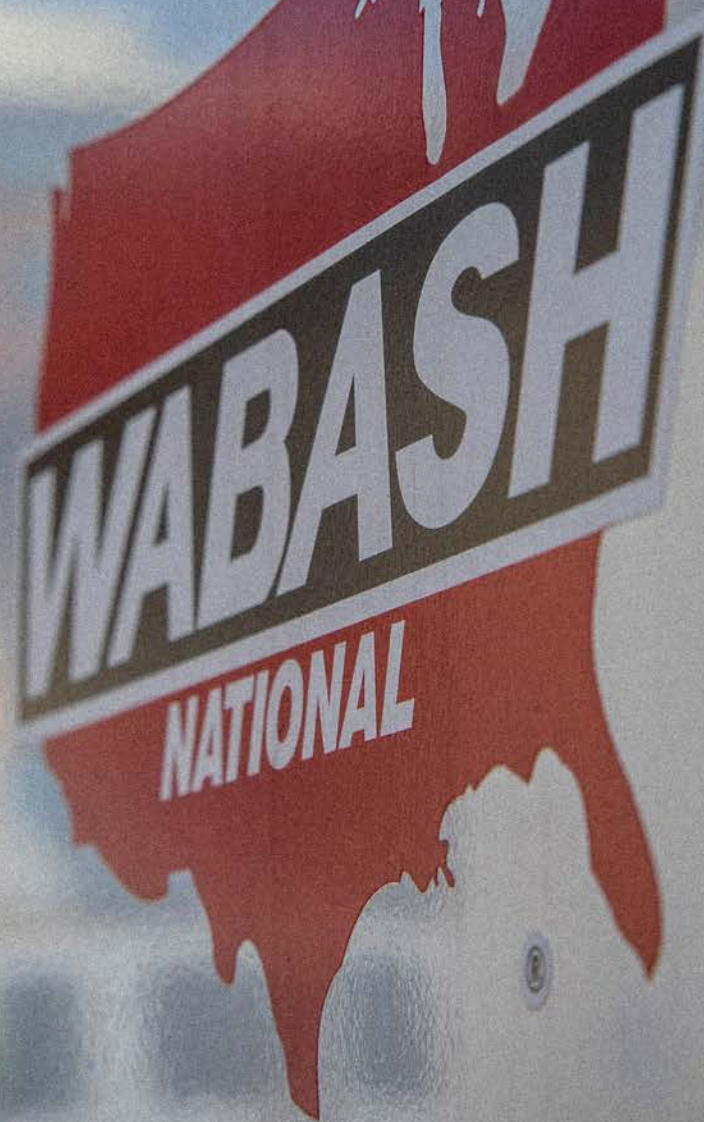
A handwritten signature in blue ink that reads "Brent Yeagy".

Brent L. Yeagy

President and Chief Executive Officer
Director

COMPANY OVERVIEW

Wabash National is recognized as an innovation leader that helps customers move goods from first to final mile.





We Are Wabash

Beginning in 1985, when a small group of entrepreneurs came together to improve how semi-trailers were designed and built, Wabash National Corporation led the technological breakthroughs that now support the largest fleets in North America.

From advanced composite technologies to improvements that make trailers lighter-weight and more aerodynamic, Wabash National continues to drive innovation throughout our broad product portfolio. We work with customers to solve specific business challenges in a growing field of industries within the transportation, logistics and distribution markets.

Headquartered in Lafayette, Indiana, Wabash National is recognized as an innovation leader that helps customers move goods from first to final mile. From world-class manufacturing to engineering real-world solutions, our commitment to customers, employees and communities drives everything we do.

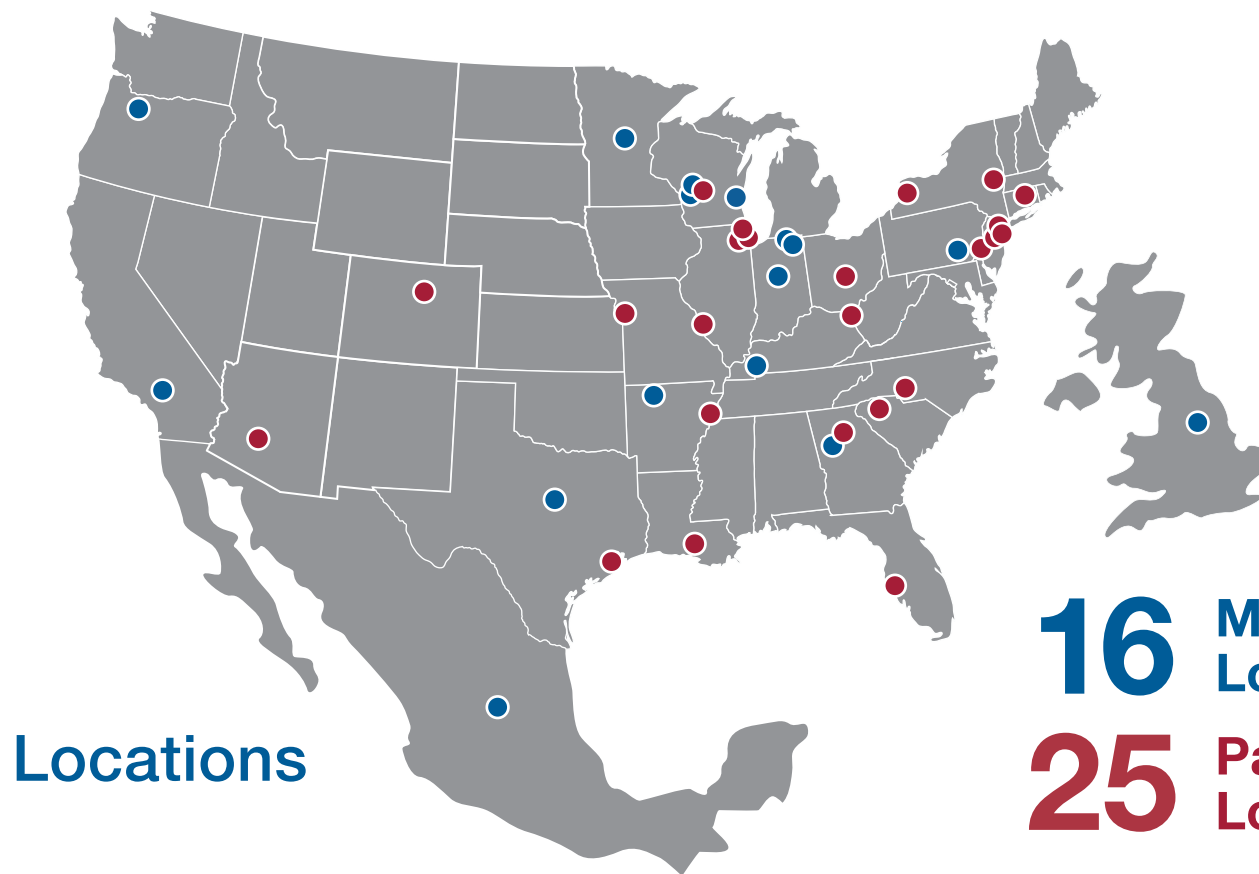
By The Numbers*

Employee Count



5,800

full-time employees



16 Manufacturing Locations

25 Parts & Services Locations

* Employment and location figures as of December 31, 2020

2020 New Shipments

by Product Category



34,585

van & platform trailers



2,050

tank trailers

Awards

Wabash National is a leader in safety, environmental stewardship and product performance. 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 each customer. With a commitment to continuous improvement that drives our performance forward in every respect, we pour our best into everything we do in service to 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, and Portland, OR)
- 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, and Portland, OR)
- 2015 Truck Trailer Manufacturers Association Most Improved Tank Plant (Portland, OR)

Product Awards

- 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

- IndustryWeek 50 Best U.S. Manufacturers (2015–2018, 2013, 2006)
- 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 National, 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 engineered 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

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 National 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

Wabash National is a leader in creating value for customers by facilitating improved fuel efficiency and ensuring the quality and longevity of our equipment.





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 National 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 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 National's Nominating and Corporate Governance 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.

Stakeholders

Our sustainability and social initiatives are intended to benefit all Wabash National stakeholders, including employees, customers, suppliers, dealers, shareholders, industry partners and community members.

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 National employees, including:

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

Working Toward a Better Future

Environmental issues play an increasingly important role in commercial transportation. Wabash National 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. Affiliations include:

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)
- Truck Trailer Manufacturers Association (TTMA)

Manufacturing Associations

- Indiana Manufacturers Association (IMA)
- National Association of Manufacturers (NAM)



PRODUCT

The image shows two white Wabash semi-trailers parked side-by-side on a paved surface. The trailers are long and rectangular with a corrugated metal body. They have multiple axles and wheels. In the background, there is a large, modern industrial building with a blue and white facade. A body of water, possibly a pond or a small lake, is visible between the trailers and the building. The sky is blue with some clouds. The word "PRODUCT" is written in large, white, bold letters in the upper left corner of the image.

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

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 National's 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 our customers have come to expect from our products.

Molded Structural Composite (MSC) Technology

Our patented MSC Technology is bringing new levels of thermal performance to commercial transportation. MSC is revolutionizing operations for refrigerated carriers by improving thermal efficiency by up to 28% and reducing weight by up to 20% compared to traditional designs. In 2020, MSC technology was expanded to applications in new segments, including grocery and home delivery.



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 National commercialized the first zero-emission refrigerated MSC trailer. This all-electric refrigerated trailer leverages MSC technology to downsize the energy required to keep produce cold. The lightweight MSC 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 National 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.

Trailer Telematics

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 National 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 National 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 National applied the functionality of auxiliary stop light systems—often seen in SUVs—in the ID/Aux Lighting System trailer innovation. Rear ID lights at the top of the trailer shine brighter when brakes are applied, giving motorists better visibility. In 2020, Wabash National 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.



Quality

Quality Management

Wabash National's commitment to quality, safety and continuous improvement is why our locations earn ISO 9001 registration and recertification for Quality Management time after time.

ISO 9001:2015 Registration for Quality Management

- Cadiz, KY (since 2014)
- Huddersfield, England (since 1991)
- Lafayette, IN (since 2012)

Our commitment to quality and safety is backed by a robust concern reporting system and associated processes. Any Wabash National 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.

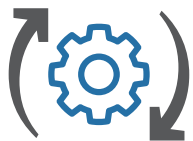
Supplier Quality Management

In addition to managing a robust quality management system for Wabash National'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 National'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 National, a new supplier facility, a current supplier with significant growth opportunities, or a current supplier experiencing significant performance issues.

Remanufacturing Design and Services

Wabash National views remanufacturing as an opportunity to help customers extend the useful life of their equipment, which limits the amount of raw materials needed to produce new machinery.

Tank trailers are built to be durable pieces of equipment and repair services through our Brenner Tank Service Centers 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. Brenner Tank Service Centers repair tank walls to ensure DOT compliance and prolong the useful life of these tank trailers.



\$9.8M
REVENUE
from Remanufacturing



2,372
Trailers Serviced



A scenic landscape featuring a winding road, a body of water, and mountains under a bright sun. A white box truck is driving on the road. The sun is low in the sky, creating a warm, golden glow and lens flare effects. The road is paved and has yellow lane markings. A white guardrail runs along the edge of the road. In the background, there are green hills, a blue body of water, and distant mountains. The overall atmosphere is peaceful and natural.

ENVIRONMENT

We commit to manage all of our business activities in a responsible manner with respect for the environment through pollution prevention and with our highest priority being the health and safety of our employees.

Environmental Health and Safety

Environmental Stewardship

As the first semi-trailer manufacturer to earn an ISO 14001 certification, Wabash National 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)
- Portland, OR (since 2017)
- San José Iturbide, Guanajuato, Mexico (since 2015)

Other Environmental Stewardship Certifications

- Sustainability at Work Certification (2017, Portland, OR)
- Federal Clean Industry Certification (2017, San José Iturbide, Guanajuato, Mexico)

Environmental Health and Safety Policy

We commit to our employees, customers and shareholders to manage all of our business activities in a responsible manner with respect for the environment through pollution prevention and with our highest priority being 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 impact on the environment.
- We believe that all injuries and occupational illnesses, as well as 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 or the safety and health of themselves and their fellow workers.
- We will meet or exceed all applicable environmental, health, and safety standards, regulations and other requirements.
- To meet the principles of this policy, the Operations Management at each of our business units is directly responsible for implementing this policy and ensuring full compliance with all environmental, health, and safety laws, internal standards and requirements applicable within their respective organizations.
- 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 our progress to all of our stakeholders.

Energy Conservation

At Wabash National, 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 National facilities use energy-efficient lighting.
- Our Portland, OR, used 100% renewable electricity.*
- Our manufacturing operations use pulse welders, which produce the same high-quality result as traditional welders but require only one-third of the energy.

* Wabash National divested the Portland operation on December 31, 2020.



2020 Energy Management

Summary¹

Our greenhouse gas emissions and overall energy use dropped in 2020 compared to 2019. The Scope 1 emissions drop was driven mainly 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 hydrofluorocarbon (HFC) reduction will make meaningful progress to eliminating greenhouse gas emissions.

In addition to ongoing energy efficiency improvements, the COVID-19 pandemic's impact on the economy and our operations in 2020 resulted in lower overall energy use and Scope 1 and 2 emissions. We expect general usage to increase in 2021 in line with a ramp in manufacturing activity.

	2020	2019 ²	YoY Change
GHG Scope 1 Emissions	36,000 Metric Tons CO2e	61,000 Metric Tons CO2e	-41%
GHG Scope 2 Emissions	44,000 Metric Tons CO2e	57,000 Metric Tons CO2e	-23%
Total Energy Consumed ³	830,000 GJ	1,070,000 GJ	-22%
Percentage of Grid Electricity of Total Energy Consumed ⁴	37.8%	38%	-0.2 pp
Percentage of Renewable Energy	0.26%	0.23%	+0.03 pp

¹ Disclosure includes only company-owned or leased locations. These figures do not consider energy usage at third-party facilities where Wabash National is not responsible for and has no visibility to energy services.

² The data for 2019 has been adjusted since the publication of the 2019 Sustainability 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.

Recycling and Waste Reduction

Thanks to our waste reduction and recycling efforts, we actively promote responsible manufacturing and help drive environmental sustainability.

In 2020, Wabash National's recycling programs and use of recycled materials saved:



221,000

cubic yards of
landfill space



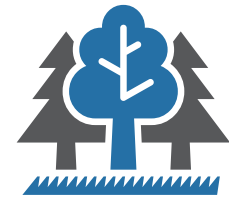
49,000,000

kilowatt-hours of
electricity



45,000

metric tons of
greenhouse gas
emissions

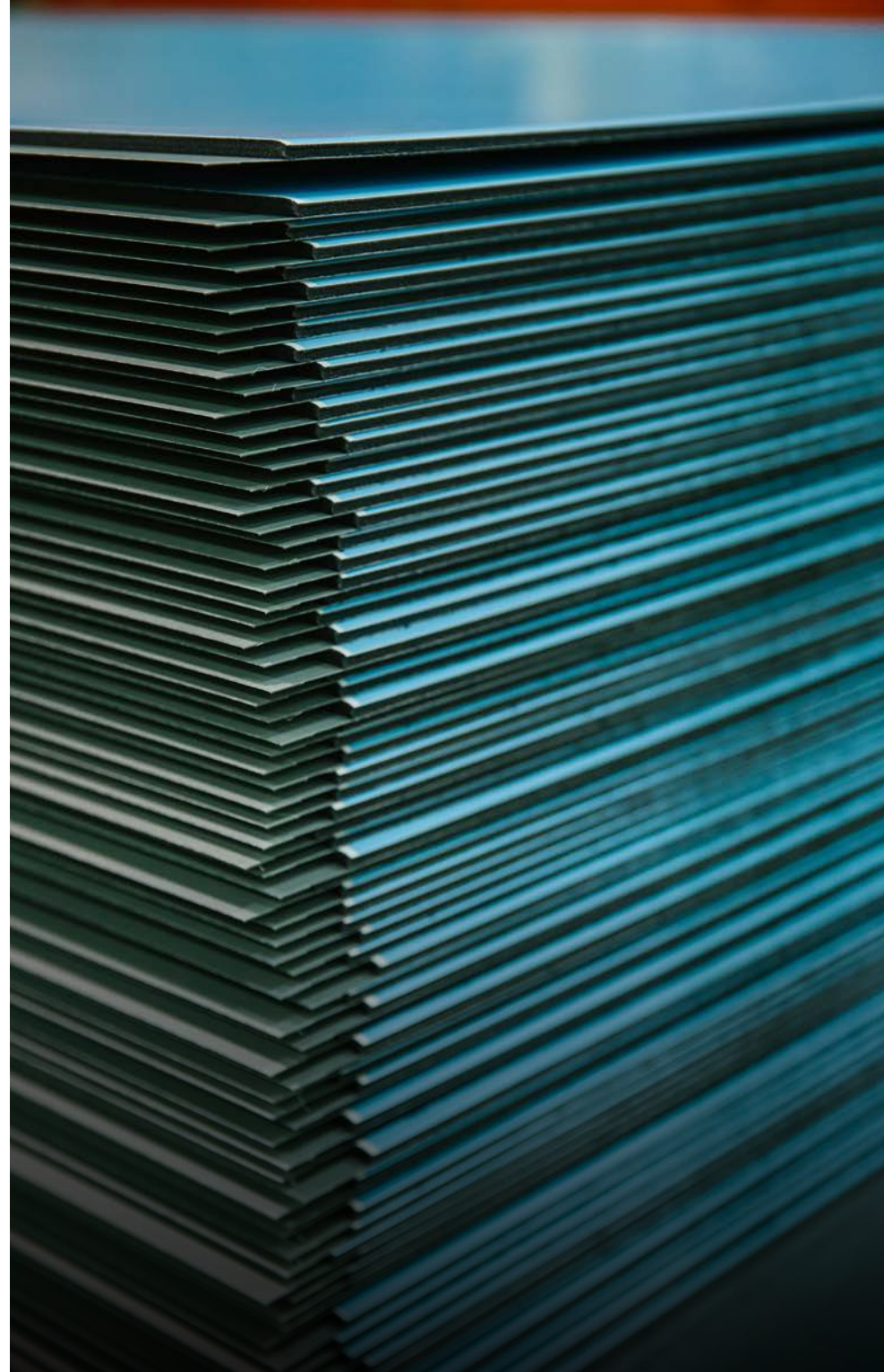


26,000

mature trees

Materials Sourcing

Wabash National'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.





SOCIAL



We're helping develop the next generation of innovators who will continue our legacy of Changing How the World Reaches You™.

Workplace Health and Safety

Employee Health and Safety

At Wabash National, 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 National 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 2020, Wabash National implemented a software platform to proactively mitigate safety risks by driving business decisions based on actionable insights and advanced analytics. We ended 2020 with our best-ever Total Recordable Incident Rate (TRIR) performance of 3.8, which was a 53% improvement from the TRIR in 2019.

3.8

TOTAL
RECORDABLE
INCIDENT RATE

ZERO

FATALITY
RATE

NA*

NEAR MISS
FREQUENCY RATE

* At the end of 2020, Wabash National implemented a software platform to proactively mitigate safety risks by driving business decisions based on actionable insights and advanced analytics. In addition, the system provides a centralized infrastructure to effectively manage our near-miss reporting through real-time data visibility and proactive management of corrective actions. Near-miss reporting data will be available for our 2021 report.

Health and Safety Response to COVID-19

In response to the COVID-19 pandemic, we implemented significant changes that we determined were in the best interests of our employees, as well as the communities in which we operate, and which comply with government orders. In early March 2020, we assembled a pandemic response team to manage the changes necessary to adapt to the rapidly changing environment. Actions we took to protect our employees include, but are not limited to:

- Within our factories, we provided personal protective equipment for our employees, conducted daily health monitoring, cleaned more frequently, and modified our operations to embrace social distancing where possible.
- Within our office environments, a large number of employees were instructed to work remotely. This allowed ample space for those coming into the office to spread out and distance effectively.
- We utilized daily health screenings and self-declaration for employees, contractors, and visitors, and we encouraged employees with symptoms to stay home. In addition, senior leadership approval was required for all travel.
- We suspended all company-sponsored events, community use of our facilities and other forms of group gatherings involving external visitors.
- We implemented pandemic continuity plans.
- We informed employees about the vaccines and encouraged them to get vaccinated.

Diversity and Inclusion

Diversity and Inclusion Policy

At Wabash National, 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.

Diversity at Wabash National is the rich range of differences that make each of us unique. Inclusion is a behavior. Recognizing, valuing, and fully leveraging our different perspectives and backgrounds to achieve our business goals demonstrates our inclusive culture. We desire diversity and inclusion to achieve our targeted business results and fulfill our vision of being the innovation leader of engineered solutions for the transportation, logistics and distribution industries. Openness to diversity widens our access to the best talent. Inclusion allows us to engage that talent fully.

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 National 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.

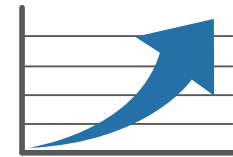


61%

of our total hourly hires in 2020 were women and minority* men.

43%

of total salaried hires in 2020 were women and minority men.



In 2020, we placed special focus on

PREVENTING PAY IMBALANCES

among genders, including proactive adjustments to pay, titles and/or benefits to prevent gender pay gaps.

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 supplier diversity and inclusiveness.

Before Wabash National 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.

* 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.

Career Development

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

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 National, and we look to our employees to uphold our culture of safety, collaboration and innovation.

Wabash National 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 and scalable talent management practices to help guide career paths and target individual developmental opportunities.





Education

One of our company values 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.

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.

Full-time Wabash National 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.

Employees and dependents of employees are eligible for a variety of scholarships offered by Wabash National and the industry associations to which we belong.

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 National'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 higher retention, higher productivity, better customer satisfaction, better quality and better safety.

In September 2020, we took our next step in cultural transformation by initiating our first company-wide employee engagement program. We define engagement as a deep connection and sense of purpose at work that creates extra energy and commitment. The program began with a preliminary baseline engagement survey that was followed by recommended activities delivered on our employee mobile app, such as advice and resources on how to alleviate stress, how to ask for and act on feedback, how to ask for what you need at work, and recommendations for ways to learn something new. The survey, survey findings and employee activities are delivered by a third-party partner with expertise in the science behind creating great employee experiences.

We plan 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, who implement action plans to improve the employee experience based on the data.



Communities

Charitable Contributions

Wabash National'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 place special emphasis on serving children, people with disabilities and the military community. 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 but includes significant partnerships with the United Way and local organizations. In 2020, we donated more than \$350,000 through corporate gifts and employee donations to nonprofit organizations, including but not limited to, United Way, Junior Achievement, the Purdue Research Foundation for Cancer Research, Juvenile Diabetes Research Foundation, CASA for Kids, local schools and more.

Day of Giving

Wabash National 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.

2020 Day of Giving activities supported local food banks, Lafayette Transitional Housing, 4H Achievement Days and Wabash Center.



Supporting Our Communities Through a Pandemic

Wabash National stepped up during the COVID-19 global crisis to be agile and responsive to the needs of other organizations in our communities. Our employee-led Community Task Force managed and promoted opportunities to give back in our communities. We worked with local food banks, schools, healthcare facilities and other nonprofit organizations to support agencies and families in need.

- We manufactured 4,277 full splash protective face shields that were donated to hospitals, cancer centers, surgical centers, dentist offices and other healthcare facilities.
- We manufactured 75 partitions allowing a local YMCA to open safely.
- We manufactured 34 barriers for a local elementary school to separate student desks.
- We moved refrigerated trailers from our lots to hospitals around the State of Indiana to be used as emergency temporary morgues. We also coordinated movement of refrigerated product from our dealer lots across the country to serve a similar need.
- We donated refrigerated trailers to transport food for school lunch pickups when schools abruptly changed to full remote learning.
- We donated 40 sets of welding gear to a local high school allowing the school to offer its welding course while complying with new COVID-19 protocols.



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 secretarial 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.

Human Rights

Our Code of Business Conduct and Ethics defines our overall management approach to human rights, anti-corruption, the environment, governance and social- and other-related matters. 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 non-employees 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."



Compensation Philosophy

Wabash National 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 create access to needed talent.
- Compensation is transparent; 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 National will compensate all employees in accordance with state and federal laws, including the federal Fair Labor Standards Act (FLSA). Wabash National adjusts salaries and benefits on a continual basis as economic and financial conditions permit.



GOVERNANCE

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 National'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.wabashnational.com or by writing to us at Wabash National Corporation, Attention: Corporate Secretary, 3900 McCarty Lane, Lafayette, Indiana 47905. Each Committee must review its charter annually and offer recommended revisions to the Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee considers Committee-suggested revisions and makes recommendations to the Board with regard to the charter and proposed revisions.

Each of the Audit, Nominating and Corporate Governance, 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 and Corporate Governance 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 and Corporate Governance Committee

The Nominating and Corporate Governance 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 and performing initial interviews of potential board member candidates. The Nominating and Corporate Governance 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 and Corporate Governance 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 2020, 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 2020 that are in line with the company's compensation plans, philosophies and goals. Meridian also provides market assessments regarding nonemployee director compensation.

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 2021 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. In particular, our Nominating and Corporate Governance Committee is evolving to undertake responsibility for discussing and advising the Wabash National 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 and Corporate Governance Committee will make 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 and Corporate Governance 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. The management team also encourages consideration of 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 continuing access to the company's management. Directors may contact the Chief Executive Officer at any time to discuss any aspect of the company's business. 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 determination of our Board leadership structure. The Nominating and Corporate Governance 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 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 and Corporate Governance 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 and Corporate Governance 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 and Corporate Governance 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.

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 Board's number of members.

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 2020, we held multiple discussions with stockholders. Additionally, stockholders may amend our bylaws. Stockholders may also nominate candidates for Board membership. The Nominating and Corporate Governance 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.

Ethics and Compliance

Code of Business Conduct and Ethics

The Wabash National 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 National 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 wabashnational.com and are available in print without charge by writing to: Wabash National Corporation, Attention: Corporate Secretary, 3900 McCarty Lane, Lafayette, Indiana 47905.

Employee Handbook

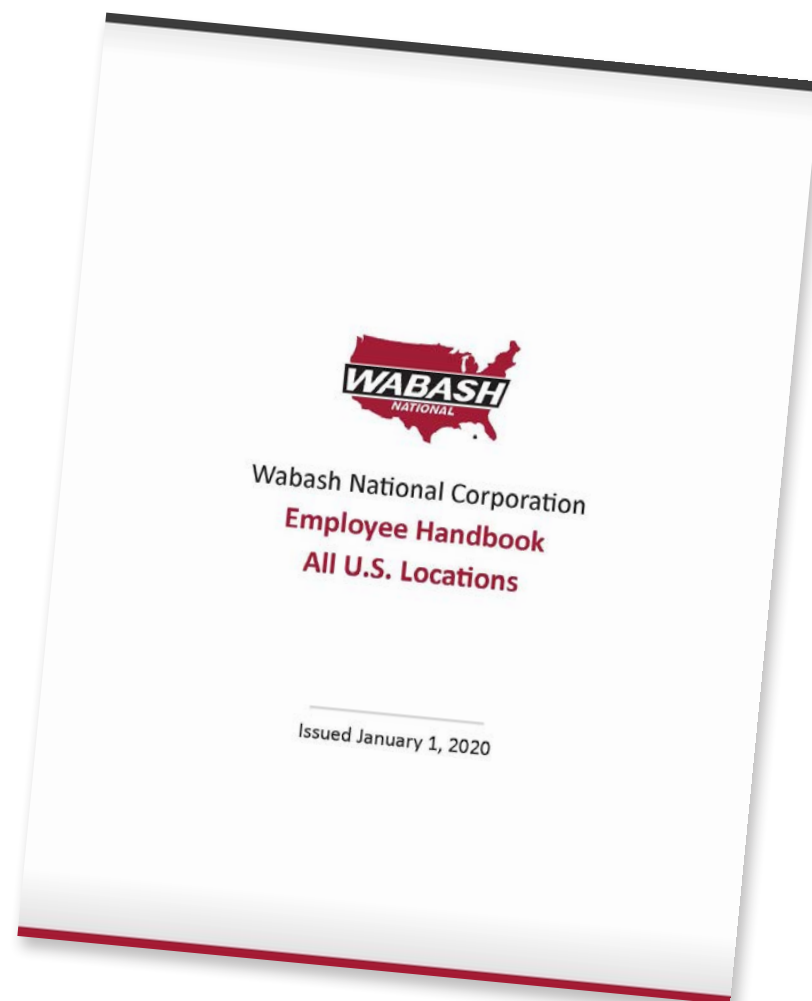
Our core values are embodied in the Employee Handbook, which is founded on and incorporates the values, policies and rules set forth in the Wabash National Code of Business Conduct and Ethics. All employees and directors are expected to take the values, policies, and rules set forth in the Code and apply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

Alert Line

Wabash National has established the Alert Line, provided through EthicsPoint, as a viable 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 National 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 and Corporate Governance 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 and Corporate Governance 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

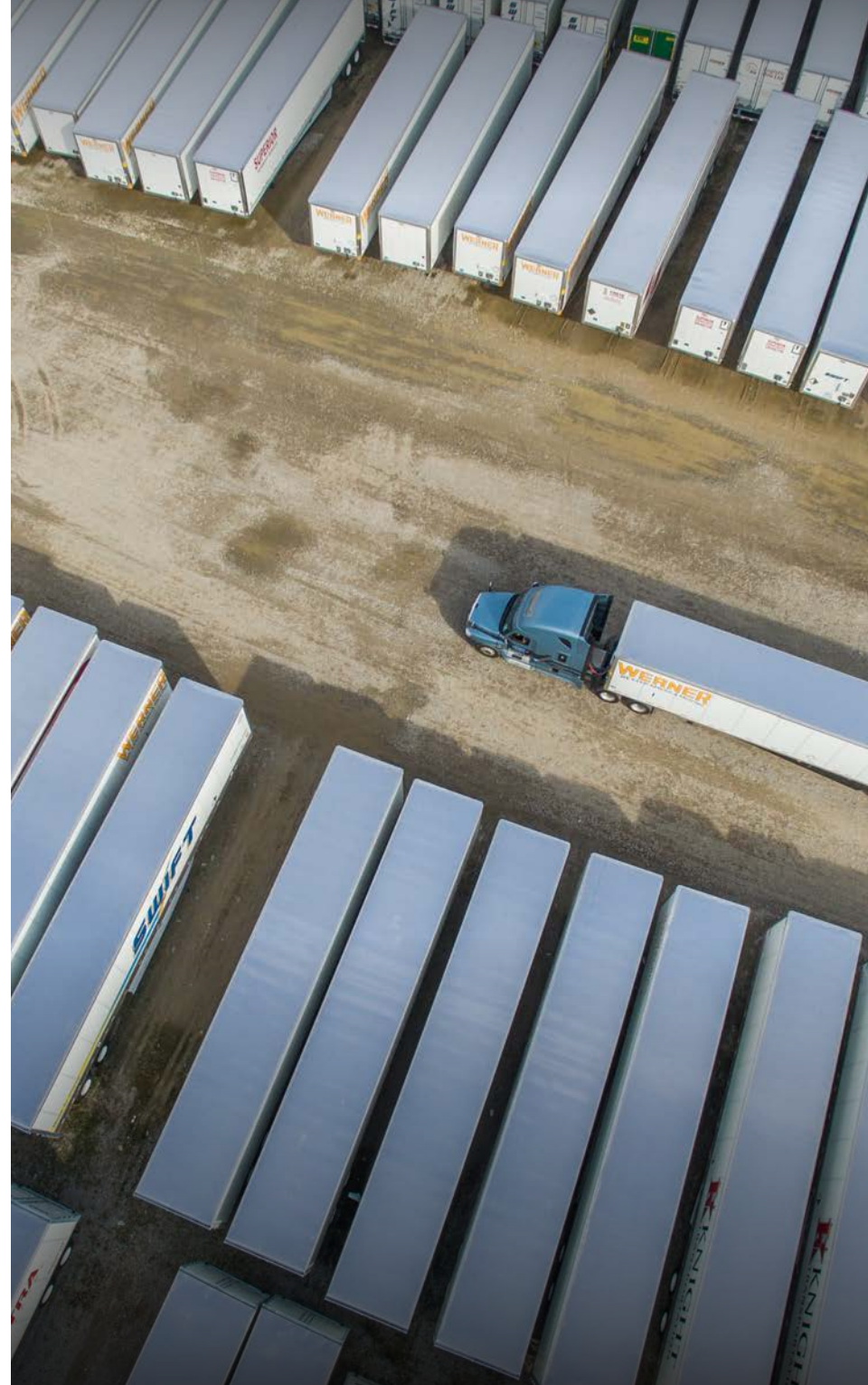
As part of risk management, we focus on Board refreshment and diversity. Our Board members represent diverse perspectives, including our two female directors and one African-American director. We appointed a new independent Chairperson, Larry J. Magee, following the 2020 Annual Meeting.

Our Corporate Governance Guidelines require that once any Board member reaches the age of 72, the Nominating and Corporate Governance 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 and Corporate Governance 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.



SASB Disclosure

Topic	Accounting Metric	Category	Unit of Measure	Code	Reference
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-IG-130a.1	Page 25
Employee Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate	RT-IG-320a.1	Page 29
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Gallons per 1,000 ton-miles	RT-IG-410a.1	Page 17
	Sales-weighted fuel efficiency for non-road equipment	Quantitative	Gallons per hour	RT-IG-410a.2	
	Sales-weighted fuel efficiency for stationary generators	Quantitative	Watts per gallon	RT-IG-410a.3	
	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	Quantitative	Grams per kilowatt-hour	RT-IG-410a.4	
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-IG-440a.1	Page 27
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Reporting currency	RT-IG-440b.1	Page 21

TCFD Disclosure

Topic	Disclosure	Reference
1. Governance The organization's governance around climate-related risks and opportunities	a. Board oversight	Page 43
	b. Management's role	
2. Strategy The actual and potential impacts of climate-related risks and opportunities for the organization's businesses, strategy and financial planning	a. Climate-related risks and opportunities	Page 48
	b. Impact on the organization's businesses, strategy and financial planning	
	c. Resilience of the organization's strategy	
3. Risk Management The processes used by the organization to identify, assess and manage climate-related risks	a. Risk identification and assessment processes	Page 48
	b. Risk management process	
	c. Integration into overall risk management	
4. Metrics and Targets The metrics and targets used by the organization to assess and manage relevant climate-related risks and opportunities	a. Climate-related metrics in line with strategy and risk management process	Wabash National uses relevant Sustainability Accounting 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.
	b. Scope 1, 2, 3 greenhouse gas (GHG) metrics and the related risks	
	c. Climate-related targets and performance against targets	



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