



2025 CORPORATE SOCIAL RESPONSIBILITY REPORT





3

Company Profile



9

Environmental



18

We Are TeamRoehl



34

Governance and
Business Integrity





COMPANY PROFILE



Letter from our CEO

Hello and thank you for your interest in our company.

Roehl Transport was founded by my dad, Everett, in 1962 with a single truck in Marshfield, Wisconsin. Now, over 60 years later, we have major terminal locations in Phoenix; Chicago; Dallas; Atlanta; Iron Mountain, Michigan; Appleton, Wisconsin; and Marshfield, Wisconsin, with many more drop yards supporting our Dry Van, Flatbed, Refrigerated, Specialized, Curtainside and Dedicated Divisions. Our more than 3,000 teammates deliver confidence and satisfaction by providing exceptional transportation solutions. As we've grown, we've stayed true to our values. Roehl Transport is one of North America's safest trucking companies, recognized by the American Trucking Associations (ATA) as a 5-time recipient of the ATA President's Trophy, the trucking industry's highest safety honor. We are a trusted leader known for safety, resilience, and operational excellence. We deliver undeniable value to customers through strong alliances, dedicated teammates, innovation, and technology.

I've done almost every job in the company -- from driving to fleet management to load planning to maintenance, and I still maintain my CDL, so I stay close to the work our driving teammates do for

our customers. We continually strive to improve our operational efficiency and environmental performance by responsibly using natural resources and focusing on pollution prevention. We have pledged to steadfastly pursue innovative approaches to advance environmental stewardship.

As you review this information outlining our commitment to Roehl's values, how they impact our environmental responsibility, our employment practices, and our social accountability as well as our ethical business conduct, I know you'll see how **TeamRoehl** Delivers Success to our customers, teammates and the communities in which we operate.

Rick Roehl

Rick Roehl

CEO, Roehl Transport



About Rick Roehl

A native of Marshfield, Wisconsin, Rick literally grew up in his dad's business. After Rick earned his Associate of Arts degree in accounting, he became a truck fleet Owner Operator leasing his trucks to Roehl Transport. This experience gave Rick the grounding in understanding truck operations, costs, cash flow, equipment, customer service and time management.

Rick maintains his Class A CDL. He's a driver who still gets behind the wheel to stay close to the work our drivers do for our customers. In 2023, Rick was inducted into the Wisconsin Motor Carriers Association (WMCA) Haul of Fame.





TeamRoehl Over the Years

1962
Everett Roehl starts the company with a single truck.

1972
Roehl builds its first office and maintenance facilities.

1983
Curtainside trailer service is introduced.

1987
Roehl celebrates 25 years in business.

1988
Roehl grows to over 500 teammates. New offices are built in Marshfield.

1992
Kaukauna, Wisconsin, terminal opens.



2007
Refrigerated services are added.

2003
Roehl develops The Roehl Way of Protective Driving – the industry's most advanced safe driving program.

1999
Terminals open in Atlanta, Georgia, and Iron Mountain, Michigan.

1997
Gary, Indiana, terminal opens.

1995
Transport Topics recognizes Roehl as one of the top 100 motor carriers in the United States.

2008
Roehl wins its first American Trucking Associations' (ATA) President's Trophy for Safety.

2010
The Roehl Way earns a Commercial Carrier Journal (CCJ) Innovator Award.

2011
Roehl wins its second ATA President's Trophy for Safety. Phoenix, Arizona, terminal opens.

2012
With over 2,000 teammates, Roehl celebrates 50 years. Built and opened Appleton, WI terminal (replacing Kaukauna facility)

2013
Dallas, Texas, terminal opens.



2025
A second driver reaches 5-million safe miles. Hundreds of Roehl drivers have reached 1, 2, 3, 4, 5 and 6 million safe miles.

2024
Roehl's first driver reaches 6-million safe miles. Roehl's wins its fifth ATA President's Trophy for Safety.

2022
With nearly 3,000 teammates, Roehl celebrates 60 years of Safety & Service.

2020
Roehl wins its fourth ATA President's Trophy for Safety. Dynamic Pay Plans are introduced, paying drivers based on length of haul.

2016
Roehl launches the Get Your CDL driver training program.

2015
Roehl wins its third ATA President's Trophy for Safety.





Company Highlights



A Legacy of Excellence

- 64 years in business
- 2nd-generation, family-owned company
- Headquarters in Marshfield, Wisconsin



Our People

- Over 2,100 company drivers & owner operators
- Over 690 non-driving teammates



Safety & Sustainability

- More than 169 million miles driven in 2025
- 40% of fuel purchased in 2025 was a biofuel blend



FLEET OVERVIEW

Tractors (2025 average)

Van: **1,153**

Refrigerated: **390**

Flatbed / Stepdeck / Curtainside: **605**

Trailers (year-end 2025)

Van: **4,681** Curtainside: **196**

Refrigerated: **724** Specialized: **52**

Flatbed / Stepdeck: **837**

Nationwide Terminal Locations

Marshfield, WI | Gary, IN | Atlanta, GA
Appleton, WI | Phoenix, AZ | Dallas, TX
Iron Mountain, MI



Services Offered





Wall of Values

At Roehl, we are built on values. Just like bricks and mortar form the foundation of a solid building, our values provide the strength and structure that support our culture and guide our decisions.

While priorities may shift with changing circumstances, values are constant. They're our deeply held beliefs—unchanging and enduring, no matter the moment.

This philosophy inspired the creation of our Wall of Values, a set of guiding principles that shape our mission, vision, and daily actions.

<p>Safety Our Cornerstone Value.</p> 	<p>Driver Driven Driving teammates lead the way.</p> 
<p>Do the Right Thing Acting with respect, integrity, and honesty.</p> 	<p>Innovation Inspiring excellence and seeking better solutions.</p> 
<p>Unity in Diversity Valuing our differences makes us stronger.</p> 	<p>Delivering Success Going beyond customer and teammate expectations.</p> 





Recognition

Value: "Delivering Success - Going Beyond Customer and Teammate Expectations."



ATA President's Trophy (5x)

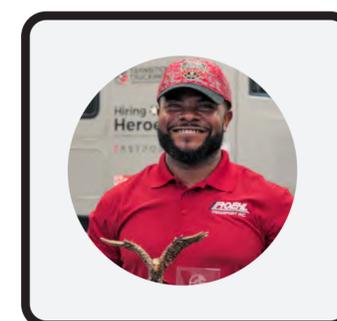


SmartWay Excellence Award – 10x winner, only nine companies have won this award 10 times or more.

SmartWay High Performer 2025

Military Friendly Employer designation from the publishers of *GI Jobs* magazine for the 12th consecutive year. In 2025, we achieved the Military Friendly Employer - Gold designation.

Top Company For Women to Work For In Transportation by the Women in Trucking Association (WIT) for the seventh consecutive year. And, for the second year, we have been honored with the "Elite 30" designation!



Quest for Quality Award from Logistics Management magazine for the 18th time.

2024 Large Company Campaign of the Year from Marshfield United Way. We raised another record breaking amount in 2025.

Deloitte's 2025 "Wisconsin 75" list, recognizing the role private businesses play in the local economy and community.

2025 Transition Trucking: Driving to Excellence Award
Charles Jones, Jr. Roehl Transport Truck Driver

2025 Vets Ready Employer Gold Award by the Wisconsin Department of Workforce Development for our hiring initiatives, employee support services and community involvement.



ENVIRONMENTAL

Driving Toward Fuel Efficiency

Our responsibility for the environment ranges from our offices and facilities to the maintenance, efficiency, and operation of our fleet vehicles. Each department at Roehl Transport plays an important role in reducing and preventing environmental pollution, promoting resource conservation,

and maintaining compliance with applicable environmental laws and regulations. We continually strive to improve our operational efficiency and environmental performance by responsibly using natural resources and focusing on pollution prevention.



1

The People

2

The Equipment

3

The Process



Driving Toward Fuel Efficiency – The People



Driver training:

The way our drivers operate the truck will have the biggest influence on the MPG. To assist them with improving MPG, courses have been developed and assigned through our internal educational center, Roehl Youniversity.

- Idle Management Training to reduce unnecessary fuel consumption while the truck is stationary
- MPG Training using simulation training and tutorials focused on techniques to improve MPG while on the road



MPG targets and incentives:

To further emphasize the importance of maintaining and improving MPG, drivers are awarded points based on their performance scorecard for operating at or above targeted MPG levels. Depending on their point totals, drivers could qualify for a quarterly bonus. Using a combination of training and driver compensation, we have been able to put focus on the importance of maintaining and improving the MPG of our fleet vehicles.

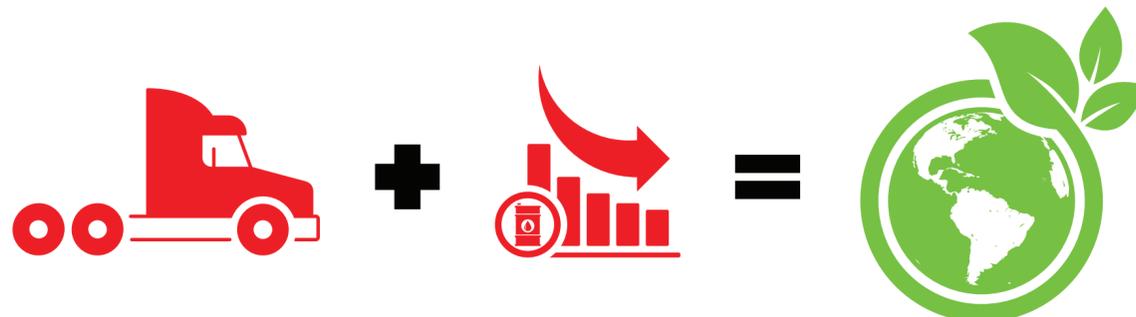
- Quarterly targets assigned to the drivers
- Driver performance scorecard which tracks quarterly MPG against targets
- Quarterly bonus tied to MPG performance



On-going communication:

To keep fuel efficiency goals top-of-mind, we employ effective on-going communication to ensure alignment and collaboration of our shared commitment to sustainability objectives. We keep our drivers and fleet managers informed of their performance on a daily or weekly basis to stay on track for achieving goals.

- Daily communication to drivers comparing their prior days' performance to their quarterly target.
- Fleet management receives a weekly report of drivers who have exceeded the monthly idle goal to use in reinforcing conversations with those who exceeded the goal.



A driver training program that **improves fuel economy by 5 percent** could

ELIMINATE 8 METRIC TONS OF GREENHOUSE GAS EMISSIONS

per truck each year.

SmartWay, U.S. EPA

Driving Toward Fuel Efficiency – The Equipment



State-of-the-art tractors:

Average age of tractors is under 3 years which allows us to capitalize on the continual advancements made in engine technology.

Trailer aerodynamics:

Dry van and refrigerated trailers at Roehl Transport have aerodynamic skirts, fairings and wake reducers.



Our own testing has shown a **5-6% IMPROVEMENT IN MPG.**



Low rolling resistance tires:

Roehl Transport uses low rolling resistance tires on all tractors and trailers. These tires have been verified by the EPA's Smartway program to reduce fuel consumption and greenhouse gas emissions. They not only help to reduce costs, but are an integral part of our sustainability efforts.



They can reduce emissions by **3% OR MORE.**

Statistics source: SmartWay, U.S. EPA



Driving Toward Fuel Efficiency – The Equipment

(Continued)



Idling Reduction Technologies:

Roehl Transport trucks come equipped with battery air conditioning systems (BAC) to cool the truck when the engine is not running. An additional fuel operated heater (FOH) is installed that runs separately from the main engine. With this system, the truck can be heated and cooled while parked without having to idle the main engine, resulting in a significant reduction in fuel consumption.



Speed limiters and predictive cruise control:

Roehl Transport utilizes a speed limiter on our trucks which is managed through a parameter within each truck's engine control module (ECM). Our trucks are governed at 65 miles per hour to help minimize fuel consumption. Additionally, our trucks feature predictive cruise control, which adjusts the vehicle speed predictively based on the approaching road. The system evaluates the upcoming road grade to determine the most fuel-efficient vehicle speed.



Tire inflation system:

Roehl Transport trailers are equipped with a tire inflation system which helps keep tires properly inflated to reduce wear and increase fuel economy.



According to a Federal Motor Carrier Safety Administration study, **FUEL ECONOMY INCREASES BY AN AVERAGE OF 1.4% WITH PROPERLY INFLATED TIRES.**



REDUCING HIGHWAY SPEED BY 5 MILES PER HOUR CUT FUEL USE AND GREENHOUSE GAS EMISSIONS BY ABOUT 7%
SmartWay, U.S. EPA



Biofuels:

Over 40% of fuel consumed in 2025 was a biodiesel blend.



Solar panels on refrigerated units:

Roehl Transport uses solar panels on refrigerated equipment to provide continual charging for the batteries powering our refrigerated units. This device not only increases battery life, but it also helps to reduce fuel consumption by relying less on the engine running to power the equipment.



Driving Toward Fuel Efficiency – The Process

Freight consolidation:

We partner with customers to optimize the cube volume of loads to maximize the freight moved per mile. These efforts have led to less CO₂^e per revenue ton mile.

Each year, long-duration truck idling results in the following estimated or approximated figures:

1 BILLION GALLONS OF FUEL CONSUMPTION

11 MILLION TONS OF CARBON DIOXIDE (CO₂)

180,000 TONS OF NITROGEN OXIDES (NO_x)

5,000 TONS OF PARTICULATE MATTER (PM)

SmartWay, U.S. EPA



Inspiring Technology

Value: "Innovation – Inspiring Excellence and Seeking Better Solutions."

We are committed to pursuing innovative approaches to advance environmental stewardship.



Load planner tool:

This innovative tool identifies drivers that are the best fit for a selected load, taking into consideration pickup location, estimated delivery time/miles for the load and the driver's availability. Using this tool, we're able to minimize miles per load, while maximizing driver productivity.

Fuel and routing system:

Roehl Transport's fuel and routing system is a software tool which helps optimize the route for each dispatch, preferred fuel locations and street-level directions. This helps to reduce out-of-route miles, prevent unnecessary stops, and reduces fuel consumption.

 **OUR FUEL & ROUTING SYSTEM RESULTS IN A SAVINGS OF \$.02-\$.05 PER GALLON AND 15 MINUTES PER DAY.**

Network optimization tool:

Roehl Transport's network optimization system is a software tool which analyzes our current network and helps to identify regions in need of improvement. Maintaining a well-balanced network helps to maximize our loaded miles and minimize empty miles, thus helping to reduce our carbon emissions.

Preventative maintenance:

Service alerts help us ensure timely maintenance of equipment, reducing emissions from poorly maintained vehicles, improving fuel efficiency, extending asset life, and minimizing waste.

Runtime monitoring:

Refrigerated trailers are regularly checked to ensure units are operating at the proper temperature when in use, and idle when empty.

Detailed MPG and idle time tracking:

Visibility into the performance metrics for each unit allows for timely adjustments.

MyRoehl app:

This easy-to-use app gives the drivers visibility into their performance metrics on a daily basis.

Our facilities support our environmental pledge by:

- Conserving water using smart faucets
- Saving energy with automatic lighting that turns off when rooms are not in use and energy-efficient LED bulbs
- Reducing paper usage or waste by incorporating paperless operations



SmartWay



Since 2004, Roehl Transport has been a partner in the EPA's SmartWay program. SmartWay was formed to help companies advance supply chain sustainability by measuring, benchmarking, and improving freight transportation efficiency. More than 4,000 companies and organizations use SmartWay for information on clean and efficient technologies, opportunities to share best practices, a comprehensive system to track information about fuel use and freight emissions and so much more. In 2025, we once again were recognized as a SmartWay High Performer.

Carbon is a leading indicator of fuel use, meaning that SmartWay High Performers for carbon also consume less fuel for every mile traveled and for every ton of freight moved. For example, for every trip made, high performing SmartWay truckload carriers for carbon move heavier loads, pack trailers more efficiently – and still consume thousands of gallons of less fuel annually, as compared to their SmartWay peers. This kind of productivity can save trucking companies thousands of dollars in fuel costs per truck, per year, and carbon reductions that make a big difference!

Fewer than 10 percent of all SmartWay carriers operate fleets efficient enough to make the SmartWay High Performer list for carbon emissions.



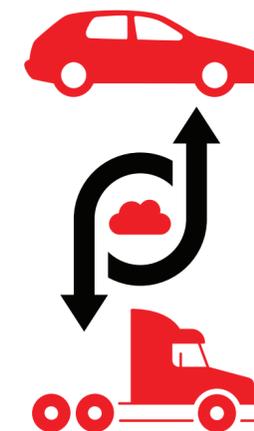
SmartWay (Continued)

We are proud to say that we are also a 10-time winner of the EPA's SmartWay Excellence Award which recognizes exceptional achievement in freight performance among EPA SmartWay Partners. Excellence Awardees lead their industries in improving freight efficiency and contributing to cleaner air within their supply chains. Between 2006 and 2024, the EPA recognized 151 companies as SmartWay Excellence Awardees multiple times. We are one of only nine companies to have won this award 10 times or more.



SINCE 2004, SMARTWAY HAS HELPED PARTNERS AVOID EMITTING 169.6 MILLION METRIC TONS OF CO₂.

SmartWay, U.S. EPA



EXPERTS PROJECT THAT BY 2050, GLOBAL FREIGHT TRANSPORT EMISSIONS WILL SURPASS THOSE FROM PASSENGER VEHICLES.

SmartWay, U.S. EPA



WE ARE TEAMROEHL



The Roehl Way

Value: "Safety - Our Cornerstone Value."

We're proud that Roehl drivers would choose to treat safety as a value. By doing so, they recognize and behave in a way that shows that safety is important. When they hold safety as a value, Roehl drivers don't drive defensively i.e. trying to defend themselves from the motoring public. Roehl drivers operate protectively, recognizing and adjusting to conditions in order to protect others – the sons, daughters, mothers, fathers, relatives, and friends whom we love and cherish so deeply.



This is the foundation of The Roehl Way...our drivers are "driven to protect others."



The driving techniques that Roehl instills in our drivers, the bedrock of driving The Roehl Way, are our Safe 7 techniques. These are powerful techniques which can help our drivers avoid critical crashes and other accidents.



The People Driving Safety



Training

- Inexperienced drivers receive over 80 hours of classroom instruction and 33 hours of behind-the-wheel instruction.
- An additional 19 days and 8,000 miles of on-the-road training with a driver trainer is required before the driver can solo.



Rewards

- Roehl drivers earn additional cents per mile for each accident-free mile they drive, as they drive them.
- In 2025, Roehl Transport drivers earned \$3.3 million in safety incentives.



Awards & Recognition

- Safe Driving Awards presented each year to our driving teammates that live our cornerstone value.
 - Annual recognition and monetary awards for safe driving, presented for 12 consecutive months of preventable accident-free driving
 - Multi-year awards for each additional 12 months of preventable accident-free driving.



Alan Matyka,
40 years safe driving

Efforts Rewarded

One of the most prestigious awards in the trucking industry, the **American Trucking Associations' President's Trophy**, is awarded annually to the trucking company that is judged most outstanding based on their safety record, safety programs, and community outreach.

In 2008, Roehl Transport was the first truckload carrier to win the President's Trophy. Now, with five awards in total, Roehl Transport is the only truckload carrier to have won the President's Trophy multiple times.

In addition to winning this award, we're also proud to have finished in the top three for safety results every year since 2003.

This incredible accomplishment truly highlights our cornerstone value of safety.

Roehl Transport is the only truckload carrier to have won the President's Trophy multiple times.

2008 • 2011 • 2015 • 2020 • 2024

BREAKING NEWS

Roehl has won the ATA President's Trophy for a 5th time in 2024!



TIMELINE



Critical Crash Frequency PMM

Annual Miles

2003
The Roehl Way



2008
1st ATA President's Trophy

2009
Predictive Analytics for Safety



2011
2nd ATA President's Trophy / Hair Follicle Testing

2012
Electronic Logging Devices

2014
Driving Simulators



2015
3rd ATA President's Trophy / Co-Pilots

2017
Proprietary Driver Coaching Tool

2018
Unsafe Behavior Result WIG / Tracking

2019
Fleet Manager Safety Coaching Program / 100% LYTX Event Recorders



2020
4th ATA President's Trophy

2022
Right Side Radar



2024
5th ATA President's Trophy



Diversity

Value: "Unity in Diversity – Valuing our differences makes us stronger."

We recognize the value in maintaining a diverse work force. Our goal is to build a team that reflects the diversity of our communities, and uses each person's unique experiences, backgrounds and abilities to benefit the whole.



Top Company for Women to Work in Transportation

For the seventh consecutive year, Roehl Transport was named a *Top Company For Women to Work For In Transportation*. This designation, through the Women in Trucking Association (WIT), reinforces that Roehl is a great place to work! And, for the second time, we were also honored with the "Elite 30" designation!



WOMEN IN TRUCKING ASSOCIATION



Judges' Choice Winner in the Women In Trucking (WIT) Organization's I Heart Trucking photo contest (2023)

Women in Leadership



30% OF TOP MANAGEMENT POSITIONS AT ROEHL ARE HELD BY WOMEN.



Honoring and Supporting Our Veterans

Roehl Transport actively supports and recognizes our country's service members and their families. We appreciate the values, leadership, and unique skills veterans bring to our team and the truck driving industry.

TeamRoehl supports our teammates in the National Guard and Reserves through our participation in the Employer Support of the Guard and Reserve program (ESGR), signing this statement of support pledge:

- We fully recognize, honor, and comply with the Uniformed Services Employment and Reemployment Rights Act.
- We will provide our managers and supervisors with the tools they need to effectively manage employees who serve in the Guard and Reserve.
- We appreciate the values, leadership, and unique skills service members bring to the workforce and will encourage opportunities to hire Guardsmen, Reservists, and Veterans.
- We will continually recognize and support our country's service members and their families, in peace, in crises, and in war.



Honor Program

The Honor Program is open to veterans in all branches of the military and at all industry experience levels who have received an Honorable discharge. The program recognizes and thanks our military veteran teammates, both current and former, who have sacrificed and served our country. Entry into the Honor Program allows veterans to proudly display their veteran status in the form of an Honor Program decal for their truck, carry a specially designed coin, and wear a specially designed hat all at our expense and with our sincere gratitude.



Honoring and Supporting Our Veterans (Continued)



Apprentice Program

We understand the transition from military service to civilian career can be challenging both structurally and financially. To assist with this transition, Roehl Transport offers a two-year Apprenticeship Program. This program is registered with the U.S. Department of Labor and is approved by the U.S. Department of Veterans Affairs, enabling eligible veterans to receive Post-9/11 GI Bill benefits while they participate. The program consists of online industry and job education, over-the-road driving experience, and the opportunity to train and teach as a student driver trainer. Graduates of the program earn a CVTA Basic Instructor Certification, a Department of Labor Heavy Truck Driver Certificate of Training, and a Roehl Driver Trainer Certification.



Military Friendly Employer

These efforts have earned Roehl Transport the 2025 Military Friendly Employer® recognition by the publishers of GI Jobs magazine. This is the 12th consecutive year that Roehl has received this prestigious award, and this year we achieved the Gold designation. Roehl previously obtained Gold in 2019 & 2020, Silver in 2021, 2023 & 2024, and Bronze in 2022. This honor is in part due to the military programs **TeamRoehl** offers.



Wreaths Across America

We are honored to participate in Wreaths Across America Day every year. Many Roehl teammates volunteer their time to honor the fallen by placing wreaths on the graves of our deceased veterans at cemeteries across the United States, including at Arlington National Cemetery. A special thank you to Roehl driving teammates Tim R., Kent D., David B. and Jose S., who hauled loads of wreaths to cemeteries across the country to support these wreath-laying ceremonies.



Driver Engagement

Value: "Driver Driven - Driving Teammates Lead the Way."

Being Driver Driven means our driving teammates lead the way. Roehl drivers are known as leaders. That means not just their driving skills, but in the broad sense of the job, from the courtesy and professionalism with which they relate to customers and the public to their efficiency at solving problems and their commitment to Roehl's mission: "Delivering confidence and satisfaction by providing exceptional transportation solutions."

We recognize that our drivers, living and working on the road every day, are in the best position to provide a unique insight into our operations. Keeping them engaged by fostering two-way communication and recognizing their achievements is a key component in our quest for continuous improvement.



Driver Advisory Group

A dedicated team of Roehl drivers help leaders get a deeper understanding of the challenges our drivers face on the road.

- This group meets with leaders to provide input and suggestions on topics such as safety, maintenance, operations and load planning.
- Members rotate on a regular basis, typically serving on the board for 12 months.



DRIVER ADVISORY GROUP



Driver Engagement (Continued)



MyRoehl App

Our driver-focused My Roehl app gives drivers the ability to access essential information on their mobile device or tablet. This tool makes it simple for them to:

- Scan paperwork & photos from the road
- Access important information for their job
- Access job aids
- Schedule a call-back request to speak with a Fleet Manager and much more



Continual Feedback

- MyRoehl App “My Feedback” submissions
- Regularly surveyed



Business Update

We provide regular business updates to our driving teammates. These videos are typically delivered by our executive leaders who cover company news, events, and awards, as well as other industry topics.



Driver Appreciation Week

We celebrate with our drivers during this week by hosting **TeamRoehl** socials that include week-long recognition celebrated at each terminal with food, social events and **TeamRoehl** swag.



Awards Banquet

Each year, we celebrate **TeamRoehl's** success and recognize our nominated teammates for their dedicated service and outstanding accomplishments. Our exceptional performers are invited to join us for a celebration banquet in Marshfield, Wisconsin, to honor achievements, share moments of pride, and toast their outstanding accomplishments and years of service.



On The Road to Healthy Living

Our Wellness Committee is dedicated to finding creative solutions to help keep drivers safe and healthy while on the road, and to providing all of our Roehl teammates creative and fun ways to support themselves and their families in their wellness journeys.

Programs

- Wellness app to help manage health and wellness through a personalized, gamified user experience
- Telehealth services for medical and mental health
- Physical therapy services for musculoskeletal pain
- Condition Care Management program for prevention, diabetes, and hypertension
- Near-site clinic offered in select cities in Wisconsin with Primary and Urgent care services offered
- Tobacco Cessation - Online course through the American Lung Association to help participants quit using tobacco products
- Employee Assistance Program - Offers support, resources and information for personal and work-life issues
- Sleep Apnea - A program to assist participants with setting up a sleep study and receiving a CPAP machine if needed
- Financial resources, tools, and counselor advice
- Monthly Wellness courses and Health Challenges

Tianna Voda,
Wellness Coordinator



On The Road to Healthy Living (Continued)

For Our Driving Teammates

Meals and Wheels

A video series which provides healthy nutritional information for professionals who are away from home - in a semi-truck - for extended periods of time. This series includes healthy truck stop shopping, in-cab meal prepping and cooking methods, and more!

Exercise & Injury Prevention

A series of exercises available to drivers who are out on the road.

Passenger and Pet Programs



Passengers – We understand how important relationships are and this program allows drivers to work and continue to build and foster those relationships with family and friends.



Pets – For a heavy-duty truck driver who spends a lot of time away from family and friends, a pet can be a welcome companion to help offset the separation that is embedded in over the road truck driving jobs.



The breadth and depth of the Wellness Program is astonishing. I've never been witness to a more persistent and comprehensive set of opportunities and information offered by any company.

I think it's a very good program. I've worked at a number of industries with companies from five employees to 200,000 employees and Roehl's wellness program is by far the best experienced.

Todd (Driver)



I think it's amazing that Roehl offers the wellness program because we're living in an era in which people are so consumed by the hardships of life, which trigger mental stress, and the proliferation of fast-food joints, which contribute heavily to obesity, diabetes, high blood pressure and other infirmities.

To offer a program designed to help meet employees' needs is not only thoughtful, but extremely necessary and, therefore, admirable. I'm super impressed.

Donald (Driver)



Teaching the Next Generation



Youth Apprenticeship Program

Roehl Transport is proud to partner with our local high schools and technical schools to provide a youth apprenticeship program. Youth Apprenticeship is an innovative school and work opportunity for Juniors and Seniors, combining high school classes with paid work experience. In Wisconsin, through their experience, students may be eligible to earn a Certificate of Occupational Proficiency.



Safe Driver Apprenticeship Pilot Program

Roehl Transport is an approved trucking company for the new Safe Driver Apprenticeship Pilot Program through the Federal Motor Carrier Safety Administration (FMCSA). This program allows drivers between the ages of 18-20 with an intrastate commercial driver's license to operate interstate commerce.

The trucking industry has long been experiencing a shortage of drivers. According to data from the American Trucking Associations (ATA), as of 2022 an estimated 80,000 additional drivers were required to meet the industry's demand. The Safe Driver Apprenticeship Pilot Program was established through the Infrastructure Investment and Jobs Act (IIJA), also known as the Bipartisan Infrastructure Law (BIL). This three-year program was created to allow individuals ages 18, 19 and 20 to hold a CDL and perform interstate driving, giving them more and earlier opportunities to grow their trucking career.



Scholarship Program

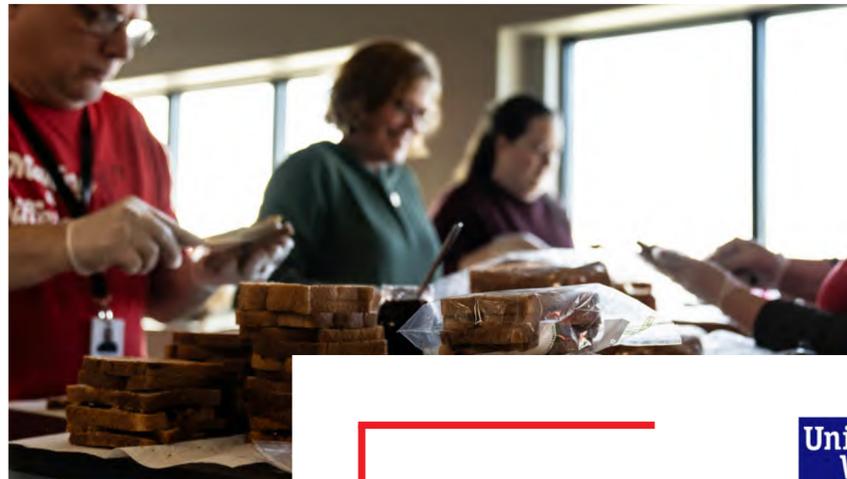
Roehl Transport and **TeamRoehl** established a scholarship program to assist employees, employees' children and grandchildren who plan to continue their education in college or vocational school programs. The TeamRoehl Scholarship Program offers scholarship(s) for full-time or part-time study at an accredited institution of the student's choice.

This program is administered and managed by the Roehl Transport Charitable Governance Committee. The scholarship program applicants will not be discriminated on the basis of race, color, religion (creed), gender, age, nation of origin, disability, marital status, sexual orientation, political affiliation, or military status.

The scholarship program's funding is supported by contributions from members of **TeamRoehl** through various fund-raising campaigns.

Giving Back to our Communities

TeamRoehl is a values-driven organization, and we are living our values through our communities. The Charitable Governance Committee (CGC) of Roehl Transport, Inc. reviews, evaluates, and organizes internal fundraising and volunteer time. The CGC ensures **TeamRoehl** contributions to charitable organizations or events align with Roehl's mission, vision, and values.



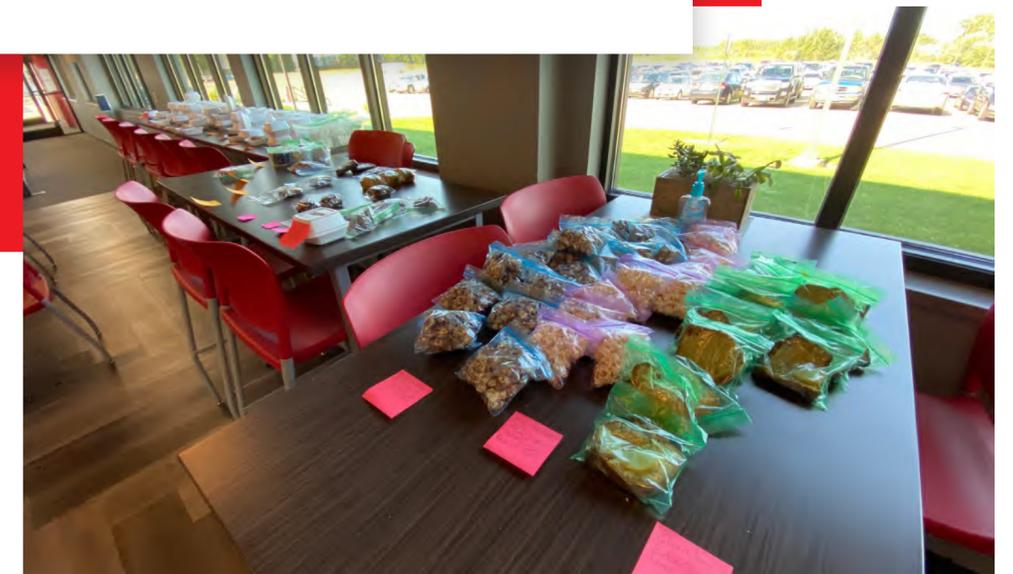
United Way



- Each year, Roehl Transport participates in various campaigns to raise funds for The United Way. **In 2025, TeamRoehl raised over \$70,000.**
- United Way's Supplies 4 Success is a backpack, school supply and hygiene drive ensures all children are able to have their best start to the school year.
- Roehl Transport in Marshfield participates in the United Way NOW program by raising funds for child sponsorship and packing lunches for local children in need.

The TeamRoehl Help Fund

This program is designed to help **TeamRoehl** employees and their immediate families in emergency crisis situations such as national disasters, medical expenses related to a critical illness or major accident. The Help Fund was established in 2008 and since then, we've been able to **aid the families of over 500 TeamRoehl teammates totaling over \$450,000.**



Giving Back to our Communities (Continued)

- Toys for Tots
- Ronald McDonald House
- Wreaths Across America
- Rotary Winter Wonderland
- Adopt-a-Highway
- Angel Tree





GOVERNANCE AND BUSINESS INTEGRITY



Business Ethics

Value: "Do the Right Thing – Acting with Respect, Integrity and Honesty."

Roehl Transport's strong brand and values are one of the company's most important assets. Our reputation for honesty and integrity is determined by the personal reputations of our individual employees. Members of **TeamRoehl** strive to protect the company's brand and be a positive representative of the business.

Conduct business in an honest and ethical manner. We commit to conducting business in an honest and ethical manner, meeting all legal obligations and dedicating ourselves to ensuring fairness in all business dealings.

Ensure no conflict of interest – real or implied – exists. All Roehl employees will conduct their business affairs in such a manner and with such admirable ethics and integrity that no conflict of interest, real or implied, could exist.

BUSINESS ETHICS GUIDELINES

Eliminate corrupt business practices.

We create collaboration opportunities to reduce:

Bribery | Corruption | Fraud |
Money Laundering | Anti-Competitive Practices

Members of **TeamRoehl** are required to undergo internal training to ensure that these principles are understood and followed.

Promote a culture of honesty and trustworthiness. Roehl's **Whistleblower Policy** provides a formal process for reporting unethical behavior and we encourage all Roehl employees and designated officers to report suspected or actual occurrences of illegal, unethical, corrupt, fraudulent, or inappropriate events involving the company. Any person may submit a good faith complaint, report, or concern regarding the company without fear of dismissal or retaliation of any kind.



Human Rights

Roehl Transport is committed to “doing the right thing” and is taking a stand against child labor, forced labor and human trafficking.

Seeking guidance from the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, we established our **Child Labor, Forced Labor and Human Trafficking Guidelines** which prohibits the use of child labor and forced labor in any of our operations and facilities. These guidelines also provide the framework for ensuring all members of **TeamRoehl** have the resources necessary for combating human trafficking.

Putting this into practice, all drivers joining Roehl Transport through our student channel are required to complete Human Trafficking and Whistleblower/Coercion training as part of their entry-level driver training. Taking this one step further, Roehl Transport is a proud sponsor of Truckers Against Trafficking.

Truckers Against Trafficking

Truckers Against Trafficking is a non-profit organization that exists to educate, equip, empower, and mobilize members of the trucking and the travel plaza industries to combat domestic sex trafficking. Human trafficking has been reported in all 50 states, and the number of victims in the United States is estimated in the hundreds of thousands.

Truckers Against Trafficking recognizes that members of the trucking industry and individual truck drivers are important in the fight against this heinous crime. As the eyes and ears of our nation’s highways, we are in a unique position to make a difference and close loopholes to traffickers who seek to exploit our transportation system for their personal gain. Members of our industry have demonstrated their effectiveness in reporting suspicious activity to law enforcement to help authorities arrest perpetrators and rescue victims.

TeamRoehl is proud to support this important purpose. We encourage our drivers to become trained Truckers Against Trafficking by providing the necessary training courses through Roehl Youniversity.



FROM 2020-2023 THERE WERE

202,478

VICTIMS WORLDWIDE



38%

OF ALL TRAFFICKING VICTIMS ARE CHILDREN



IN NORTH AMERICA,

75%

OF THE VICTIMS ARE TRAFFICKED DOMESTICALLY

Source: TAT

Data Privacy and Cybersecurity

Robust security controls

Roehl Transport prioritizes data privacy and cybersecurity to ensure business continuity. To guard against increasing levels of threat, we have implemented a robust and safe framework for information security operations to reduce the risk of damage, misuse, theft, loss, or abuse of our systems and internal data. We align our security program with the National Institute of Standards and Technology (NIST) and the Center for Internet Security (CIS) framework as a set of cybersecurity best practices and standards to protect our systems and data from cyberattacks.



Data Privacy

- Comprehensive standards and policies to ensure secure and responsible handling of personal and sensitive data.
- Employees undergo mandatory sensitive data handling and security awareness training.



Access Control and Security Audits

- Multi-Factor Authentication (MFA) to protect user accounts and sensitive company data.
- Utilization of principle of least privilege (PoLP) to minimize access rights and reduce potential attack surfaces.
- Conduct routine security audits to assess risks and enhance overall security programs.



Managed Detection and Response (MDR) & Cybersecurity Commitment

- MDR partner ensures continuous system monitoring, rapid threat detection, and swift response minimizes downtime and data exposure.
- Proactively address vulnerabilities and potential attack vectors.



Incident Response and Business Continuity

- Investment in redundant systems, cloud-based solutions, and failover mechanisms to ensure operational continuity.
- Comprehensive Incident Response Plan (IRP) enables us to react quickly in the event of cyber incidents, data breaches, or system failures.
- Regularly conduct tabletop exercises to test and refine response strategies.
- Robust disaster recovery plan in place to minimize downtime during emergencies in case of catastrophic event.



Vendors and partners

- We conduct a security assessment of all potential vendors before onboarding, evaluating their security policies, practices, and protocols.
- Once approved, we establish role-based access control (RBAC) and MFA to ensure vendors have access only to necessary systems and data, while reducing the risk of unauthorized access.



Data Privacy and Cybersecurity (Continued)

Training and testing

Roehl Transport prioritizes data privacy and cybersecurity to ensure business continuity. To guard against increasing levels of threat, we have implemented a robust and safe framework for information security operations to reduce the risk of damage, misuse, theft, loss, or abuse of our systems and internal data. We align our security program with the National Institute of Standards and Technology (NIST) and the Center for Internet Security (CIS) framework as a set of cybersecurity best practices and standards to protect our systems and data from cyberattacks.

This is accomplished by:

- Requiring all TeamRoehl members to complete information security training courses upon hire, and at least annually thereafter (certain teammates may be required to complete additional training modules depending on their specific job requirements.)
- Conducting simulated social engineering exercises (phishing, vishing, physical testing, etc.) once per month as well as randomly throughout the year. We do not view these exercises as “tests;” but rather, as individual assessments to help determine the overall security posture of the organization.
- Further assessment of security framework effectiveness through external network penetration testing conducted by a 3rd party to identify any potential weaknesses.





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