

## Diversity

Koch Companies is committed to diversity and a workplace culture that values and promotes diversity and equal employment opportunities. Our human capital is our most valuable asset. The collection of individuals and talent that comprise our workforce represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, ethnicity, expression, language, race, religion, veteran status, and other characteristics that make our employees unique.

We advance diversity at Koch Companies by:

- Attracting, recruiting, retaining, engaging, supporting, developing, and advancing diverse talent and individuals from every walk of life. Koch is committed to professional advancement for all.
- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.



## Women in Trucking

Koch Companies is a proud supporter of the Women in Trucking association and was named a "Top Company for Women to work for in Transportation" by the association in 2023, 2024, and 2025. Koch recognizes the value and contributions of women and continues a focused effort to increase gender diversity among drivers, mechanics, and office staff.

We support women at Koch Companies with:

- Corporate culture supportive of gender diversity
- Competitive compensation
- Quality benefits package (ie., paid maternity leave)
- Training, continued education and development support
- Career advancement opportunities
- Well maintained/safe equipment & facilities for drivers

