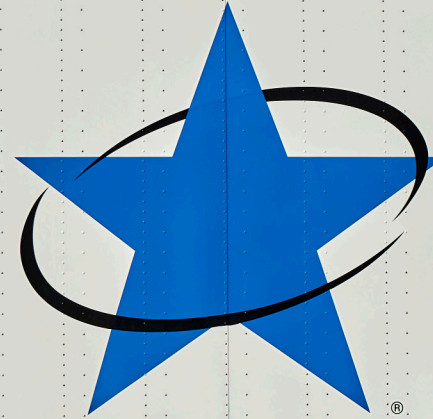


**LANDSTAR**

[www.landstar.com](http://www.landstar.com)



**TRANSPORTATION MANAGEMENT SOLUTIONS**

**STAR**

[www.landstar.com](http://www.landstar.com)



**ENT SOLUTIONS**

**2023**

**CORPORATE**

**SUSTAINABILITY REPORT**





# TABLE OF CONTENTS

CEO MESSAGE ..... 3

OUR MODEL  
A NETWORK BUILT TO DELIVER ..... 4

SAFETY AND SECURITY ..... 5

ENVIRONMENTAL STEWARDSHIP ..... 11

LANDSTAR IN OUR COMMUNITIES ..... 18

SUSTAINABILITY REPORTING..... 25

    Report Under the Guidelines of the  
    Sustainability Accounting Standards  
    Board (SASB) ..... 26





# CEO MESSAGE



## FRANK LONAGRO

Landstar President  
& Chief Executive Officer

In early February 2024, I joined Landstar as its new president and CEO. I am proud to have the opportunity to build upon the legacy of successful leaders at Landstar who established and upheld a strong commitment to responsible business practices. Safety, environmental stewardship and community service will continue to be a top priority for Landstar.

Our excellent safety record is a credit to the thousands of independent freight agents, truck owner-operators and third-party carriers who embrace and fully participate in Landstar's many programs designed to increase safety awareness, reduce accident frequency and minimize freight damage and loss. Our steadfast goal is to be an industry leader in safety.

We also encourage the entrepreneurial truck owner-operators in our network to minimize their impact on the environment by taking advantage of new technologies and, through purchase programs we offer, to increase their fuel efficiency. Typically, our largest capital expenditure each year is the purchase of new trailing equipment, and finding more efficient designs continues to be a factor when we consider equipment vendors. We remain committed to environmentally responsible business practices when outfitting these new trailers, and we continue to invest in SmartWay Verified aerodynamic devices.

This second annual Corporate Sustainability Report highlights our continued dedication to safety programs for our employees and independent entrepreneurs, to purchasing and maintaining safe and efficient trailing equipment, and to promoting fuel efficiency, emissions reductions and other conservation efforts within our influence. It also explains our collective efforts to make a positive impact within the industry and local communities.

Landstar's employees and independent entrepreneurs are deeply committed to having a positive impact – through safety, environmental stewardship, and community involvement.

Landstar will continue to keep these principles and efforts at the forefront of all we do.

Regards,

**Frank Lonagro**  
President & CEO



# OUR MODEL

## A NETWORK BUILT TO DELIVER

### AGENTS

Every Landstar agent is an independent business owner with the tools and support of a multi-billion dollar company. Operating under the Landstar umbrella, independent agents cultivate relationships with customers and Landstar capacity providers in order to provide shippers with personalized service at the local level and access to Landstar’s vast resources. Providing customers with superior service, and safe, on-time delivery directly relates to the agent’s own business success.

### CAPACITY

Unlike most other truck owner-operators in the industry, Landstar’s independent business capacity owners (BCOs) receive a percentage of the revenue billed to the customer for each load they haul. With no forced dispatch, Landstar BCOs use our exclusive LandstarOne® mobile app and other technology to choose their own freight and run where they want to go, when they want to go there.

Landstar also has a third-party truck carrier network that is over 75,000 strong. Approved carriers also use our LandstarOne mobile app to find the best loads, connect with agents, and save money on fuel purchases.

### CUSTOMERS

Landstar provides transportation solutions to more than 25,000 businesses worldwide – from single loads to complex projects, we handle it all. We’ve built customer confidence and trust in our name through our unwavering commitment to safety and service excellence. Landstar customers receive personalized service and operations expertise from independent sales agents, BCOs, and third-party carriers, who in turn receive resources and support from Landstar.



# SAFETY AND SECURITY



## AT A GLANCE

# 1,090\*

Landstar million mile safe drivers

# 174\*

Landstar Roadstar® drivers

# 100%

 of the new over-the-road van trailers acquired by Landstar since 2018 have reinforced rear-underride guards

\* As of the Landstar All-Star induction ceremony held July 2, 2023

## COMMITMENT TO SAFETY

Landstar is committed to the safety of our BCOs, third-party carriers, independent freight agents, employees, customers and the motoring public. Our dedication to efficient and responsible business practices is embedded in our safety culture and spans across our network and the communities in which we operate. Every member of the Landstar network plays an important role in putting safety first, from the top down. Strong interdepartmental collaboration and communication on safety is expected and implemented throughout our organization. We are proud to be an industry leader in safety programs and results.



## SAFETY PROGRAMS

Landstar has a variety of long-standing programs designed to increase safety awareness, and reduce accident frequency and potential freight damage.

### SAFETY THURSDAY CONFERENCE CALLS

Since 1991, Landstar executives have hosted a nationwide, monthly Safety Thursday Conference Call to discuss safety topics with BCOs, agents, customers, employees and invited guests, like law enforcement, industry organizations, and representatives from state and federal regulatory agencies.

During 2023, Landstar held 12 Safety Thursday Conference Calls and averaged over 1,145 participants on each call.

### LANDSTAR SAFETY OFFICERS (LSOs)

Landstar requires each of our independent sales agencies to name

an individual responsible at the agency for upholding Landstar's safety-first culture. The designated Landstar Safety Officer (LSO) promotes safe, secure and compliant driving, and supports customer safety initiatives.

### LANDSTAR'S MUTUAL UNDERSTANDING OF SAFETY TOGETHER (M.U.S.T.) PROGRAM

Landstar's Mutual Understanding of Safety Together (M.U.S.T.) initiative is a collaborative program involving Landstar employees, agencies and customers to formulate and implement logistics best practices and solutions focused on safety.

Since its inception in 2000, the program proactively supports and educates customers in the areas of workplace and highway safety through extensive tours of customers' facilities followed by discussion and analysis of safety and securement practices.

## SAFETY RECOGNITION FOR TRUCK OPERATORS

Nothing demonstrates Landstar's commitment to safety more than our fleet of Million Mile Safe Drivers and Landstar Roadstar® honorees. Each has driven at least 1 million consecutive miles with Landstar, without a preventable accident.

At the 2023 BCO All-Star Celebration, Landstar inducted 98 new One Million Mile Safe Drivers, 19 new Two Million Mile Safe Drivers and one new Three Million Mile Safe Driver. Out of these, there were 15 owner-operators also inducted into the ranks of Landstar Roadstar, one of Landstar's highest honors for BCOs awarded for their high levels of safety, productivity and excellence in customer service.



## SAFETY MEETINGS

Landstar employs field safety managers throughout the United States to review and discuss safety-related best practices with BCOs, agents and customers. In 2023, Landstar field safety managers held 93 safety meetings across North America.

### 25TH ANNUAL RIVERBOAT SAFETY CRUISE

It was smooth sailing for Landstar's 25th annual Riverboat Safety Cruise down the St. Croix River on July 22, 2023. More than 200 Landstar BCOs and their families, Landstar agents and safety-team employees boarded a riverboat in Stillwater, Minnesota, to mingle with fellow members of the Landstar network.

There was more to the event than networking. The group discussed safety and compliance practices including personal conveyance, Landstar's SmartDrive® Dashboard Camera Purchase and Service Program, and equipment inspections at Landstar's U.S./Mexico Logistics Center in Laredo, Texas.

In addition to a lunch provided by Landstar, attendees were treated to a performance by special guest and American Idol singer Eric Gordon. BCOs also won door prizes and giveaways, sponsored by five independent agencies, which included everything from hats to tires.

The first event, in 1997, was a barbecue held at a state park in Afton, Minnesota, hosted by Landstar Agent Bobby Schlieske who invited BCOs and their families to join him and some Landstar employees to talk safety with a guest speaker from the Minnesota Department of Transportation.

The gathering evolved into today's annual Riverboat Safety Cruise. Coordinated by independent agencies and Landstar field safety managers, it is one of the largest safety meetings held for Landstar BCOs and their families.

SmartDrive® is a registered trademark of SmartDrive Systems, Inc.





# ACCIDENT FREQUENCY

The chart shows accidents per million miles reportable to the U.S. Department of Transportation (DOT). The Federal Motor Carrier Safety Administration has reported that the national average for the DOT accident frequency rate for all motor carriers for 2021 (the most recent year reported by FMCSA) was 0.96 DOT accidents per million miles traveled. In each of the most recent four years, our year-end DOT accident frequency rate was significantly below this national average.

A "DOT Accident" is defined, consistent with U.S. 49 CFR 390.5T, as an occurrence involving a commercial motor vehicle operating on a highway in interstate or intrastate commerce that results in a fatality,

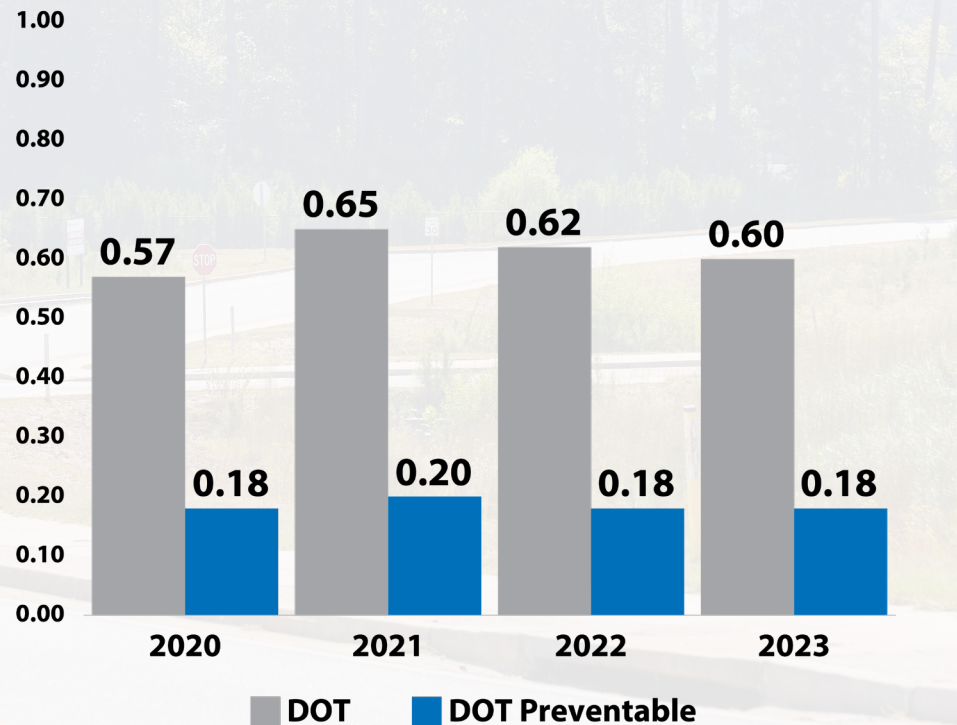
a bodily injury to a person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident, or one or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle(s) to be transported away from the scene by a tow truck or by other motor vehicle, but does not include an occurrence involving only boarding and alighting from a stationary motor vehicle or an occurrence involving only the loading or unloading of cargo.

A "DOT Preventable Accident" on the part of a motor carrier is defined by U.S. 49 CFR 385.3 as a DOT Accident that could have been averted but for an act, or failure to act, by the motor carrier or the driver.



## Year-end Accident Frequency

Frequency Per Million Miles Traveled by Landstar BCOs







## SAFE EQUIPMENT

Our emphasis on the use of safe and compliant equipment helps to reinforce our reputation as one of the safest companies in the industry. Landstar requires all trucks and trailing equipment leased from a BCO to be inspected every 120 days at a Landstar-approved facility, which is more frequent than federal legal requirements and common industry standards.

In addition to encouraging safe truck operations and requiring compliant equipment, Landstar strives to provide a secure supply chain for our customers, network and vendors with whom we conduct business. We regularly

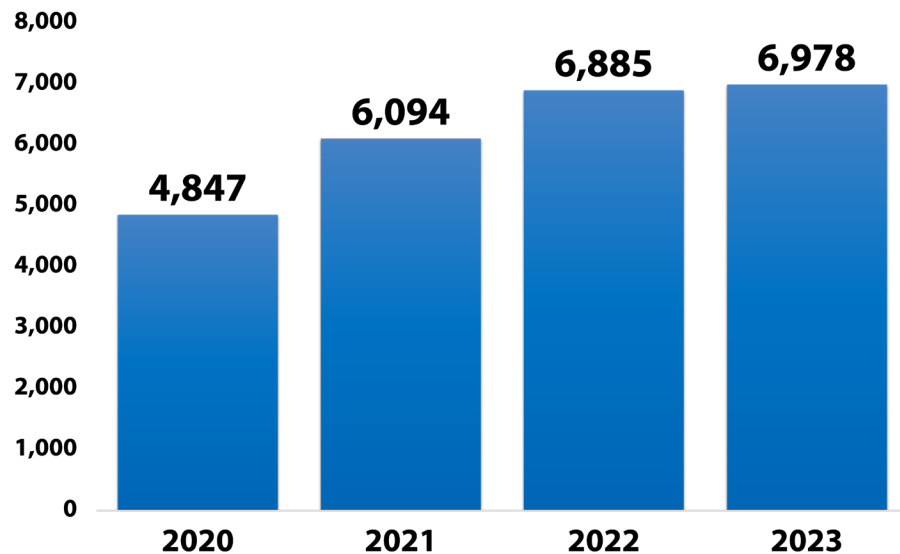
communicate our security guidelines, practices and compliance expectations to participants in our network.

### ADDED PROTECTION

Reinforced rear-underride guards are designed to provide greater protection to the driving public in the event of an accident at the rear of the trailer. Since 2018, 100% of the new over-the-road van trailers acquired by Landstar have had reinforced rear-underride guards. Today, over half of Landstar’s van trailer fleet has reinforced rear-underride guards.

The following chart shows the number of company-owned van trailers with reinforced rear-underride guards in our fleet as of the end of each year:

## Company-owned Van Trailers in Fleet with Reinforced Rear-underride Guards





## ENVIRONMENTAL, HEALTH, SAFETY & SECURITY

Landstar's environmental, health, safety & security (EHS&S) program is the right thing to do. It enhances the value of the organization to Landstar customers and the environment we operate within through the supportive actions of its agents, employees and capacity providers.

Landstar's pledge is to be a positive influence within the transportation and logistics industry.

### Landstar's commitment is to:

- Reducing, and where feasible, eliminating the generation, discharge, disposal or spilling of hazardous materials.
- Train its employees on how to conduct their activities in an efficient, responsible manner, consistent with this policy.
- Meet or exceed the environmental, health, safety & security requirements of regulatory agencies and strive to meet other requirements as known to Landstar.
- Monitor its performance to determine progress toward the achievement of EHS&S program goals and objectives through appropriate measurements and internal audits.
- Conduct regular meetings of management to review performance with respect to EHS&S programs.
- Promote and communicate its EHS&S programs to Landstar customers, agents, employees and capacity providers.
- Encourage its customers, agents and capacity providers to institute sound practices consistent with these objectives.
- Work to continuously improve its management practices with respect to EHS&S.

Landstar's pledge is to be a positive influence within the transportation and logistics industry and we accept the responsibility to do so.



Revised: 03/22

## COMMITMENT TO SUPPLY CHAIN SECURITY AND CTPAT

Landstar System, Inc. and its affiliated transportation services companies (collectively, "Landstar" or the "Company") have been members of the Customs Trade Partnership Against Terrorism (CTPAT), a voluntary joint government/business initiative to improve supply chain security, since 2003. The Company's involvement is an effort to ensure a more secure supply chain for our customers, employees, agents, third-party capacity providers and vendors. Landstar is committed to implementing, following and maintaining procedures and practices consistent with CTPAT security criteria and guidelines published and enforced by U.S. Customs and Border Protection (CBP).

Security is part of Landstar's safety-first culture. Our commitment to security includes awareness of and protection from criminal activities within the supply chain, including drug trafficking, human smuggling and forced labor, transportation of illegal contraband, terrorism and cyberterrorism. The Company regularly communicates its security guidelines, practices and compliance expectations to customers, employees, agents, third-party capacity providers and vendors with whom we conduct business.

**Matt Miller**  
Executive Vice President,  
Safety, Compliance, Trailer Management,  
and Insurance Administration  
Landstar Transportation Logistics, Inc.

Revised: 03/23



# ENVIRONMENTAL STEWARDSHIP



## AT A GLANCE

**24** years as a Responsible Care Partner

**100%** of our new trailer purchases are equipped with low-rolling resistance tires

**Over 97%** of our van trailers are equipped with rechargeable battery-powered or solar-powered tracking devices

## OUR OPERATIONS

Landstar is an asset-light provider of integrated transportation management solutions. Transportation capacity is provided to Landstar's customers by thousands of BCOs and approved third-party carriers. Landstar owns thousands of trailers but does not own a single truck.

As part of Landstar's Environmental, Health, Safety & Security Responsible Care Partnership Program, Landstar is committed to meet or exceed the environmental requirements of regulatory agencies applicable to our operations. Landstar is committed to efforts to address greenhouse gas (GHG) emissions in our operations.



# GHG EMISSIONS RELATING TO OUR OPERATIONS

## LONG-HAUL TRUCKING

The long-haul trucking industry in North America is diesel-fuel based. Landstar has undertaken significant efforts to increase energy efficiency and reduce emissions relating to its operations. At present, however, long-haul trucking operations powered by zero-emission vehicles (ZEVs) using electricity or hydrogen-based powertrains rather than diesel are not commercially feasible at scale in North America.

Although truck manufacturers have begun producing limited numbers of ZEVs, significant challenges remain with respect to the economic feasibility of these trucks and the necessary further development of this technology considering power, torque, range, efficiency and other performance requirements of long-haul trucking operations. Moreover, the extensive nationwide charging/fueling infrastructure and maintenance network that would be necessary to support such operations does not exist.

## FOCUS ON INCREMENTAL IMPROVEMENTS

Landstar focuses on incremental improvements to improve energy efficiency and reduce emissions, where possible, in our operations. Significant technological, infrastructure-related and other hurdles remain to be overcome in order to operate a large long-haul trucking business in North America using ZEVs. In fact, the only currently feasible method for Landstar to achieve a meaningful GHG reduction target of its Scope 3 emissions would be to reduce the size of our freight transportation business. We believe this strategy would not be in the best interests of our company, its stockholders or the general public.

To date, Landstar has not adopted specific targets to reduce Scope 3 GHG emissions relating to its freight transportation operations given the significant future technology developments and infrastructure investment throughout North America that would be required in order to define targets and implement a plan to achieve them. Nevertheless, Landstar's targeted approach has resulted in significant GHG-related improvements over time in our core operations.





## QUANTIFYING LANDSTAR GHG EMISSIONS

Quantifying GHG emissions is an important first step to enable us to identify options for reducing Landstar's carbon footprint where we can exert some control or influence regarding the emission sources. Landstar quantifies its GHG emissions based on the Corporate Accounting and Reporting Standard promulgated by the GHG Protocol. Landstar also participates in the Climate Disclosure Project (CDP) to report in line with the recommendations of the Taskforce on Climate-related Financial Disclosure (TCFD).

Landstar's Scope 1 and 2 emissions primarily relate to the operations of Landstar service center office locations and are de minimis. Landstar's Scope 3 emissions substantially relate to trucks owned and operated by independent third parties (BCOs and approved carriers) providing services in the long-haul trucking sector, as truck services contributed 91%, 89% and 91% of our consolidated revenues in fiscal years 2023, 2022 and 2021, respectively.

### TOTAL GHG EMISSIONS

in Metric Tons of CO<sub>2</sub>-e

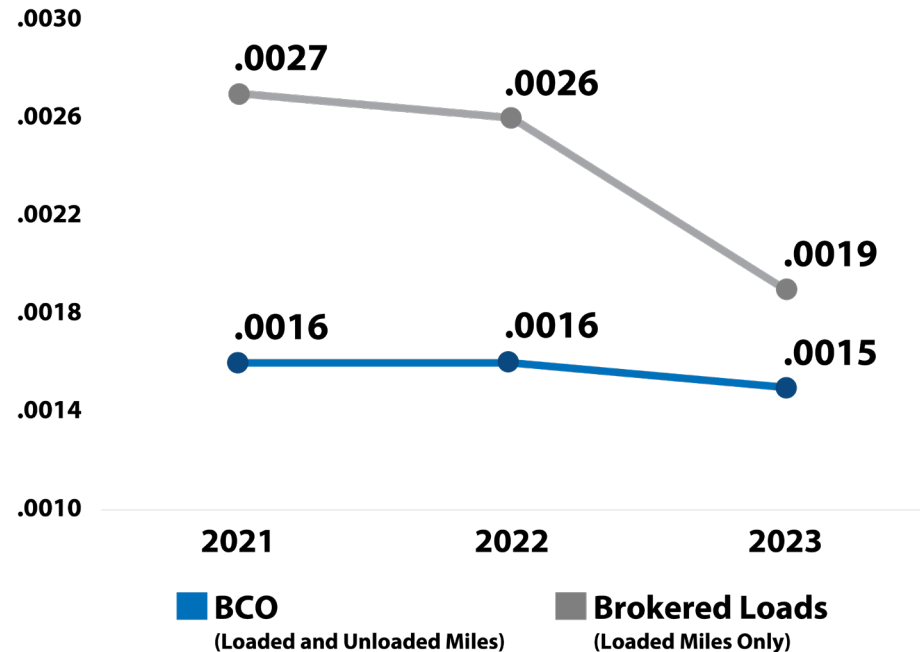
Year	Scope 1	Scope 2	Scope 3
2021	199	1,489	4,330,038
2022	207	2,273	4,480,582
2023	174	2,801	3,169,571

### SIGNIFICANT SCOPE 3 EMISSIONS DECREASE IN 2023

Landstar's Scope 3 emissions decreased 29% in 2023 compared to 2022. This improvement was due in part to our goal of incremental GHG emission-related improvements in our core trucking operations, as reflected in the significant improvement in average fleet-wide BCO miles per gallon (MPG) in 2023 compared to 2022. The primary factor, however, that contributed to Landstar's significant Scope 3 emissions decrease in 2023 compared to 2022 was a decrease in the aggregate amount of miles operated by BCOs and third-party motor carriers in connection with the downcycle in U.S. freight markets experienced throughout 2023. In addition, updates by the EPA to applicable emissions factors used for 2023 also contributed to the significant decrease in our Scope 3 emissions.

## Average GHG Emissions Per Mile

in Metric Tons of CO<sub>2</sub>-e per mile



### SCOPE 3 GHG EMISSIONS PER MILE

Landstar provides operational data that relates to our goal of incremental GHG emission-related improvements in our core trucking operations. The chart included above provides information on average GHG emissions per mile by truck capacity operating as part of our network. For BCO trucks, we provide this data based on all miles, loaded and unloaded. For loads hauled by third-party motor carriers, we disclose this data per loaded mile on shipments brokered by Landstar.

Average GHG emissions per mile for loads hauled by both BCOs and truck brokerage carriers each exhibited incremental improvement in 2023 compared to 2022. The impact of updated EPA emissions factors was the primary contributor to the significant decrease in average GHG emissions per mile for brokered loads in 2023 compared to 2022.



## FUEL EFFICIENCY

Fuel is one of the largest sources of carbon emissions within the supply chain. While Landstar does not own trucks and cannot control the fuel purchasing decisions of the independent BCOs and approved carriers within our network, we encourage them to increase the fuel efficiency in their operations. In the truckload sector, there is a correlation between fleet-wide increases in average MPG and decreases in average GHG emissions per mile.

Landstar promotes the use of the LandstarOne® mobile app, with Load Alerts® and Landstar Maximizer® technologies, to help reduce empty miles and time spent idling. Landstar also encourages BCOs to adopt new technologies provided by original equipment manufacturers and aftermarket product manufacturers to increase fuel efficiency. For example, BCOs can obtain discounts through the Landstar Contractors' Advantage Purchasing Program (LCAPP) on products such as low-rolling resistance tires and auxiliary power units.

### BCO BIODIESEL USAGE

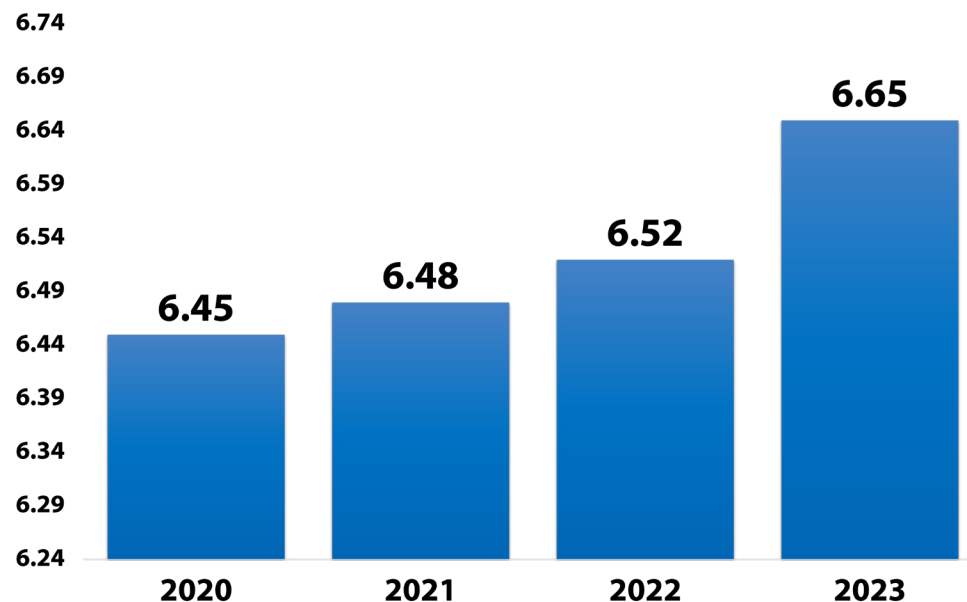
According to the U.S. Department of Energy, biodiesel can offer considerable GHG emissions benefits when used as a vehicle fuel. Many BCOs choose to purchase various biodiesel alternatives. Over the past three years, BCOs have collectively purchased over 19 million gallons of biodiesel blends, with B2, B5 and B20 being the most common varieties.

### BCO MPG

In 2023, Landstar reported over 800 million miles traveled by BCOs for fuel tax purposes. The difference in average MPG for these BCO miles between 2023 and 2013 was 0.39 MPG. By improving their MPG over this period, BCOs used 7.61 million fewer gallons of fuel in 2023 than they would have used had they run the same amount of total miles in 2023 but at the average MPG they experienced in 2013. Landstar has information regarding BCO fuel usage through the fuel tax administration program we offer to BCOs. The following chart provides the average annual MPG over the last four years for BCOs who participated in our fuel tax administrative program. According to the North American Council for Freight Efficiency (NACFE)\*, the national average of all US Class 8 tractor-trailers was at 6.24 MPG in 2020, below the average fuel efficiency achieved by BCOs in each of the past four years. Please note that MPG is influenced by many factors including freight mix, equipment type, cargo weight, tires, routing and other factors.

\*NACFE, Yunsu Park et al, 2022 Annual Fleet Fuel Study, December 2022

## Average Fleet-wide BCO MPG





# TRAILING EQUIPMENT AND ENERGY EFFICIENCY

## AERODYNAMIC TRAILING EQUIPMENT

Landstar owns 14,270 pieces of trailing equipment, including more than 13,000 van trailers. Almost all of our van trailers are outfitted with aerodynamic features such as side skirts, topkits and/or undertrays that aim to improve fuel mileage and thereby reduce emissions of the hauling Class 8 truck. Each of the aerodynamic features used on our van trailers are listed on the SmartWay Verified List of Aerodynamic Devices as providing EPA-verified fuel savings of 5% or more when

used in conjunction with low-rolling resistance tires (see <https://www.epa.gov/verified-diesel-tech/learn-about-smartwayverified-aerodynamic-devices>).

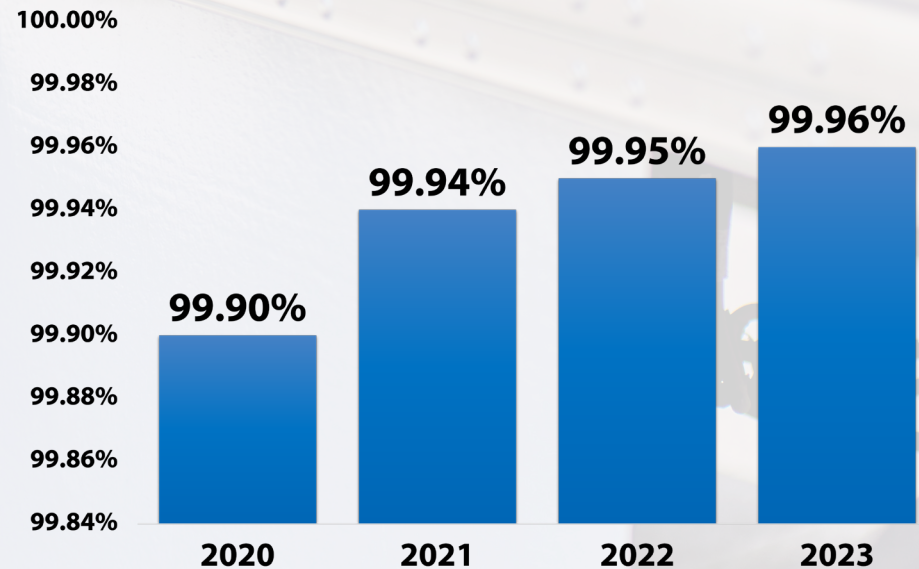
In fact, our fleet of van trailers operating throughout the United States and Canada meets or exceeds standards promulgated by the California Air Resources Board, or CARB, which are typically considered the most stringent state or federal emissions-related standards in our industry.

Landstar is committed to looking for new ways to increase the energy efficiency of new trailers we purchase as well as of our existing trailers through after-market updates and routine maintenance.

The following chart shows our progress in installing aerodynamic devices on our van trailers since 2020:



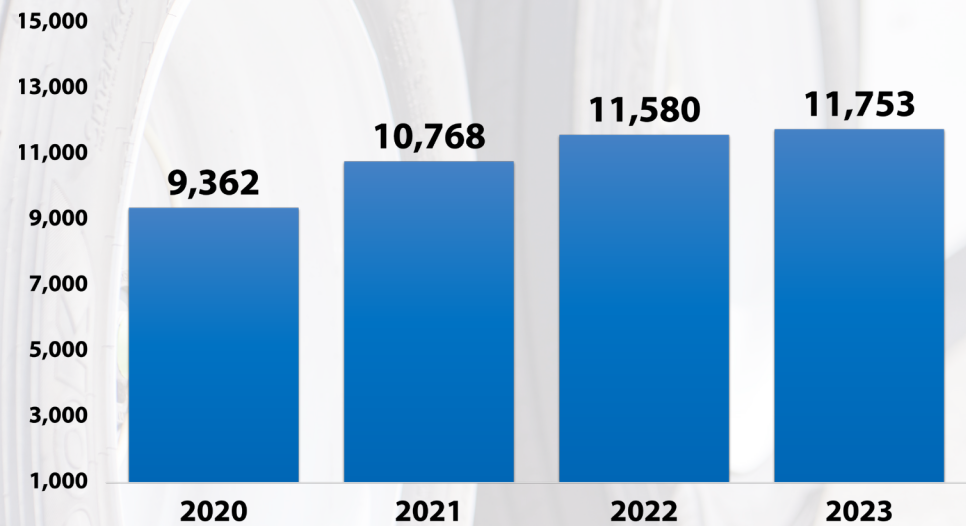
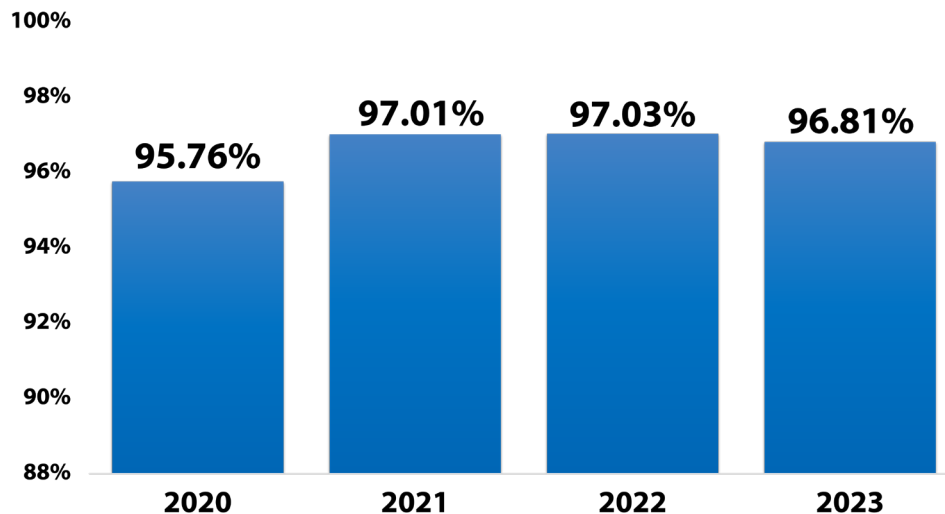
### % of Owned Over-The-Road Van Fleet with Aerodynamic Devices



**LOW-ROLLING RESISTANCE (LRR) TIRES**

Landstar is committed to equipping our trailers with LRR tires. LRR tires are designed to reduce the energy loss as a tire rolls, thereby increasing fuel efficiency and reducing emissions. Since 2014, 100% of our new trailer purchases have been equipped with LRR tires and we have been committed to using LRR tires to replace existing tires, subject to availability at the location where the tires are being replaced.

The chart to the right shows the number of trailers in our fleet with LRR tires as of the end of each year.

**Cumulative New Trailers Purchased with Low-Rolling Resistance Tires****Rechargeable or Solar Tracking Device % of Owned Van Fleet****TRAILER-TRACKING DEVICE BATTERIES**

We use thousands of remote tracking devices on trailers to help us gain efficiencies in our operations. In recent years, Landstar has replaced thousands of single use battery-powered trailer tracking units with rechargeable battery-powered and/or solar-powered units.

As of the end of 2023, 13,034, or over 96%, of our van trailers were equipped with rechargeable battery-powered or solar-powered tracking devices.

The chart to the left shows our most recent history regarding the use of rechargeable or solar-powered batteries in trailer tracking devices used with our van trailer fleet.



## SERVICE CENTERS

We also work to conserve energy and reduce the environmental impact relating to all of our facilities – from the headquarters in Jacksonville, Florida, to the service center in Rockford, Illinois, to our logistics center in Laredo, Texas, and the seven field operations centers across North America.

Landstar has implemented a computer power management system that automatically shuts off computers during the evenings and weekends, and powers them back on during working hours. This initiative has resulted in recognition by the United States Environmental Protection Agency (EPA) for our participation in the Low Carbon IT Campaign. Annually, we also responsibly dispose of outdated computer systems and peripherals through an EPA-certified E-Scrap recycler.

In addition, Landstar headquarters has energy efficient interior and exterior lighting, auto-shutoff for light and water fixtures and high-efficiency HVAC units. Our corporate headquarters also uses irrigation water for our closed loop system so that cooling water is not released into the sewer system.



LANDSTAR FIELD OPERATIONS  
CENTER, CARNESVILLE, GA

## CERTIFICATIONS / PARTICIPATION



Landstar was recognized in 2023 as one of *Inbound Logistics' 75 Green Supply Chain Partners*. “From 3PLs to air cargo carriers, and from ports to truckers, *Inbound Logistics* recognizes 75 supply chain visionaries who have come full circle by demonstrating their commitment to sustainability every day in every way.”



# LANDSTAR IN OUR COMMUNITIES



## AT A GLANCE

**#53** on *Forbes* list of  
2023 Best Mid-sized Employers

Over **\$1 million** distributed in  
undergraduate grants from the Landstar Scholarship Fund

**2,500+** agents, BCOs and employees have  
taken the Truckers Against Trafficking (TAT) training  
offered through the Landstar network

## LANDSTAR'S CULTURE

Just as Landstar provides customers with freight transportation solutions, and BCOs and agents with support to successfully grow their own businesses, Landstar provides employees with opportunities for career development in an environment that is diverse and inclusive.

Landstar's culture encourages teamwork, collaboration and entrepreneurship. We celebrate achievements along the road to success – recognizing participants in our network who demonstrate our commitment to safety and service at work and in our communities.



## OUR NETWORK

Landstar empowers the people in our network – thousands of independent business owners and corporate employees – to provide transportation services for customers and help better the communities in which we operate.

### AWARD-WINNING CULTURE

In 2023, Landstar was named for the second consecutive year to the **Fortune 500** list of America's largest corporations by revenue. More than a marker of growth, it is a testament to Landstar's unique, entrepreneurial business model that has proven successful for decades. The company also was named by **Forbes** magazine as one of America's

Best Mid-Sized Companies, coming in at number 31 on the list. **Forbes** also ranked Landstar number 53 on its 2023 Best Midsized Employers list.

Landstar's culture supports gender diversity and career advancement opportunities for women – and is why we were once again recognized in 2023 by the **Women in Trucking Association (WIT)** as one of the top companies for women to work for in transportation. To be named, a company must foster gender diversity, provide competitive compensation and benefits, flexible hours and work requirements, professional development and career advancement opportunities. Landstar also has been recognized by the not-for-profit organization **Women Executive Leadership, Inc.** with an Elevate Award for advancing gender diversity in the boardroom. Currently, three of the eight members of Landstar's board of directors are women, including our Chairman of the Board, Diana M. Murphy.



## OUR EMPLOYEES

Our employees are critical to our continued success. We focus significant attention on attracting and retaining talented and experienced individuals to manage and support our operations. To attract and retain top talent in our competitive industry, we have designed our compensation and benefits programs to provide a balanced and effective reward structure. Our short and long-term incentive programs are aligned with key business objectives and are intended to motivate strong performance. Our employees are eligible for medical, dental and vision insurance, a 401(k) savings/retirement plan, flexible time-off, employer-provided life and disability insurance, our wellness program, our tuition reimbursement program, and an array of voluntary benefits designed to meet individual needs. We engage firms nationally recognized in the benefits area to objectively evaluate our programs and benchmark them against peers and other similarly situated organizations.

Landstar seeks to compensate employees in a manner that is fair, consistent, and reflective of the external market and provides recognition for the achievement of individual goals, corporate objectives, and professional competencies while maintaining fiscal responsibility. Landstar’s learning and development department offers all employees the opportunity to participate in various learning tracks on topics including Leadership, Workplace Safety & Security, Customer Service and other core skills. Courses offered by the learning and development department are delivered by Landstar’s team of Association for Talent Development (ATD) certified trainers through both on-line and classroom settings.

## DIVERSITY, INCLUSION AND NON-DISCRIMINATION

At our core, Landstar is about providing opportunity to people in the freight transportation industry. Our business model is built on helping individual entrepreneurs – regardless of race, gender or background – become successful in our network. Our focus as a company is on safely moving freight and supporting the entrepreneurs in our network. We support diversity and inclusion within our business and our network.

Our philosophy is to treat people fairly without regard to race, color, sex, religion, national origin, age, disability, present, past, or future service in a branch of the uniformed services of the United States, citizenship, sexual orientation or gender identity. Discrimination against any employee or applicant for employment based on any of these conditions is not tolerated. This policy applies to all practices, including, but not limited to, recruiting, hiring, pay/settlements, training, promotions, and all terms and conditions of employment and termination.

Landstar’s **EEO-1 Report** is a compliance survey with employment data categorized by race/ethnicity, gender and job category used by the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP) in the U.S. Department of Labor. Landstar annually publishes its most recent EEO-1 report on its website.

More information is available at <https://www.landstar.com/corporate-information/corporate-responsibility/network/>.





### CELEBRATING BCOS AND AGENTS

In addition to holding owner-operator-targeted appreciation events throughout the year, Landstar hosts the BCO All-Star Celebration specifically for business capacity owners (BCOs) who have reached record heights of accomplishment. During the annual event, Landstar honors commitment to safety and service excellence by inducting a new class of **Million Mile Safe Drivers**, comprised of eligible BCOs who have driven 1 million miles with Landstar without a preventable accident. Landstar also proudly celebrates BCOs who have achieved 2, 3 and even 4 million miles with Landstar without a preventable accident. Some BCO Million Mile Safe Drivers who stand out for their business acumen are also recognized as Roadstar® honorees, one of Landstar's highest honors for truck owner-operators.

Additionally, Landstar hosts two truck giveaways on an annual basis. Each of the two trucks is equipped with industry-leading fuel efficiency and safety technology. Only Landstar Million Mile Safe Drivers or Roadstar® honorees are eligible to win the truck given away during the BCO All-Star Celebration. The other truck giveaway, Deliver to Win, is open to all Landstar BCOs, and happens in conjunction with an annual BCO Appreciation Days event.

Independent agents and BCOs are also eligible to earn a **Star of Quality Award**. Landstar implemented its monthly Star of Quality Award to recognize those who demonstrate unparalleled commitment and provide exemplary service to their communities. As Landstar believes these individuals represent the best in the freight transportation industry, it makes every effort to acknowledge and thank them for their daily efforts.

### HELPING MEMBERS OF OUR NETWORK

Landstar created its **BCO Benevolence Fund** in 2005 to provide financial assistance to BCOs in times of hardship and/or emergency. Qualified BCOs who receive aid from this fund might not have the assets they need to meet their financial obligations or have what they need to provide basic living expenses for their family due to an unexpected event or illness. Thus, Landstar collects contributions throughout the year at various events to provide them with the relief they need. Since its establishment, the BCO Benevolence Fund has provided financial assistance to hundreds of BCOs in times of need.

Additionally, Landstar established the **Landstar Scholarship Fund** in 1995 for the children of Landstar employees, BCOs and independent sales agents. Designed to recognize and reward these students' outstanding undergraduate academic achievement and civic involvement, Landstar has awarded 401 scholarships totaling over \$1 million in financial aid since establishing the fund. The recipients are well-rounded individuals who succeed both in and out of the classroom and whose qualities exemplify Landstar's commitment to excellence.



*"I am grateful to have received the Landstar Scholarship throughout my years at the University of Pittsburgh because it helped provide me with the freedom to participate in unpaid volunteer and intern experiences. Those opportunities shaped my career goals and gave me insight into the museum world that I would not have gained otherwise."*

- **Darien Cropper**, daughter of independent Landstar Agent Ron Peple and four-time Landstar Scholarship Recipient

Since graduation, Darien has earned a position in programming and communications at the Kidzu Children's Museum in Chapel Hill, North Carolina.



## COMMUNITY INVOLVEMENT

Landstar is committed to supporting the independent business owners and corporate employees in our unique network, along with the communities in which we all operate.

For more than a decade, Landstar has supported **The Women's Board of Wolfson Children's Hospital** in Jacksonville, Florida. The mission of the hospital is to care for each and every child that comes through its doors and, by offering its support, Landstar hopes to contribute to the health of the next generation.

Similarly, Landstar sponsors and supports:

- **The United Way of Northeast Florida**
- **The United Way of Rock River Valley, Illinois**
- **The Donna Foundation**
- **American Cancer Society's Relay for Life**
- **Feeding Northeast Florida**

Additionally, Landstar's corporate employees aim to brighten the holidays by collecting bike donations and hosting a toy drive in an annual Angel Tree gift program. This program directly supports the Child Guidance Center in Jacksonville, Florida, which provides behavioral solutions to local children and their families.

Landstar employees who work out of the Rockford, Illinois office, participate in an Angel Tree program to benefit the **Winnebago/Boone Foster Care Alliance**. This organization is the collaborative result of various agencies in both Winnebago and Boone Counties, and its Adopt-An-Angel program provides holiday gifts to local foster children and children involved with child welfare services.

Many entrepreneurs within Landstar's network also offer exemplary service to their communities. Landstar is proud to be affiliated with independent agents and BCOs who make a positive impact on their own local communities.





### LANDSTAR BCO MARK WINHOVEN TAKES PRIDE IN HAULING THE WALL THAT HEALS

Created by the Vietnam Veterans Memorial Fund (VVMF) in 1996, the Wall That Heals is a scaled-down version of the Vietnam War Memorial which travels coast-to-coast in a series of trailers. In 2023, on its 28th tour, independent Landstar owner-operator Mark Winhoven was selected by the organization to take part in the project.

Not only did Winhoven volunteer to haul The Wall That Heals from Seymour to Middletown, Indiana, but with permission from the VVMF, he added a stop in his hometown, where he anonymously set up and showcased the memorial so that even more people could have the opportunity to view it.

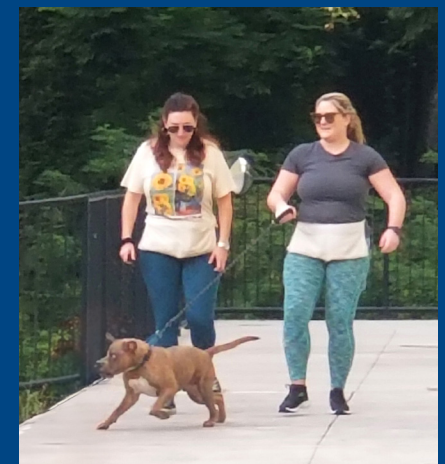
“I’m not making a penny. I’m doing my part,” Winhoven said. “I donated my time, my fuel and everything that goes with it. And I’m proud of it.”

### MOMENTUM TRANSPORTATION TAKES TEAMWORK INTO THE COMMUNITY

Independent Landstar agency Momentum Transportation, based in Jacksonville, Florida, finds numerous ways to offer hands-on care in the community through a team-based approach. For example, individuals may volunteer to participate in a blood drive the agency holds once each quarter.

Additionally, the agency supports a variety of causes. From bagging Thanksgiving “Bags of Bounty” with non-profit food bank Farm Share to walking rescue animals at the local Humane Society, participating in the annual DONNA 5K to raise funds for breast cancer, collecting Christmas toy donations and more, Momentum Transportation has exemplified a consistent commitment to volunteering.

“The employees here love helping out,” says Momentum Transportation Office Manager and Executive Assistant Kristin Fanelli, who organizes the events. “It feels good to give back. It’s very rewarding to put a smile on everyone’s face, even the puppies.”





### AFFORDABLE MEMORIES FOR LOCAL FAMILIES ARE THE FOCUS FOR LANDSTAR BCO PAT MCGUIRE

Kind-hearted people like Landstar BCO Pat McGuire often assist with food donations and volunteer for other community-boosting activities, but McGuire does more. He works to keep his local community center open in Clarksville, Missouri and make a local festival accessible for all children.

At the annual Apple Fest, he rents bounce houses, hires face painters and even schedules a petting zoo for the event, all free of charge to ensure children have an equal opportunity for family fun. What's more, during the holiday season he offers his time as Santa Claus by appearing at local stores and school breakfasts.

"There is so much need in this town, and I started trying to fill the void, but the void is much bigger than me," McGuire says. "All the kids deserve time with Santa and a lot of 'Santa's helpers' charge money for their time, so I try to make sure every kid has access to him."

### VOLUNTEER FIREFIGHTER ADAM SPENCER

Independent Landstar Agent Adam Spencer first fell in love with the idea of a career in firefighting as a child, joining as a junior firefighter at the age of 14. Now, he gets to indulge in that love as a volunteer firefighter in Mississippi, putting his skills as a trained paramedic to work when he's not running his agency.

"I still keep in contact with one man who I helped save from cardiac arrest," Spencer recalls. "Being a volunteer firefighter has been a labor of love, but it's probably been one of the best things I've ever done in my life."







# SUSTAINABILITY REPORTING



## REPORT UNDER THE GUIDELINES OF THE SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

This report has been prepared by Landstar System, Inc. (collectively with its subsidiaries and affiliates, “Landstar”) under standards and metrics published by the Sustainability Accounting Standards Board (SASB). We have included the sustainability disclosures related to the industry sector “Road Transportation,” which we believe are most closely aligned with our business.

Based on our internal review of the information in this report and internal audit of the figures presented, we believe this report to be accurate at the time of reporting. We did not submit this report for external review or audit. All data is as of or for the year ended December 30, 2023, unless otherwise noted, and we undertake no obligation to publicly update or revise any statements or information set forth in the report.



## SUSTAINABILITY DISCLOSURE TOPICS &amp; ACCOUNTING METRICS

TOPIC	CODE	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	RESPONSE/COMMENT
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO2-e	174
	TR-RO-110a.2	Discussion of long-term and short-term strategies and plans to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	See note 1.
	TR-RO-110a.3	1. Total fuel consumed 2. Percentage natural gas 3. Percentage renewable	Quantitative	Gigajoules (GJ) Percentage (%)	See note 2.
Air Quality	TR-RO-120a.1	Air emissions of the following pollutants: 1. NO <sub>x</sub> (excluding N <sub>2</sub> O) 2. SO <sub>x</sub> 3. Particulate matter (PM <sub>10</sub> )	Quantitative	Metric tons (t)	See note 3.
Driver Working Conditions	TR-RO-320a.1	1. Total recordable incident rate (TRIR) and 2. Fatality rate for: a. Direct employees b. Contract workers	Quantitative	Rate	1. TRIR: 0.20 (direct employees only) 2. Fatality rate: (a) Employees – 0.00 (b) BCO Independent Contractors - 0.001 per million miles
	TR-RO-320a.2	1. Voluntary and 2. Involuntary turnover rate (in each case for all employees based in the United States)	Quantitative	Rate	Employee turnover rate: 1. Voluntary = 10.2% 2. Involuntary = 3.4%
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Discussion and Analysis	N/A	See note 4.

(1) Landstar is an asset-light provider of integrated transportation management solutions. Transportation capacity is provided to Landstar's customers by thousands of independent truck owner-operators, third party motor carriers and other third party transportation capacity providers. Landstar owns thousands of trailers but does not own a single truck. Accordingly, Landstar's transportation logistics services have no reportable Scope 1 greenhouse gas emissions as defined in The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol), Revised Edition, March 2004, published by the World Resources Institute and the World Business Council on Sustainable Development (WRI/WBCSD).

(2) The scope of disclosure under TR-RO-110a.3 refers solely to fuel directly consumed by Landstar. Transportation capacity is provided to Landstar's customers by thousands of independent truck owner-operators, third party motor carriers and other third party transportation capacity providers. Landstar owns thousands of trailers but does not own a single truck. Landstar's transportation logistics services do not directly consume any fuel within the scope of TR-RO-110a.3.

(3) Transportation capacity is provided to Landstar's customers by thousands of independent truck owner-operators, third party motor carriers and other third party transportation capacity providers. Landstar owns thousands of trailers but does not own a single truck. Accordingly, Landstar's transportation logistics services have no reportable air emissions from NO<sub>x</sub> (excluding N<sub>2</sub>O), SO<sub>x</sub>, or Particulate matter (PM<sub>10</sub>). Emissions from Landstar office facilities are de minimis.

(4) The scope of disclosure under TR-RO-320a.3 references employee truck drivers. Disclosure relating to the short-term and long-term health risks of Landstar's BCO Independent Contractors is not within the scope of TR-RO-320a.3.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS CONTINUED

TOPIC	CODE	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	RESPONSE/ COMMENT
Accident and Safety Management	TR-RO-540a.1	Number of road accidents and incidents	Quantitative	Number	Total number of DOT Accidents: 485 (see note 5)  DOT Accidents per million miles: 0.60 (see note 5)  DOT Preventable Accidents per million miles: 0.18 (see note 6)
	TR-RO-540a.2	Safety Measurement System BASIC percentiles for:  (1) Unsafe Driving  (2) Hours-of-Service Compliance  (3) Driver Fitness  (4) Controlled Substances/Alcohol  (5) Vehicle Maintenance  (6) Hazardous Materials Compliance  (7) Crash Indicator	Quantitative	Percentile	As of December 30, 2023:  Landstar Express America Inc.: Unsafe Driving = 32% Hours-of-Service= 35% Driver Fitness = 0% Controlled Substances/Alcohol = 0% Vehicle Maintenance = 13% Hazardous Materials Compliance = 30% Crash Indicator = 33%  Landstar Inway, Inc.: Unsafe Driving = 56% Hours-of-Service= 80% Driver Fitness = 15% Controlled Substances/Alcohol = 0% Vehicle Maintenance = 77% Hazardous Materials Compliance = 78% Crash Indicator = 8%  Landstar Ranger, Inc.: Unsafe Driving = 61% Hours-of-Service= 78% Driver Fitness = 7% Controlled Substances/Alcohol = 2% Vehicle Maintenance = 77% Hazardous Materials Compliance = 79% Crash Indicator = 25%
	TR-RO-540a.3	Number and aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m <sup>3</sup> )	Number of spills = 8 Aggregate volume of spills = 13.89 m <sup>3</sup>

(5) A "DOT Accident" is defined, consistent with U.S. 49 CFR 390.5T, as an occurrence involving a commercial motor vehicle operating on a highway in interstate or intrastate commerce that results in a fatality, a bodily injury to a person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident, or one or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle(s) to be transported away from the scene by a tow truck or by other motor vehicle, but does not include an occurrence involving only boarding and alighting from a stationary motor vehicle or an occurrence involving only the loading or unloading of cargo.

(6) A "DOT Preventable Accident" on the part of a motor carrier is defined by U.S. 49 CFR 385.3 as a DOT Accident (1) that involved a commercial motor vehicle, and (2) that could have been averted but for an act, or failure to act, by the motor carrier or the driver.



## ACTIVITY METRICS

CODE	ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	RESPONSE/ COMMENT
TR-RO-000.A	Revenue ton-miles (RTM)	Quantitative	RTM	RTM is not an operating metric used in the ordinary course by our business.
TR-RO-000.B	Load factor	Quantitative	Number	Load Factor is not an operating metric used in the ordinary course by our business.
TR-RO-000.C	Number of employees Number of truck operators	Quantitative	Number	As of December 30, 2023: Total employees based in the United States = 1,354 Truck operators provided by BCO Independent Contractors = 9,809



**LANDSTAR SYSTEM, INC.**  
13410 Sutton Park Drive, South  
Jacksonville, FL 32224  
800-872-9400  
[www.Landstar.com](http://www.Landstar.com)