

2022 CORPORATE SUSTAINABILITY REPORT





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CEO MESSAGE

Jim Gattoni
Landstar President &
Chief Executive Officer

Landstar is proud to present its inaugural Corporate Sustainability Report. As a leader in the freight transportation industry, Landstar is committed to responsible business practices. This new annual report focuses on safety and environmental stewardship in our operations and the thousands of independent business owners and corporate employees in our network.

The commitment to safety and security by the participants in our network has been integral to our operations for decades. Unlike traditional freight transportation companies, as an asset-light transportation management solutions provider, our transportation capacity is provided by independent owner-operators and third-party carriers who work with our network of independent freight agents to deliver customized freight transportation solutions to customers worldwide. We work with our agents and capacity providers to embrace Landstar's long-standing programs that are designed to increase safety awareness, reduce accident frequency and minimize potential freight damage or loss. We also seek to incentivize safe behavior throughout our network and recognize our safety leaders among our independent freight agents and truck owner-operators.

Landstar appreciates the importance of responsible environmental practices within our operations. Our unique business model distinguishes Landstar in certain respects from many of our peers. Although Landstar is considered one of the largest truckload providers in North America with over 11,000 trucks leased by independent owner-operators to a Landstar motor carrier as of the end of 2022, Landstar does not own a single truck and does not purchase any diesel fuel. As an asset-light provider of integrated transportation management solutions, however, a significant portion of the Company's annual capital expenditures is for trailing equipment. Landstar owns nearly 15,000 pieces of trailing equipment, including more than 14,000 van trailers. Landstar has undertaken a number of important steps to increase energy efficiency and reduce emissions relating to the use of its trailer fleet, as further detailed in this report. We also remain committed to encouraging participants in our network to minimize their impact on the environment.

At our core, Landstar is about providing opportunity to people in the freight transportation industry. Landstar strives to be the best place for individuals in our industry who value safety, respect each other and strive to make a positive impact on their communities.

Thank you for your interest in learning more about Landstar.

Regards,

A handwritten signature in black ink, appearing to read "Jim Gattoni".

Jim Gattoni
President & CEO

Landstar's vision is to inspire and empower entrepreneurs to succeed in the highly competitive, technology-driven freight transportation industry.

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, 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.

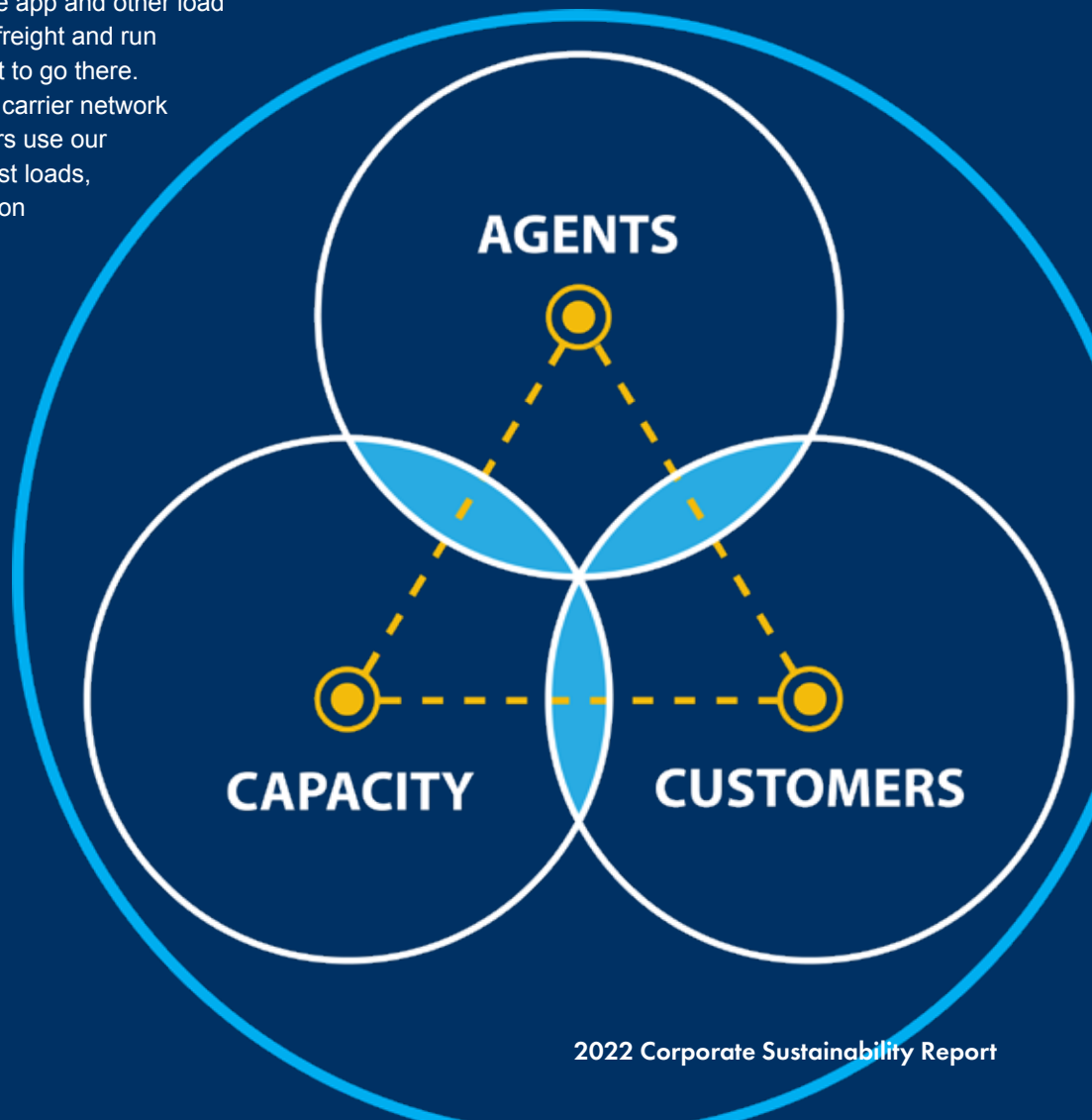
CAPACITY

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 load board 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's 97,700+ strong. Approved carriers 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 service excellence and safety. Landstar customers receive personalized service and operations expertise from independent sales agents, BCOs, and other third-party transportation capacity providers, who in turn receive resources and support from Landstar.



SAFETY AND SECURITY



INSPECT every trip
DETECT safety conc
ENSURE safe and p
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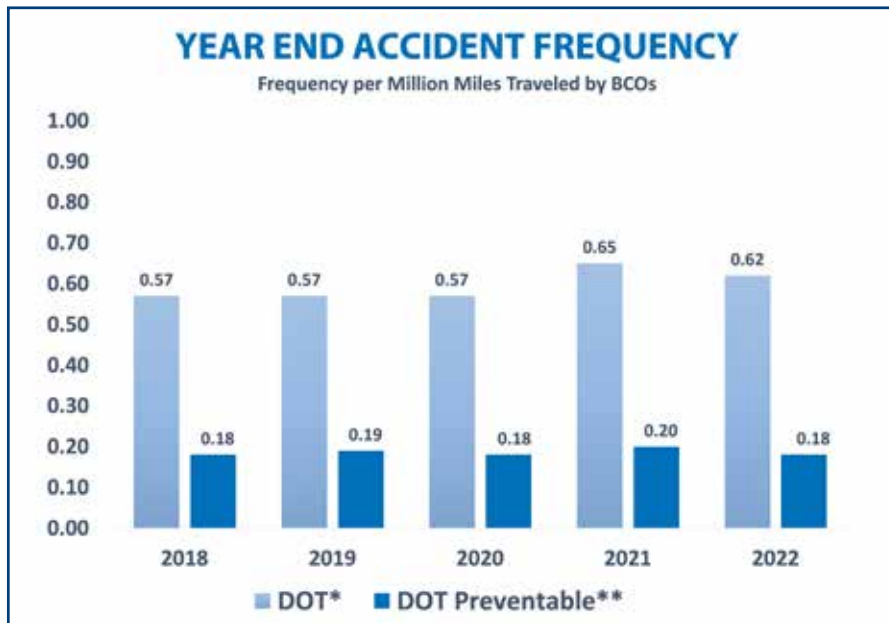
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Landstar is committed to the safety of our BCOs, third-party carriers, independent freight agents, employees, customers and the motoring public. Our dedication to efficient and responsible business practices is embedded in our safety culture and spans 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 throughout our organization. We are proud to be an industry leader in safety programs and results.

Accident Frequency

The following chart shows accidents per million miles reportable to the U.S. Department of Transportation. 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 five 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 (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.

Safety Programs

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

Since 1991, Landstar executives have hosted a nationwide, monthly Safety Thursday Conference Call to discuss safety topics with agents, BCOs, customers, employees and invited guests, like law enforcement, industry organizations, and representatives from state and federal regulatory agencies. During 2022, Landstar held 12 Safety Thursday Conference Calls and averaged over 1,165 participants on each call.

Landstar employs field safety managers throughout the United States to review and discuss safety-related best practices with agents, BCOs and customers. In 2022, Landstar field safety managers held 86 safety meetings reaching 2,325 people.

Also, 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.) 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.



Tammy Clark, independent Landstar Agent at SJA Transport Services, LLC and Landstar Safety Officer of the Year

"We move everything from ice cream cones to submarine parts, and we have several customers that have been with us since the agency's beginning," says Clark. The agency was started by her mother, Shirley Anhalt, who was awarded the LSO Lifetime Achievement Award, one of only nine LSOs of the Year to receive the lifetime award since its inception in 2002. "I am proud to carry on her dedication to safety," says Clark, who earned the 2022 Landstar Safety Officer of the Year award for continuing the agency's 20+ year history of hosting safety meetings for dozens of BCOs in Western Pennsylvania. "Each year we coordinate with Landstar to bring in speakers to discuss safety with the drivers and answer their questions. It's a great way for us to maintain positive relationships with the owner-operators and thank them for their commitment to safety and our customers."

Safety Recognition for Truck Operators

Nothing demonstrates Landstar's commitment to safety more than our fleet of over 1,100 **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 2022 BCO All-Star Celebration, Landstar inducted 112 new One Million Mile Safe Drivers, nine new Two Million Mile Safe Drivers and five new Three Million Mile Safe Drivers. 16 drivers were inducted into the ranks of Landstar Roadstar, one of Landstar's highest honors for truck owner-operators awarded for their high levels of safety, productivity and excellence in customer service. As of the end of 2022, there are 166 active Roadstar honorees.



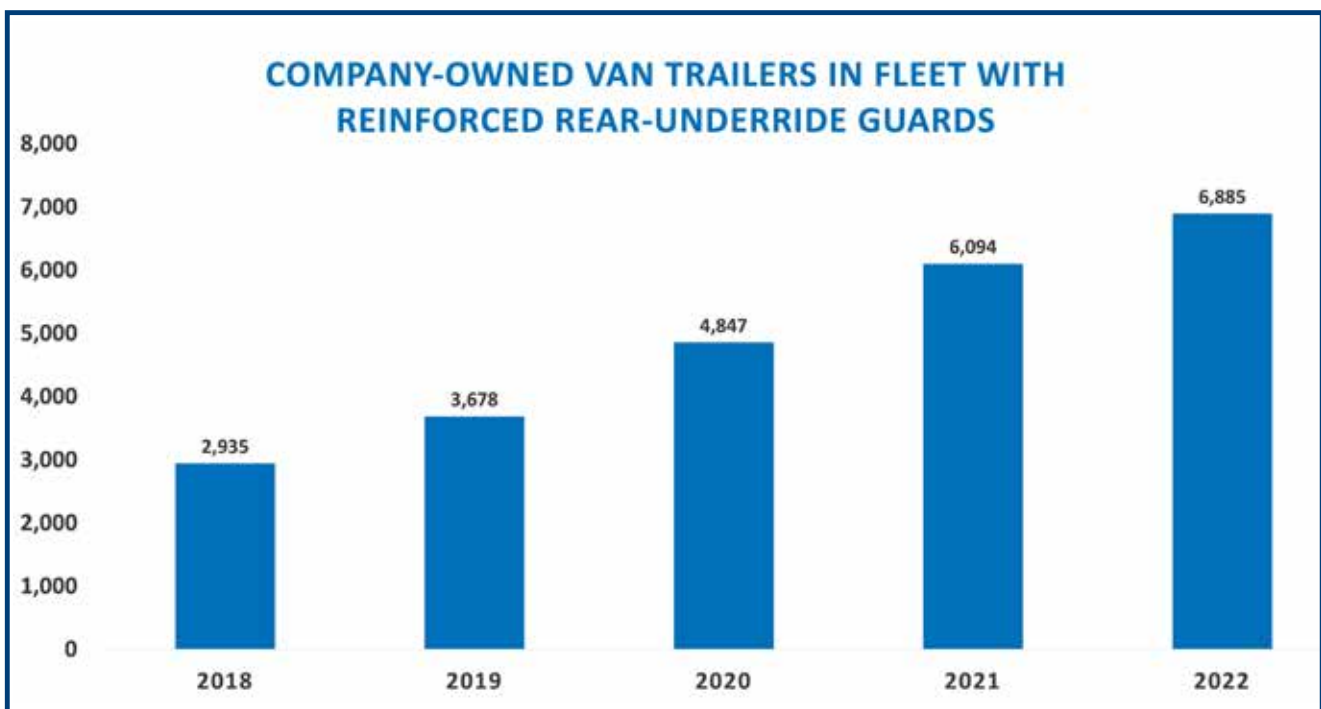
Safe Equipment

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 an owner-operator 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.

In 2017, Landstar made the decision to outfit with reinforced rear-underride guards all new company purchases of over-the-road van trailers operating in our fleet throughout the United States and Canada. 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.

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:



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 IN OUR OPERATIONS

KLOAD • LTL • HEAVY HAUL/SPECIALIZED • EXPEDITED • INTERMODAL • AIR • OCEAN • TRANSPORTATION MANAGEMENT SOLUTIONS



Our Operations

Landstar is an asset-light provider of integrated transportation management solutions. Transportation capacity is provided to Landstar’s customers by thousands of BCO independent contractors and truck brokerage carriers. Landstar owns thousands of trailers but does not own a single truck.

As part of Landstar’s Environmental, Health, Safety & Security (EHS&S) Responsible Care Partnership Program, Landstar is committed to meet or exceed the environmental requirements of regulatory agencies applicable to our operations and to strive to meet other environmental requirements as become known to us.

Landstar is committed to efforts to address Scope 3 greenhouse gas (GHG) emissions in our operations.

GHG Emissions Relating to Our Operations

Today, 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. However, at present, long-haul trucking operations powered by electricity, natural gas, 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 electric trucks, 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. Given Landstar’s business model and the reality of the significant technological, infrastructure-related and other barriers that remain to be overcome in order to operate a large long-haul trucking business in North America using non-diesel-based trucks, 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 which we believe would not be in the best interests of our company, its stockholders or the general public. Instead, Landstar focuses on incremental improvements to increase energy efficiency and reduce emissions, where possible, in our operations, rather than speculative targets, the achievement of which would require significant future technology developments and infrastructure investment throughout North America.

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. In 2022, Landstar participated in the Climate Disclosure Project (CDP) for the first time through its submission of its GHG emissions information.

Landstar’s Scope 1 and 2 emissions are disclosed and are de minimis. Landstar’s Scope 3 emissions substantially relate to trucks owned and operated by independent third parties (BCO independent contractors and truck brokerage carriers) providing services in the long-haul trucking sector, as truck services contributed 89% of our consolidated revenue in fiscal year 2022 and 91% of our consolidated revenue in fiscal year 2021.



In addition to disclosing our total GHG emissions, Landstar provides operational data that reflects our focus on incremental GHG emission-related improvements in our core trucking operations. For loads hauled by BCOs, increases in average MPG correlates with decreases in GHG emissions per mile. On page 14, we provide data on fleet-wide MPG per BCO truck over the last five years showing improvements in fuel efficiency on average across all BCOs participating in our network. For loads hauled by truck brokerage carriers, we disclose average GHG emissions (in CO₂-e) per loaded mile on loads brokered by Landstar. Average GHG emissions per loaded mile (in metric tons of CO₂-e per mile) for loads hauled by truck brokerage carriers was 0.0026 in 2022 compared to 0.0027 in 2021, an improvement of 2%.

TOTAL GHG EMISSIONS in Metric Tons of CO₂-e

Year	Scope 1	Scope 2	Scope 3
2021	199	1,489	4,330,038
2022	207	2,273	4,480,582

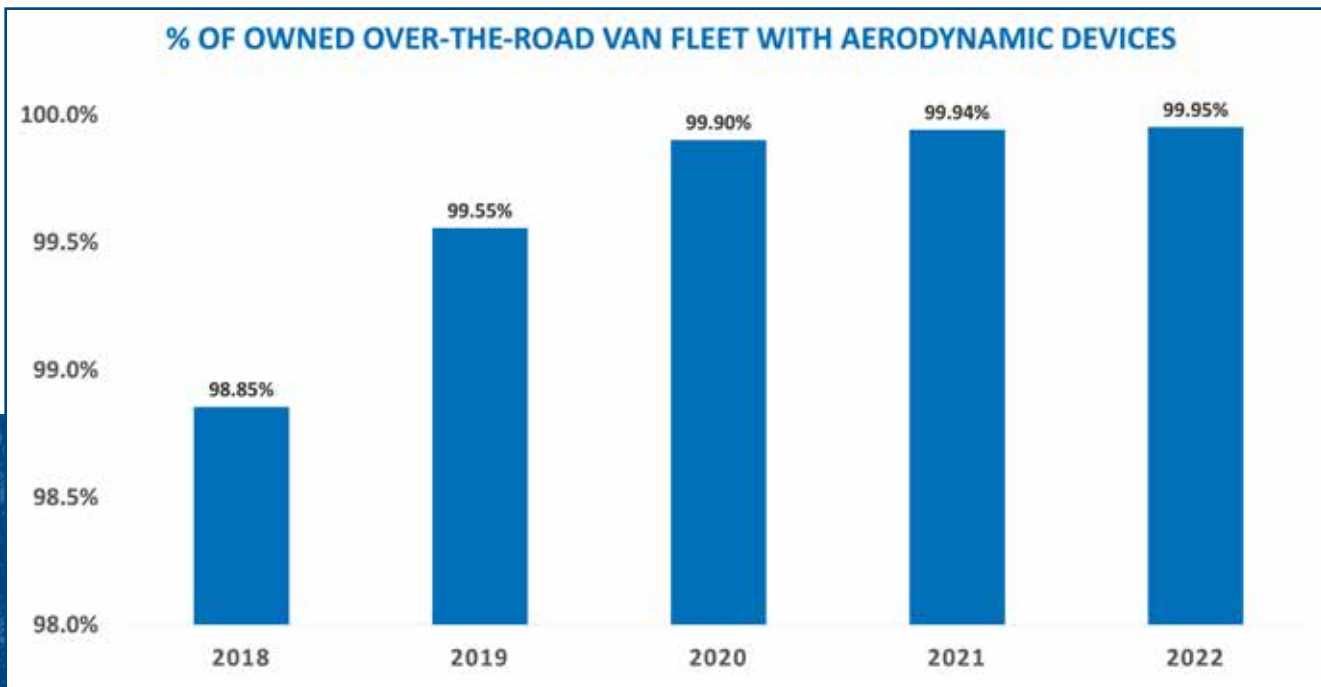
AERODYNAMIC TRAILING EQUIPMENT

Landstar owns nearly 15,000 pieces of trailing equipment, including more than 14,000 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-smartway-verified-aerodynamic-devices>).

In fact, in 2015 we announced a multi-year process to replace our entire fleet of van trailers operating throughout the United States and Canada to meet or exceed 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.

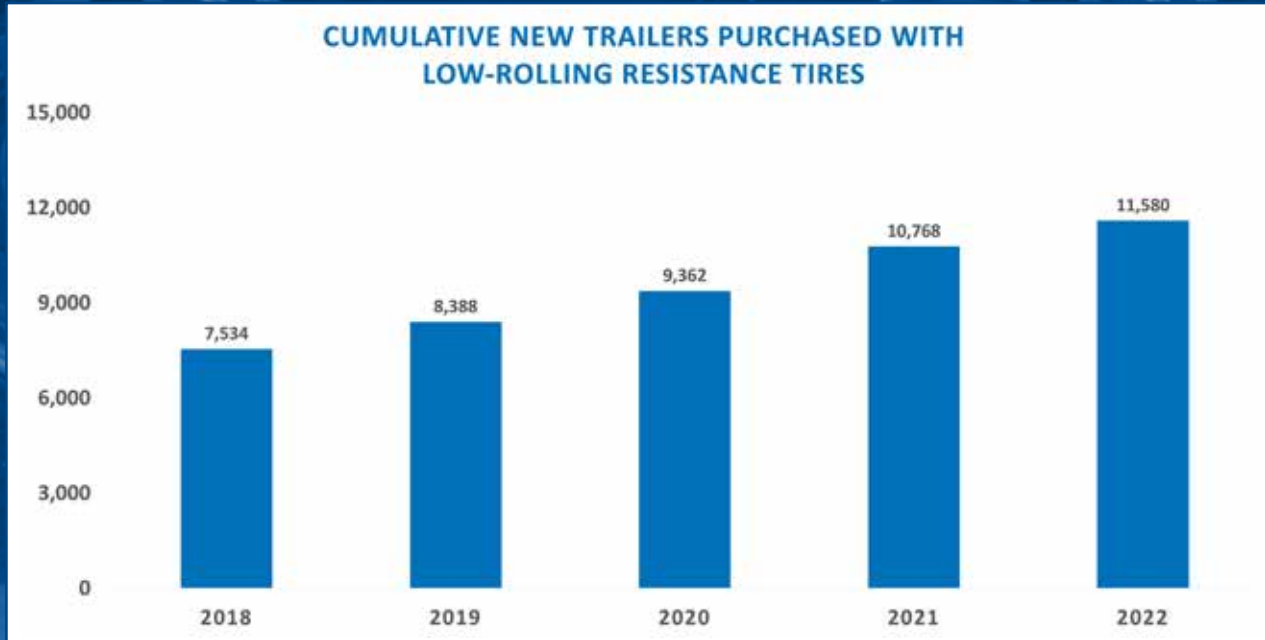
Landstar is committed to looking for new ways to increase the energy efficiency of new trailers we purchase as well as of our existing trailers through after-market updates and routine maintenance.

The following chart shows our progress in installing aerodynamic devices on our van trailers since 2018:



LOW-ROLLING RESISTANCE TIRES

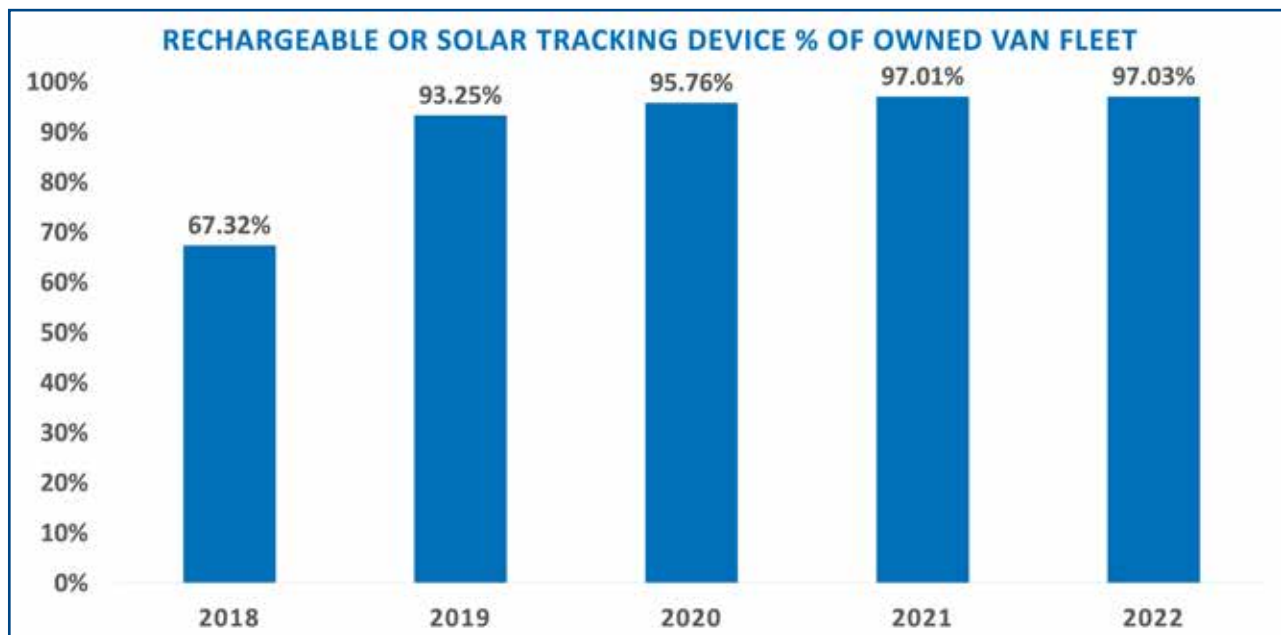
Landstar also is committed to equipping our trailers with low-rolling resistance tires (LRR). LRR tires are designed to reduce the energy loss as a tire rolls, thereby increasing fuel efficiency and reducing emissions. Since 2014, 100% of our new trailer purchases have been equipped with LRR tires and we have been committed to using LRR tires to replace any existing tires, subject to availability at the location where the tires are being replaced. The following chart shows the number of trailers in our fleet with LRR tires as of the end of each year:



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 2022, 13,516, or over 97%, of our van trailers were equipped with rechargeable battery-powered or solar-powered tracking devices.

The following chart shows our progress regarding the use of rechargeable or solar-powered batteries in trailer tracking devices used with our van trailer fleet:



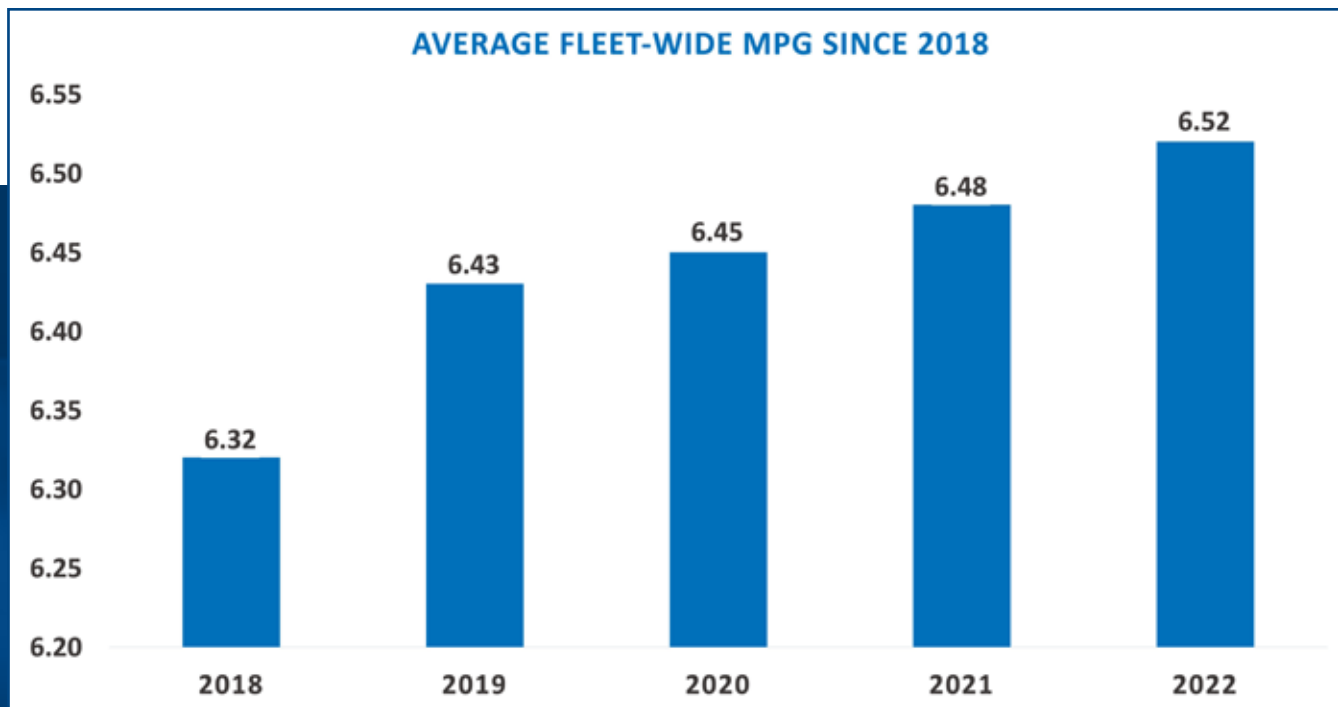
FUEL EFFICIENCY

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 truck brokerage carriers within our network, we do encourage them to increase the fuel efficiency in their operations. In the truckload sector, there is a correlation between increases in average fleet-wide MPG and decreases in average fleet-wide 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.

In 2022, Landstar reported over 870 million miles traveled by BCOs for fuel tax purposes. The difference in average MPG for these BCO miles between 2022 and 2012 was 0.22 MPG. By improving their MPG over this period, BCOs used 4.69 million fewer gallons of fuel in 2022 than they would have used had they run the same amount of total miles in 2022 but at the average MPG they experienced in 2012.

Landstar has information regarding BCO fuel usage through the fuel tax administrative program we offer to BCOs. The following chart provides the average annual MPG over the last five 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 five years. Please note that MPG is influenced by many factors including freight mix, equipment type, cargo weight, routing and other factors.

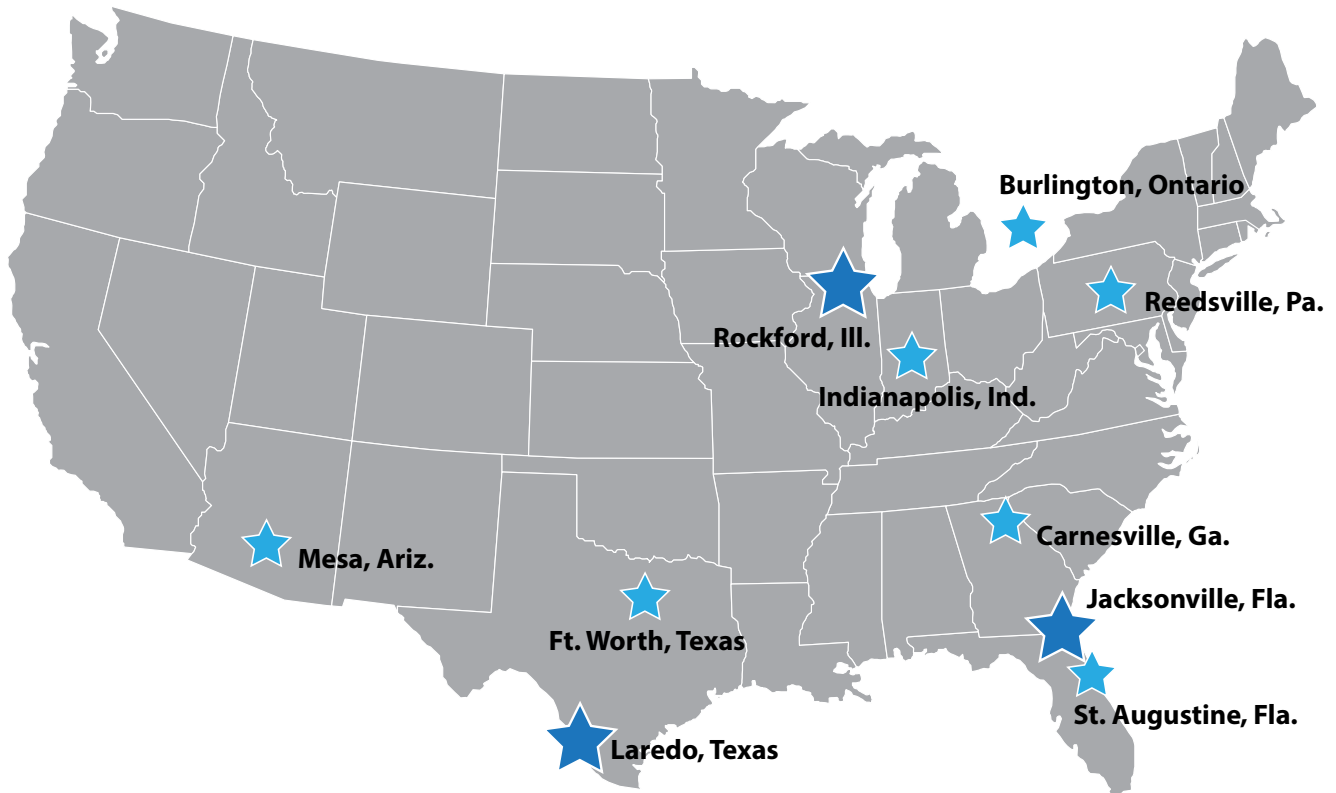


SERVICE CENTERS

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 the country.

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, high-efficiency HVAC units, and uses irrigation water for our closed loop system so that cooling water is not released into the sewer system.



Certifications / Participation



LANDSTAR IN OUR COMMUNITIES





Our Network

The secret behind Landstar's success is our network of thousands of independent business owners and corporate employees powering our unique business model. Landstar is committed to supporting the people in our network and the communities in which we operate.

AWARD-WINNING CULTURE

In 2022, Landstar was named for the first time to the **Fortune 500** list of America's largest corporations by revenue. The ranking reflects the company's record-setting growth in 2021, and is also 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. In early 2023, **Forbes** also ranked Landstar number 53 out of 500 companies on its 2023 Best Mid-sized Employers list.

Landstar's culture supports gender diversity and career advancement opportunities for women – and is why we are recognized by the **Women in Trucking Association** (WIT) as one of the top companies for women to work for in transportation year after year. Landstar also was 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.

In addition, we are very proud that independent owner-operators have nominated Landstar 11 times as one of the Best Fleets to Drive For, an industry award presented by the **Truckload Carriers Association (TCA)** and **CarriersEdge**.





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 highly 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 training 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 training 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 MEMBERS OF OUR NETWORK

When independent Landstar BCOs and agents go above and beyond, their efforts are recognized with Landstar's **Star of Quality Award** recognizing individual dedication to service and their communities. Each month, deserving BCOs and agents earn Landstar's Star of Quality Award for the outstanding efforts they make every day. Our thanks and praise go out to these members of the Landstar network, who represent the best in the freight transportation industry.

The annual Landstar **BCO All-Star Celebration** honors an accomplished group of BCOs for their commitment to safety and service excellence. Eligible Landstar BCOs are inducted into the newest class of Million Mile Safe Drivers, for reaching 1 million miles up to 4 million miles without a preventable accident. Some are recognized as Roadstar® honorees, one of Landstar's highest honors for truck owner-operators.

Landstar also holds **appreciation events** in locations across the United States exclusively for our network of independent BCOs. These events include expert guest speakers, safety education, panel discussions, food and prizes. In addition, every year Landstar gives away two new trucks – outfitted with the latest safety and fuel efficiency options. One goes to an eligible Million Mile Safe Driver or Roadstar honoree during the BCO All-Star Celebration. The other is given to one lucky BCO as part of the **Deliver to Win Truck Giveaway**.

Landstar's annual **Agent Convention** is a celebration designed to congratulate Landstar's independent agents on their individual outstanding performance. In addition to revenue awards, other honors presented at the annual event include the Mutual Understanding of Safety Together (M.U.S.T) Customer of the Year, Landstar Safety Officer (LSO) of the Year, and Rookie of the Year awards. The multi-day event offers agents networking opportunities, valuable business insights sessions and fun activities in between.

HELPING MEMBERS OF OUR NETWORK

Established in 1995, the **Landstar Scholarship Fund** has granted over \$1 million in scholarships to recognize and reward outstanding undergraduate academic achievement and civic involvement of children of Landstar employees, BCOs, and independent sales agents. Recipients are well-rounded individuals who succeed both in and out of the classroom and whose qualities exemplify Landstar's commitment to excellence.

In 2005, the **Landstar BCO Benevolence Fund** was created to distribute financial assistance to qualified BCOs in emergency situations who do not have the assets to meet their financial obligations and/or immediate basic living expenses for their families. The fund has provided financial assistance to hundreds of BCOs in hardship situations and contributions are collected throughout the year at Landstar's various events.



"I would like to thank the Landstar Scholarship Fund from the bottom of my heart for the opportunity to be a four-time recipient of the Landstar Scholarship. I would also like to thank my mom for her hard work as a Landstar BCO and her constant support through all of my educational endeavors. In the spring of 2022, I graduated summa cum laude from the University of Arizona with a BS in microbiology with honors and a minor in public health. The Landstar scholarship provided consistent, generous financial support that was instrumental in my success at the University of Arizona as a first generation college student," stated Gabrielle Russell.





Community Involvement

Landstar is dedicated to supporting our communities through education, donations and participation in many non-profit organizations. Our network of entrepreneurs and employees is involved in many local organizations raising thousands of dollars for and donating hundreds of hours to a variety of causes in the communities in which we operate.

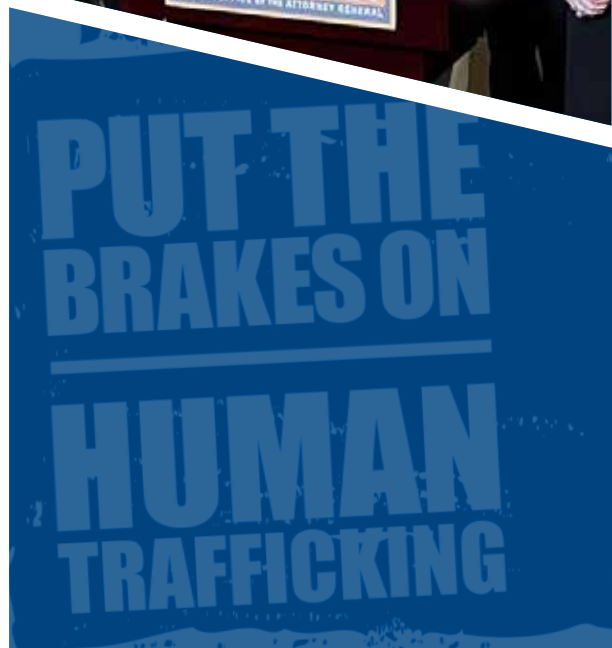
On a national level, Landstar works with industry groups in the fight against human trafficking. We recognize that truckers are one of the first lines of defense to identify, report and help prevent human trafficking. Orientation for all new BCOs at Landstar includes information on human trafficking. We are a corporate sponsor of **Truckers Against Trafficking (TAT)** and have worked with the organization to educate and certify over 2,500 of our BCOs and employees on the proper actions when encountering potential trafficked victims.

Landstar has signed the U.S. Department of Transportation's **Transportation Leaders Against Human Trafficking (TLAHT)** pledge that calls on leaders in the transportation industry to commit to employee education, raising public awareness and measuring the collective impact to end human trafficking. And, in 2022, Landstar pledged to continue our efforts by supporting the **Florida Attorney General's 100 Percent Club** initiative. The Florida Office of the Attorney General recognizes businesses for taking proactive steps in the reporting of human trafficking.



We understand that we are on the front lines in combating human trafficking and I know we can make a difference by reporting unusual or suspicious things we see.

- Landstar Independent Owner-Operators
Christian and Sally Erner





For more than a decade, Landstar has supported **The Women's Board of Wolfson Children's Hospital** in Jacksonville, Florida, whose mission is to raise funds to ensure the best health care for each and every child who comes through the hospital's doors. In addition, Landstar sponsors the **United Way of Northeast Florida** and the **United Way of Rock River Valley, Illinois**, and supports **The Donna Foundation** in Jacksonville, Florida, which is dedicated to breast cancer research and care.

Landstar employees participate in an annual Angel Tree program in support of **Jacksonville's Child Guidance Center**. This organization works to improve the lives of area children and their families by providing behavioral health solutions. Landstar's Angel Tree program in Rockford, Illinois benefits the **Winnebago/Boone**

Foster Care Alliance, a collaboration of agencies in Winnebago and Boone Counties. The Alliance's Adopt-An-Angel program provides local foster children and children involved with child welfare services with holiday gifts.

Our **Wellness Committee** spearheads company-wide employee volunteer and fundraising efforts with health-related associations in our local communities.

Landstar is also extremely proud of the significant impact the entrepreneurs in our network have in their local communities. Here are two in their own words:



Ryan Spann, a Landstar BCO and owner of RMS Carriers, serves up Thanksgiving cheer for 100 families in his hometown.

"I started my business four years ago and I'm now at a place financially where I can start giving back to my community. Being in this position is one of the ways I measure my success and I am grateful for the opportunity to help those who need it. This year, we hosted our inaugural Thanksgiving Giveaway and provided 100 frozen turkeys to 100 families in Columbia, South Carolina. We also held a job fair where people could learn more about my business and the potential job opportunities available. We had a great turnout this year and hope to be able to provide for even more families next year," said Ryan.

Brian Vasquez, co-agent of independent agency Par Logistics, helps to provide a little magic in the lives of families experiencing childhood illness.

"Since 2018, I've been a Wish Granter for the Make-A-Wish Foundation, which helps fulfill the wishes of children with critical illnesses. My role is to work with the child and family to plan out their wish. I have helped to grant wishes for a trip to Hawaii, a puppy, a visit to the Orlando theme parks, and I am currently working on a Disney princesses-themed experience. I'm on the board of the Illinois Walk for Wishes, which helps raise money for the Make-A-Wish foundation. I also serve as a team captain every year for the walk. We have several employees who participate on the team or make donations, and the agency also makes a donation. I've been very blessed in my life with our growing agency and healthy kids, so it was important for me to find a way to give back, and it's an honor to help families dealing with childhood illness," explains Brian.



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 31, 2022, 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 & 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) CO ₂ -e	207
	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 _x (excluding N ₂ O) 2. SO _x 3. Particulate matter (PM ₁₀)	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: 0.62 (direct employees only) 2. Fatality rate: (a) Employees – 0.00 (b) BCO Independent Contractors - 0.02 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 = 13.6% 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_x (excluding N₂O), SO_x, or Particulate matter (PM₁₀). 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: 534 (see note 5) DOT Accidents per million miles: 0.62 (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	Quantitative	Percentile	As of December 30, 2022: Landstar Express America Inc.: Unsafe Driving = 29% Hours-of-Service= 42% Driver Fitness = 0% Controlled Substances/Alcohol = 0% Vehicle Maintenance = 11% Hazardous Materials Compliance = 22% Crash Indicator = 19% Landstar Inway, Inc.: Unsafe Driving = 59% Hours-of-Service= 71% Driver Fitness = 12% Controlled Substances/Alcohol = 0% Vehicle Maintenance = 71% Hazardous Materials Compliance = 74% Crash Indicator = 12% Landstar Ranger, Inc.: Unsafe Driving = 61% Hours-of-Service= 70% Driver Fitness = 12% Controlled Substances/Alcohol = 0% Vehicle Maintenance = 69% Hazardous Materials Compliance = 79% Crash Indicator = 29%
	TR-RO-540a.3	Number and aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m ³)	Number of spills = 25 Aggregate volume of spills = 8.31 m ³

(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 31, 2022: Total employees based in the United States = 1,357 Truck operators provided by BCO Independent Contractors = 12,081



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