



# 2024 CORPORATE SUSTAINABILITY REPORT





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# CEO MESSAGE

Landstar's executive leadership team is steadfast in its commitment to responsible business practices that continue to put safety and security first, and make environmental stewardship and community service among the Company's top priorities.

Our excellent safety record is a credit to the thousands of truck owner-operators and contract carriers who recommit to safe driving every time they climb behind the wheel. These professional drivers, together with independent Landstar freight agents participate in Landstar's education efforts aimed at increasing safety and fraud prevention awareness, reducing accident frequency, and minimizing freight damage and loss.

Each of the Landstar carriers that lease on truck owner-operators, Landstar Ranger, Inc. Landstar Inway, Inc. and Landstar Express America, Inc., is a SmartWay® Carrier Partner. We encourage the entrepreneurial truck owner-operators leased to one of these Landstar carriers to minimize their impact on the environment and increase their fuel efficiency. We offer these truck owner-operators the opportunity to take advantage of new technologies developed by Landstar to help them operate more efficiently. We also maintain discount programs that provide truckers with affordable access to accessories and equipment that help reduce waste.

Because our largest capital expenditure each year is the purchase of new trailing equipment, Landstar looks for the most efficient designs when considering 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.

In the pages of this third annual Corporate Sustainability Report are stories and data supporting Landstar's 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 reach. The report is evidence of our collective efforts to make a positive impact on our local communities and maintain our influence as a leader of the transportation logistics industry at large.

We are grateful that Landstar employees and individuals within our network of independent entrepreneurs are so generous in their commitment to making a positive impact – through safety, environmental stewardship, and community involvement.

**Frank Lonegro**  
President & CEO



**FRANK LONEGRO**  
Landstar President  
& Chief Executive Officer



# OUR MODEL

## A NETWORK BUILT TO DELIVER



### AGENTS

Every Landstar agent is an independent business owner with the tools and support of our 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 70,000 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 23,000 businesses worldwide – from single loads to complex projects to comprehensive freight management services, 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.



## COMMITMENT TO SAFETY

Landstar is committed to the safety of the independent owner-operators, or BCOs, leased to Landstar, approved 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 and security programs and results.

## SAFETY AND SECURITY



## SAFETY PROGRAMS AND MEETINGS

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 2024, Landstar held 12 Safety Thursday Conference Calls and averaged over 921 participants on each call.

### SAFETY & COMPLIANCE VIRTUAL MEETINGS

Landstar's Safety and Compliance departments hold monthly virtual meetings with BCOs covering such topics as transportation of hazardous materials and roadside inspections. In 2024, Landstar added a new monthly Compliance Hour virtual meeting. These 12 meetings, averaging over 65 participants per meeting, focused on topics such as FMCSA equipment and operator regulations, inspection processes, updates on physicals and CDL's, and included guest speakers from various Landstar departments and DOT enforcement representatives.

### 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. Throughout the Landstar Network, there are over 1,100 LSOs.

In 2024, there were 52 regional in-person LSO meetings held around the country to discuss successful ways to foster safety throughout the Landstar network of agencies, BCOs and employees.

### 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. The program celebrated its 25th anniversary in 2024 and continues to proactively support and educate 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.

In 2024, Landstar, agents and customers held 40 M.U.S.T. customer meetings.



## FIELD SAFETY MANAGERS

Landstar employs field safety managers throughout the United States to review and discuss safety-related best practices with BCOs, agents and customers. In 2024, Landstar field safety managers held 74 safety meetings across North America.

## COMMUNITY OUTREACH FROM WITHIN

Expanding community outreach starts from within an organization. A great example of this at Landstar are the regional safety meetings held each year around the country. In the fall of 2024, one such event hosted for BCOs by seven Landstar agents helped boost Landstar's safety culture and relationships within Landstar's network of entrepreneurs.

More than 120 Landstar owner-operators and invited guests attended the second annual safety meeting in Flint, Michigan, jointly hosted by independent Landstar freight agencies and Landstar's safety department. One of the organizers, Landstar Agent Brandon LePior, says he and the other agents involved decided to go all out after a huge turnout.

"Some of these BCOs travel hundreds of miles to get here, so we try to make it worth their while," LePior said. "We say 'thank you for being safe'. But this is more than just something we say over the phone. This is saying 'thank you' in person and with tangible giveaways that can help them with their businesses – laptops, cash, tires and other prizes."

There was a lot packed into this regional gathering. "First and foremost, it's about owner-operator safety and contributing to Landstar's safety culture," said LePior. Landstar Field Safety Manager Greg Lytle, along with other safety team members, led discussions with the owner-operators on topics including compliance and regulatory updates, transportation of hazardous materials and cargo security.

"There's always something to learn, you can ask questions, meet agents and other BCOs face-to-face," said BCO Zeke Mladenovik. "We get to know each other and can help each other out."





## SAFETY RECOGNITION FOR TRUCK OPERATORS

A total of 6,964 BCOs received annual safety awards in 2024. To showcase their record, those with 20 years or more of safe driving records are recognized in a monthly Safety newsletter in the anniversary month of their first such award.

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

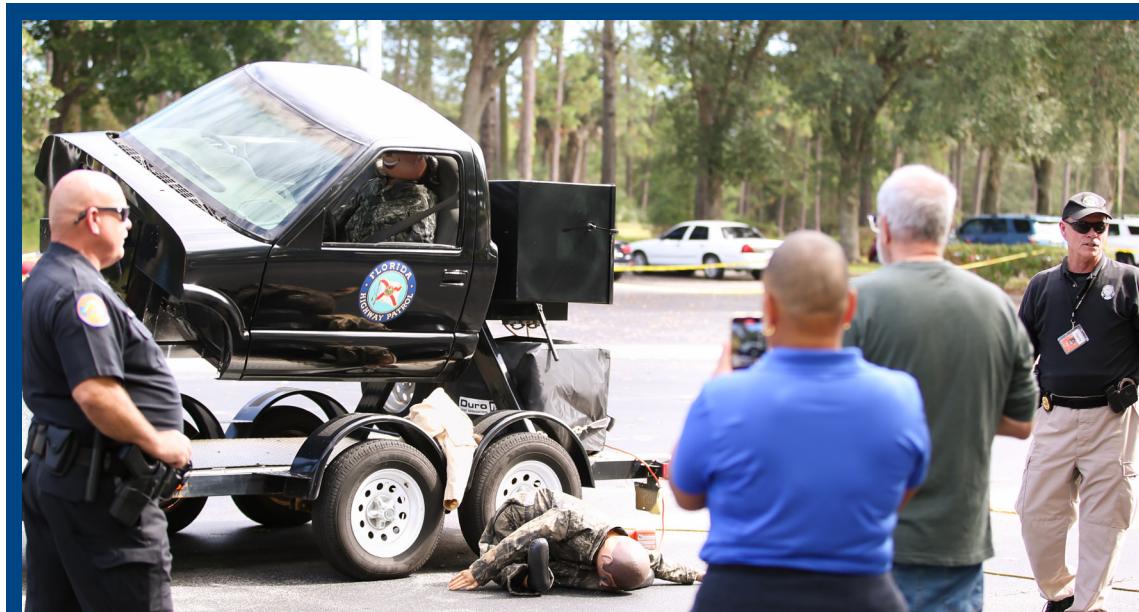
At the 2024 BCO All-Star Celebration, Landstar inducted 109 new One Million Mile Safe Drivers, 20 new Two Million Mile Safe Drivers,

one new Three Million Mile Safe Driver, and one new Four Million Mile Safe Driver. Out of these, there were 13 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.

In 2024, Landstar also presented one owner-operator the BCO Lifetime Achievement award. Of the tens of thousands of owner-operators who have been leased to Landstar during the Company's history, only 11 BCOs have received this prestigious award.



LANDSTAR CLASS OF 2023  
MILLION MILE SAFE DRIVERS  
AND ROADSTAR INDUCTEES,  
RECOGNIZED IN 2024



## LANDSTAR SAFETY FAIR SAFELY SHARING THE ROAD

While Landstar business capacity owners (BCOs) are among the safest drivers, it takes everyone paying attention to the road to prevent accidents.

Landstar's safety and compliance teams organized a fall Safety Fair for employees last year which included a rollover simulation to showcase the importance of wearing seat belts and an interactive illustration of tractor-trailer blind spots. Highly visual presentations by the Florida Highway Patrol (FHP) made a lasting impression on new employees and served as an important prompt for those already familiar with the concepts.

"Most drivers are not usually exposed to what professional truck drivers see. This makes you realize how much responsibility they take on," said Marcus Hernandez, Landstar director of compliance, hours-of-service.

And that, echoed Landstar Vice President of Safety and Compliance Shelly Seaton, was the point.

"Landstar provides BCOs with many programs to promote safe, secure, and compliant driving," she said. "As part of our safety culture, we extended educational opportunities to our Jacksonville-based office employees so they too can recognize unsafe driving behaviors, identify blind spots around tractor-trailers, become better drivers and share their awareness with others."



# 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

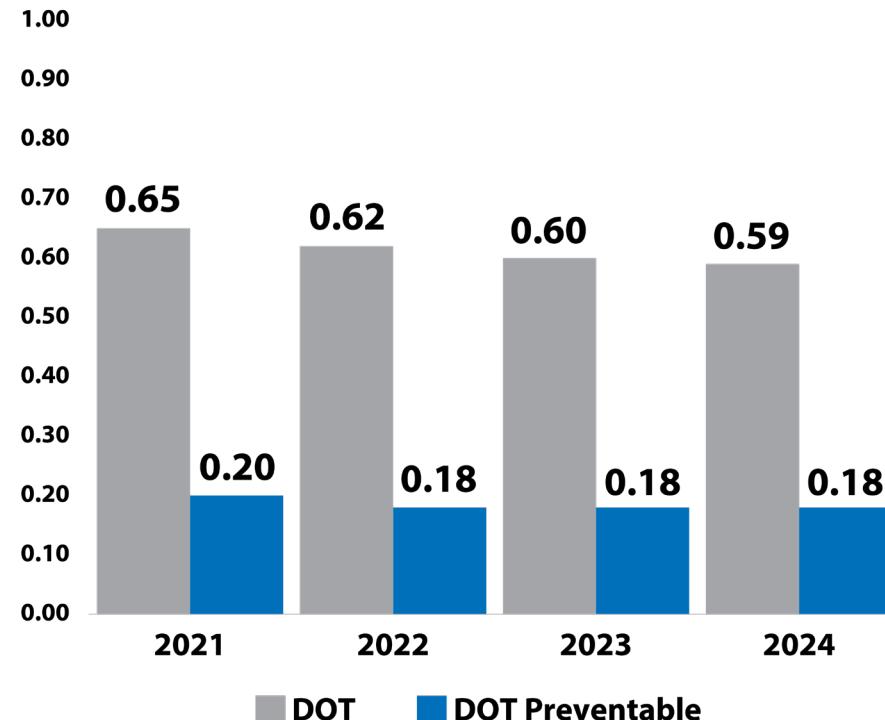
receives medical treatment away from the scene of the accident, or one or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle(s) to be transported away from the scene by a tow truck or by other motor vehicle, but does not include an occurrence involving 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

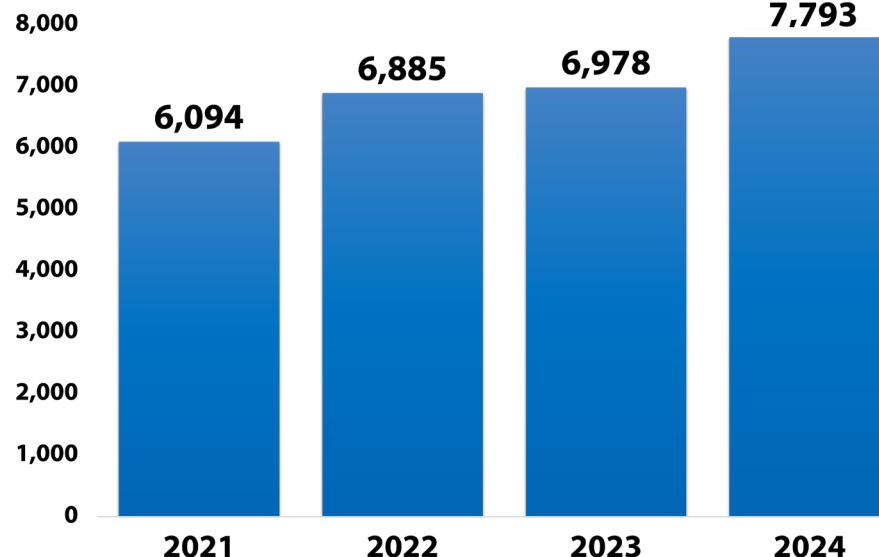
and compliance expectations to participants in our network.

### 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 commitment is to:

- Reduce, and where feasible, eliminate the generation, discharge, disposal or spilling of hazardous materials.
- Train its employees in 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.

## 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**  
Vice President and Chief Safety  
and Operations Officer  
Landstar Transportation Logistics, Inc.



## WORKING TO PREVENT CARGO THEFT IN THE SUPPLY CHAIN

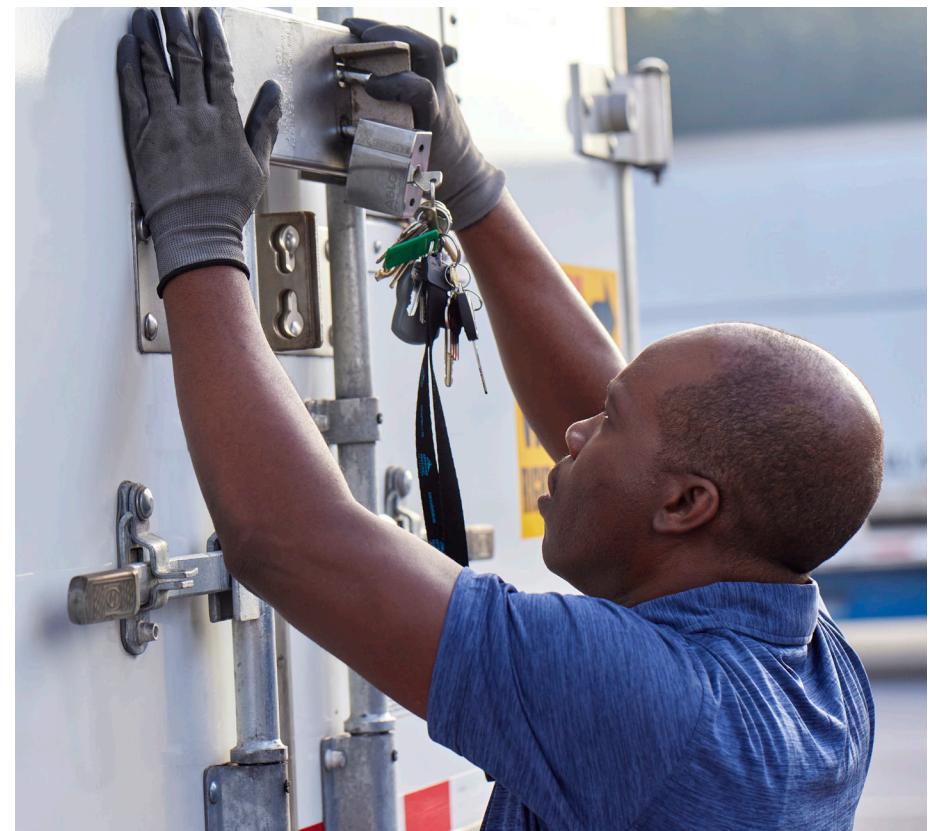
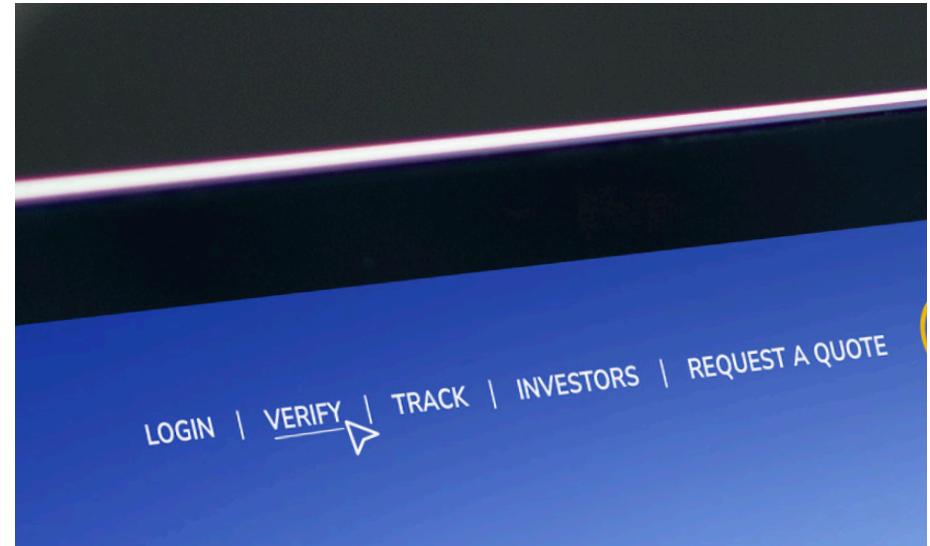
Fraud and theft in the supply chain is an ongoing challenge. According to industry sources, in recent years, the amount of cargo theft throughout the freight transportation and logistics supply chain in the United States has significantly increased.

Our fraud and cargo theft prevention efforts include tools to help detect impersonation of shippers, carriers and Landstar agents, consistent with our goal to provide a secure choice in transportation. Landstar has undertaken efforts to strengthen our carrier onboarding process by adding an additional layer of security relating to the validation and verification of carrier legitimacy. For example, our website, [www.Landstar.com](http://www.Landstar.com), hosts a Verify feature enabling carriers to validate Landstar loads and agencies. This tool has been instrumental in helping third parties detect bad actors attempting to impersonate Landstar agents.

Reminders about resources and policies are a routine part of Landstar's communications with agents and owner-operators through newsletters, safety meetings and other avenues. Landstar leased owner-operators are arguably the safest in the industry and have a high level of skill and qualification. High risk shipments come with additional guidelines related to transit time and parking expectations communicated at the time of dispatch. Leased owner-operators or business capacity owners (BCOs) are encouraged to refrain from sharing sensitive, personal information including any shipment details.

Landstar is a member of CargoNet. We also are actively involved in various other organizations that work to prevent cargo theft in the supply chain, including the Truckload Carriers Association and several state trucking associations. The security team has built relationships with private investigators and law enforcement. Through our networking, we've also established relationships with various task forces around the country.

In order for the company to support Landstar's independent agents, BCOs and shippers, now and in the future, expect Landstar's cargo theft and fraud prevention initiatives to expand and develop as industry threats evolve.





## ENVIRONMENTAL STEWARDSHIP

## 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. Further development of this technology is needed 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.

## PARTNERING WITH IKEA TO REDUCE GHG EMISSIONS

An independent Landstar agent and Landstar BCOs who use renewable diesel fuel were recognized by customer IKEA. IKEA's Head of Global Land Transportation, Michal Silhacek, wrote on December 9, 2024:

"Along with our long-term partner Landstar, we recently switched stores with long distance lanes in the US Northeast from diesel to HVO (or Renewable Diesel as it is known in North America), reducing GHG emissions up to 75% compared to regular diesel.

Landstar will provide trucks using only HVO to our stores in Massachusetts, Connecticut, and New Jersey from the IKEA DCs [distribution centers] in New Jersey and Maryland. This is also the first use of HVO outside of California for IKEA's supply chain and serves close to 1,700 shipments annually while reducing over 600 tons of CO<sub>2</sub> ... we are happy to start scaling up the use of HVO in the US, as well! Big thanks to Landstar independent agent Stephen Sabino, Amanda Hartman on his team, the participating independent truck owner-operators, and Landstar's Kendall Rump."





## 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). Additionally, Landstar participates in the S&P Global Corporate Sustainability Assessment, EvoVadis, and the U.S. EPA's SmartWay® program.

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 contract carriers) providing services in the long-haul trucking sector, as truck services contributed 90%, 91%, and 89% of our consolidated revenues in fiscal years 2024, 2023, and 2022, respectively.

### TOTAL GHG EMISSIONS

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

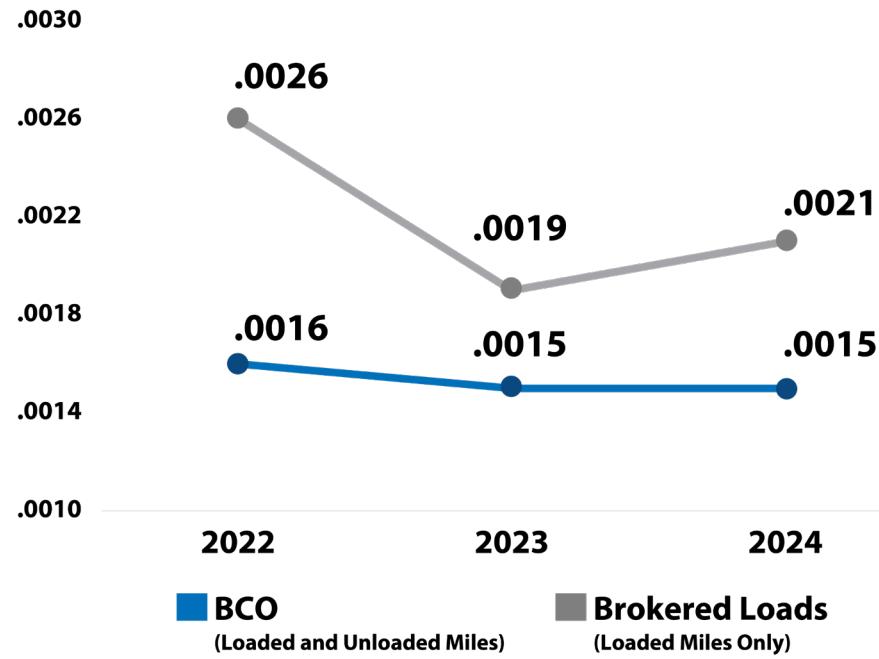
Year	Scope 1	Scope 2	Scope 3
2022	207	2,273	4,480,582
2023	174	2,801	3,169,571
2024	205	2,721	3,175,668

### SCOPE 3 EMISSIONS IN 2024

Landstar's Scope 3 emissions in 2024 reflected a slight increase compared to 2023. The primary factor that contributed to this small change was a significant rise of 10.7% in the applicable U.S. EPA CO<sub>2</sub> emissions factor. If this emissions factor had remained the same in 2024 as was applicable in 2023, Landstar would have exhibited a significant decrease in its scope 3 emissions in 2024, consistent with our overall goal of incremental GHG emission-related improvements in our core trucking operations. In fact, as reflected in the chart on page 17, Landstar experienced year-over-year improvement in average fleet-wide BCO miles per gallon (MPG) in 2024 for the third year a row.

## 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 BCOs was consistent in 2024 compared to 2023. Average GHG emissions per mile for brokered loads hauled by contract carriers slightly increased in 2024 compared to 2023 primarily due to the impact of the updated EPA CO<sub>2</sub> emissions factor.



## 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 contract carriers within our network, we encourage them to increase the fuel efficiency in their operations. In the truckload sector, there typically 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 four years, BCOs have collectively purchased over 24 million gallons of biodiesel blends, with B2, B5 and B20 being the most common varieties.



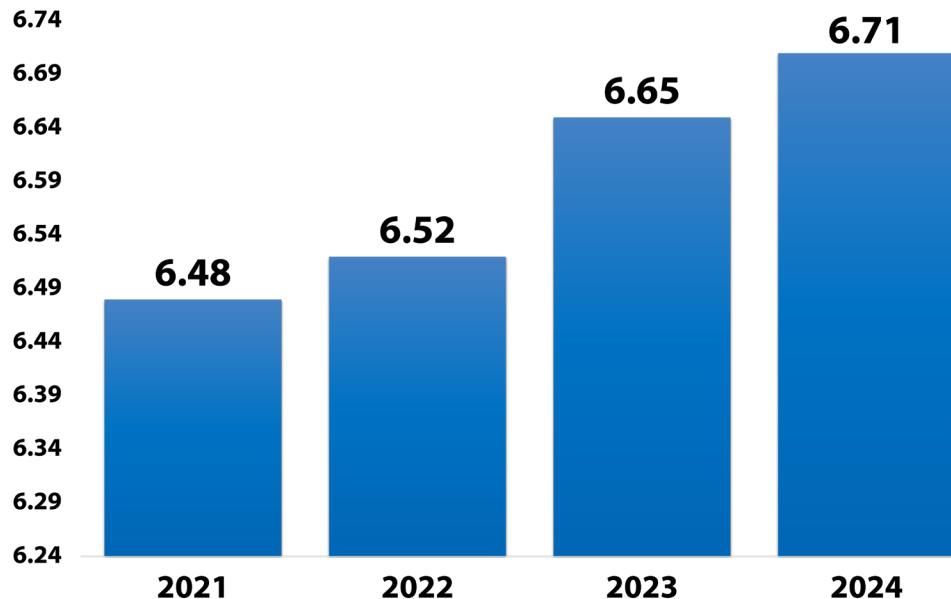
### BCO MPG

In 2024, Landstar reported over 740 million miles traveled by BCOs for fuel tax purposes. The difference in average MPG for these BCO miles between 2024 and 2014 was 0.5 MPG. By improving their MPG over this period, BCOs used 8.9 million fewer gallons of fuel in 2024 than they would have used had they run the same amount of total miles in 2024 but at the average MPG they experienced in 2014.

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 14,225 pieces of trailing equipment, including 13,454 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>).

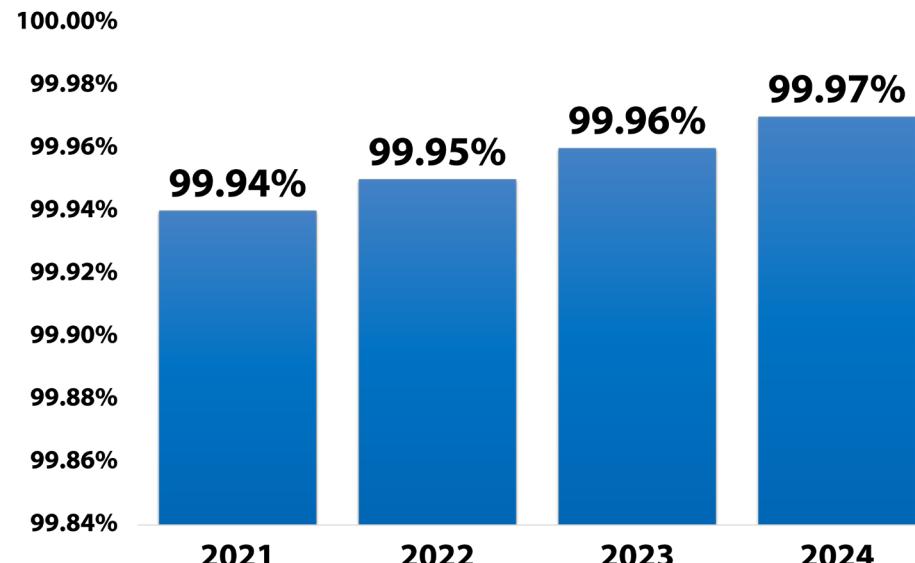


In fact, our fleet of van trailers operating throughout the United States and Canada meets or exceeds standards promulgated by the California Air Resources Board, or CARB, which are typically considered the most stringent state or federal emissions-related standards in our industry.

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 2021:

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



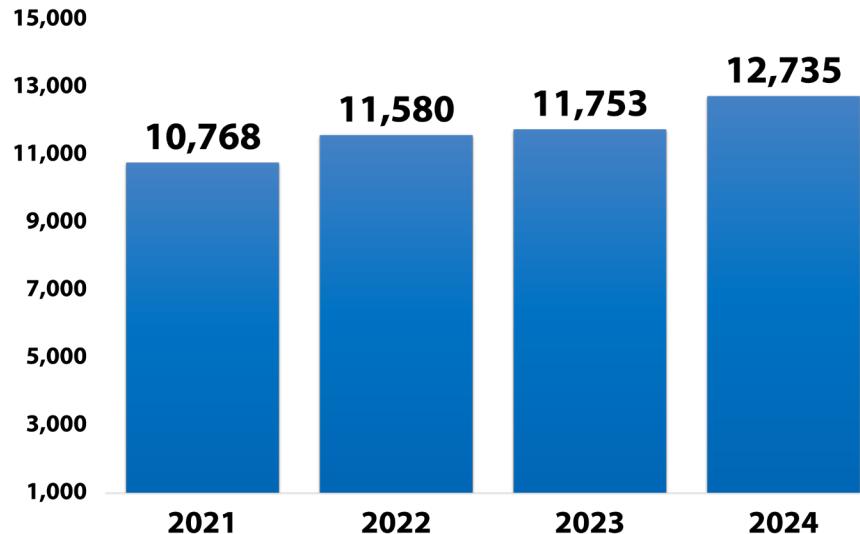


#### LOW-ROLLING RESISTANCE (LRR) TIRES

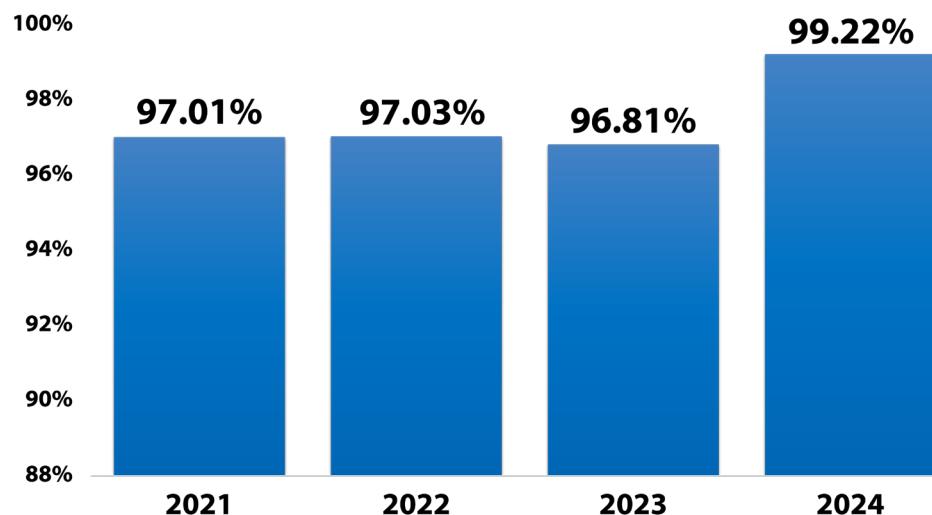
Landstar is committed to equipping our trailers with LRR tires. LRR tires are designed to reduce the energy loss as a tire rolls, thereby increasing fuel efficiency and reducing emissions. Since 2014, 100% of our new trailer purchases have been equipped with LRR tires and we have been committed to using 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 2024, 13,349, or over 99%, 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

In 2024, Landstar opened its newest field operations center in Crawfordsville, Indiana, maintaining our commitment to a network of regional facilities across the United States for the purpose of advising, networking and working with BCOs to help keep their businesses running smoothly. This facility, the six others like it, our logistics center in Laredo, Texas, our service center in Rockford, Illinois, and our headquarters in Jacksonville, Florida, are maintained with energy conservation and environmental impact in mind.

We recently refurbished all elevators in the Rockford service center, increasing energy efficiency and performance. 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 continues to utilize 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.



CELEBRATING THE GRAND OPENING OF  
LANDSTAR'S NEWEST FIELD OPERATIONS CENTER  
IN CRAWFORDSVILLE, INDIANA

## CERTIFICATIONS / PARTICIPATION



ecovadis



S&P Global





## LANDSTAR IN OUR COMMUNITIES

### 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

Landstar System, Inc. has been recognized by **TIME** as one of America's Best Midsize Companies, ranking 46th out of 500 companies listed in 2024. Companies were scored on revenue growth, employee satisfaction, and sustainability transparency. Landstar scored 91.22 based on the criteria.

Additionally, Landstar has been recognized by **Forbes** magazine as one of America's Best Midsize Employers for 2024 and is ranked 55th among the companies that made the list, achieving the highest ranking in the Transportation and Logistics category.

Landstar System, Inc. was proud to receive the Responsible Suppliers Award by global chemistry leader **The Chemours Company** in the logistics category for quality, innovation and sustainability improvements across the Chemours' supply chain in 2023.

Landstar's culture supports gender diversity and career advancement opportunities for women – and is why we were recognized in 2024 by the **Women in Trucking Association (WIT)** as one of the "Elite 30" 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. The learning and development arm of Landstar's Human Resources department offers all employees the opportunity to participate in various learning programs on topics including Leadership, Workplace Safety & Security, Customer Service, and several other areas of professional development. Courses offered by the department are curated and delivered by Landstar's team of Association for Talent Development (ATD) certified specialists through both instructor-led and self-paced options.

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.





## 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 one million miles with Landstar without a preventable accident. Landstar also proudly celebrates BCOs who have achieved two, three and even four 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.

BCOs working toward logging a million safe miles or more are recognized with a safety award each year when they become eligible. In 2024, 6,964 BCOs received annual safety awards starting with year one all the way up to 38 years of safe driving with Landstar. The program rewards offered, depending on the number of years achieved, range from hats and shirts to truck tires.

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 second truck giveaway, Deliver to Win, is open to all Landstar BCOs, and happens in conjunction with an annual BCO Appreciation Days event. In 2024, Landstar gave away its 50th truck to Stacie Simmons, one of five finalists randomly selected from the contest's pool of nearly 9,000 eligible BCOs. The 2025 Freightliner Cascadia 126 inch sleeper cab she won has a lifetime fuel economy average of over 9 miles per gallon (mpg). According to the manufacturer, the new Cascadia's streamlined aerodynamic exterior design improves fuel efficiency by up to 5% with a Max Aero Bumper, front wheel-well closeouts, and updated hood to reduce drag.

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. Donations to the Fund hit a record high in 2024 thanks to the Landstar agents, BCOs and employees who generously contributed more than \$146,000.



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 414 scholarships totaling nearly \$1.1 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.

## LANDSTAR SCHOLARSHIP RECIPIENT SHARE

Landstar Scholarship Fund recipient Joshua Montgomery is celebrating his one-year anniversary as a full-time information security analyst with the University of Mississippi, where he earned his degree in December 2023. The son of Landstar BCO Jason Montgomery, Joshua was awarded \$3,500 from the Landstar Scholarship Fund for the 2022-2023 academic year, and \$5,000 for the following academic year.

In a recent email to Landstar, Joshua wrote, "As a junior and senior, I applied for the Landstar Scholarship, and the aid and support helped to offset my fees and tuition, allowing me to obtain my Bachelor's degree in Computer Science. I am truly thankful for Landstar, and I can attest that without this scholarship I would not have been able to complete my field of study."

Joshua's father, Jason, says when he learned of the Landstar Scholarship Fund, he talked with his wife, who took it from there. He suggests other parents in the Landstar network encourage their students to apply. "It's a great opportunity for us to help our children to excel in life, a great stepping stone," says Jason. "It's important to tell our young people to be on top, because the bottom is overcrowded. I say, shoot for the moon, even if you miss, you're still among the stars."



# 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:

- American Cancer Society's Relay for Life
- Feeding Northeast Florida
- School Supply Drives Jacksonville and Rockford
- The United Way of Northeast Florida
- The United Way of Rock River Valley, Illinois

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.





## DRIVING CHANGE

In 2024, Girl Scouts from three different Illinois-based troops got an up close and personal look into the trucking industry, thanks to Landstar employees in Rockford, Illinois, and Landstar business capacity owner (BCO) Dawn Arrington.

The event — organized by Landstar's Heather Johnson, director of Automotive Services; Tammy Ireland, manager of BCO Recruiting; and Kari Schelling, manager of Human Resources, all based in Rockford — introduced the girls to the vital role that trucking plays in our daily lives.

Arrington, a member of not-for-profit organization Women in Trucking (WIT), has been involved in various children's benefits and truck safety demos nationwide. This time, she shared her passion for the industry with the Girl Scouts visiting Landstar's Rockford service center.

"I knew this was an opportunity to teach the next generation about the importance and safety of trucking," says Arrington. "I love interactive teaching and seeing the amazement in kids' eyes when they learn something new."

Using a "No-Zone" trailer wrap showing the blind spots around a tractor-trailer, Arrington demonstrated the size and stopping distance of a tractor-trailer compared to the girls themselves. When the girls climbed into the truck's cab and looked into the mirrors, they saw firsthand how limited a truck driver's visibility can be.

To make the experience even more relatable and engaging, the organizers used Girl Scout cookies to explain the supply chain, discussing the entire process of making, shipping and distributing cookies across the nation, highlighting the crucial role of truck drivers in the process.

Heather Johnson noted, "It was cool to see the girls understand how their cookie sales connect to the larger world of logistics and transportation."

The Girl Scouts earned patches from Women in Trucking, symbolizing their newfound knowledge and appreciation for the trucking industry and a reminder that girls can be part of an industry that has traditionally been male dominated.

The event was an opportunity to inspire young girls to consider careers in trucking and logistics and pave the way for a more inclusive industry future.



## MAKING WISHES COME TRUE

Independent Landstar Agent Brian Vasquez exceeded his goal to raise \$5,000 for the Make A Wish® foundation of Illinois in the 2024 Walk for Wishes fundraiser. It was the fifth year that Vasquez led a team in the event. By reaching out to family, friends and fellow Landstar agents, he and his team, #ForTheKids, contributed \$6,075 for the cause which helps create life-changing wishes for children with critical illnesses. According to the organization, research shows that children who have wishes granted can build the physical and emotional strength needed to fight a critical illness.

Vasquez was recognized as the number one individual out of the 100 top participants in the 2024 walk and #ForTheKids was recognized as the top team.

"I've been blessed in life to be a part of the Landstar family, run a business, work with my father, as well as have four healthy children," says Vasquez. "With that, I try to do my part to give back to families that are less fortunate and have to deal with the emotional and financial hardships of having a child with a critical illness."

Over the years Vasquez has helped grant wishes for eight children in the Make a Wish program.

**Andrew:** 10 year old diagnosed with Aplastic Anemia

**Jasmine:** 15 year old diagnosed with Cystic Fibrosis

**AJ:** 10 year old with Osteosarcoma

**Carmella:** 5 year old who needed a liver transplant

**Mia & Maya:** 6 year old twins with Infantile Spinal Muscular Atrophy

**Liam:** 13 year old with Hodgkin Lymphoma

**Nick:** 17 year old with B Lymphoblastic Lymphoma





## FEEDING CHILDREN

At Owens Transport, an independent Landstar agency in Houston, Texas, employees pack lunches to take *from* the office instead of *to* the office. Agent Rick Owens and his team volunteer to pack lunches for Kids' Meals Inc. The organization's mission is to end childhood hunger in Houston by delivering free healthy meals, year-round to the doorsteps of Houston's hungriest preschool-aged children.

Every summer the employees, family and invited guests, including a few BCOs and customers, are asked to bring \$20 worth of non-perishable food to an indoor picnic where they all pack lunches to be delivered by Kid's Meals. "The BCOs are so generous, they always bring more than they are asked," says Barbara Hester, agency dispatcher and outreach coordinator.

The agency also throws a holiday party to pack even more lunches, because over the school system's winter break, Kids' Meals also delivers to the older siblings who receive free lunches at school, but might go without a meal while school's out. According to [kidsmealsinc.org](http://kidsmealsinc.org) "every day an estimated 80,000 children in Harris County, Texas are unsure of their next mealtime. Harris County has the highest rate of child food insecurity in the nation for highly populated areas, meaning the children have limited or unreliable access to a sufficient quantity of affordable, nutritious food."



## 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 28, 2024, 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
<b>Greenhouse Gas Emissions</b>	TR-RO-110a.1	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO2-e	205
	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.
<b>Air Quality</b>	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.
<b>Driver Working Conditions</b>	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: 0.35 (direct employees only) 2. Fatality rate: (a) Employees – 0.00 (b) BCO Independent Contractors – 0.0146 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 = 9.69% 2. Involuntary = 2.83%
	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 NOX (excluding N2O), SOX, 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
<b>Accident and Safety Management</b>	TR-RO-540a.1	Number of road accidents and incidents	Quantitative	Number	<p>Total number of DOT Accidents: 436 (see note 5)</p> <p>DOT Accidents per million miles: 0.59 (see note 5)</p> <p>DOT Preventable Accidents per million miles: 0.18 (see note 6)</p>
	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	<p>As of December 28, 2024:</p> <p>Landstar Express America Inc.: Unsafe Driving = 24% Hours-of-Service= 54% Driver Fitness = 0% Controlled Substances/Alcohol = 0% Vehicle Maintenance = 9% Hazardous Materials Compliance = 25% Crash Indicator = 5%</p> <p>Landstar Inway, Inc.: Unsafe Driving = 70% Hours-of-Service= 78% Driver Fitness = 24% Controlled Substances/Alcohol = 0% Vehicle Maintenance = 81% Hazardous Materials Compliance = 88% Crash Indicator = 40%</p> <p>Landstar Ranger, Inc.: Unsafe Driving = 42% Hours-of-Service= 76% Driver Fitness = 11% Controlled Substances/Alcohol = 4% Vehicle Maintenance = 79% Hazardous Materials Compliance = 84% Crash Indicator = 8%</p>
	TR-RO-540a.3	Number and aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m³)	<p>Number of spills = 15</p> <p>Aggregate volume of spills = 22.37 m³</p>

(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 28, 2024: Total employees based in the United States = 1,336 Truck operators provided by BCO Independent Contractors = 8,843



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