



LANDSTAR SYSTEM, INC.

REPORT UNDER THE GUIDELINES OF
THE SUSTAINABILITY ACCOUNTING
STANDARDS BOARD (SASB)
FOR FISCAL YEAR 2020



ABOUT THIS REPORT

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 26, 2020, unless otherwise noted, and we undertake no obligation to publicly update or revise any statements or information set forth in the report.



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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	See note 1.
	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: 0.30 (direct employees only) 2. Fatality rate: (a) Employees - 0.00 (b) BCO Independent Contractors - 0.001 per million miles
	TR-RO-320a.2	1. Voluntary and 2. Involuntary turnover rate (in each case for all employees based in the United States)	Quantitative	Rate	Employee turnover rate: 1. Voluntary = 7.0% 2. Involuntary = 2.1%
	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). For information regarding Landstar's efforts to address Scope 3 emissions relating to its transportation logistics services, see <https://www.landstar.com/corporate-information/corporate-responsibility/environmental-stewardship/>

(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 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: 493 (see note 5) DOT Accidents per million miles: 0.57 (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 18, 2020: Landstar Express America Inc.: Unsafe Driving = 22% Hours-of-Service= 25% Driver Fitness = 0% Controlled Substances/Alcohol = 0% Vehicle Maintenance = 18% Hazardous Materials Compliance = 43% Landstar Inway, Inc.: Unsafe Driving = 46% Hours-of-Service= 53% Driver Fitness = 13% Controlled Substances/Alcohol = 12% Vehicle Maintenance = 65% Hazardous Materials Compliance = 70% Landstar Ranger, Inc.: Unsafe Driving = 77% Hours-of-Service= 59% Driver Fitness = 17% Controlled Substances/Alcohol = 10% Vehicle Maintenance = 67% Hazardous Materials Compliance = 72%
	TR-RO-540a.3	Number Aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m ³)	Number of spills = 32 Aggregate volume of spills = 38.26 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 26, 2020: Total employees = 1,320 Truck operators provided by BCO Independent Contractors = 10,991



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