



2025

**CORPORATE
SUSTAINABILITY REPORT**





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SAFETY ★ SECURITY ★ SERVICE



Landstar President and CEO Frank Lonagro

CEO MESSAGE

At Landstar, safety, security, and service guide how we operate and how we approach sustainability. These priorities are reflected in six core values—Empower the Network, Safety First, Service Excellence, Collaboration, Accountability and Deliver for our Customers—and shape the decisions we make across the organization.

Our asset-light model defines our role. By connecting independent agents, business capacity owners (BCOs), and third-party carriers, we provide transportation solutions while focusing our efforts on areas where we can have the greatest impact—safety, operational efficiency, and responsible business practices. Today, that network includes approximately 70,000 capacity providers serving more than 20,000 customers worldwide.

We continue to invest in technology that strengthens the network and supports better outcomes. In 2025, we advanced several artificial intelligence enabled initiatives to improve efficiency, enhance risk management, and help protect the integrity of the supply chain.

Safety remains central to our approach. Through ongoing training, communication, and technology, we are focused on reducing risk and supporting consistent performance across the network.

Our approach to environmental stewardship is practical and grounded in our model. We focus on improving efficiency, reducing empty miles, and supporting equipment and technological advancements that can incrementally lower emissions over time.

Individuals across the Landstar network contribute to the communities where they live and work through volunteerism and charitable efforts, reinforcing our broader commitment to responsible operations.

This report reflects our ongoing focus on strengthening the network, investing in the right areas, and maintaining discipline in how we operate.

Thank you for your continued trust in Landstar.

Frank Lonagro
President & Chief Executive Officer



OUR MODEL – A Network Built to Deliver



Agents

Landstar agents operate as independent business owners, building customer relationships while leveraging the scale and resources of the Landstar network.

Agents coordinate freight, align capacity, and deliver customized transportation solutions supported by Landstar’s technology, safety programs, and operational infrastructure. This model combines local expertise with network scale, enabling consistent and reliable service.



Capacity

Landstar’s network includes approximately 70,000 capacity providers, consisting of business capacity owners (BCOs) and approved third-party carriers.

BCOs operate as independent owner-operators and are compensated based on a percentage of revenue per load. With no forced dispatch, they use the LandstarOne® mobile app and other tools to select freight and determine where and when they operate.

Third-party carriers provide additional scalability, enabling Landstar to meet varying customer demands across equipment types, lanes, and shipment complexity.



Customers

Landstar provides transportation solutions to more than 20,000 customers worldwide. Shipments range from single loads to complex logistics projects.

Customers benefit from personalized service provided by agents, combined with access to Landstar’s network of capacity providers, equipment options, and geographic coverage. This approach supports flexibility, visibility, and reliability.



SAFETY, SECURITY, AND SERVICE

Commitment to Safety

Landstar's commitment to safe, efficient and responsible operations is embedded throughout the network and the communities it serves.

Every member of the Landstar network plays a role in maintaining a safety-first mindset, supported by collaboration, communication and consistent standards. That discipline continues to reinforce Landstar's standing as a safety-focused organization.





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 agents, BCOs, customers, employees and invited guests, including law enforcement, industry organizations, and representatives from state and federal regulatory agencies. During 2025, Landstar held 12 Safety Thursday conference calls and averaged more than 883 participants on each call.

Compliance Meetings and Recognition

In 2025, the virtual monthly Compliance Hour meetings increased to an average of more than 71 participants per session. Topics included FMCSA equipment and operator regulations, federal periodic and roadside inspection processes, best practices, and updates on physicals and CDLs. Guest speakers included representatives from Landstar and DOT enforcement agencies. The call, hosted by Landstar’s Safety and Compliance departments, is open to all BCOs to communicate concerns and ask questions of guest speakers.

More than 100 Landstar BCOs were honored with Roadside Elite pins in 2025. BCOs earned the award for achieving flawless CSA performance in 2024, including zero violations and multiple clean inspections—an achievement Landstar acknowledged with personal notes thanking them for their dedication to safety.



Safety Thursday conference call



Regional LSO meeting



BCO safety meeting

Landstar Safety Officers (LSOs)

Each of our independent sales agencies designates an individual responsible 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 950 LSOs.

In 2025, the number of in-person LSO meetings grew to 67 regional discussions focused on fostering 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 effort among employees, independent agencies and customers to develop and apply logistics best practices centered on safety. For more than 25 years, Landstar’s safety professionals and independent agencies have proactively educated customers through discussions, analyses and hands-on demonstrations focused on secure loading and unloading procedures, and overall highway safety, often following detailed tours of customer shipping facilities. In 2025, Landstar, its agents and customers conducted 36 M.U.S.T. 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 2025, Landstar field safety managers held 74 safety meetings across North America.



A Lifetime of Safety Leadership

In July 2025, Landstar Field Safety Manager and longtime BCO Earl Yarbrough received the Jeffrey C. Crowe–Robert E. Zonneville Lifetime Achievement Award for years of safety leadership. Presented for the first time at the Landstar BCO All-Star Celebration, the honor recognizes an employee who not only excels professionally but uplifts others along the way.

Yarbrough's 48-year journey with Landstar began as a BCO, earning Million Mile Safe Driver and Roadstar® honors in 1993. He joined Landstar's safety team in 1995, continuing to hold his CDL while embodying the company's safety-first culture. His contributions span hundreds of safety events, No-Zone demonstrations, and M.U.S.T. customer meetings, during which he has educated thousands of individuals—from high school students to seasoned drivers.

Landstar President and CEO Frank Lonagro praised Yarbrough's enduring commitment: "Earl has been a tireless advocate for safety and a trusted resource for our entire network."

Yarbrough continues to lead by example, managing truck staging at major events and welcoming new Million Mile Safe Driver and Roadstar inductees. Despite the award's reputation as a "retirement award," he has no plans to slow down.

"I still love teaching safety," said Yarbrough. "Technology changes, but the fundamentals remain. Drivers must stay alert and never rely solely on automated features. Safety starts with a mindset."

With nearly five decades of service, Yarbrough's legacy is one of dedication, mentorship, and an unwavering focus on safety—an inspiration to all who share the road.



(L to R) Landstar President and CEO Frank Lonagro and Field Safety Manager Earl Yarbrough



Landstar Class of 2024 Million Mile Safe Drivers and Roadstar Inductees

Safety Recognition for Truck Operators

A total of 6,613 BCOs received annual safety awards in 2025. BCOs with 20 or more years of safe driving records are recognized in the anniversary month of their first safety award.

While Landstar's commitment to safety is companywide, it's especially evident in the number of owner-operators in our fleet who have earned Million Mile Safe Driver and Landstar Roadstar® status. While leased to Landstar, each has driven at least one million consecutive miles, without a preventable accident.

At the 2025 BCO All-Star Celebration, Landstar inducted 98 new One Million Mile Safe Drivers, 17 new Two Million Mile Safe Drivers, and two new Three Million Mile Safe Drivers. In addition, 12 owner-operators were also inducted into the rank of Landstar Roadstar, one of Landstar's highest honors for BCOs awarded for their high levels of safety, productivity and excellence in customer service.

Also presented on stage at the 2025 event, the BCO Lifetime Achievement Award recognizes BCOs for years of outstanding safety and service. Of the tens of thousands of owner-operators who have been leased to Landstar throughout the Company's history, 12 BCOs have received this prestigious award.



Landstar BCO Dale Reuman accepts 2025 Lifetime Achievement Award



(L to R) Landstar BCO Jeff Stone takes Landstar President and CEO Frank Lonegro through a pre-trip inspection



(L to R) Landstar Chief Safety and Operations Officer Matt Miller with Landstar BCO John DeCillo delivering military Humvees

Executive Ride-Alongs Offer Insight and Appreciation

Since 1995, Landstar’s Executive Truck Ride program has helped bridge the gap between leadership decision-making and life on the road. Riding alongside BCOs offers executives an authentic view of life on the road and the disciplined commitment to safety, security, and service that defines the Landstar network.

In 2025, two Landstar executives rode with BCOs. Landstar President and CEO Frank Lonegro climbed into the passenger seat of a truck owned and operated by BCO Jeff Stone for a day-long ride-along from Georgia to Tennessee and back. The experience gave Lonegro an up-close view of the self-discipline and skill required to keep freight moving safely and efficiently.

Stone shared the routines that help him stay healthy and alert: planning meals, staying hydrated, and using a 24-hour gym membership whenever possible. “It’s all about balance,” Stone said. “You have to take care of yourself and your truck.” That same discipline extends to his business practices—saving for truck maintenance, keeping his truck spotless, and maintaining strong relationships with Landstar agents.

Reflecting on the experience, Lonegro said, “There’s no substitute for seeing it firsthand—the rhythm of the road, the pride in safety and representing the Blue Star.”

Chief Safety and Operations Officer Matt Miller also took to the road in 2025, traveling with Landstar BCO John DeCillo on a multi-day, 1,100-mile haul. They delivered a load of military Humvees to an army depot in Texas.

DeCillo’s approach began in St. Augustine, Florida, with an inspection and planning in anticipation of traffic and parking challenges. “His focus on safety first and readiness ensured a secure and timely delivery,” said Miller, adding that the experience deepened his appreciation for the vital role BCOs play in the supply chain.



Accident Frequency

The chart shows accidents per million miles reportable to the U.S. Department of Transportation (DOT). The Federal Motor Carrier Safety Administration (FMCSA) 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.

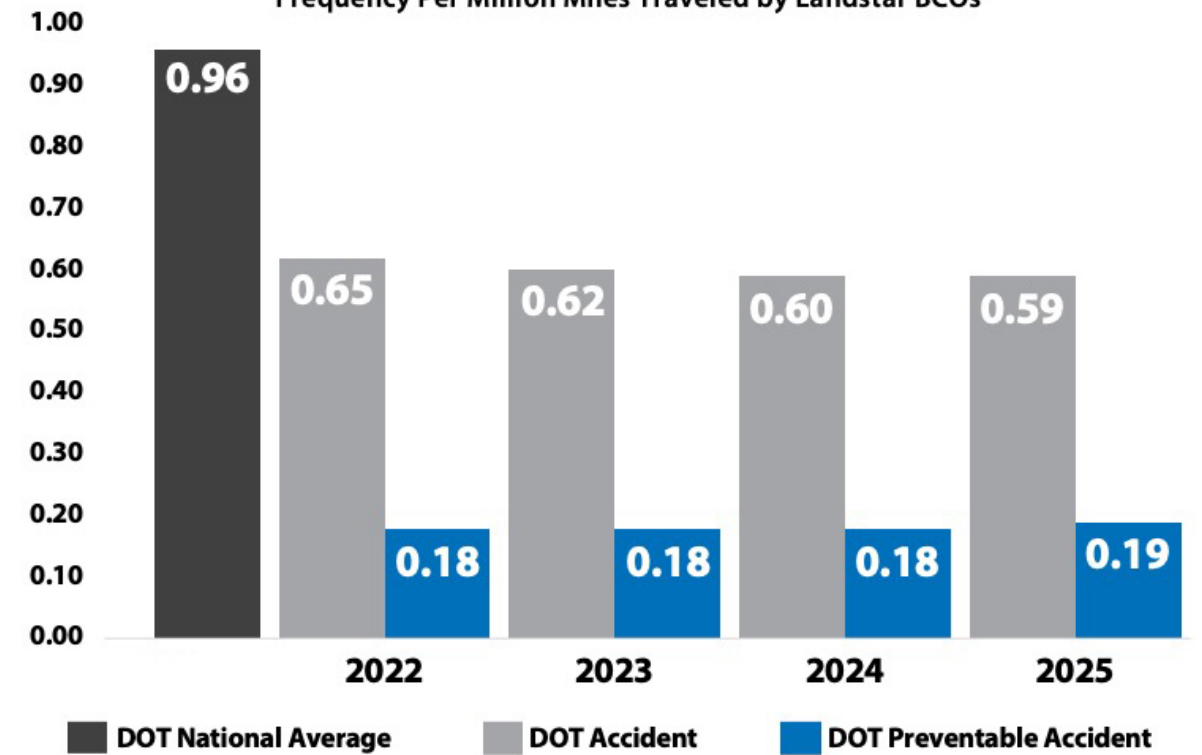
A "DOT Accident" is defined, consistent with U.S. 49 CFR 390.5T, as an occurrence involving a commercial motor vehicle operating on a highway in interstate or intrastate commerce that results in a

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.

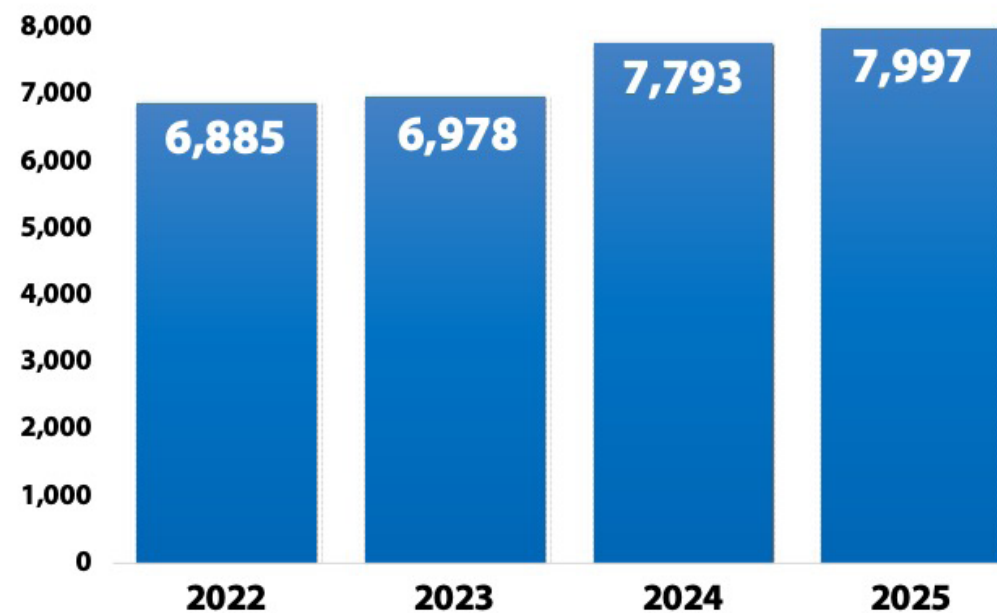
A "DOT Preventable Accident" on the part of a motor carrier is defined by U.S. 49 CFR 385.3 as a DOT Accident that could have been averted but for an act, or failure to act, by the motor carrier or the driver.

Year-end Accident Frequency

Frequency Per Million Miles Traveled by Landstar BCOs



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



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.

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 chart to the left shows the number of company-owned van trailers with reinforced rear-underride guards in our fleet as of the end of each year.



Brake-activated strobe lighting

Safety Enhancements 2025

Landstar safety initiatives in 2025 included implementing and investing in smart, driver-focused technology that helps support Landstar’s safety culture.

Landstar began retrofitting its trailers with brake-activated strobe lighting, and the Company has committed to making the technology a standard on new trailers purchased for the fleet. The brake-activated strobe lighting, which briefly flashes before turning solid red, is designed to improve visibility of the trailer during braking. The pulsing lights are intended to reduce the likelihood and severity of rear-end collisions—one of the industry’s most common types of accidents involving commercial vehicles. This braking technology adds another layer of protection.

Meaningful safety advancements and proven technology that support our independent owner-operators are also reflected in our newest safety offering for BCOs: Motive’s AI dashcam. These devices include outward-facing video functionality with the ability to capture objective, real-time evidence relating to over-the-road incidents, helping to establish and understand what occurred when a BCO is involved in an accident. These devices also deliver real-time, in-cab alerts to participating BCOs related to speed, following distance, and other behaviors—giving BCOs the opportunity to address their driving habits proactively.

These safety enhancements underscore Landstar’s commitment to its safety-first core value by leveraging smart, operator-focused technology to reduce risk, support BCO success, and keep our network of entrepreneurs and customers moving forward.

These investments reflect Landstar’s focus on safety, security, and service—using proven, driver-focused technology to support BCOs and enhance protection across the network.



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) since 2003 and Partners in Protection (PIP) since 2010, voluntary joint government/business initiatives to improve supply chain security. 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 and PIP security criteria and guidelines published and enforced by U.S. Customs and Border Protection (CBP) and Canada Border Services Agency (CBSA).

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.

Revised: 03/26

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.





Landstar employees in Jacksonville, FL

Working to Prevent Cargo Theft in the Supply Chain

Cargo theft and fraud remain growing challenges across the U.S. supply chain. Landstar works to combat these risks through strengthened carrier onboarding, enhanced validation tools—such as the Verify feature on Landstar.com—and ongoing communication with agents and owner-operators about security resources and policies. High-risk shipments follow strict guidelines, and BCOs are urged to safeguard personal and shipment information.

Landstar is active in organizations that work to prevent cargo theft in the supply chain, such as CargoNet, the Truckload Carriers Association, and state trucking associations, while maintaining strong relationships with law enforcement and national task forces. As threats evolve, Landstar will continue expanding its cargo theft and fraud prevention initiatives to support its agents, BCOs, and customers.

Utilizing Artificial Intelligence

Landstar has taken the first steps in fighting cargo theft through the use of artificial intelligence (AI) by deploying an AI-powered fraud detection solution that analyzes behavioral patterns, documentation, invoice images, and shipment characteristics to identify high-risk freight and reduce shipment losses.

The Company is leaning into the future of the entire Landstar network utilizing technology, specifically AI-enabled solutions, to benefit our agents, BCOs and employees. Our AI strategy builds on the existing strong digital foundation in place starting with initiatives adopted in 2025, including a new contact center, AI-enhanced tools used in pricing, BCO retention, trailer requests, and credit approvals.

Launched in late 2025, our new contact center platform leverages AI to enhance the knowledge base of the service representatives, automate routine tasks, summarize interactions, and free our subject matter specialists to focus on higher-value problem solving. Machine learning is embedded within our pricing and BCO retention tools for continuous improvement as we scale the available data.

Agentic AI is now embedded into our Landstar agent portal, improving access to information, automating workflows and enabling better, faster decision-making in freight logistics.



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

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

Quantifying Landstar GHG Emissions

Quantifying GHG emissions is an important first step that enables Landstar 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, EcoVadis, and the U.S. EPA’s SmartWay® program. Landstar has also engaged a third-party firm to independently verify our 2025 GHG emission data. This is the first time we have engaged an independent third-party to provide a Statement of Verification of our data.

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 91%, 90%, and 91% of our consolidated revenues in fiscal years 2025, 2024, and 2023, respectively.

TOTAL GHG EMISSIONS

in Metric Tons of CO2-e

Year	Scope 1	Scope 2	Scope 3
2023	174	2,801	3,169,571
2024	205	2,721	3,175,668
2025	225	2,690	3,107,780



Overall Scope 3 Emissions in 2025

Landstar’s Scope 3 emissions in 2025 reflected a decrease of 2% compared to 2024. This improvement was due in part to our long-term goal of incremental GHG emission-related improvements in our core trucking operations. The primary factor that contributed to Landstar’s Scope 3 emissions reduction in 2025 compared to 2024 is a slight decrease in the aggregate amount of miles operated by BCOs in connection with continued challenging operating conditions in U.S. freight markets experienced in 2025, partially offset by a slight year-over-year increase in the aggregate amount of loaded miles operated by third-party carriers.

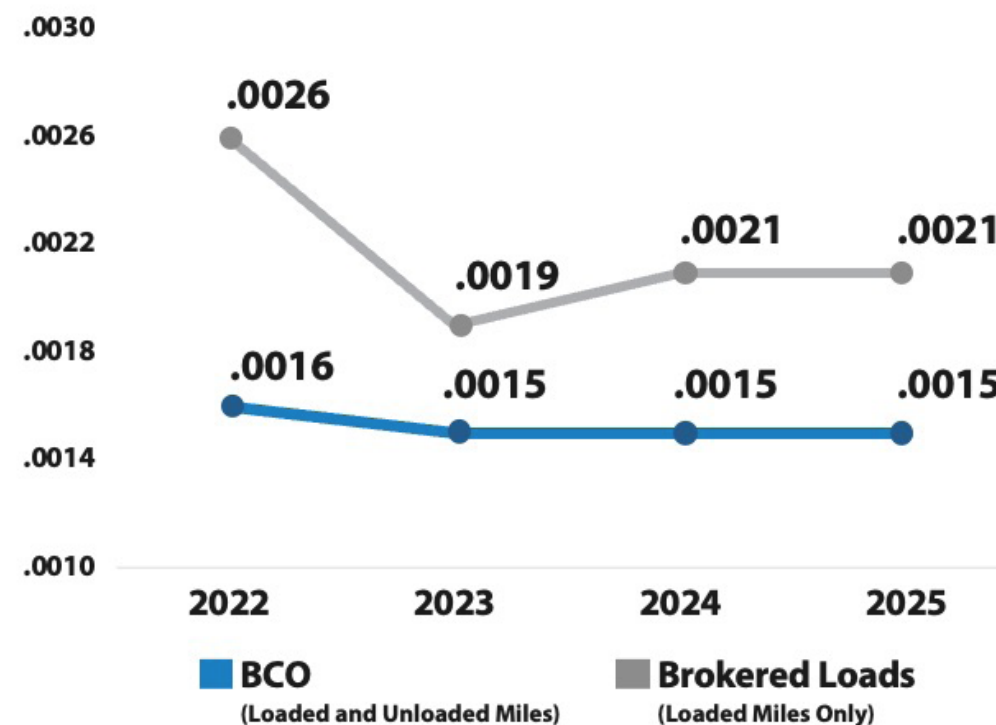
Scope 3 GHG Emissions Per Mile

Landstar provides operational data that relates to our goal of incremental GHG emission-related improvements in our core trucking operations. The chart included below 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 and for brokered loads hauled by third-party carriers stayed consistent year-over-year. Landstar achieved this result even after taking into account significant growth in our heavy haul business as a percentage of our overall freight transportation business in 2025, as heavy haul loads typically experience lower MPG per load compared to van loads due to the utilization of heavy/specialized equipment and increased load weights. This consistency in overall MPG emphasizes our commitment to incremental improvements in efficiency and sustainability.

Average GHG Emissions Per Mile in Metric Tons of CO2-e per mile





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 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

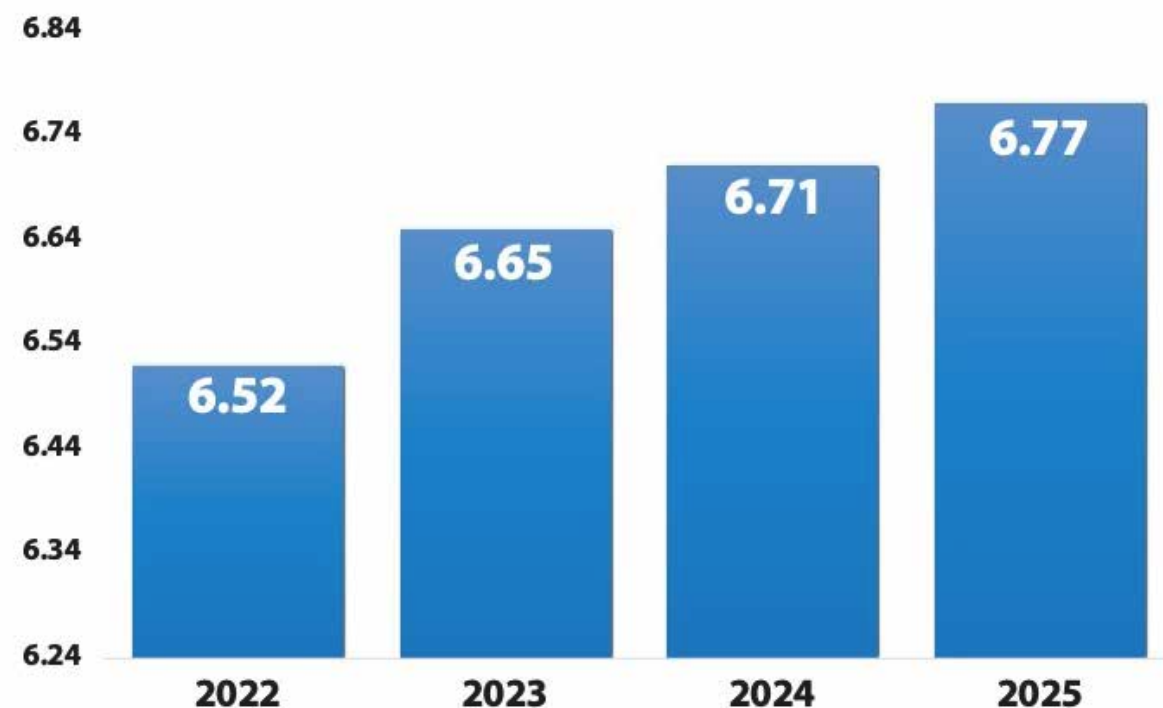
According to the U.S. Department of Energy, biodiesel can offer considerable GHG emissions benefits when used as a vehicle fuel. Many BCOs choose to purchase various biodiesel alternatives. Over the past five years, BCOs have collectively purchased nearly 28 million gallons of biodiesel blends, with B2, B5 and B20 being the most common varieties.

BCO MPG

In 2025, Landstar reported over 710 million miles traveled by BCOs for fuel tax purposes. The difference in average MPG for these BCO miles between 2025 and 2015 was 0.5 MPG. By improving their MPG over this period, BCOs used 8.3 million fewer gallons of fuel in 2025 than they would have used had they driven the same amount of total miles in 2025 using the average MPG they experienced in 2015.

Landstar has information regarding BCO fuel usage through the fuel tax administration program offered to BCOs. The "Average Fleet-wide BCO MPG" chart to the left provides the average annual MPG over the last four years for BCOs who participated in our fuel tax administrative program. The year-over-year improvement demonstrates our long-term goal of incremental GHG emission-related improvements in our core trucking operations. Please note that MPG is influenced by many factors including freight mix, equipment type, cargo weight, tires, routing and other factors.

Average Fleet-wide BCO MPG





Landstar Field Operation Center in Carnesville, GA

Trailing Equipment and Energy Efficiency Aerodynamic Trailing Equipment

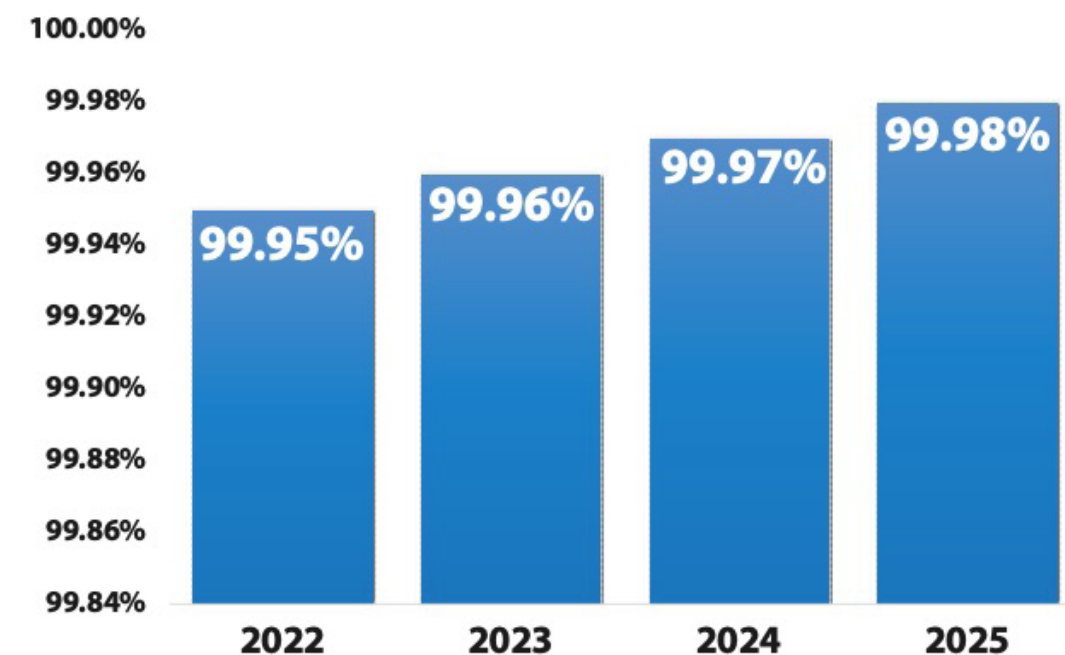
As of the end of 2025, Landstar owned 13,784 pieces of trailing equipment, including 12,277 van trailers. Almost all of the van trailers are outfitted with aerodynamic features such as side skirts, top kits and/or undertrays that aim to improve fuel mileage and thereby reduce emissions of the hauling Class 8 truck. Each of the aerodynamic features used on these van trailers is 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, the Landstar 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 identifying opportunities to increase the energy efficiency of new trailers it purchases, as well as improving existing trailers through after-market updates and routine maintenance.

The following chart shows our progress in installing aerodynamic devices on our van trailers since 2022:

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

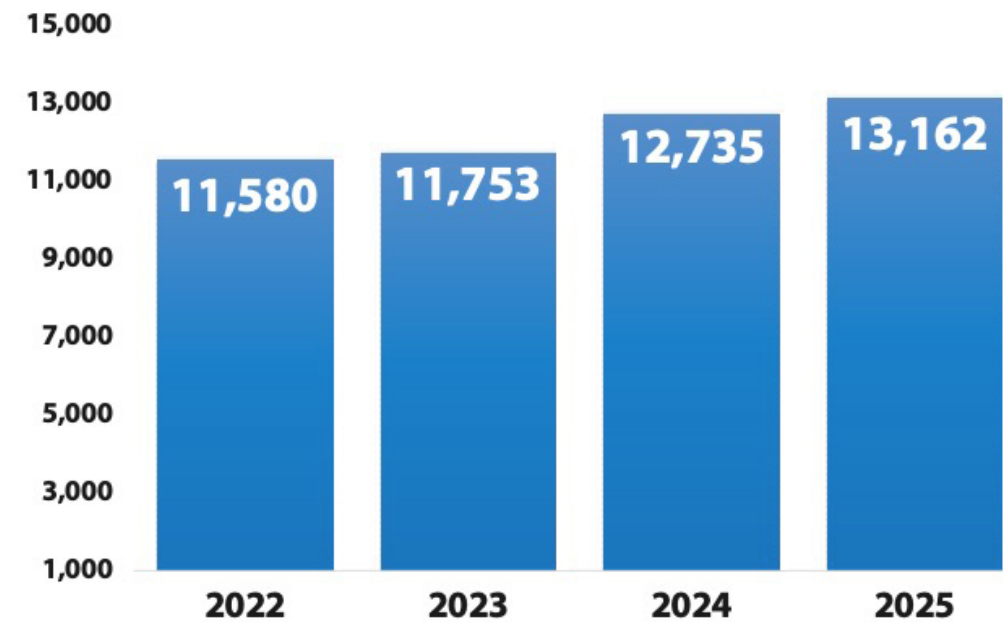


Low-Rolling Resistance (LRR) Tires

Landstar is committed to equipping its 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 Landstar’s 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 cumulative new trailers purchased in our fleet with LRR tires as of the end of each year..

Cumulative New Trailers Purchased with Low-Rolling Resistance Tires



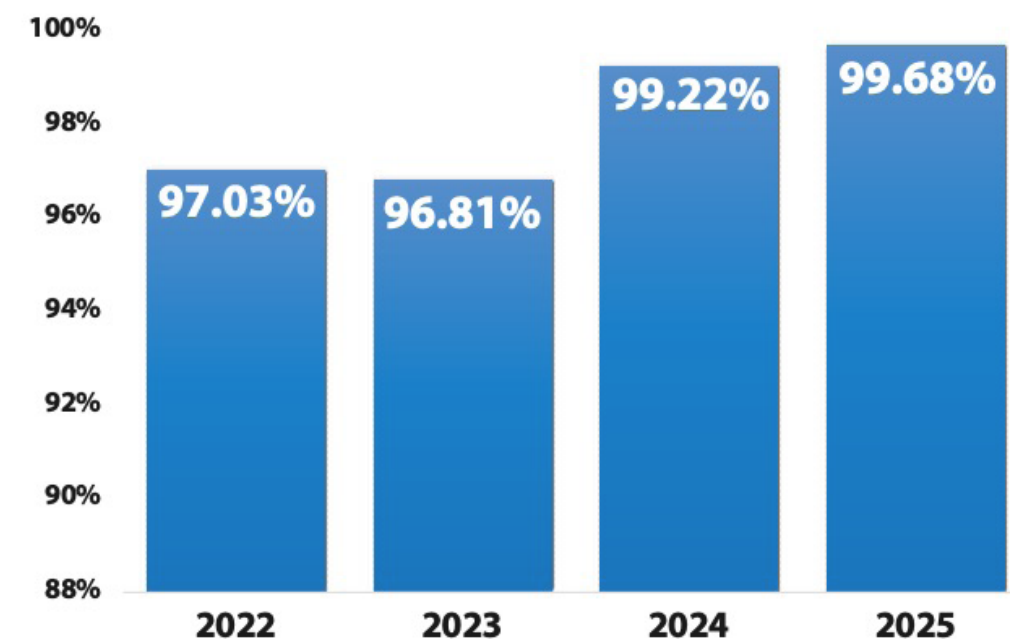
Trailer-Tracking Device Batteries

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 2025, 12,905, or over 99%, of Landstar’s van trailers were equipped with rechargeable battery-powered or solar-powered tracking devices.

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

Rechargeable or Solar Tracking Device % of Owned Van Fleet





Facilities Sustainability & Efficiency Initiatives

We are pursuing measured, incremental improvements to our facilities and operational practices, as listed below, intended to enhance efficiency and support responsible environmental management. These efforts include routine upgrades, maintenance, and operational refinements aimed at improving energy performance and supporting gradual reductions in Scope 1 and Scope 2 emissions over time. We are also focused on water-use

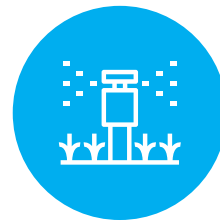
management through enhanced monitoring, maintenance, and conservation practices where appropriate. Together, these initiatives reflect a continuous-improvement approach designed to support operational needs while managing environmental impacts in a disciplined and practical manner.



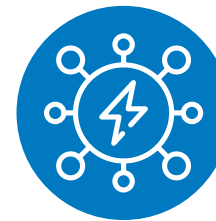
LOW-FLOW FAUCET STRAINERS
Results show an approximate 66% reduction in water flow and improving water efficiency



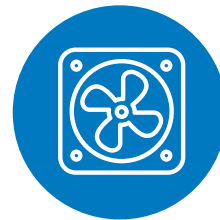
OPTIMIZATION OF MULTIFUNCTIONAL DEVICES
Replaces old devices with energy-saving models



IRRIGATION SYSTEM UPGRADE
Conserves outdoor water with low-flow sprinkler heads



AUTOMATED POWER MANAGEMENT
Contributes to overall reductions in energy consumption



ROOFTOP KITCHEN AIR AND EXHAUST REPLACEMENT
Improves air quality and operation efficiency



RECYCLING PROGRAM RELAUNCH
Promotes sustainability and reduces office waste



CONFERENCE ROOM REDESIGN
Modern workspaces with energy-efficient lighting and conferencing tech



BDA SYSTEM UPDATE
Amplifies first responder communication frequencies in case of emergencies

LANDSTAR IN OUR COMMUNITIES

Landstar's Culture

Landstar supports agents and BCOs in successfully growing their businesses while providing employees with opportunities for professional growth and career development in a diverse and inclusive environment. 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, security, and service at work and in our communities.



Landstar employees in Rockford, IL



Landstar Leadership Forum

Our Network

Landstar empowers the individuals who make up our network—thousands of independent freight agents, capacity owner-operators and Landstar employees—to provide transportation services for shippers and support the communities in which we all operate.

Award-Winning Culture

Landstar System, Inc. has been recognized by *U.S. News & World Report* in three categories of the 2025-2026 Best Companies to Work For, earning an Overall Award, Industry Specific Award in Transportation and Logistics, and a Regional Award (South). Best Companies are scored on six metrics, which include quality of pay and benefits; work-life balance and flexibility; job and company stability; physical and psychological comfort; belongingness and esteem; and career opportunities and professional development.

Because Landstar's culture supports gender diversity and career advancement opportunities for women, in 2025, we were recognized for the second consecutive year 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 provide competitive pay and benefits, flexible hours, professional development, and career advancement opportunities, and must also foster gender diversity overall.

Landstar celebrated a significant milestone in its commitment to developing and advancing women in leadership with its inaugural Women's Leadership Forum at the Jacksonville headquarters. The forum marks a new initiative championed by President and CEO Frank Lonegro to strengthen collaboration and provide more opportunities for connection and mentorship.

As of March 23, 2026, the Board of Directors is 90% independent and 40% female, with women chairing 40% of Board committees. Forty percent of directors identify with racial or ethnic diversity, and 10% chose not to disclose demographic background. The Board maintains a balanced mix of independence, diversity, and experience, supporting strong governance and inclusive oversight.



Our Employees

Empowering People, Driving Success

At Landstar, our people and their skills, dedication and innovation fuel our continued success in providing transportation services for shippers and supporting the communities in which we operate. That's why we invest in developing, retaining and attracting top talent.

Rewarding Excellence

To ensure our employees thrive, we have built compensation and benefits programs that balance fairness, competitiveness and recognition. Our short- and long-term incentive programs align with key business objectives and motivate strong performance while supporting individual growth. Employees enjoy comprehensive benefits, including:

- Medical, dental, and vision insurance coverage
- 401(k) savings and retirement plans
- Flexible time-off options
- Employer-provided life and disability insurance
- Wellness initiatives and tuition reimbursement
- A wide range of voluntary benefits designed to meet individual needs

We align with nationally recognized firms to benchmark our programs against industry peers to make sure they remain competitive and, above all, effective.

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.

Professional Growth & Career Development

We invest in our people through structured training that aligns with Landstar's values and compliance standards, supporting ethical decisions and strong business performance.

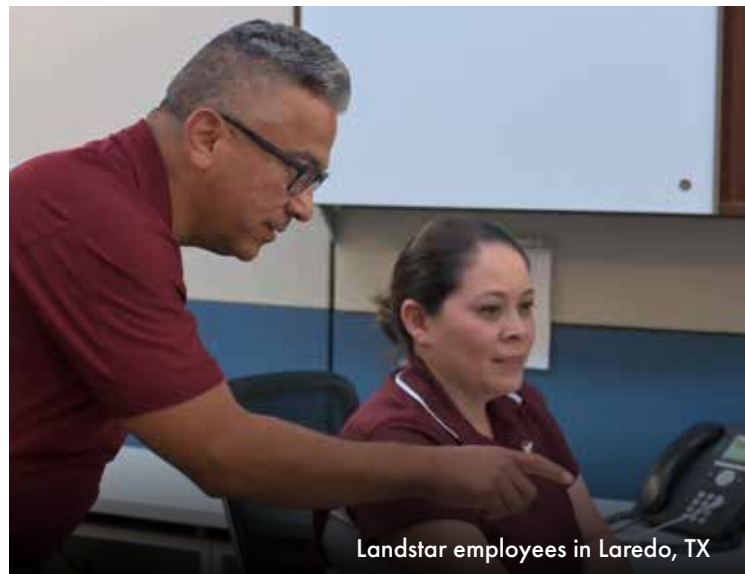
Landstar's Learning & Development team, led by certified ATD specialists, offers instructor-led and self-paced courses in leadership, safety, customer service, and other essential skills to help employees advance their careers. Our training portfolio includes onboarding, role-specific and departmental training, leadership and professional development, as well as required enterprise-wide curricula.

Employees engage in regular performance and development discussions, including annual formal reviews and ongoing feedback throughout the year. Supported by HR systems and leader tools, these conversations align individual goals with business priorities, identify development needs, and reinforce accountability—clarifying expectations and growth opportunities, and promoting a culture of continuous improvement.

All employees complete annual Code of Conduct and compliance training covering ethical standards, relevant laws and regulations, and the importance of speaking up and seeking guidance. Training is delivered through sessions or seminars and reinforced with annual acknowledgments.



Landstar employees in Carnesville, GA



Landstar employees in Laredo, TX



Landstar employees in Jacksonville, FL



Landstar employees volunteer in Rockford, IL

Habitat for Humanity Alliance

In support of its commitment to community engagement, Landstar established a corporate alliance with Habitat for Humanity to combine logistics expertise with employee volunteerism and help address affordable housing needs across the country.

Through this alliance, Landstar employees collaborate with Business Capacity Owners (BCOs) to provide freight transportation services, at no cost, to move building materials and home goods to Habitat affiliates, construction sites, and ReStores nationwide. This logistical support helps Habitat for Humanity efficiently deliver critical resources to local communities and advance its mission of providing safe, affordable housing.

The volunteer component of the alliance was launched in 2025 with Landstar President and CEO Frank Lonegro's participation in Habitat for Humanity's CEO Build in Jacksonville, Florida.

"It is a privilege to support Habitat for Humanity's national logistics needs while also participating in local builds that help create affordable housing in the communities where we live and work," said Lonegro.

Building on this commitment, Landstar employees in Rockford, Illinois participated in a Habitat build alongside Habitat for Humanity staff and other community volunteers. The team assisted with constructing walls for a six-bedroom home, contributing directly to a project that will provide long-term benefits for a local family and the surrounding community.

Employees who volunteered described the experience as meaningful and aligned with Landstar's values.

"I have never attended a Habitat build before, and I hope to volunteer for more opportunities like this in the future," said Landstar employee Julie Matthews. "It felt good to be part of something so helpful."



Community Involvement

Landstar is committed to supporting the communities in which our employees and independent business owners operate.

In 2025, Landstar pledged to support Habitat for Humanity, a nonprofit organization dedicated to creating safe, affordable housing for families in local communities, transforming lives and strengthening neighborhoods, one house at a time.

Landstar also sponsors and supports:

- American Cancer Society’s Relay for Life
- Blood Drives
- Feeding Northeast Florida
- School Supply Drives in Jacksonville and Rockford
- The Women’s Board of Wolfson Children’s Hospital Jacksonville
- United Way

Additionally, Landstar’s Jacksonville employees collect bike donations and host a toy drive for an annual Angel Tree gift program which supports the Child Guidance Center in providing behavioral services 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 by providing holiday gifts to children in local foster care and involved in child welfare services.

A group of current and retired Landstar employees donate to and serve lunch quarterly at Carpenter’s Place in Rockford. The day-time center for the unhoused provides resources and tools needed to rebuild their lives.

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.



Habitat for Humanity build



Feeding Northeast Florida food drive



Angel Tree gift program



Corporate Run 5K

Sustainable Service: Agents Trevor and Shelley Hagerman

When Trevor and Shelley Hagerman opened their independent Landstar agency, TH Logistics, in 2008, they knew success meant more than business growth—it meant service to Landstar customers, as well as to the community in which they operate. Today, their leadership in the Rotary Club of Stirling, Ontario, exemplifies the Rotary motto “Service Above Self.”

As active leaders in the Rotary Club of Stirling, Ontario, they’ve championed initiatives that make a lasting impact. From environmental stewardship to clean water access, their efforts reflect a deep commitment to service and sustainability.

“My grandmother always said, ‘To those whom much is given, much is expected.’ That’s something we live by,” said Shelley.

Through Rotary, the Hagermans support Water First, an initiative that educates Indigenous communities on water management, helping ensure long-term access to clean water.

One of their most visible contributions is the annual Watershed Clean-Up along the Great Lakes. Rotarians from both Canada and the U.S. join forces to remove trash from shorelines, preserving vital ecosystems.

Together, with their fellow Rotarians, the Hagermans have also picked up shovels to help create and maintain a community greenspace near the local food bank—planting trees, gardening and promoting biodiversity.

“Whether it’s loading Trevor’s pickup with donated canned goods the club collected for the food bank, or helping to raise \$7,000 for perishable items, we’re grateful that we can help provide for those in need,” said Shelley.

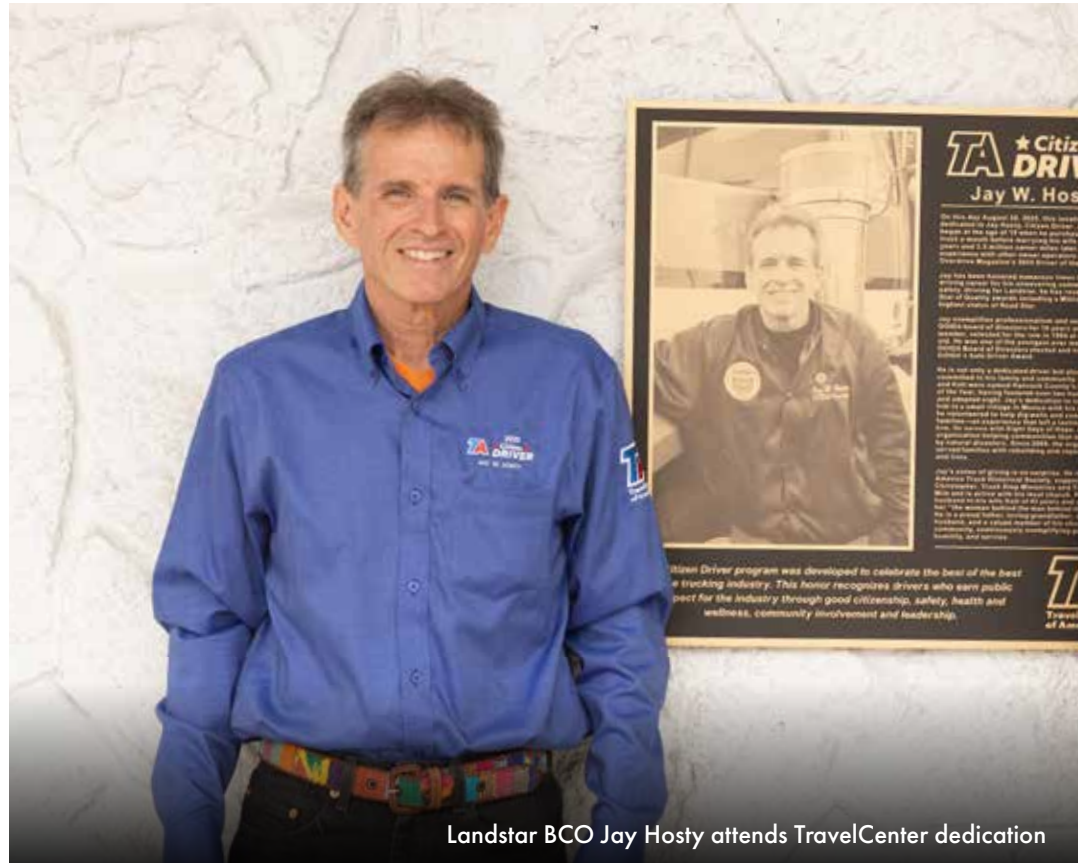
For Trevor and Shelley, their connections through the Stirling Rotary Club are merely an extension of running their successful agency, making a difference for people and the planet.



Watershed clean-up



Food drive donations



Landstar BCO Jay Hosty attends TravelCenter dedication



Landstar BCO Jay Hosty and his truck

A Tribute to Safety and Service: Jay Hosty Named TA Citizen Driver

Landstar BCO Jay Hosty was honored by TravelCenters of America in 2025 when the company dedicated its Slidell, Louisiana, location to Hosty in celebration of his lifelong commitment to safety, service and leadership. In 2024, he was named a TA Citizen Driver, recognizing his 42-year career and more than 3.5 million accident-free miles.

Hosty, a Landstar Roadstar® honoree and two-time Star of Quality recipient, has been recognized by several industry organizations and the press for his contributions to the trucking industry. He's spent 16 years on the Owner-Operator Independent Drivers Association (OOIDA) Board, helped establish OOIDA's Safe Driver Award, and earned a 26-year Safe Driving Award.

In 2024, Hosty was named *Overdrive* Trucker of the Year, adding to a legacy of industry excellence and community compassion. He actively supports trucking charities and mentors fellow drivers, embodying Landstar's values of integrity and care.

His impact reaches far beyond the road—volunteering internationally, rebuilding homes decimated by Hurricane Katrina, and fostering over 200 children in his community.

With the Slidell TravelCenter now bearing his name, Hosty's legacy stands as a lasting symbol of what it means to lead with heart, resilience and purpose.



Carving Out Time for Charity: BCO Richard Housley

Independent Landstar business capacity owner (BCO) Richard Housley, from Carl Junction, Missouri, has a passion for philanthropy, which he manages between trips on the road. In fact, he has gained a reputation in his community for his volunteer work and giving spirit.

Housley spends July through September of each year growing pumpkins on his multi-acre farm. At the end of the season, he donates the profits from the sale of his freshly harvested pumpkins to a charity of his choice. In 2025, the funds were allocated to Fostering Hope, a nonprofit organization that supports children in foster care.

“I’ve been a BCO with Landstar for about 10 years,” Housley said. “Being able to choose my own schedule has given me the freedom to be actively involved in my child’s life and in my community, which is really how I de-stress.”

Over the years, Housley has battled bugs, droughts, hailstorms and mildew learning how to make his patch thrive. His fourth season growing and selling pumpkins to raise donations for a charity organization raised more than \$1,500.

The pumpkins that didn’t sell ended up benefiting the community in other ways. He took the gourds to wildlife shelters, zoos and other farms to help feed the animals.

Housley’s appetite for good deeds doesn’t end with pumpkins for Halloween. Throughout the year, he dedicates time to buy and repair children’s bicycles for donation, build beds for children in need, clean litter along the highway, and even volunteer as Santa Claus at the local zoo, among other philanthropic activities.

“I love my community and the people here,” he said. “I don’t drink or smoke. My only vice is wanting to help people.”



(L to R) Landstar BCO Richard Housley and his daughter



Landstar BCO Richard Housley’s pumpkin crop



Celebrating BCOs and Agents

In addition to holding owner-operator 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, security, and service excellence by inducting a new class of Million Mile Safe Drivers 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. 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.

Only Landstar Roadstar® honorees or Million Mile Safe Drivers are eligible to win the truck given away during the BCO All-Star Celebration. A second truck giveaway culminates Landstar’s annual BCO Appreciation Days event and is open to all Landstar BCOs. One of five finalists is randomly selected from the contest’s pool of nearly 8,500 eligible BCOs.

Each of the two trucks is equipped with industry-leading fuel efficiency and safety technology. The 2026 Freightliner Cascadia, with a 126-inch sleeper cab has a lifetime fuel economy average of over 9 miles per gallon (mpg). The Cascadia’s streamlined aerodynamic

exterior is designed to improve fuel efficiency by up to 5% and features a Max Aero Bumper, front wheel-well closeouts, and an updated hood to reduce drag.

BCOs working toward logging one million safe miles or more are recognized with a safety award each year when they become eligible. In 2025, 6,613 BCOs received annual safety awards starting with year one through 45 years of safe driving with Landstar. Depending on the number of years achieved, the rewards range from hats and shirts to truck tires.

Landstar Star of Quality

Since 1996, Landstar has been recognizing exceptional service from its independent owner-operators and agents through its Star of Quality program, which allows customers, peers and the public to nominate standout performers. The 10,000th star was awarded in 2025. Honorees who consistently go above and beyond receive tiered pins and recognition based on the number of awards earned – some exceptional agents or BCOs have earned 10 or more gold stars.



(L to R) Landstar President and CEO Frank Lonegro congratulates truck winner Landstar BCO George Eason following the BCO All-Star Celebration



(L to R) Landstar President and CEO Frank Lonegro congratulates truck giveaway winner Landstar BCO Christian Sanchez Cantu at BCO Appreciation Days



Helping Members of Our Network

Landstar created the BCO Benevolence Fund in 2005 to provide financial assistance to its leased owner-operators in times of hardship or emergency.

Qualified BCOs who receive aid from this fund might not have the assets necessary to meet their financial obligations or to provide basic living expenses for their families, due to

an unexpected event or illness. The BCO Benevolence Fund collects contributions from agents, BCOs, and employees throughout the year at various events to provide support for much-needed financial assistance.

In 2025, \$125,000 in aid was distributed to 37 qualified applicants.



Landstar BCO Walter Jackson

Landstar BCO Benevolence Fund

Landstar BCOs, agents and employees raised a record \$19,700 for the BCO Benevolence Fund through raffles, bingo games and donations made during BCO Appreciation Days, held in September of 2025 in Bossier City, Louisiana.

Among the fund contributors was Landstar BCO and 2025 Truckload Carriers Association (TCA) Professional Driver of the Year Walter Jackson. He generously donated \$1,000 to the fund that once played a pivotal role in his life. The fund helped him get back on his feet after losing everything due to Hurricane Katrina in 2005, shortly after becoming a BCO.

“We lost everything!” said Jackson. “That assistance spoke volumes about the company I had just leased to.” As TCA 2025 Trucker of the Year, he earned \$20,000 in prize money, some of which he pledged to donate to the fund as a way to pay his good fortune forward.

Thankful for his own good luck, Landstar BCO and Field Safety Manager Earl Yarbrough also dug deep into his pockets during BCO Appreciation Days to lead a bidding war for a Landstar quilt which raised \$5,100 in donations for the fund.

The majority of the funds awarded in 2025 were for unforeseen medical-related costs (60%), expenses related to death (27%) and other critical needs (13%).

Landstar BCOs, truck operators employed by Landstar BCOs, and their immediate family members are eligible to apply for assistance from the fund. A selection committee evaluates all qualified applications and allocates funds.



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 27, 2025, 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) CO2-e	225
	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) 2. Lost time incident rate (LTIR) 3. Fatality rate for: Direct employees Contract workers	Quantitative	Rate	1. TRIR: 0.35 (direct employees only) 2. LTIR: 0.07 (direct employees only) 3. Fatality rate: (a) Employees – 0.00 (b) BCO Independent Contractors – 0.0197 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 = 8.5% 2. Involuntary = 2.2%
	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: 419 (see note 5) DOT Accidents per million miles: 0.59 (see note 5) DOT Preventable Accidents per million miles: 0.19 (see note 6)
	TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving (2) Hours-of-Service Compliance (3) Driver Fitness (4) Controlled Substances/Alcohol (5) Vehicle Maintenance (6) Hazardous Materials Compliance (7) Crash Indicator	Quantitative	Percentile	As of December 26, 2025: Landstar Express America Inc.: Unsafe Driving = 28% Hours-of-Service= 36% Driver Fitness = 0% Controlled Substances/Alcohol = 0% Vehicle Maintenance = 8% Hazardous Materials Compliance = 30% Crash Indicator = 30% Landstar Inway, Inc.: Unsafe Driving = 74% Hours-of-Service= 70% Driver Fitness = 24% Controlled Substances/Alcohol = 3% Vehicle Maintenance = 78% Hazardous Materials Compliance = 90% Crash Indicator = 41% Landstar Ranger, Inc.: Unsafe Driving = 62% Hours-of-Service= 69% Driver Fitness = 8% Controlled Substances/Alcohol = 4% Vehicle Maintenance = 75% Hazardous Materials Compliance = 87% Crash Indicator = 18%
	TR-RO-540a.3	Number and aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m ³)	Number of spills = 20 Aggregate volume of spills = 12 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 27, 2025: Total employees based in the United States = 1,287 Truck operators provided by BCO Independent Contractors = 8,514



LANDSTAR SYSTEM, INC.
13410 Sutton Park Drive, South
Jacksonville, FL 32224

800-872-9400
www.Landstar.com