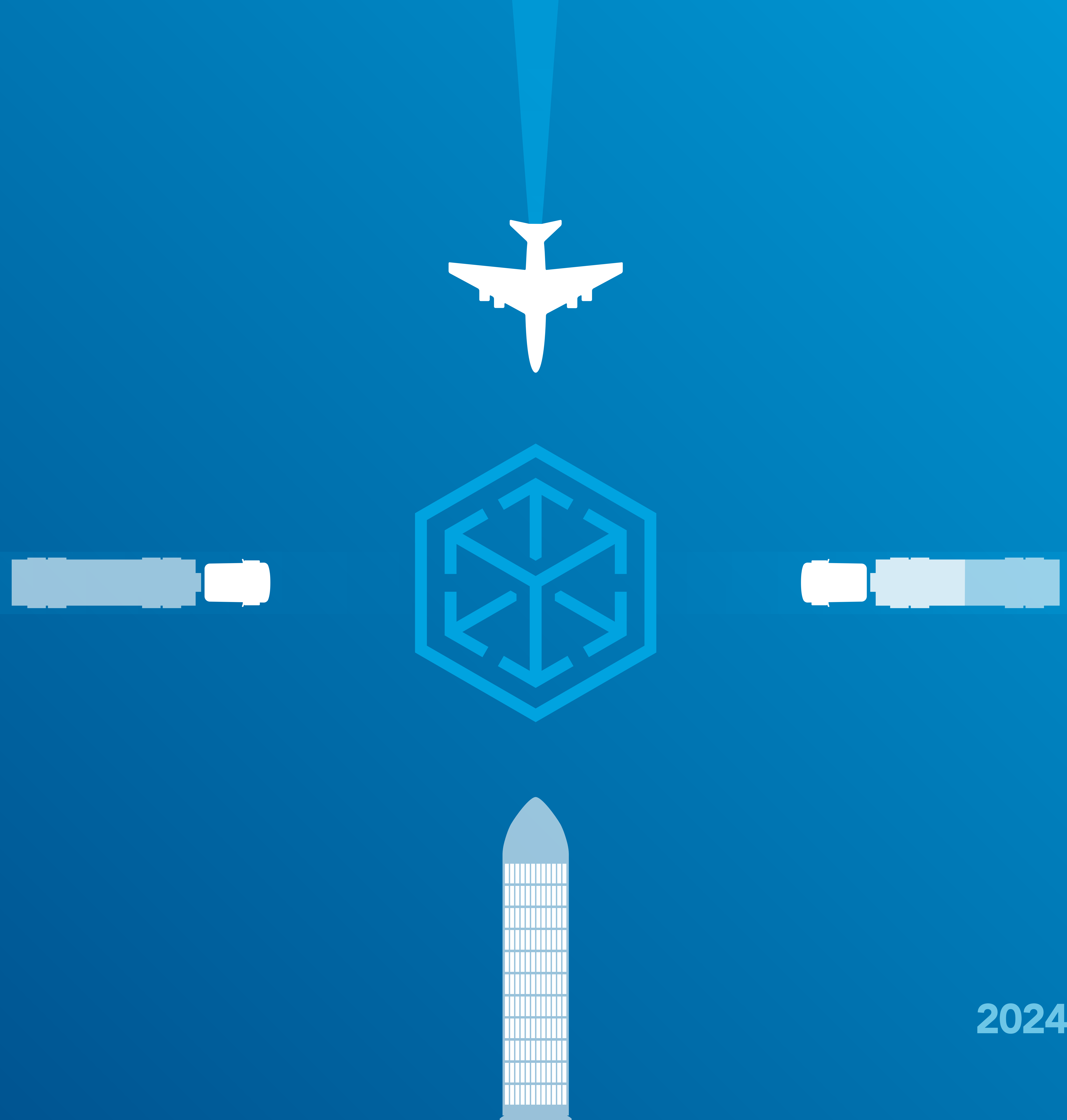
C.H. ROBINSON



2024 Climate Risk Report

Introduction

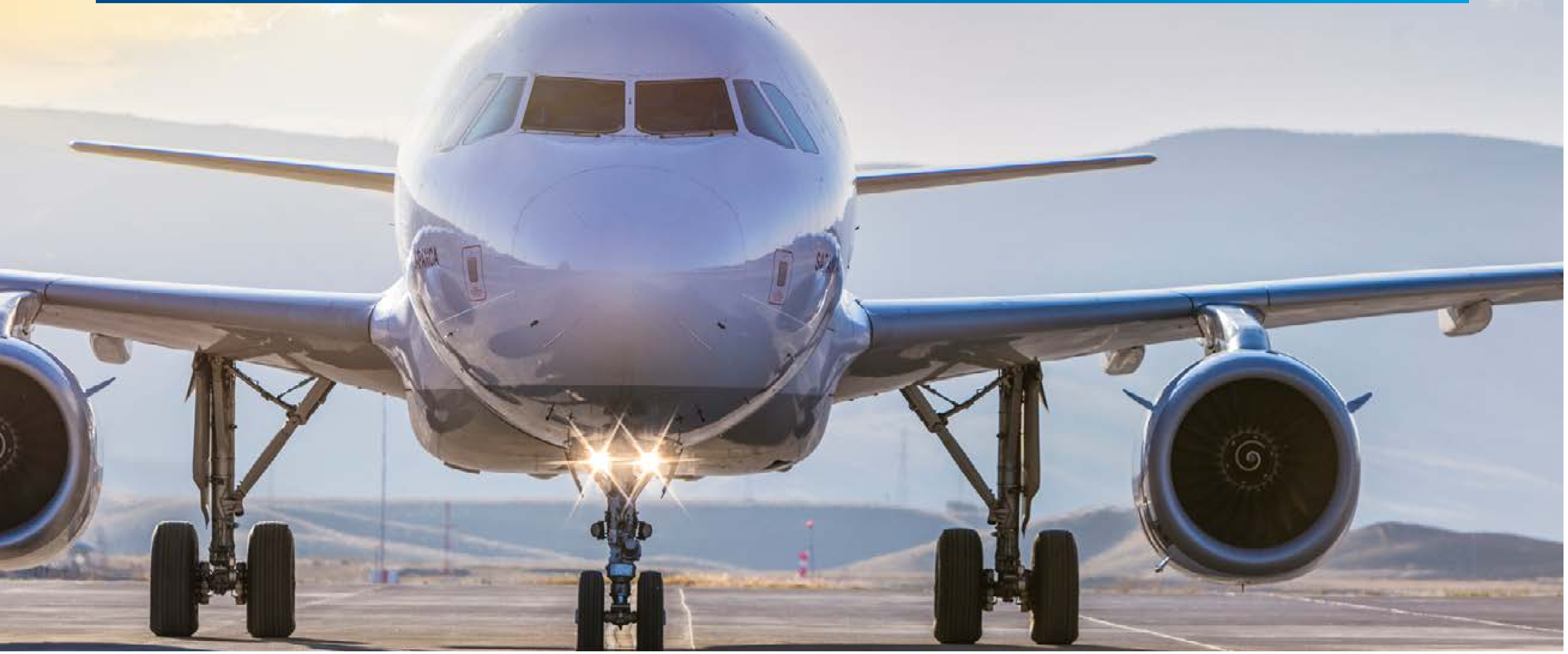
C.H. Robinson publishes an annual sustainability report that outlines the results of our enterprise-wide materiality assessment, which identified climate change as a critical factor in responsible business practices. Our global sustainability policy underpins the operational aspects of our sustainability-related work.

This report is in alignment with the recommendations set forth by the Task Force on Climate-related Financial Disclosures. In accordance with the TCFD recommendations, this report is organized by the four TCFD recommendation pillars:

- Governance
- Risk Management
- Strategy
- Metrics and Targets

About C.H. Robinson

Core to our sustainability program is understanding our business model. As one of the world's largest and most connected logistics platforms, we arrange the transport of our customers' freight and support supply chain optimization through data services. Industry classifications often label us as a transportation company; however, we are unique from traditional asset-owning transportation companies because we deliver a global network of logistics solutions without an owned fleet. As part of our engagement on sustainability topics, we focus on the issues related to this unique business model.



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Governance

Board of Directors ("Board") oversight

We believe identifying and managing critical sustainability topics drives long-term value for our stakeholders, helps ensure the sustainability of our company, and is a competitive advantage in today's rapidly evolving marketplace. At C.H. Robinson, our sustainability efforts are focused on climate action, people empowerment, and ethical business practices. We are committed to integrating climate-related issues throughout our governance and management processes.

The Board has oversight of sustainability strategy and performance, and Board committees also engage on sustainability topics within the scope of their charters on a regular basis. The Board generally meets at least four times a year to oversee; review; and, where appropriate, approve fundamental operating, financial, risk management, and other corporate strategies, as well as major plans and objectives. The full Board receives updates at least annually from management, including our Vice President of ESG, on sustainability strategy and risk management. In addition to regularly scheduled updates to the Board, we allocate additional time to review climate-related topics if issues arise outside of the scheduled time.

Board Committees oversee specific topics. The Audit Committee has oversight of ethics and compliance, risk management, cybersecurity, and data privacy. The Talent and Compensation Committee has oversight of talent strategies; company culture; and other talent-related topics. The Governance Committee reviews, at least annually, the company's policies, practices, performance, disclosures, and progress toward goals with respect to significant sustainability issues, including the alignment of such efforts with the company's overall strategy.

Climate-related issues are integrated into our multi-disciplinary, company-wide risk management process

Audit Committee

The Audit Committee reviews the key risks or exposures and assesses the steps management has taken to minimize such risk on an quarterly basis. In 2025, our Board approved a new Technology & Innovation Subcommittee of the Audit Committee to drive strategic technology integration and manage associated risks. See the Proxy Statement for additional information.

Responsibilities:

- Oversees risk management for the company, which is reviewed quarterly and aligned to the risk factors reported annually in our Form 10-K and referenced in quarterly Forms 10-Q
- Reviews the risk management status of the company
- Provides periodic risk assessment updates to the Board and gets periodic updates from the Board regarding the company's risk management practices

Talent and Compensation Committee

The Talent and Compensation Committee has oversight responsibilities relating to overall talent strategy, executive compensation, employee compensation and benefits programs and plans, succession and leadership development, and culture.

Responsibilities:

- Periodically reviews the company's compensation programs to ensure they do not encourage excessive risk-taking
- Determines all elements of the compensation and benefits for the Chief Executive Officer and other executive officers of the company.
- Reviews the company's policies, practices, performance, disclosures, and progress toward goals with respect to significant human capital management issues, including the alignment of such efforts with the company's overall strategy

Governance Committee

The Governance Committee adopts and revises corporate governance guidelines applicable to the company and serves in an advisory capacity to the Board on matters of organization and the conduct of Board activities.

Responsibilities:

- Periodically reviews developments that may have a material impact on the company's corporate governance programs, including related compliance policies, with the company's Chief Legal Officer
- Reviews, at least annually, the company's policies, practices, performance, disclosures, and progress toward goals with respect to significant sustainability issues, including the alignment of such efforts with the company's overall strategy

Management responsibilities

Our internal audit team facilitates our Enterprise Risk Management (ERM) program, which includes key risk identification, mitigation efforts, and reporting to the Audit Committee. Our internal audit team reports enterprise risks to the Chief Financial Officer, who works closely with our Chief Executive Officer, Chief Legal Officer, and Chief Human Resources and ESG Officer to review, including any climate-related risks if they arise. These individuals provide feedback on recommended actions and give final approval regarding which actions are brought to the Board.

Our ERM program is all-encompassing of multiple parties in the risk process, involving various roles and responsibilities in monitoring, management and mitigation. One specific risk can be the responsibility of a single individual, a department, or all C.H. Robinson employees. This is why we have risk subject matter experts (SMEs) serve as the knowledge base and provide foundational understanding of a specific risk.

Risk SME

A Risk SME is a responsible point of contact for risk exposures within the enterprise, coordinating efforts to mitigate and manage risks with other relevant individuals. These individuals are responsible for the description and scope of exposure for risks.

Climate-related responsibilities:

- Rate classification of applicable risk using defined assessment criteria
- Bear responsibility for the assessed levels of risk
- Gather/update detail to properly understand and support risk classification
- Define risk mitigation plans to bring risks within tolerance
- Develop monitoring and additional mitigation plans if remediation efforts are required

Operational Risk Owner

Risk owners are employees responsible for integrating risk management into daily activities. The Risk SME and operational risk owner can be the same individual, but this group is defined separately from the risk SMEs to illustrate the number of different employees and roles involved in the risk management process.

Climate-related responsibilities:

- Implement, maintain, and report on the monitoring and mitigation plans developed by the SME
- Continually improve upon risk management processes

Strategy

Climate-related risks and opportunities

C.H. Robinson recognizes the importance of identifying and assessing the impacts of climate-related risks and opportunities over three distinct time horizons: short-term (0-1 year), medium-term (1-5 years), and long-term (5+ years). The following tables outline our current understanding of the company's relevant climate-related physical and transition risks and their potential impacts to our business operations, including any potential opportunities for the company.

We evaluate transitional and physical climate-related risks to determine the relative importance of each climate-related risk in alignment with our ERM framework.

- Transition risks are associated with the transition to a low-carbon global economy and include the assessment of current and emerging regulatory, technology, legal, market, and reputational risks.
- Physical risks stem from the impacts of climate change. They can be short-term events such as extreme weather events and more long-term changes in weather patterns.

Physical Risks

Risk Type	Risk	Description	Time Horizon	Potential Business Impact
Acute Physical	Extreme weather events	Increasing extreme weather events, such as hurricanes and extreme precipitation, can impact transportation infrastructure, ocean freight shipping, cause damage to port locations, and damage inventory.	Short-term	Transportation routes may be impacted by severe weather, causing increased customer need for alternative transportation solutions and delays in shipping. If these extreme events become more frequent and intense, C.H. Robinson may need to provide additional support to customers through rerouting, intermodal solutions, or other tactics to continue to support shippers through extreme storms. However, C.H. Robinson offices and facilities may be damaged by extreme weather, inhibiting employees' ability to get to work and carry out their responsibilities.
Chronic Physical	Rising sea levels	As climate change worsens, it is expected that sea levels rise to varying degrees in coastal locations.	Long-term	Port infrastructure can become damaged, which could delay or halt operations to and from that specific port, hindering cargo from reaching and departing from ports, causing delays and disruptions in customer service.
Chronic Physical	Rising mean temperatures	Average temperatures may increase over time as long-term impacts of climate change lead to greater temperature extremes.	Long-term	Rising temperatures may increase demand for cooling, thereby increasing costs associated with facility cooling needs and transportation refrigeration costs. This may lead to higher prices for our services. Extreme temperatures impact workers who are exposed to high heat or extreme cold and can impact productivity.

Transition Risks

Risk Type	Risk	Description	Time Horizon	Potential Business Impact
Policy & legal	Increased emissions reporting requirements	Emerging emission reporting requirements around the world would require sophisticated data collection, management, and reporting capabilities. Inadequate processes, systems, and tracking could make adjusting to these changes difficult and could require additional hiring needs and/or technology resources to meet reporting requirements. Increased collaboration with contract carriers may be required to gather relevant and accurate data for reporting purposes.	Short-term	Increased need for data collection for the purpose of reporting emissions could put a strain on small-scale contract carriers and limit the company's ability to comply with reporting requirements.
Market	Changing customer behavior	Shippers adopting emissions reduction targets will seek to work with transportation providers that can help them meet these goals and provide low carbon solutions.	Medium-term	As a non-asset owner, C.H. Robinson works with thousands of contract carriers, many of which are small businesses that may not have the resources to provide clean transportation options. C.H. Robinson is focused on digital innovation and developing solutions to help customers better track and monitor emissions and efficiency across their logistics solutions.
Policy & legal	Climate mandates and regulation of existing products and services	Additional climate-related mandates or regulation, such as fuel efficiency or clean vehicle adoption mandates, may make the transportation of goods more difficult or costly.	Medium-term	Mandates to comply with fuel efficiency standards and clean vehicle adoption would influence our contract carriers' businesses and could result in loss of contract carriers if they are not able to comply, resulting in decreased revenues if C.H. Robinson cannot identify alternative contract carriers.

Opportunities

Opportunity Type	Opportunity	Description	Potential Business Impact
Technology	Development of new products and services through research and development (R&D) and innovation	C.H. Robinson has the infrastructure and resources to continue to innovate and invest in R&D to develop solutions that meet emerging market demand for sustainable transport and logistics. C.H. Robinson can invest in the development of other products and services that support customers' sustainability goals, as many have made these targets enterprise priorities.	By driving more technology infrastructure to market, C.H. Robinson could offer solutions to help customers advance and meet their sustainability targets.
Market	Shift in consumer preferences	Consumers are increasingly interested in supporting companies with sustainability objectives, including along supply chains. Reducing emissions from upstream and downstream transportation can help companies achieve emissions reductions across the value chain. C.H. Robinson can differentiate ourselves with customers by creating tailored solutions and embedding climate considerations into core services to help them meet their sustainability goals.	Working with contract carriers to secure a network of low emissions and more efficient transportation options can help meet shifting customer demand.
Market	Access to new markets	Corporations are adopting climate goals, including emissions reduction goals across their supply chains and actively identifying strategies to track, manage, and achieve these targets.	C.H. Robinson can continue to expand our customer reach if we can develop digital solutions that provide low carbon options for customers with emissions reduction goals and ambitions to move toward low carbon operations.

Scenario analysis & resilience

In 2023, C.H. Robinson conducted scenario analysis for physical and transition risks to evaluate the business' resilience to various possible warming scenarios. Some findings that came out from this scenario analysis include:

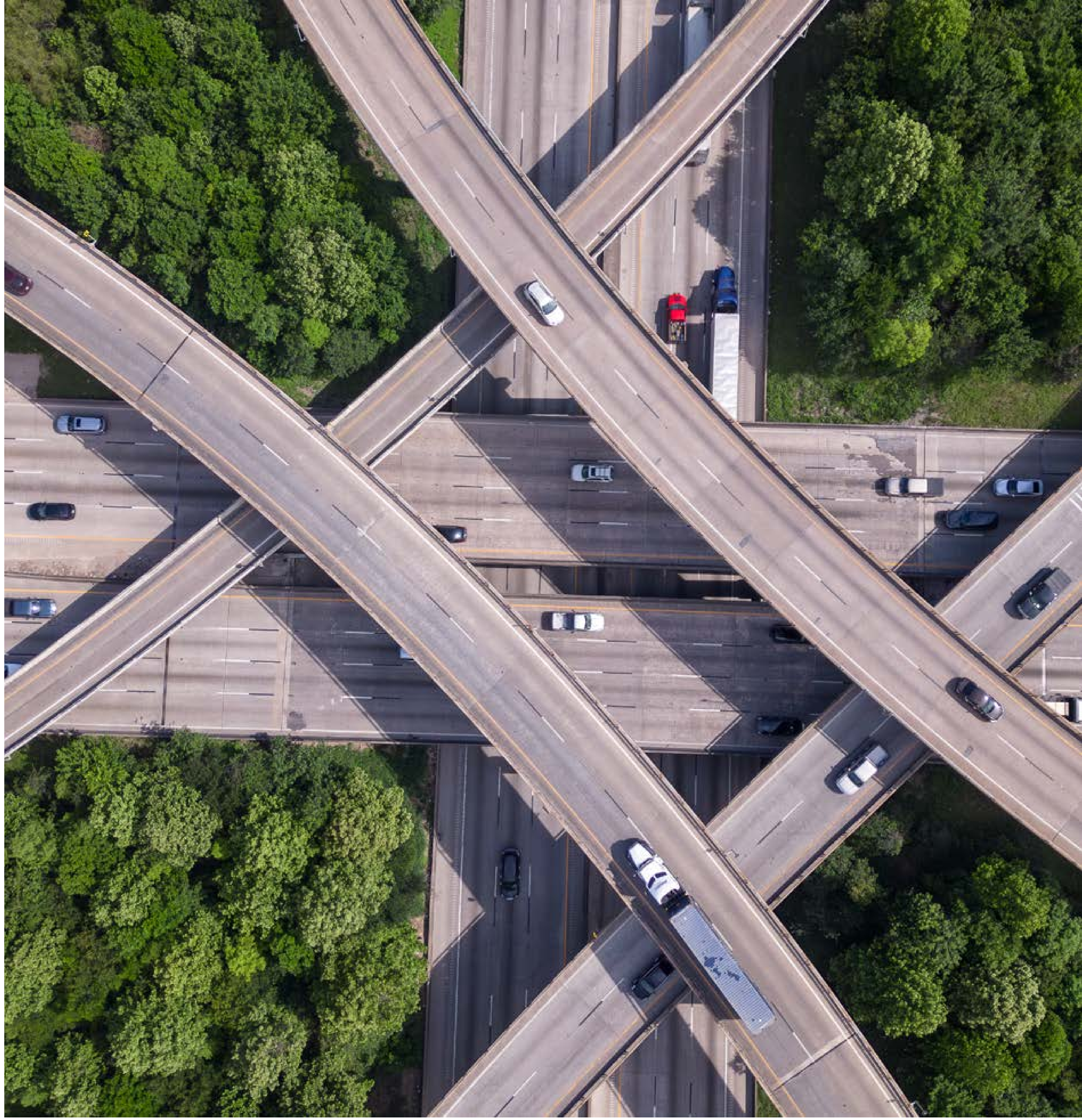
1. Extreme storm events causing damage to transportation infrastructure and warehouses pose both physical impacts as well as require C.H. Robinson to provide additional support to customers through rerouting, intermodal solutions, or other tactics
2. Favorable policy and market conditions are needed to support contract carriers in adopting technology to meet shifting customer preferences for sustainable logistics solutions
3. Growing interest and scrutiny over greenhouse gas (GHG) emissions may drive customer demand for digital solutions to track and monitor supply chain emissions

Physical risk scenario analysis

The physical risk scenario analysis evaluated the implications to the business across three Shared Socioeconomic Pathways (SSP), as defined by the IPCC: SSP1-2.6 (below 2°C warming), SSP2-4.5 (2–4°C) and SSP5-8.5 (above 4°C). The risk of exposure to extreme precipitation, flooding, tropical cyclones, and sea level rise with storm surge was evaluated for each scenario, in time horizons 2030 and 2050, across 100 global locations important to C.H. Robinson shipping and logistics. The modeled risk exposure to each of the above types of physical risks were combined to model the company's overall exposure to extreme storm events for those 100 locations. Risks were evaluated on a scale of 1–5 (1 = very low; 5 = very high) based on thresholds set according to underlying data.

The analysis found that none of the locations included are at very high total risk of extreme storm events in 2030 across all scenarios.

This physical risk assessment will be leveraged by internal teams, such as Risk SMEs and Operational Risk Owners, to determine how the business can increase resilience to extreme storm events at locations with higher levels of risk.



Transition risk scenario analysis

The transition risk scenario analysis evaluated the implications to the business across three scenarios generated by the Network for Greening the Financial System (NGFS):

- Net Zero 2050
- Delayed Transition
- Current Policies

The degree of impact and likelihood of occurrence was evaluated for each scenario and across the short- (2020–2030), medium- (2030–2040), and long-term (2040–2050). Provided here is a summary of each scenario and the possible implications to C.H. Robinson.

Net Zero 2050 scenario

Evaluation: An ambitious scenario that limits global warming to 1.5 °C through stringent climate policies and innovation, reaching net zero greenhouse gas emissions around 2050. Transition risks are likely to be driven by higher emissions costs and changes in business and consumer preferences. In a Net Zero 2050 scenario, strong policy action and technology innovation support the transition of transportation toward lower emissions. Moreover, customers will become increasingly interested in low emissions services to help them keep up with regulatory demands to reduce their own emissions. If C.H. Robinson contract carriers are unable to keep up with adopting more fuel and cost-effective options, C.H. Robinson risks decreasing market share of sustainability-motivated customers to providers that are able to offer low emissions services. C.H. Robinson may also need to invest more into digital products as demand for emissions tracking and reduction solutions grows. C.H. Robinson may experience higher costs associated with compliance with carbon regulation.

Net Zero 2050: Summary of inherent risk (impact x likelihood)

	Short-term (2020–2030)	Medium-term (2030–2040)	Long-term (2040–2050)	Financial Implications
Policy & legal	Very Low	Very Low	Low	• Increased compliance costs
Technology	Low	Low	Low	• Increased operating costs from R&D spend
Market	Low	Low	High	• Reduced revenue from decreased demand for services and increased competition

Delayed Transition scenario

Evaluation: This scenario assumes global annual emissions do not decrease until 2030. Strong policies are then needed to limit warming to below 2 °C. Emissions may exceed the carbon budget temporarily in the 2020's and decline rapidly after 2030. In a Delayed Transition, the medium-term is more disruptive than in the other scenarios. This is due to significant shifts required to move to a low-carbon trajectory, compensating for previous inaction. Post-2030, C.H. Robinson could face intense competition from other logistics providers in sourcing contract carriers that use alternative fuels and advanced technologies. Based on the drastic increase in regulatory measures and variation in approach in implementing climate policy, C.H. Robinson may incur significant compliance-related costs. All this can affect our ability to serve customers and meet their shifting demands as they struggle to quickly transition.

Delayed Transition: Summary of inherent risk (impact x likelihood)

	Short-term (2020–2030)	Medium-term (2030–2040)	Long-term (2040–2050)	Financial Implications
Policy & legal	Very Low	Moderate	Low	• Increased compliance costs • Reduced revenue from decreased demand for services and increased competition • Decreased gross profits if transportation costs increase and are not recovered through customer contracts
Technology	Very Low	Low	Moderate	
Market	Very Low	Low	Moderate	

Current Policies scenario

Evaluation: This scenario assumes only currently implemented policies are preserved, leading to higher physical risks and lower transition risks than in either the Net Zero 2050 or Delayed Transition scenarios. In the Current Policies scenario, C.H. Robinson may struggle to compete with other providers that are able to capture a niche, high margin market for customers looking for sustainable transportation options. Costs directly attributable to policy, like compliance costs and carbon taxes, are expected to be low, based on continuing public sector inaction. With limited policy support, contract carriers may incur high costs, or be priced out of, adopting alternative fuels or advanced energy efficient technologies. For those contract carriers that do choose to transition to greener fleets, these high upfront capital costs may be passed on to C.H. Robinson and increase operating costs. Physical impacts in this scenario are high and could result in severe impacts to transportation infrastructure. This could cause increased supply chain disruptions and strain our capacity to serve intermodal needs.

Current Policies: Summary of inherent risk (impact x likelihood)

	Short-term (2020–2030)	Medium-term (2030–2040)	Long-term (2040–2050)	Financial Implications
Policy & legal	Very Low	Very Low	Very Low	• Reduced gross profits from increased need to provide emergency response to locations impacted by climate-related events
Technology	Very Low	Very Low	Low	
Market	Very Low	Very Low	Very Low	

Our response

C.H. Robinson offers a wide range of logistics services on a global basis that reduce risks and eliminate supply chain inefficiencies. C.H. Robinson can assist its customers in navigating climate-related impacts to their supply chains with its Navisphere Vision™ tool. This tool provides C.H. Robinson customers with full supply chain visibility and information on potential supply chain disruptions and includes information regarding the physical effects of climate change, like more frequent and severe weather events and other longer-term climate-related impacts.

We have historically been able to support customers through emergency response situations due to climate-related events. If these extreme events become more frequent and intense, C.H. Robinson may need to provide additional support to customers through rerouting, intermodal solutions or other tactics to continue to support shippers through extreme storms. C.H. Robinson currently supports customers in providing weather alerts and advising on strategies to reroute shipments or identify alternative plans if extreme weather conditions are forecasted. C.H. Robinson plans to continue to limit organizational exposure and build resilience to climate-related risks through ongoing development of understanding how climate risks are expected to affect business units and operations. To ensure business continuity during severe weather events, C.H. Robinson plans to maintain the ability for its employees to work remotely. Another way C.H. Robinson manages its exposure to climate-related risks is through continuing to place data centers in locations with relatively low risk exposure.

For transition risks, the biggest risk C.H. Robinson faces is the interplay between shifting customer preferences toward more sustainable and low emissions transportation options and the availability and access to those technology solutions. If customers begin to seek sustainable logistics solutions, C.H. Robinson will rely on its contract carriers to offer those options by beginning to transition their fleets toward lower carbon fuels and technology.

C.H. Robinson has the opportunity to continue to support customers' needs by providing digital solutions for tracking and measuring emissions across supply chain logistics and advising on efficient routing options. Customer emissions reporting in our Emissions IQ™ tool is aligned with the Smart Freight Centre's Global Logistics Emissions Council framework, the only globally recognized methodology for harmonized calculation and reporting of the logistics GHG footprint across the multimodal supply chain. Navisphere Insight turns customers' raw data into data-backed intelligence about transportation performance, including greenhouse gas emissions. Analysis is provided down to the shipment and order level.

In 2024, C.H. Robinson launched new alternative fuel and advanced technology services. Alternative fuel mapping is a platform shippers use to access alternative fueling stations offering electric, biofuels, or other options in North America based on data from the U.S. Department of Energy. These insights empower shippers and contract carriers to better understand public fueling infrastructure along key supply chain routes, helping them identify opportunities and focus their efforts where they'll have the greatest impact. Our Alternative Fuel Program helps customers reduce emissions by utilizing the C.H. Robinson contract carrier network to access alternative fuels or advanced technology, either through direct conversion or audited book-and-claim reductions within our network. In 2024, this program became global, and C.H. Robinson customers logged 2.33 million miles on alternative fuel and electric vehicles.

Additional resources:

- CH Robinson Joins I-10 Coalition
- CH Robinson Joins RailGreen
- C.H. Robinson delivers new sustainability solution with enhanced Navisphere Insight CO2e Emissions tool

Risk Management

ESG topics and other emerging risks, including climate-related risks, are evaluated regularly with company leaders as part of the company's overarching risk assessment process. Stakeholders from across the business are engaged to determine overall risk rank, heatmap placement, and risk response plans.

The C.H. Robinson internal audit team conducts an annual risk assessment process through interviewing and surveying key personnel and risk owners throughout the company to develop an in-depth understanding of the company's risk universe. The internal audit team then further classifies the identified risks into a formal risk register prioritized by impact, likelihood, vulnerability, and speed of onset. Finally, business leaders, including the senior leadership team and the Audit Committee, review and align on risk placement and tolerance.

In 2023, C.H. Robinson partnered with a third party consultant to assess climate-specific risks to the company through quantitative and qualitative analysis. A climate risk assessment was conducted, which included stakeholder engagement through a survey and workshops to assess exposure and potential impacts of climate-related risks and opportunities. Key stakeholders, including those from Business Continuity, Infrastructure, IT, Data Privacy, Cybersecurity, Enterprise Risk Management, Marketing, Communications, Human Resources, Government Affairs, our Global Forwarding business, the Europe Surface Transportation business, our Managed Solutions, our North American Surface Transportation business, Product, Financial Operations, Enterprise Customer Strategy, Finance, Investor Relations, Legal, Financial Planning and Analysis, Facilities, and Real Estate, were engaged to elicit input on past experiences with climate risks and future vulnerability. Risks and opportunities were evaluated based on the level of impact, likelihood, and vulnerability, providing a quantitative assessment of both inherent and residual risk aligned with the C.H. Robinson ERM framework. This process, through qualitative stakeholder feedback and quantitative assessment of risk exposure, assisted in the prioritization of risks.

Climate risks, like other risks relevant to the organization, are assigned to risk SMEs. These SMEs become are accountable for specific risks that are most closely associated with their positions or departments. A Risk SME is an accountable point of contact for an enterprise risk, who coordinates efforts to mitigate and manage the risk with various individuals who own parts of the risk. Read more about Risk SMEs and Operational Risk Owners on p.5.

Additional Resources

- Form 10-K
- Sustainability Report

Metrics & Targets

We are doing our part to support our enterprise, industry, and stakeholders in the transition to a low-carbon economy. As part of our commitment, we set a science-aligned goal to reduce our Scope 1 and Scope 2 emissions intensity by 40% by 2025 from a 2018 baseline. In 2023, C.H. Robinson announced that we exceeded our goal two years early, reducing our emissions intensity by 47%.

About our GHG Inventory

C.H. Robinson conducts an annual GHG inventory through the boundary of operational control and our calculations follow the GHG Protocol, and the Smart Freight Centre's GLEC framework for Scope 3 transportation emissions. C.H. Robinson accounts for 100% of the GHG emissions from operations over which it has operational control. The boundary for Scope 1 and 2 covers all facilities that C.H. Robinson owns and operates globally, including data centers, offices, and warehouses.

In 2024, our total Scope 1 and 2 market-based emissions were 23,337 mtCO2e. Renewable energy represented more than a quarter of total electricity consumed in 2024, or 11,630 MWh.

- Scope 1 Emissions: includes emissions from combustion in owned or controlled boilers, or warehouse equipment, such as natural gas and other stationary fuels, mobile and jet fuel use and refrigerants
- Scope 2 Emissions: includes off-site emissions from production of electricity or steam purchased for use at a company's locations

In 2024, our total Scope 3 emissions were 17,844,541 mtCO2e.

- Scope 3 Emissions: Robinson Fresh produce and transportation data (upstream and downstream are combined)

In total, the C.H. Robinson Scope 1, 2 and 3 market-based emissions was 17,867,879 mtCO2e. Of this total, Scope 1 and 2 market-based emissions represented 0.13% of the company's total emissions.

Scope 1, 2 & 3 Emissions

Indicator	2020	2021	2022	2023	2024
Scope 1 GHG Emissions (mtCO2e)	2,045	2,135	3,041	7,508	12,017
Scope 2 GHG Location-Based Emissions (mtCO2e)	31,585	30,136	24,681	24,532	32,339
Scope 2 GHG Market-Based Emissions (mtCO2e)	25,751	24,636	19,283	19,260	11,320
Total Scope 1+2 Location-Based GHG Emissions (mtCO2e)	33,630	32,271	27,722	32,040	44,356
Total Scope 1+2 Market-Based GHG Emissions (mtCO2e)	27,796	26,771	22,325	26,768	23,337
GHG Scope 3 Purchased Goods and Services (mtCO2e)	-	276,805	307,121	293,484	314,633
GHG Scope 3 Downstream Transportation (mtCO2e)	-	17,083,845	21,052,243	17,703,076	17,529,908
Total GHG Scope 3 Emissions (mtCO2e)*	-	17,360,650	21,359,364	17,996,560	17,844,541
Total Scope 1, 2 and 3 Location-Based GHG Emissions (mtCO2e)	-	17,392,921	21,387,086	18,028,600	17,888,897
Total Scope 1, 2 and 3 Market-Based GHG Emissions (mtCO2e)	-	17,387,421	21,381,689	18,023,328	17,867,879
Renewable Energy Credits / Total Renewable Energy Use (MWh)	12,375	15,061	17,365	15,789	11,630
GHG emissions intensity (mtCO2e/USA Revenue)	0.00371	0.00116	0.00103	1.02426	1.00806

*In our initial use of the Quantis Evaluator tool, we determined that Category 1 and combined Categories 4 and 9 totaled more than 99.5% of total Scope 3 emissions. The remaining categories are considered immaterial as they totaled less than 0.5% and are therefore excluded from this report.

About this report

This report describes C.H. Robinson initiatives, performance, management systems, and goals related to sustainability within our operational control. Unless otherwise noted, environmental and social indicators or data in this report are based on the calendar year 2024, or provided as of December 31, 2024, as applicable. This report was issued in July 2025.

Framework alignment

Published on an annual basis, this report is Global Reporting Initiative (GRI)-informed and includes Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) indices at the closure. We welcome your questions and feedback; please contact us at **Sustainability@chrobinson.com**. For additional information about C.H. Robinson, visit chrobinson.com.

Report links

This report contains links to and references information from other websites. Such links and references are not endorsements of any products or services in such websites, and no information on such websites has been endorsed or approved by C.H. Robinson.

Caution concerning forward-looking statements

This report contains certain "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. When used in this report, the words or phrases "believes," "may," "could," "will," "expects," "should," "continue," "anticipates," "intends," "will likely result," "estimates," "plans," "goals," "projects," or similar expressions and variations thereof are intended to identify such forward-looking statements. These forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from our historical experience or our present expectations, including, but not limited to, our ability to execute our sustainability strategy because of market or competitive conditions; economic, industrial, and governmental developments that may impact our operations; and other risks and uncertainties, including those described in Item 1A, Risk Factors. Forward-looking statements speak only as of the date they are made. We undertake no obligation to update these statements in light of subsequent events or developments.

Materiality

For purposes of this report, we report against our material sustainability topics identified through our internal materiality assessments [and our stakeholder engagement]. For purposes of this report, we use the CSRD definition of materiality, which is different from the definition used for Securities and Exchange Commission filings. The inclusion of information on this report should not be construed as a characterization regarding the materiality or financial impact of that information for Securities and Exchange Commission reporting purposes.

Thank you

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