C.H. ROBINSON WORLDWIDE, INC.
BOARD OF DIRECTORS
TECHNOLOGY & INNOVATION COMMITTEE CHARTER
(Adopted November 5, 2026)

Organization

There shall be a committee of the Board of Directors (the "Board") to be known as the Technology & Innovation Committee (the "Committee"). The Committee shall consist of at least three members as determined by the Board. The members of the Committee shall be appointed and replaced by the Board, upon recommendation of the Governance Committee.

The Committee shall meet as often as it deems necessary to carry out its responsibilities, and report to the Board and recommend any appropriate action to the Board following each Committee meeting. The Committee shall operate and function in accordance with the applicable provisions of the Company's Charter, Bylaws, and Corporate Governance Guidelines, as in effect from time to time.

Statement of Policy

The purpose of the Committee is to assist the Board in its oversight of the Company's technology and innovation strategies and initiatives. The Committee's oversight is focused on strategic technology and innovation matters, while primary oversight of risks related to technology and innovation, such as cybersecurity, data privacy, legal and regulatory compliance, and technology-related risks, remains with the Audit Committee. The Committee shall coordinate with the Audit Committee regarding such risks as necessary or appropriate.

Responsibilities

1. Review and discuss with management the Company's technology and innovation strategies, major initiatives and governance framework, including for advanced analytics and artificial intelligence, and their alignment with the Company's overall business strategy.

2. Assist the Board in its oversight of new and emerging information technology trends, opportunities and threats that may significantly impact the Company's long-term strategy or competitive position and the industries in which it operates.

3. Review and discuss with management the strategic value, scalability, progress and effectiveness of key technology platforms and major digital investments, including whether the Company's technology and data capabilities support its strategy.

4. Review and discuss with management, as appropriate, the material technology aspects of significant business developments and acquisition opportunities.

5. Annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

6. Annually review the Committee's own performance.

7. Perform such other functions as are consistent with the Committee's purpose, and as assigned by the Board or as the Committee deems necessary and appropriate.

The Committee shall have the authority, in its sole discretion, to retain and approve the fees and other retention terms of advisors to the Committee as it deems necessary for the fulfillment of its responsibilities. The Company will provide appropriate funding, as determined in the sole discretion of the Committee, for payment of compensation to any advisor retained by the Committee.