

# FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

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## UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

### STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

|   |  |  |   |  |  |  |   |  |  |  |
|---|--|--|---|--|--|--|---|--|--|--|
| 1. Name and Address of Reporting Person <sup>*</sup><br><br><b>Goodburn Mark A.</b><br><br>(Last) (First) (Middle)<br><br><b>14701 CHARLSON ROAD</b><br><br>(Street)<br><br><b>EDEN PRAIRIE, MN 55347</b><br><br>(City) (State) (Zip) |  |  | 2. Issuer Name and Ticker or Trading Symbol<br><br><b>C. H. ROBINSON WORLDWIDE, INC.</b><br><b>[ CHRW ]</b> |  |  |  | 5. Relationship of Reporting Person(s) to Issuer<br>(Check all applicable)<br><br><input checked="" type="checkbox"/> Director <input type="checkbox"/> 10% Owner<br><input type="checkbox"/> Officer (give title below) <input type="checkbox"/> Other (specify below) |  |  |  |
|   |  |  | 3. Date of Earliest Transaction (MM/DD/YYYY)<br><br><b>12/31/2025</b>                                       |  |  |  |   |  |  |  |
|   |  |  | 4. If Amendment, Date Original Filed (MM/DD/YYYY)   |  |  |  | 6. Individual or Joint/Group Filing (Check Applicable Line)<br><br><input checked="" type="checkbox"/> Form filed by One Reporting Person<br><input type="checkbox"/> Form filed by More than One Reporting Person  |  |  |  |

**Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned**

| 1. Title of Security<br>(Instr. 3) | 2. Trans. Date | 2A. Deemed<br>Execution<br>Date, if any | 3. Trans. Code<br>(Instr. 8) | 4. Securities Acquired (A)<br>or Disposed of (D)<br>(Instr. 3, 4 and 5) |   | 5. Amount of Securities Beneficially Owned<br>Following Reported Transaction(s)<br>(Instr. 3 and 4) |               | 6. Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr.<br>4) | 7. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |
|------------------------------------|----------------|---|------------------------------|---|---|---|---------------|---|---|
|                                    |                |   |                              | Code  | V | Amount  | (A) or<br>(D) |   |   |
| Common Stock                       |                |   |                              |   |   |   |               | 2,280   | <b>D</b>  |

**Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

| 1. Title of Derivative<br>Security<br>(Instr. 3) | 2. Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | 3. Trans.<br>Date | 3A. Deemed<br>Execution<br>Date, if any | 4. Trans.<br>Code<br>(Instr. 8) | 5. Number of<br>Derivative Securities<br>Acquired (A) or<br>Disposed of (D)<br>(Instr. 3, 4 and 5) |            | 6. Date Exercisable<br>and Expiration Date |     | 7. Title and Amount of<br>Securities Underlying<br>Derivative Security<br>(Instr. 3 and 4) | 8. Price of<br>Derivative<br>Security<br>(Instr. 5) | 9. Number of<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction(s)<br>(Instr. 4) | 10. Ownership<br>Form of<br>Derivative<br>Security:<br>Direct (D)<br>or Indirect<br>(I) (Instr.<br>4) | 11. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |               |          |
|--|--|-------------------|---|---------------------------------|--|------------|--|-----|--|---|--|---|--|---------------|----------|
|  |  |                   |   |                                 | Code   | V          | (A)  | (D) | Date<br>Exercisable  | Expiration<br>Date                                  | Title  | Amount or<br>Number of<br>Shares  |  |               |          |
| Phantom Stock<br>(Restricted Stock<br>Units)     | <b>(L)</b>   | 12/31/2025        |   | A                               |  | <b>227</b> | <b>(2)</b>                                 |     | <b>(2)</b>   | <b>(2)</b>  | Common<br>Stock  | 227   | <b>\$160.76</b>  | <b>12,540</b> | <b>D</b> |

#### Explanation of Responses:

- Each phantom/restricted stock unit will be paid in one share of common stock.
- Reflects restricted stock units granted in connection with the reporting person's election to defer receipt of his most recent quarterly cash retainer payment.
- The restricted stock units are immediately vested, and following the reporting person's termination of service as a director, become payable in shares of common stock according to the schedule previously chosen by the reporting person.

#### Reporting Owners

| Relationships   |          |           |         |       |
|---|----------|-----------|---------|-------|
| Reporting Owner Name / Address                                    | Director | 10% Owner | Officer | Other |
| Goodburn Mark A.<br>14701 CHARLSON ROAD<br>EDEN PRAIRIE, MN 55347 | <b>X</b> |           |         |       |

#### Signatures

/s/ Nicole Strydom, Attorney-in-Fact for Mark A. Goodburn

1/5/2026

**\*\***Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, *see* Instruction 4(b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

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