

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.

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

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES

OMB APPROVAL
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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 * | | | 2. Issuer Name and Ticker or Trading Symbol | | | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable) | | |
| Castagnetto Michael D. | | | C. H. ROBINSON WORLDWIDE, INC. [CHRW] | | | <input type="checkbox"/> Director <input type="checkbox"/> 10% Owner <input checked="" type="checkbox"/> Officer (give title below) <input type="checkbox"/> Other (specify below) Pres, NAST | | |
| (Last) (First) (Middle) | | | 3. Date of Earliest Transaction (MM/DD/YYYY) | | | | | |
| 14701 CHARLSON ROAD | | | 11/3/2025 | | | | | |
| (Street) | | | 4. If Amendment, Date Original Filed (MM/DD/YYYY) | | | 6. Individual or Joint/Group Filing (Check Applicable Line) | | |
| EDEN PRAIRIE, MN 55347 | | | | | | <input checked="" type="checkbox"/> Form filed by One Reporting Person <input type="checkbox"/> Form filed by More than One Reporting Person | | |
| (City) (State) (Zip) | | | | | | | | |

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

| 1. Title of Security (Instr. 3) | 2. Trans. Date | 2A. Deemed Execution Date, if any | 3. Trans. Code (Instr. 8) | | 4. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | | | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|------------------------------------|----------------|---|------------------------------|---|---|---------------|---------------|---|---|---|
| | | | Code | V | Amount | (A) or (D) | Price | | | |
| Common Stock | 11/3/2025 | | M | | 7,760 | A | \$76.72 | 41,806 (1)(2) | D | |
| Common Stock | 11/3/2025 | | M | | 10,012 | A | \$87.15 | 51,818 | D | |
| Common Stock | 11/3/2025 | | M | | 6,904 | A | \$88.87 | 58,722 | D | |
| Common Stock | 11/3/2025 | | M | | 20,590 | A | \$72.74 | 79,312 | D | |
| Common Stock | 11/3/2025 | | S | | 26,050 | D | \$151.476 (3) | 53,262 | D | |
| Common Stock | 11/3/2025 | | S | | 19,216 | D | \$151.995 | 34,046 | D | |
| Common Stock | 11/4/2025 | | G | | 658 | D | \$0 | 33,388 (4) | D | |

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

| 1. Title of Derivate Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Trans. Date | 3A. Deemed Execution Date, if any | 4. Trans. Code (Instr. 8) | | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | | 6. Date Exercisable and Expiration Date | | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4) | | 8. Price of Derivative Security (Instr. 5) | 9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4) | 10. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) |
|--|--|-------------------|---|---------------------------------|---|--|--------|--|--------------------|--|----------------------------------|---|--|---|--|
| | | | | Code | V | (A) | (D) | Date Exercisable | Expiration Date | Title | Amount or Number of Shares | | | | |
| Stock Option (right to buy) | \$76.72 | 11/3/2025 | | M | | | 7,760 | (5) | 12/7/2026 | Common Stock | 7,760 | \$0 | 0 | D | |
| Stock Option (right to buy) | \$87.15 | 11/3/2025 | | M | | | 10,012 | (5) | 12/6/2027 | Common Stock | 10,012 | \$0 | 0 | D | |
| Stock Option (right to buy) | \$88.87 | 11/3/2025 | | M | | | 6,904 | (5) | 12/5/2028 | Common Stock | 6,904 | \$0 | 0 | D | |
| Stock Option (right to buy) | \$72.74 | 11/3/2025 | | M | | | 20,590 | (5) | 2/5/2030 | Common Stock | 20,590 | \$0 | 0 | D | |

Explanation of Responses:

- Includes 497 shares acquired pursuant to the Issuer's employee stock purchase plan.
- Following a reconciliation of the reporting person's ownership records, the balance reflects the corrected number of shares held following the transaction reported in this Form 4.
- Reflects the weighted average price of 26,050 shares of common stock of C.H. Robinson Worldwide, Inc. sold by the reporting person in multiple transactions on November 3, 2025 with sale prices ranging from \$150.95 to \$151.61 per share. The reporting person undertakes to provide upon request by the U.S. Securities and Exchange Commission staff, the issuer, or a security holder of the issuer, full information regarding the number of shares sold at each

separate price.

(4) Included in this amount are 30,646 shares of Issuer common stock issuable in settlement of an equal number of restricted stock units and deferred shares credited to the reporting person's NQDC Plan account and 2,245 shares held directly by the reporting person.

(5) Fully vested.

Reporting Owners

| Reporting Owner Name / Address | Relationships | | | |
|--|---------------|-----------|-------------------|-------|
| | Director | 10% Owner | Officer | Other |
| Castagnetto Michael D. 14701 CHARLSON ROAD EDEN PRAIRIE, MN 55347 | | | Pres, NAST | |

Signatures

/s/ Amy C. Seidel, Attorney-in-Fact for Michael D. Castagnetto

—Signature of Reporting Person

11/5/2025

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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