# Hub Group, Inc.

**HUBG**

Nasdaq; other; SIC 4731, Arrangement of Transportation of Freight & Cargo; CIK 0000940942

**D**

**fourth fifth of 336 graded peers in other**

rank 238 of 336; percentile 70.7; sampling error 2.6 points; lower is stronger

A B C D E

**D, the sloth**



## Scoreboard

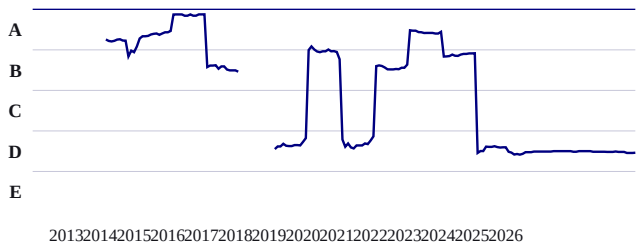
| | |
|---|---|
| **Profitability** | D<br>percentile 68.1 |
| **Solvency** | B<br>percentile 32.4 |
| **Growth and financing** | D<br>percentile 65.0 |
| **Reliability** | 0.94 AUC<br>filers with over $2.67B assets; 95% interval 0.88 to 0.97; 61 events, 2020 to 2025 |
| **Peer failure rate** | 0.52% a year<br>Item 1.03 bankruptcies, same asset band, 2012 to 2025 |
| **Size band** | over $2.67B assets<br>total assets $2.9B |
| **Standard universe** | inside<br>revenue above $1M and assets above $10M |
| **Warnings** | late filer<br>not computable: dilution, distress |
| **Inputs computable** | 8 of 14 |
| **Graded from** | filings received through Feb 25, 2025<br>620 days before the rescan; latest periodic filing 10-Q received Nov 5, 2025 |
| **Last close** | $24.21<br>2026-11-06; market equity $0; no price enters the letter |

**Share price, twelve months to the rescan**




*Split-adjusted close. Each lollipop is a rescan and carries the letter held then.*

**Letter at every rescan, 2012 to 2026**




*Sector percentile at each rescan, stronger toward the top; facts filed by each date only.*

## Business, in the company's words

*opening of Item 1 of the 10-K received Feb 25, 2025*

Hub Group, Inc. (the "Company", "Hub", "we", "us" or "our") is a leading supply chain solutions provider that offers comprehensive transportation and logistics management services focused on reliability, visibility and value for our customers. Our mission is to continuously elevate each customer's business to drive long term success. Our vision is to build the industry's premier supply chain solution. Our service offerings include a full range of freight transportation and logistics services, some of which are provided using assets we own and operate, and some of which are provided by third parties with whom we contract.

## The fourteen inputs

*lower percentile is stronger; sleeves and inputs within a sleeve carry equal weight*

| Input | Value | Peer median | Percentile, 0 to 100 | Pct | Peers | Period end |
|---|---|---|---|---|---|---|
| **Profitability, sleeve percentile 68.1** | | | | | | |
| Gross profitability | not computable | 27.1% | | | | |
| *latest aligned inputs end 2022-12-31; latest annual assets end 2024-12-31* | | | | | | |
| Return on invested capital | 6.1% | 10.0% | | 67.1 | 153 | 2024-12-31 |

Not investment advice. Informational and educational only. Data from SEC EDGAR, may contain errors, is not warranted. The grade ranks reported financial condition and is not a return forecast.

| | | | | | |
|---|---|---|---|---|---|
| Accruals ratio | (3.1%) | (5.8%) | 69.2 | 504 | 2024-12-31 |
| Gross margin stability, five years | not computable | 2.2 pts | | | |
| *latest aligned inputs end 2022-12-31; latest annual assets end 2024-12-31* | | | | | |
| **Solvency, sleeve percentile 32.4** | | | | | |
| Twelve-month failure probability | not computable | 0.04% | | | |
| *liabilities and a nearby cover-page share count are required at 2025-09-30* | | | | | |
| Altman Z double-prime | not computable | 2.05 | | | |
| *one or more required annual facts are missing* | | | | | |
| Net debt to EBITDA | 0.50x | 2.52x | 18.2 | 182 | 2024-12-31 |
| Interest coverage | not computable | 2.18x | | | |
| *latest aligned inputs end 2023-12-31; latest annual assets end 2024-12-31* | | | | | |
| Current ratio | 1.33x | 1.33x | 46.6 | 510 | 2024-12-31 |
| **Growth and financing, sleeve percentile 65.0** | | | | | |
| Revenue growth, three-year compound | (2.3%) | 5.2% | 74.8 | 398 | 2024-12-31 |
| Free cash flow growth, three-year compound | 6.2% | 8.9% | 53.2 | 219 | 2024-12-31 |
| Reinvestment rate | (130.7%) | 11.9% | 90.1 | 192 | 2024-12-31 |
| Asset growth, three years | 5.6% | 4.1% | 41.9 | 433 | 2024-12-31 |
| Net share issuance, one year | not computable | (0.5%) | | | |
| *two annual share counts are required; found 0* | | | | | |

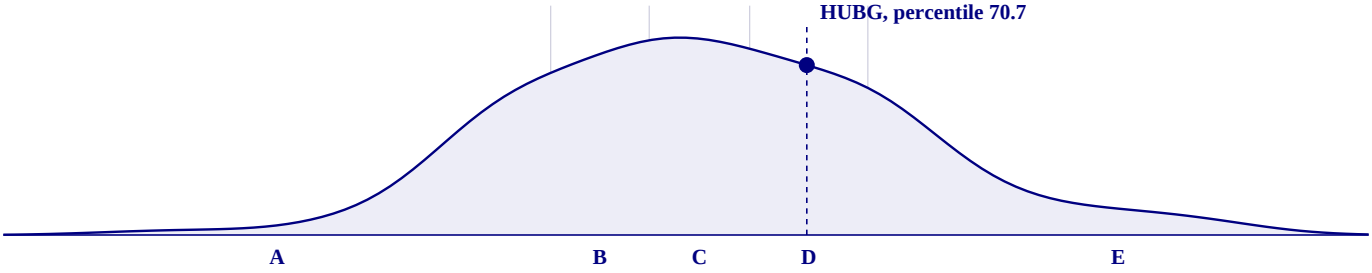
## Warnings

*1 of 7 checks triggered; none of them enters the letter*

| Check | Measured |
|---|---|
| Late filer | found 3 NT 10-K/Q filings in the last eight quarters |

## Among 336 peers

*other; letters are fifths of this list*




*Composite score of every graded peer, smoothed; vertical rules are the letter band edges; stronger to the left.*

| Rank | Company | Percentile | Letter | Warnings |
|---|---|---|---|---|
| 233 | Norfolk Southern Corp. (NSC) | 69.3 | D | |
| 234 | Arcbest Corp. (ARCB) | 69.6 | D | |
| 235 | Payoneer Global Inc. (PAYO) | 69.9 | D | |
| 236 | Kelly Services Inc. (KELYA) | 70.3 | D | |
| 237 | Kelly Services Inc. (KELYB) | 70.3 | D | |
| 238 | Hub Group, Inc. (HUBG) | 70.7 | D | late filer |
| 239 | DLH Holdings Corp. (DLHC) | 71.0 | D | |
| 240 | GEO Group Inc. (GEO) | 71.3 | D | |
| 241 | Travel & Leisure Co. (TNL) | 71.6 | D | |
| 242 | Royal Caribbean Cruises Ltd. (RCL) | 71.9 | D | |
| 243 | CuriosityStream Inc. (CURI) | 72.2 | D | |

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## What the price implies

*at the 2026-11-06 close; none of these enters the grade*

| Measure | Value | Peer median | Percentile |
|---|---|---|---|
| Twelve-month price change, skipping the latest month | (18.9%) | (0.6%) | 34 |
| Distance from 52-week high | (53.9%) | (25.0%) | 18 |
| EBIT to enterprise value | not computable | 4.4% | |
| Free cash flow yield | not computable | 4.1% | |
| Book value to price | not computable | 0.35 | |
| Sales to price | not computable | 0.71 | |
| Composite equity issuance, five years | not computable | (8.9%) | |
| Relative strength against the sector, log excess return | (0.33) | (0.13) | 34 |

## Diagnostics

*shown on every report; none enters the grade*

| Measure | Value |
|---|---|
| **Piotroski F-score None of 9, period end 2024-12-31** | |
| Return on assets above zero | pass |
| Operating cash flow above zero | pass |
| Return on assets improved | fail |
| Operating cash flow exceeds net income | pass |
| Long-term leverage fell | pass |
| Current ratio improved | pass |
| No new shares issued | fail |
| Gross margin improved | fail |
| Asset turnover improved | fail |
| **Cash, filings, liquidity** | |
| Cash and equivalents | $119.7M |
| Operating cash flow, four quarters | $160.2M |
| Months of runway | not finite |
| Days since last periodic filing | 367 (10-Q received Nov 5, 2025) |
| Median daily dollar volume, 63 sessions | $36.8M |

## Sources

*every fact behind the inputs; each row links to its filing index on sec.gov*

| # | Concept | XBRL tag | Value | Period end | Received | Form | Accession |
|---|---|---|---|---|---|---|---|
| 1 | gross profit | us-gaap:GrossProfit | $889.5M | 2022-12-31 | 2023-02-24 | 10-K | 23-004358 |
| 2 | assets | us-gaap:Assets | $2.8B | 2022-12-31 | 2024-02-27 | 10-K | 24-021432 |
| 3 | operating income | us-gaap:OperatingIncomeLoss | $140.3M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 4 | pretax income | us-gaap:IncomeLossFromContinuingOperationsBeforeInc... | $132.5M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 5 | income tax | us-gaap:IncomeTaxExpenseBenefit | $28.5M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 6 | total debt | us-gaap:LongTermDebt | $264.4M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 7 | book equity | us-gaap:StockholdersEquity | $1.6B | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 8 | cash | us-gaap:CashAndCashEquivalentsAtCarryingValue | $98.2M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 9 | total debt | us-gaap:LongTermDebt | $350.7M | 2023-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 10 | book equity | us-gaap:StockholdersEquity | $1.6B | 2023-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 11 | cash | us-gaap:CashAndCashEquivalentsAtCarryingValue | $187.3M | 2023-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 12 | net income | us-gaap:NetIncomeLoss | $104.0M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 13 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $194.4M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 14 | assets | us-gaap:Assets | $2.9B | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 15 | assets | us-gaap:Assets | $2.9B | 2023-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 16 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $5.3B | 2022-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 17 | gross profit | us-gaap:GrossProfit | $599.6M | 2021-12-31 | 2023-02-24 | 10-K | 23-004358 |
| 18 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $4.2B | 2021-12-31 | 2024-02-27 | 10-K | 24-021432 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 19 | gross profit | us-gaap:GrossProfit | $425.4M | 2020-12-31 | 2023-02-24 | 10-K | 23-004358 |
| 20 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $3.5B | 2020-12-31 | 2023-02-24 | 10-K | 23-004358 |
| 21 | gross profit | us-gaap:GrossProfit | $521.1M | 2019-12-31 | 2022-02-25 | 10-K | 22-002100 |
| 22 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $3.7B | 2019-12-31 | 2022-02-25 | 10-K | 22-002100 |
| 23 | gross profit | us-gaap:GrossProfit | $445.6M | 2018-12-31 | 2021-02-26 | 10-K | 21-009409 |
| 24 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $3.7B | 2018-12-31 | 2021-02-26 | 10-K | 21-009409 |
| 25 | depreciation amortization | us-gaap:DepreciationDepletionAndAmortization | $192.6M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 26 | operating income | us-gaap:OperatingIncomeLoss | $212.2M | 2023-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 27 | interest expense | us-gaap:InterestExpense | $13.4M | 2023-12-31 | 2024-02-27 | 10-K | 24-021432 |
| 28 | current assets | us-gaap:AssetsCurrent | $768.3M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 29 | current liabilities | us-gaap:LiabilitiesCurrent | $579.5M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 30 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $3.9B | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 31 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $4.2B | 2023-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 32 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $50.8M | 2024-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 33 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $422.2M | 2023-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 34 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $140.1M | 2023-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 35 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $458.2M | 2022-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 36 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $219.1M | 2022-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 37 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $252.8M | 2021-12-31 | 2024-02-27 | 10-K | 24-021432 |
| 38 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $133.0M | 2021-12-31 | 2024-02-27 | 10-K | 24-021432 |
| 39 | current assets | us-gaap:AssetsCurrent | $849.2M | 2023-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 40 | current liabilities | us-gaap:LiabilitiesCurrent | $658.2M | 2023-12-31 | 2025-02-25 | 10-K | 25-026866 |
| 41 | assets | us-gaap:Assets | $2.4B | 2021-12-31 | 2023-02-24 | 10-K | 23-004358 |

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