



DRIVEN FOR YOU™



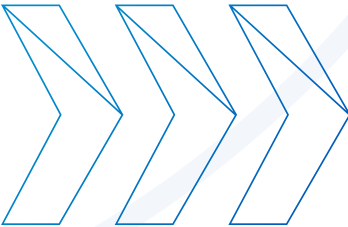
2024 SUSTAINABILITY REPORT



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TO CREATE THE
Most Efficient
Transportation Network
IN NORTH AMERICA





Sustainability Highlights

4.2 Million

MT CO₂e

Estimated emissions avoided by **converting over-the-road loads** to intermodal in 2024

2.1 Million

Empty miles our drivers avoided with J.B. Hunt 360® platform in 2024

30,295

MT CO₂e

Emissions avoided through continued fleet modernization and **improved fuel efficiency** in 2024

35.3 million

Gallons of company fleet fuel from **biogenic sources** in 2024, which is 22% of all fuel consumption

90%

of our total tires retreaded in 2024 as part of our tire retread program, equaling **327,740 tires**

230

Total **alternative energy vehicles** owned or operated on behalf of our customers in 2024

2 Million+

Company and employee contributions toward **J.B. Hunt's company giving pillars** of Healthcare, Veterans, Crisis Management and Education in 2024

4,000+

Total shared members across our seven **Employee Resource Groups** in 2024

1 Million

Work hours achieved **without a safety incident** by our Cedar Rapids, Iowa, maintenance shop in 2025

135

ELEVATION ideas validated in 2024 for **driving efficiency and cost savings**, yielding the highest year in validated net benefit for our company since 2015

1 of 5

Companies in the overall transportation industry group to be named to the **Dow Jones Best-in-Class** North America Index for 2024

2 Years

Of back-to-back **record safety performance** based on DOT preventable collisions per million miles, one of our key metrics in safety

Message From Our President and CEO



Our vision is to create the most efficient transportation network in North America. This vision and our sustainability journey are deeply intertwined. Driving efficiencies in our operations and lowering our cost to serve supports our future growth and helps us create greater value for our customers, our employees, the communities where we operate, and for our shareholders. We remain committed to driving strong returns on our investments, which challenges us to think and act like long-term owners of the business and drive sustainable improvements in the business.

During the prolonged freight recession, this question has become especially important to adapt and accelerate amid the disruption we're facing. Any sustainability effort we test or implement aligns with our mission to create long-term value for our people, customers and shareholders.

To reduce our carbon footprint and the carbon footprint of our customers, we first look at strategies to become more efficient in the areas that we've already made investments in. Think biogenic fuels, route optimization, mode conversion, fleet optimization. Then, we look at what investments can realistically make us more efficient over the long term by reimagining our work and applying emerging technologies such as artificial intelligence. This approach means we are not only reducing our environmental impact but also enhancing our operational efficiency and cost-effectiveness.

By the end of 2023, we surpassed the halfway mark to achieving our ambitious goal to reduce our carbon emissions intensity 32% by 2034 from our 2019 baseline. But in 2024, we took a step back as tax policy changes reduced the available supply of biogenic diesel. We remain focused in three key areas to achieve our goal: improving the fuel economy of our fleet, using biogenic fuels in operations and incorporating alternative-powered equipment. The second half of this effort will be an even greater challenge, but we are steadfast in our efforts and understand the necessity of parallel progress in areas such as legislative support, technological innovation and economic feasibility.

We've also been champions for intermodal conversion, knowing it reduces a shipment's carbon footprint by 65% on average. Our work to increase intermodal capacity and develop new services to increase conversion, like our Quantum and Mexico services, are examples of that. In fact, 2024 was an overall record year for us in intermodal volumes and customer retention even in the depths of this prolonged freight recession. That is continuing into 2025 with a record first quarter for intermodal volumes.

We're in the business of creating something our customers can't get anywhere else, including our team's expertise and excellence. In 2024, J.B. Hunt was named to the Dow Jones Best-in-Class North America Index (formerly

North American Dow Jones Sustainability Index), earning a spot among sustainability leaders identified by S&P Global. We were also recognized as one of America's Climate Leaders by USA Today and received over 30 awards for our commitment to sustainability, service, safety, innovation and excellence. We earned national recognitions from major publications like World's Best Companies by Time, World's Most Admired Companies by Fortune, and America's Most Reliable Companies by Newsweek, just to name a few.

As we look to the future, we remain steadfast in our commitment to pursue sustainability – growth that is economically viable and valued by our customers, shareholders and employees. We won't take any short-term action that could jeopardize the long-term health of our organization. It's our ongoing efforts that will continue to drive value for our company and our shareholders by enhancing our operational efficiency, lowering our cost to serve and positioning J.B. Hunt as a leader in sustainable transportation solutions. Because we feel confident in the path forward, our entire team is committed to driving value and efficiency. Our people power our potential – and our potential has never been better. The resilience we're building into our business today excites us for what's to come tomorrow.



Shelley Simpson
President and Chief Executive Officer



Awards & Recognition

2024

S&P Global

Named to Dow Jones Best-in-Class North America Index (previously known as Dow Jones Sustainability Index)

Morningstar Sustainalytics

Achieved Industry Top Rated Badge from Morningstar Sustainalytics

CDP

Received a score of B from CDP for the fifth consecutive year

EcoVadis

Awarded a Committed Badge in recognition for our sustainability achievement in 2024

USA Today

Recognized as one of America’s Climate Leaders by USA Today for 2024

MSCI

Received an AA rating from MSCI for the third consecutive year

Commercial Carrier Journal

Ranked third on the Commercial Carrier Journal Top 250

Food Logistics

Named Top 10 3PL and Cold Storage Provider for the eleventh time by Food Logistics

Transport Topics

Ranked third on Transport Topics’ list of Top 100 Logistics Companies

Ranked third on Transport Topics’ list of Top 100 Largest For-Hire Carriers

Ranked first on Transport Topics’ list of Top 100 Dedicated Contract Carriers

Inbound Logistics

Named Top 100 Trucker for the fifteenth consecutive year by Inbound Logistics

Named Top 100 3PL for the fifteenth consecutive year by Inbound Logistics

Named Top 75 Green Supply Chain Partner (G75) for fourteenth consecutive year by Inbound Logistics

Logistics Management

Received multiple Quest for Quality Awards from Logistics Management in the Dry Freight Carrier, Rail/Intermodal and 3PL categories

FreightWaves

Named to the 2025 FreightTech 25 List by FreightWaves

Verisk

Received the CargoNet Best in Cargo Security Award from Verisk

Time

Named World’s Best Companies 2024 by Time

Fortune

Ranked 316 on the Fortune 500 list

Named One the World’s Most Admired Companies 2024 by Fortune

Newsweek

Named one of America’s Most Reliable Companies by Newsweek

Named one of America’s Greatest Workplaces for Veterans by Newsweek

American Opportunity Index

Ranked sixth overall and first in the freight and logistics category of the American Opportunity Index

Women In Trucking

Recognized again as a Top Company for Women to Work For in Transportation by Women in Trucking

VIQTORy

Named TOP 10 Military Friendly Employer for second time in company history

Military Times

Named on the Military Times’ 2024 Best for Vets: Employers list

Arkansas Veterans of Foreign Wars

Named Employer of the Year by the Arkansas Veterans of Foreign Wars

2025

Morningstar Sustainalytics

Achieved Industry Top Rated Badge from Morningstar Sustainalytics

USA Today

Recognized as one of America’s Climate Leaders by USA Today for 2025

Inbound Logistics

Named Top 75 Green Supply Chain Partner (G75) for the fifteenth consecutive year by Inbound Logistics

Arkansas Trucking Association

Recognized for having the best overall DOT accident frequency amongst all Arkansas motor carriers in the Truckload – Van & Reefer – Large Carrier Division for calendar year 2024

VETS Indexes

Named a VETS Indexes 4 Star Employer for our commitment to recruiting, retaining and supporting veterans

Individual Awards

Jodi Edwards

Chosen as one of the 2024 Women in Trucking’s Driver of the Year

Christina Denvit and Sydney Emrich

Named among Women in Trucking’s 2024 Top Women to Watch

Tami Allensworth

Named 2024 Women in Supply Chain Trailblazer by Supply & Demand Chain Executive

Eric Airola

Recognized by Military Friendly as one of the 2024 Veteran Champions of the Year in Corporate America

Brad Delco

Awarded 2024 Best Investor Relations Officer (Mid-Cap) by IR Magazine

John Roberts

Inducted into Arkansas Business Hall of Fame by Walton College of Business in 2025

Behind The Scroll

Our Commitment to Sustainability

Our company is built on the pillars that our founders, Mr. and Mrs. Hunt, used to guide how they operated their business. These pillars – our company vision, foundations, mission and values behind the J.B. Hunt scroll – are at the heart of our organization and infused in the work our people do every day.

Our company values of integrity, respect, innovation, safety and excellence highlight how our entire team upholds the brand promise represented in our scroll. Striving to always do the right thing, building on each other's strengths, accelerating innovation, excelling in safety, and aspiring to a higher standard is how we accomplish our mission. Our mission – driving long-term value for our people, customers and shareholders – begins and ends with who we serve each day. This work is enabled by our brand foundations: People You Trust. Technology That Empowers. Capacity To Deliver. These foundations represent what we invest in to fulfill our mission and achieve our vision, representing our unique selling proposition to the market and the industry.

If we show up each day living our company values, driving long-term value for who we serve, investing in the foundations that make us great, the benefits extend to all stakeholders. We aim to seek out and implement long-term strategies that positively shift the trajectory of the industry and, in turn, help us accomplish our vision: to create the most efficient transportation network in North America. We aim to do that through our ambitious greenhouse gas (GHG) reduction goal and our commitment to helping our customers achieve their sustainability goals via our carbon diet methodology and ability to leverage solutions. Our high ESG scores and ratings further indicate our commitment to sustainability. Staying focused on our vision is the catalyst for growth, opening endless opportunities to build upon the legacy of our scroll.





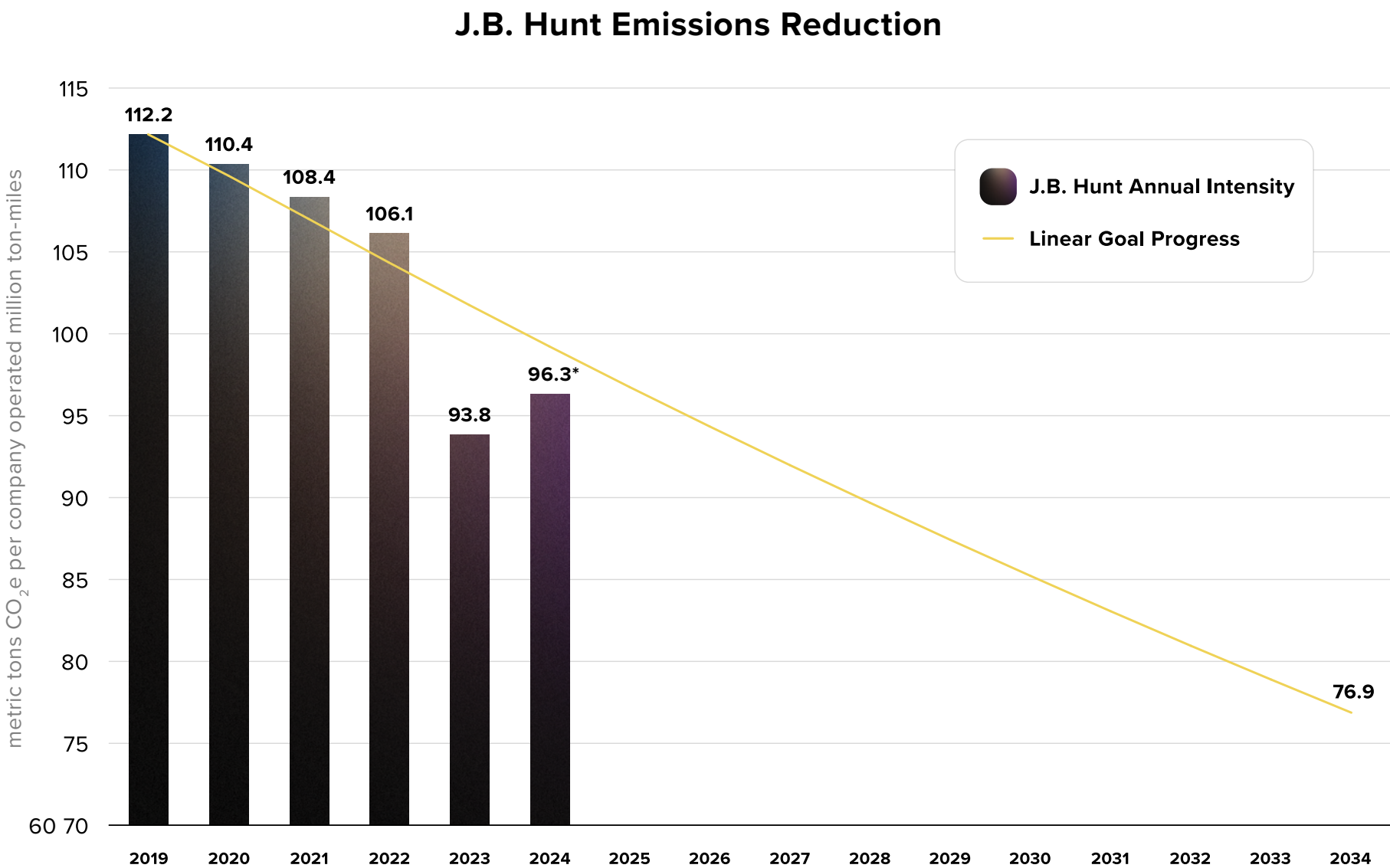
Environmental

Sustainability Strategy

Our vision and long-term focus drive every business decision we make as an organization. J.B. Hunt has a longstanding goal of reducing fuel consumption through logistical and equipment optimization and mode conversion. These strategies contribute to overall efficiency and the reduction of our total carbon footprint. To further guide our efforts, J.B. Hunt is developing a climate transition plan, which will serve as a foundation for our sustainability strategy moving forward.

Commitment to Emissions Reduction and Progress

In 2022, we formalized our commitment to sustainability by [announcing an ambitious goal](#) to reduce our Scope 1 and Scope 2 carbon emission intensity 32% by 2034 from a baseline of 2019. This ambitious goal is in alignment with the original goal of the Paris Climate Agreement to limit global warming to two degrees Celsius.



A core concept of J.B. Hunt’s culture is our “say-do” approach. The ambition level of our target is deliberately set based on realistic assumptions and a fact-based approach, with a commitment backed by a clear Climate Action Plan.

Our greenhouse gas target was developed over 18 months of deliberation, research and consultation with truck manufacturers, energy providers, utilities providers, consultants, regulators, industry trade groups, industry analysts and more. These discussions were centered on the maturation of applicable decarbonization technologies throughout the timeline of our goal.

This level of decarbonization is premised on commercially viable solutions through J.B. Hunt investments. Higher levels of carbon abatement, up to net zero goals, are achievable but will require and rely on shipper decarbonization investments as well.

Current progress as of the end of 2024 is a 14% reduction in GHG emissions intensity. While year to year progress may fluctuate due to specific factors, the long-term trend in lower emissions intensity remains our focus.

Emissions Reduction Strategies

Specifically, we will focus on three key areas to reach our emission-reduction target by 2034:

Improved Fuel Economy

The U.S. Environmental Protection Agency (EPA) has implemented GHG Emissions Standards for heavy-duty vehicles. This requires truck and engine manufacturers to continue to improve and bring higher fuel-efficient trucks to the market while providing a competitive product. We have an aggressive 4 to 5-year trade cycle enabling us to take advantage of highly modern, fuel-efficient trucks on the market. Our average fleet vehicle age is 2.5 years compared to the 5.7-year industry average. Based on EPA-driven emission requirements and truck makers product plans, we expect continued gains in fuel economy over our goal term. An improved fuel economy is fundamental to our extremely energy-intense industry as it addresses the root cause of emissions – energy consumption to move freight.

Biogenic Fuels

In 2024, 22% of our total fuel consumption was from biogenic sources – primarily biodiesel and renewable diesel. Per GHG Protocol: “Direct CO₂ emissions from the combustion of biomass shall not be included in Scope 1.” In other words, combusting biofuels does not add new or incremental carbon to the atmosphere. Biogenic CO₂ can be released and recaptured indefinitely without disrupting the planet’s climate in the long term.

There has been a surge in availability of biofuels over the past three years due to implementation of Low Carbon Fuel Standards in select states as well as tax policies that support economic viability. This aided in significant progress towards our GHG goal and further state adoptions may help support an increase in biofuels availability in the future.

However, in 2024 the industry began to see a significant reduction in availability of biofuels which somewhat impeded progress in the year. This reduced availability of biofuels was primarily driven by changes in federal tax incentives. These changes are expected to further impact and reduce biogenic fuel availability into 2025. As a key component of our strategy, we will continue to monitor and support legislation that keeps biogenic fuels widely available to our industry.

Alternative-Powered Trucks

Zero-emission vehicles (ZEVs) have been a concept of high interest in the trucking industry the past eight years. However, they are not yet making a significant impact on our target progress and confidence is waning that they will make meaningful contributions in the foreseeable future. Improvements to vehicle range, weight, costs and infrastructure development are lagging from forecasts in 2021. The industry’s ability to provide economically viable ZEVs and infrastructure in recent years and in the near to mid-term remains extremely challenged.

Battery Electric Vehicles (BEVs) had been considered as a potential future component of our GHG target achievement, so we continue to monitor progress and test these trucks. Currently, we operate 25 BEVs in our fleet and have adjusted our target assumptions by removing BEVs from an embedded assumption as a key contributor to our GHG goal by 2034.

Hydrogen Fuel Cell Electric Vehicles (FCEVs) and the hydrogen infrastructure to fuel them are still relatively new and in the early stages of implementation. Sourcing economically viable, low carbon intensity hydrogen also remains extremely challenging. Hydrogen manufacturing



can be highly GHG intensive. While these vehicles can achieve higher range than a BEV, this can be offset by vehicle weight and payload reduction implications. Like BEVs, these trucks had been considered as a potential future component of our GHG target achievement, so we will continue to monitor progress and test these trucks as well. Currently, we have 23 FCEVs in our fleet. We have adjusted our target assumptions and removed FCEVs from an embedded assumption as a key contributor to our GHG goal by 2034.

Renewable Natural Gas (RNG) is an energy source that has matured over the past decade through enhanced vehicle models, fueling infrastructure and low carbon feedstocks for the fuel. While natural gas-powered trucks still result in tailpipe emissions, on a net carbon account basis, they can have as much or more carbon reduction implications than ZEV technologies currently. We operate 195 natural gas trucks powered exclusively by RNG. We have seen renewed interest among our customer base for RNG conversion. That is attributed to the economic efficiency of this technology as compared to ZEVs on a dollar invested per metric ton of CO₂e reduced on average. While it is not a zero-emission technology, the lifecycle emissions reduction and associated costs support our continued evaluation of CNG trucks and RNG fuel as a potentially viable strategy for the future.

Fleet Sustainability Initiatives

Championing Intermodal Conversion

Reducing J.B. Hunt's carbon emission intensity has a positive impact throughout the supply chain, helping many customers reduce their overall carbon footprint. Converting over-the-road highway freight to rail intermodal is the most widely available ground transportation solution for cutting carbon emissions, reducing a shipment's carbon footprint by an average of 65% compared to over-the-road truck transportation.

Over the past decade, J.B. Hunt's intermodal service has helped avoid an estimated 30 million metric tons of CO₂e emissions from over-the-road truck transportation.

Today, J.B. Hunt is North America's largest intermodal provider. In 2023, we launched a joint initiative with BNSF and named it Quantum, a J.B. Hunt and BNSF service™, as a nod to our first intermodal venture together back in the 1980s. Quantum makes it easier than ever to convert highway freight to intermodal and provides consistency, agility and speed for service-sensitive highway freight.

As more businesses utilize Mexico to solve supply chain challenges, we are expanding our Quantum product. The new offering - Quantum de México: a J.B. Hunt, BNSF and GMXT service™ - offers customers with the consistency, agility and speed needed to transport sensitive highway freight in one of the fastest growing intermodal markets on the continent. Together, the three companies provide one of the most comprehensive transportation networks throughout North America.

In addition to being one of the most economical means of reducing carbon emissions available today, intermodal can provide a way for businesses to manage their costs and save compared to over-the-road costs for the same route. Shipping freight via intermodal with J.B. Hunt has the potential to save customers 10% to 25% compared to highway, even when expedited.

Truck Fuel Efficiency

As outlined in our Climate Action Plan, increasing the fuel economy (miles per gallon) of our trucks addresses the root cause of energy consumption per ton mile and is fundamental to our efforts. As we evaluate and consider alternative fuels, it remains imperative that we efficiently utilize our industry's current, primary fuel source - petroleum-based diesel fuel.

While truck manufacturers will play a role in increasing engine efficiencies, J.B. Hunt also utilizes a multitude of technologies to promote optimal fuel economy:

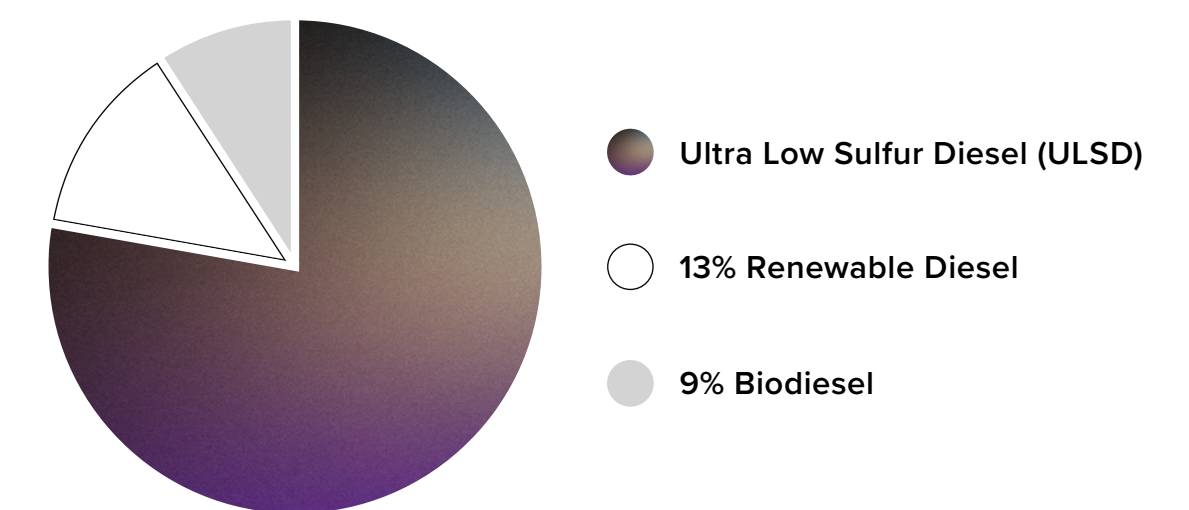
- Implementing cab and trailer aerodynamic fairings where applicable
- Using lightweight trailing equipment
- Incorporating low-rolling resistance tires
- Balancing service requirements with fuel economy and safety by governing the max speed of our tractors
- Utilizing direct drive transmissions (including automated manual transmissions) for optimal gear shifting
- Employing direct-fire in-cab heaters to reduce cold weather idling
- Reducing non-productive idling through strategies such as: idle shutdown parameters, performance visibility, and gamification
- Integrating J.B. Hunt 360box® as a drop and hook shipment solution to eliminate the long wait times and unnecessary idling of trucks waiting for loading and unloading

Biogenic Diesel Fuels

Pure biodiesel has limited direct-use applications and supply logistics challenges because of its physical properties and characteristics. Biodiesel is approved for blending with petroleum diesel (distillate) under the American Society for Testing and Materials specification ASTM D6751. Most U.S. biodiesel is consumed as blends with petroleum diesel in ratios of 2% (referred to as B2), 5% (B5) or 20% (B20). Much of the petroleum diesel fuel sold in the United States contains up to 1% biodiesel because biodiesel's lubrication qualities can potentially prolong the lifetime of certain engine components. Biodiesel is added to petroleum diesel at blending terminals after the petroleum diesel is loaded into tanker trucks for local distribution. In 2024, 9% of our total weighted diesel consumption was a biodiesel product.

Renewable diesel is chemically equivalent to petroleum diesel and may be used in its pure form, R100, as a drop-in fuel. It can also be blended with petroleum diesel or with biodiesel in various amounts. According to the U.S. Renewable Diesel Fuel and Other Biofuels Plant Production Capacity report, the United States has 17 operating renewable diesel production facilities in 12 states with a combined production capacity of about 3 billion gallons per year. Two of these facilities are former petroleum refineries converted to processing biofuels. California uses most of the U.S. renewable diesel fuel imports. In 2024, 13% of our total weighted diesel consumption was a renewable diesel product.

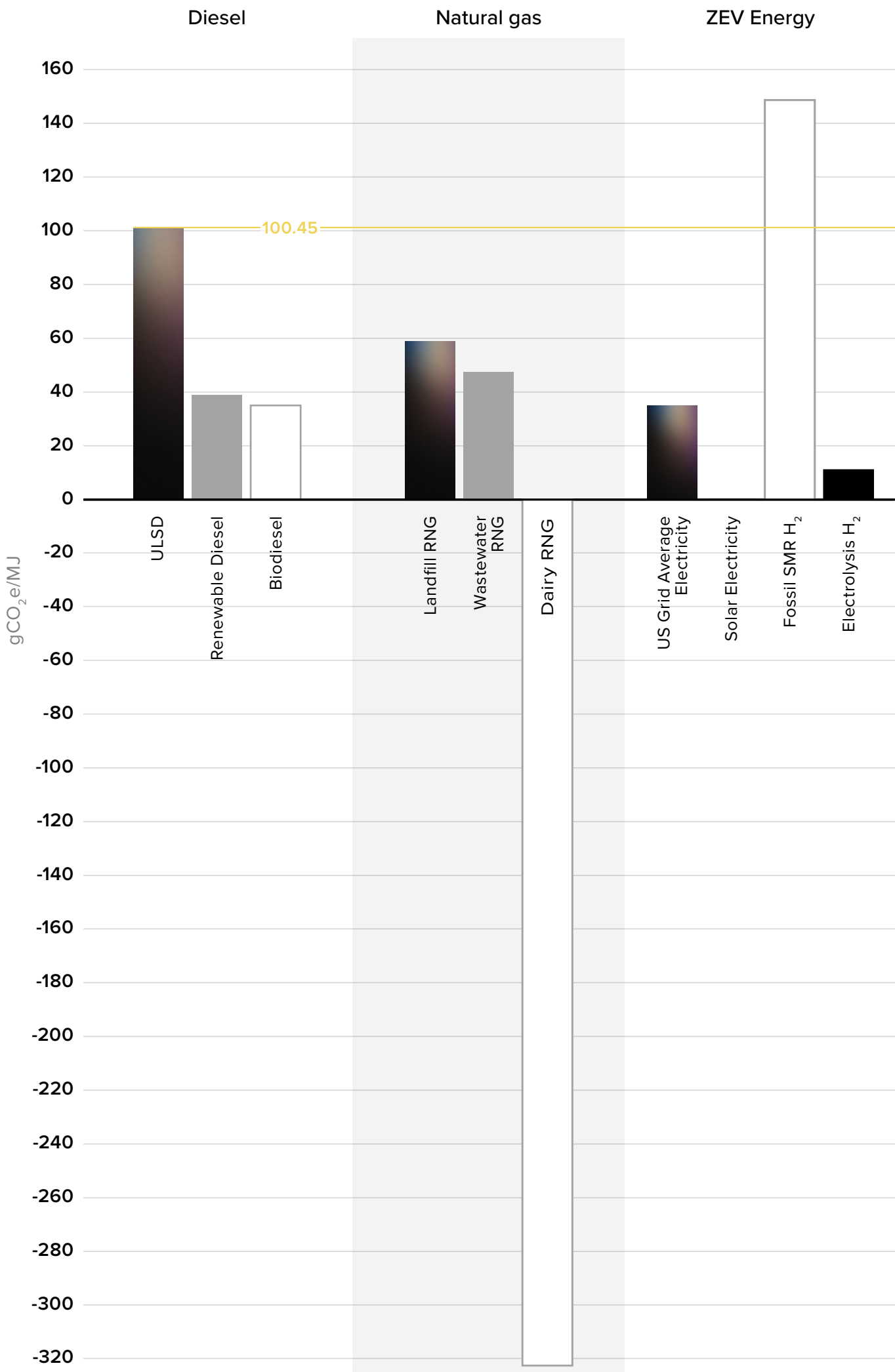
2024 Diesel Fuel Blend



The net carbon impact of these fuels is substantial due to the CO₂ emitted in combustion considered to be balanced by carbon sequestration of CO₂ in the feedstock production phase. There is some variance depending on the specific feedstock and sites of production but on average LCFS certified pathway assessments value biodiesel and renewable diesel between 60%-70% net CO₂ reduction compared to fossil diesel. Both



CARB LCFS Certified Lifecycle Pathways (EER* Adjusted)



*Energy Economy Ratio (EER)

of these fuels are key to our progress towards GHG reduction as they operate in standard diesel equipment, dispensed from standard diesel infrastructure and are supported by federal and local incentives programs. We will continue to monitor and incorporate as available and economically viable.

Renewable Natural Gas (RNG)

Renewable natural gas is a term used to describe biogas that has been refined for use in place of fossil natural gas. The biogas used to produce RNG comes from a variety of sources, including municipal solid waste landfills and anaerobic digester plants at water resource recovery facilities (wastewater treatment plants), livestock farms, food production facilities and organic waste management operations. RNG can be used locally at the site where the product is created, piped in a dedicated pipeline to an end user or injected into a natural gas transmission or distribution pipeline.

Local Air Quality Improvement

Replacing traditional diesel or gasoline with RNG can significantly reduce emissions of nitrogen oxides and particulate matter, resulting in improved local air quality. In addition, RNG (primarily methane) contains zero to very low levels of constituents such as ethane, propane, butane, pentane or other trace hydrocarbons when compared to fossil natural gas.

GHG Emissions Reduction

RNG projects capture and recover methane generated by a landfill or anaerobic digester facilities. Methane has a global warming potential at least 28 times greater than carbon dioxide and a relatively short (12-year) atmospheric life, so reducing these emissions can achieve near-term beneficial impacts in mitigating global climate change. For facilities that are not already required to mitigate such emissions, an RNG project can reduce methane emissions significantly. This can lead to substantial (even negative) Carbon Intensity fuel depending on the feedstock and site of production:

Compressed Natural Gas (CNG) Trucks

CNG trucks have been available to the heavy-duty trucking market since about 2010. They further matured in 2012 with the launch of the Cummins 12L truck and saw some adoption but remained cost-prohibitive in most applications. And they mostly relied on fossil-based CNG. But today we see another stage of maturation with the release of the 15L engine, expansion of CNG refueling infrastructure and other advancements. We are observing renewed interest from fleets and customers with increased availability of low carbon intensity RNG. We operate 195 CNG trucks in our fleets today that are powered by RNG.

Zero Emission Vehicles

With the introduction of zero-emission vehicles to the Class 8 market, the trucking industry may have viable alternatives to internal combustion engines (ICEs) in the future. Unlike ICE trucks, ZEVs are not powered with diesel. Instead, they use electricity that is stored in batteries charged from the grid, referred to as Battery Electric Vehicles (BEV), or produced onboard with hydrogen to power an electric motor, referred to as Hydrogen Fuel Cell Vehicles (FCEV). The ZEV approach to vehicle propulsion produces no direct tailpipe emissions during operations. From a lifecycle perspective, however, ZEVs are still responsible for generating GHG such as carbon dioxide CO₂, which is tied to climate change. While CO₂ emissions are not directly released by a ZEV during operations, such emissions are released during the production of ZEV fuels (electricity and hydrogen) and the production and disposal of ZEV vehicles and their electricity storage equipment (lithium-ion batteries). The core motivations for a shift to ZEVs remain environmental, and it may be possible to decrease the trucking industry’s emissions through their deployment – although the scale of environmental benefit is unclear.

While the environmental and regulatory motivations to adopt ZEVs have increased in recent years, there are several cost considerations.

Battery Electric Vehicles (BEVs)

BEVs rely on electricity generated from various sources and distributed through the grid. They store their energy inside large battery packs onboard the truck. The vehicle production has embedded emissions that are greater than those of ICE trucks, and the electricity generation also has GHG emissions. We are considerate of all of these across all our decarbonization strategies. BEVs are three times the cost of a diesel truck and introduce significant operating inefficiencies due to weight, range and charging time. Charging infrastructure is challenging and expensive. The industry’s ability to provide economically viable trucks and infrastructure in recent years and in the near to mid-term also remains a significant challenge.

Hydrogen Fuel Cell Vehicles (FCEVs)

FCEVs power electric motors with electricity generated onboard through an electrochemical reaction. Although these trucks are fueled with hydrogen fuel, embedded CO₂e in the truck and the fuel must be considered. Hydrogen manufacturing can be highly GHG productive. Weight and range limitations, and fueling time are not as problematic as with BEVs. However, economically viable hydrogen that also has a low carbon intensity is a challenge. There is also very low availability of hydrogen trucks from a limited number of manufacturers. Currently, the vehicle price is roughly three times the cost of an ICE truck.

Collaborations and Industry Leadership

We strive to take an industry-leading position on sustainable freight transportation. J.B. Hunt believes that by collaborating with industry experts, truck manufacturers, fuel and energy providers, regulators, and our customers we can empower and encourage progress in the sustainability of our industry.

We participate in many sustainability-focused engagements to support innovation and drive progress in sustainable transportation technology. In 2024, President and CEO Shelley Simpson delivered the keynote address to a crowd of 5,000 attendees at Advanced Clean Transportation (ACT) Expo, the largest sustainable transportation conference in the country.

Also in 2024, we became a founding member of Powering America's Commercial Transportation (PACT), a coalition focused on addressing the infrastructure challenges around zero-emission commercial vehicles.

Additionally, we continue to participate with the ACT Fleet Forum to contribute to further progress in the years ahead regarding the availability, commercial viability and infrastructure required to run alternative fuel trucks. We also serve on the ATA's Energy and Environment Policy Committee. We conduct real-world testing of new technologies within our fleet to collect data and evaluate operating characteristics, costs, and benefits.

We are also working with UP.Labs to address the transportation industry's greatest challenges and to help move the industry forward. By combining our knowledge, and UP.Labs' expertise in building vertical AI solutions, we are working together to launch transformative companies by solving industry problem sets. By bringing together the best of both of our companies, we are pursuing our vision to create the most efficient transportation network in North America and positioning our company as the leading innovator in our industry.

We strive for high levels of accuracy in our ongoing sustainability reporting, working with CDP, Ecovadis, Sustainalytics, MSCI and S&P CSA to monitor our ESG scores. Our GHG reporting is third-party verified under a reasonable level of assurance, and we produce GHG emissions allocation reporting to all of our customers for their freight.



Sustainability In Customer Solutions

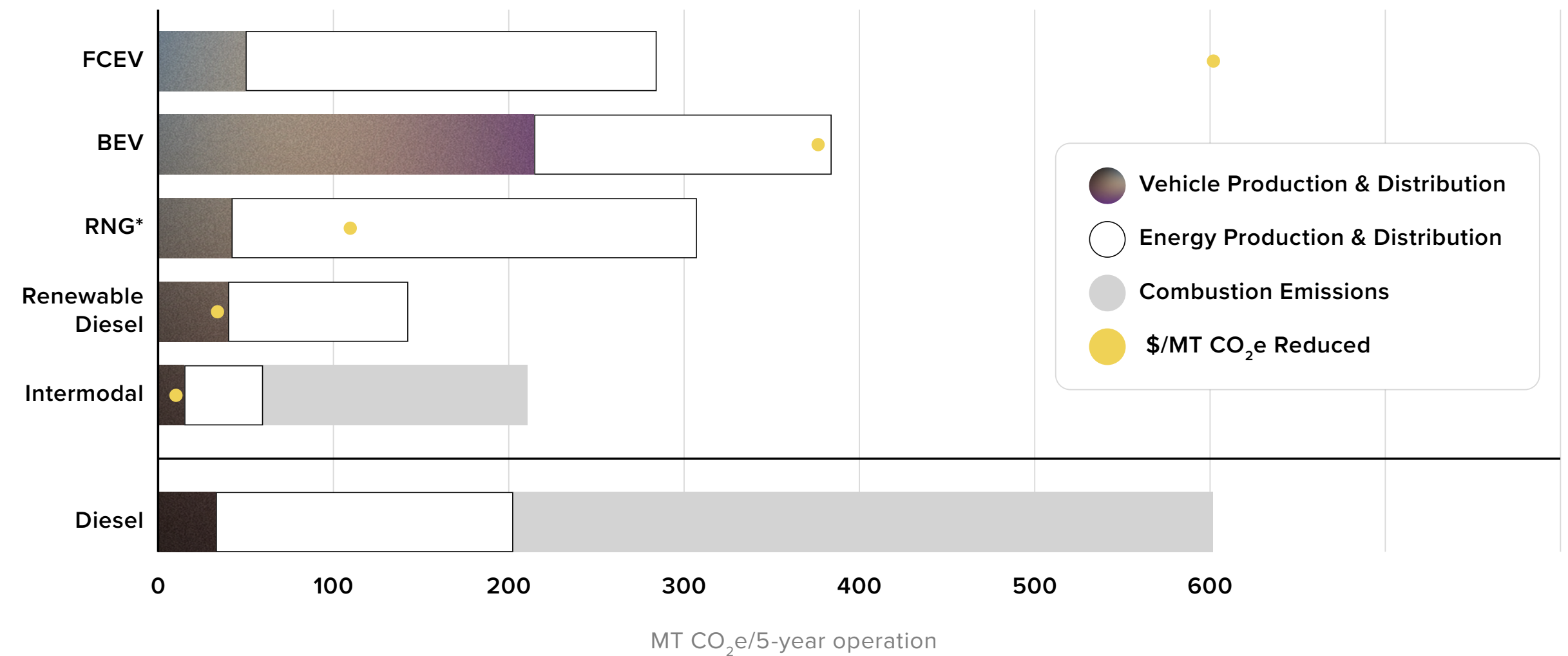
We work in collaboration with our customers and educate one another about sustainable transportation technologies, practices and tools, and we design transportation solutions to empower customers to pursue and realize their sustainability goals in the most economic means possible.

Carbon Diet Methodology

Our internal GHG reduction target efforts and our support of our customer's Scope 3 emissions reduction efforts require us to be well-informed, properly positioned and always prepared to provide solutions. Our Carbon Diet methodology incorporates various potential solutions such as mode conversion, biogenic diesels or alternative energy vehicles in the difficult-to-abate carbon heavy-duty freight sector. We evaluate this range of applicable decarbonization technologies and the associated economics of these solutions. We use a well-to-wheel method that includes embedded CO₂e, upstream energy provision emissions and tailpipe emissions in accordance with ISO 14083 and the Global Logistics Emissions Council (GLEC) framework.

Well to Wheel Impact

Lifecycle Emissions Profiles & Related CO₂e Savings to Diesel



Carbon Lifecycle: A Holistic View



Vehicle Production & Distribution



Energy Production & Distribution



Vehicle's Energy Use

Using this method, we have evaluated an estimated 1.02 billion miles (over 40,000 trips around the Earth) of freight for customers. Then, we proceed to pricing and solution proposals for the customer for alternative trucks and/or fuels we can deploy in their service. We optimize the solution to achieve the level of decarbonization and timeline required by the customer while providing the most cost-effective options. This translates to a “dollar per ton of CO₂ impact” for each solution to best inform our customers' decision-making and support of our internal GHG reduction target. We remain committed to our 32% by 2034 GHG emissions intensity target with reliance on available industry technologies that meet economic viability requirements.

To date, J.B. Hunt operates 195 RNG trucks, 25 BEVs and 23 FCEVs in various applications. This is in addition to exploring creative solutions to further leverage renewable diesel fuels, such as a market based renewable diesel procurement program.

Circular Economy

A circular economy is an important part of slowing climate change. Material efficiency, reuse and recovery have important roles to play as well as environmental, social and economic benefits. J.B. Hunt has a top-to-bottom efficiency approach but also employs specific circular economic projects.

Tire Retreading Program

Tire retreading, also known as recapping or remolding, is a process that gives tire casings more utilization by replacing the old tread with a new tread. This innovative method is not only cost-effective but also significantly reduces the environmental impact associated with energy and materials required for tire disposal and manufacturing. Retreading also minimizes the consumption of raw materials such as rubber and oil. The synthetic rubber components in a new medium truck tire require approximately 22 gallons of oil, but it takes only seven gallons to retread the same tire.

In 2024, J.B. Hunt retreaded 327,740 tires, which is over 90% of our total tire use. The impact of this activity is:

4,916,100

Gallons of oil saved

13,590,362

pounds of waste
diverted from landfill

8,652

CO₂e avoided



Environmental Practices

In addition to operations-focused initiatives to reduce carbon emissions, we are committed to making sustainability a focus throughout our organization – from maintenance and equipment to engineering and technology – as we create the most efficient transportation network in North America.

We educate our drivers on biodiversity protection, such as spill prevention, hazardous material handling and hauling, and even pest management to help prevent invasive pest species from spreading to new environments.

To offset any new buildings we construct, we plant trees at building sites to help maintain the local habitat and comply with water management regulations. In addition to installing LED lights in newer buildings, we continue to convert to LED lighting in many existing buildings. We are also exploring the use of solar power at certain facilities beyond our corporate headquarters. We have recycle bins, water bottle fill stations, automated sinks, and automated lights in many of our buildings to help our employees participate in resource conservation and recycling. Carpool parking spaces located at each of our corporate buildings encourage employees to carpool to work to save on fuel and reduce emissions. At our shops we recycle collected oil and grease during truck servicing. We have also installed electric charging stalls for employees at our corporate campus.

We communicate our commitment to responsible environmental management by promoting our environmental goals among our employees, providing sustainable procurement training to our suppliers and encouraging them to adopt effective environmental management practices; and soliciting input from our employees, suppliers and customers on meeting our environmental goals.

Renewable Energy Investments

In January 2025, J.B. Hunt launched a solar facility in Gentry, Arkansas. The site will generate enough electricity to offset up to 80% of the power used by its three main corporate campus buildings in Lowell, Arkansas.

The 40-acre solar facility includes 10,000-plus bi-facial solar modules to capture sunlight, which is then converted to electricity and transmitted to a nearby electric grid for Carroll County Electric. The facility will produce approximately 9.3M kWh annually and utilize net metering, which helps transfer surplus power onto the power grid.

By commissioning this solar facility, J.B. Hunt is demonstrating our commitment to enhancing the communities we serve and to investing in economically viable practices aimed at creating a more sustainable supply chain. The annual amount of clean energy generated by the J.B. Hunt Solar Facility will be equivalent to that used by nearly 1,200 homes. And, by drawing power from the sun and not a carbon-based source, the carbon dioxide kept from entering the atmosphere will be equivalent to eliminating 1,400 passenger vehicles from the road each year.

Construction of the facility began in 2024. An environmental inspection prior to purchasing the property confirmed there weren't existing hazardous substances or conditions and construction did not introduce these. The project was managed by NextEra Energy and completed by Verogy. Both Trio (formerly Edison Energy) and Carroll Electric Cooperative Corporation provided ongoing consultation throughout planning and development.



Social

Commitment to Our People

J.B. Hunt founders, J.B. and Johnelle Hunt, brought passion to the big dreams they were chasing. From the company’s earliest days, they dedicated everything they had to growth – not just for themselves but for the people depending on them. The spirit and energy the Hunts brought to the company each day transformed a business that was established as an innovative rice hulls business into the Fortune 300 transportation company it is today. Even after 63 years, we continue to build a company culture that reflects the spirit Mr. and Mrs. Hunt first instilled. Our workplace culture has created a truly great place to work for so many – we have over 33,000 employees and each of them brings experience, an individual spirit and a passion to their work.

Enhancing Employee Benefits

We provide access to high-quality resources and programs for our employees and their families as part of our efforts to support the overall health of our people, and we are focused on providing coverage options to ensure our employees and their families have benefits to support them throughout their lives.

Our commitment to employee welfare is demonstrated through various initiatives and programs designed to promote physical, mental and financial well-being. We prioritize health and well-being through our robust corporate responsibility policies and offer comprehensive health and safety training programs for all employees.

Our mental health benefits include no cost, confidential therapy sessions for our employees and their families to help them manage personal and professional challenges. We also provide no cost wellness programs that promote healthy lifestyles and reduce stress, along with financial education and management resources to assist our employees and their families.

In 2025, we expanded tools within our medical plans and worked to ensure employees and their families have access to in-network doctors and Centers of Excellence that will drive quality outcomes at no additional cost to employees. We also added a free, mobile physical therapy service to assist our employees with navigating musculoskeletal injuries.

In 2024, J.B. Hunt established a protocol to help geographically identify employees who may be affected by natural disasters, empowering the

ability to connect them with resources in situations such as the California wildfires, the North Carolina inland hurricane flooding, and even a unique tornado event located less than 10 miles from the corporate campus.

J.B. Hunt Scholarship Program for Families

Since launching the J.B. Hunt Scholarship Program for Families in 2022, we have provided a total of \$1.2 million in educational financial assistance for the families of J.B. Hunt employees. Every year, the program awards a total of \$250,000 in scholarships to 100 children and grandchildren of our employees across the country. The application-based scholarship program is available to dependent children or grandchildren of J.B. Hunt employees who currently attend or plan to attend an accredited two or four-year college, trade school or vocational school. Awards are renewable each year for up to four years as long as the recipient maintains a 2.5 GPA and full-time enrollment. Applications are open to family members of J.B. Hunt employees (director level and below) who have been employed by the company for at least one year.

For the third consecutive year in 2024, we offered the J.B. Hunt scholarship program to 228 children and grandchildren of our employees. In 2024 a total of 349 applications were submitted from across the country.

Growth and Professional Development

Talent Development has long been a differentiator at J.B. Hunt. From our mandatory quarterly safety training for our professional drivers to our award-winning continuous learning programs for our people managers, over 700,000 training hours are consumed across our workforce on an annual basis.

A major contributing factor to the care and safety our drivers execute each day is the training they are required to complete throughout the year. We have a dedicated safety training team that works alongside our drivers in the field, supporting them by verifying and teaching safe driving practices. We also have a safety training design team that develops and curates relevant training that is delivered to our drivers via their on-board tablets. All of this is in addition to multiple, annual safe driving campaigns that are communicated and used for discussions and learning opportunities for our more than 22,000 professional drivers.

Safe driving also requires safe equipment, and our maintenance teams have a robust learning and development program to ensure our technicians have the skills to maintain the safest and most effective equipment on

the road. Designed and implemented in 2023, our Technician Career Advancement training program allowed more than 1,100 technicians to learn and hone the skills they need to perform their jobs and advance their careers and compensation. This program has helped reduce tractor “downtime” relative to equipment age, which means more trucks running and more customers receiving their freight on time. Our maintenance team consumed over 140,000 hours of training in 2024.

Our office-based employees also constantly turn their development into value for our customers. Our award-winning onboarding program prepares our driver managers within three months to properly support and lead our professional drivers. Our Leadership Development Program at J.B. Hunt has been in place for decades, allowing us to attract and hire professionals that have leadership potential and can be developed further with additional learned skills via our training and development platforms. In 2024 nearly 1,200 employees completed one of the courses in the program. Our learning and development offerings are robust, spanning across all professional skill areas and are available in different modes – in-person instructor-led, virtual instructor-led, social learning modes such as mentoring and coaching, and self-paced online learning with over 12,000 courses available.



We also place significant emphasis on developing our employees through an intentional talent and performance review process. This includes multiple managerial-led campaigns focused on annual performance from both results and behavioral perspectives, assessment and calibration of employee potential, succession planning for key positions, and individual development plans throughout the organization. In 2024 alone, over 11,000 employees were assessed in at least one of these programs.

All of our learning and development offerings are anchored to a skills taxonomy we've developed and manage constantly, telling us what it takes for each of our employees to be successful in their roles, both current and future. Without this investment and approach, J.B. Hunt would not be able to serve our customers with long-standing excellence.



Engaging Our Veterans

Founded by a veteran, J.B. Hunt celebrates and values the unique commitment, skills and character of veterans and is actively committed to supporting veterans. The company provides comprehensive benefits for employees who serve in any stage of their career or service. Military members and their family members are also eligible to take up to 26 weeks per calendar year to care for a family member who suffers an injury or becomes ill while on active duty. The company provides active-

duty employees with a military deployment and re-entry guide and offers differential pay policies to support their military and civilian career. For members of the National Guard and Reserve, J.B. Hunt provides employees and their families with assistance through each of the four phases of military leave. This service includes consultation and support from a Gold Star family member.

We have implemented several veteran mentorship initiatives and provided support and resources for transitioning service members through the Department of Defense's SkillBridge Internship program. Additionally, the company's Apprenticeship Program offers a route for military members interested in transitioning directly to a driver position.

In 2024, J.B. Hunt was honored with national recognitions from VIQTORY as a Top 10 Military Friendly® Employer, from Newsweek as one of America's Greatest Workplaces for Veterans, and from Military Times as Best for Vets. This is the 18th consecutive year J.B. Hunt has earned Military Friendly® Employer status and the second time to be included in the Top 10. It is the first time we received Best for Vets recognition from Military Times and to be included among Newsweek's America's Best Workplaces for Veterans. Earlier in 2024, J.B. Hunt was recognized by the Arkansas Veterans of Foreign Wars as Employer of the Year. Finally, 2025 will be J.B. Hunt's twelfth year participating in the Wreaths Across America program, which honors millions of America's fallen heroes at wreath-laying ceremonies nationwide. In 2024, J.B. Hunt delivered approximately 356,000 wreaths to veteran cemeteries nationwide through this program.

Employee Engagement & Continuous Listening

Our Continuous Employee Listening model allows leaders to actively engage with and understand real-time feedback, concerns and sentiments of employees by utilizing surveys, focus groups, round tables and action plans. Continuous Employee Listening aims to enhance a culture where employees' voices are heard and valued, while enabling J.B. Hunt to address issues promptly, enhancing employee satisfaction while making informed decisions that align with the needs of the workplace environment.

Utilizing sophisticated and robust employee listening platforms, we gather feedback across key points in employees' careers to understand areas of opportunity and employee experiences. Surveys early in an employee's tenure quickly pinpoint areas where new hires might be struggling or experiencing confusion during onboarding, allowing for timely interventions before they become major problems, potentially reducing turnover rates among new hires. Enterprise-wide surveys

are a critical tool to understand how our employees feel about their work, identify areas for improvement and ultimately take action to boost employee morale, productivity and retention by actively listening to their feedback on key aspects like culture, wellness and career development. Additionally, annual Leadership Feedback surveys provide valuable insights into a manager's effectiveness, allowing us to identify areas for improvement, develop stronger leaders and ultimately enhance employee engagement by addressing concerns directly related to management practices.



Created in 2015, our ELEVATION initiative is a process to find, foster and follow the ideas that make our company a better place by listening to our employees. Employees at any level, in any business group or in any geographic location can submit ideas on any topic that they believe will make J.B. Hunt a better organization. All ideas are evaluated through a formal review process, and since the program's inception, more than 33,000 ideas have been submitted with over 1,200 being selected for implementation. In 2023, a four-month long campaign entitled ELEVATION 2.0 was launched to improve the efficiency and productivity of operations, creating cost-competitive value for our customers. ELEVATION 2.0 was incredibly successful, resulting in over 6,000 ideas submitted across driver, maintenance and office teams resulting in a recognized value of \$41 million. In 2024, 135 ELEVATION ideas were validated, driving efficiency and cost savings, yielding the highest year in validated net benefit for our company since 2015.

Culture and Belonging

Despite operating more than 189,000 pieces of transportation equipment, our single greatest asset and one of the factors differentiating us from our competitors is our service-oriented people. J.B. Hunt strives to provide a supportive and safe work environment for its employees, where diverse and innovative ideas can be fostered to solve problems and provide value-added services for our customers. We put forth our best effort to support initiatives that benefit our people and reflect our company values of integrity, respect, innovation, safety and excellence, which are shared by our stakeholders.

We work to foster a culture where all employees feel welcomed, valued, respected, safe, and heard, and where the actions of our people reflect our company values. We use data and ideas from employee listening activities to drive action in support of our leaders and teams.

In addition, our Employee Resource Groups (ERGs), Inclusion Office, and Inclusion Council work together to further our culture of inclusivity. The Company's seven ERGs sponsor activities and opportunities for enrichment, engagement, and education of all our employees.

Company Giving

We provide financial support for projects across four pillars to promote the causes our employees care most about. J.B. Hunt is committed to making a meaningful impact through its philanthropic efforts and in 2024, company and employee contributions toward J.B. Hunt's company giving pillars of healthcare, veterans, crisis management and education exceeded \$2 million.

Truckers Against Trafficking

As the eyes and ears of the road, we want to empower everyone in the transportation industry to be part of the solution to combat human trafficking. J.B. Hunt launched Truckers Against Trafficking training in 2014 and, as of January 2025, we have trained over 181,000 people to recognize and report signs of human trafficking.

In 2021, alongside Truckers Against Trafficking, we led a combatting human trafficking workshop at the University of Arkansas. Additionally, the Company became a signatory of the DOT's Transportation Leaders Against Human Trafficking Pledge in 2020. In June 2023, J.B. Hunt, Tyson Foods and Walmart joined forces to host a half-day summit featuring Truckers Against Trafficking (TAT) to bring together key industry stakeholders, law enforcement and government agencies to work together to close loopholes to traffickers. Additionally, J.B. Hunt hosted the Freedom Drivers Project, which is a mobile exhibit that creates awareness and educates on the realities of domestic sex trafficking. All of this work provides action steps that anyone can take to combat human trafficking.

Hurricane & Disaster Relief Support

In September 2024, Hurricane Helene made landfall in the Big Bend area of the Florida Gulf Coast. As a category four storm, Helene moved across the south and northeast across the southern Appalachians. The storm brought significant flooding, uprooted trees and damaged thousands of homes, leaving behind a trail of debris and one million residents across the east without power.

In the wake of the storm, many employees, customers and businesses were impacted. Despite the wreckage, many of our drivers, who faced damage to their own homes and vehicles, made the trek to serve their communities and their customers. Additionally, a group of 40 employees were on the ground partnering with agencies to ensure that critical supplies reached their destinations. Our teams hauled thousands of relief loads for agencies and regional customers and transported critical supplies, including over 30 mobile hospitals for those needing medical attention.

As a company, we strive to meet the needs of our communities, even in crisis. It reflects that our culture and values transcend into something bigger than ourselves. Our teams who stepped up are a shining example of the kind of people that make up the J.B. Hunt scroll. Our drivers and operations teams are a critical piece of our nation's infrastructure.

Commitment to Safety

J.B. Hunt strives to provide a supportive and safe work environment where diverse and innovative ideas can be fostered to solve problems and provide value-added services for our customers. Creating a safe and secure workplace, whether that be in the cab of a truck, in a shop, or in the office, is a core value and fundamental to our culture of safety at J.B. Hunt. For additional details on our Safety Culture, please see our [Safety Summary](#).

Our safety strategy has proven successful. In 2024, we reduced our year-over-year DOT preventable collisions per million miles by almost 3%, achieving two consecutive years of record performance. We continuously invest in safety-related technology and training, as well as build partnerships with our employees, our drivers and the communities that we serve. We take a proactive approach by utilizing advanced safety systems, recognizing those who lead our industry and set the standard for safety in our company. We also utilize data to continuously improve the safety of our people and those that we share the road with.

Advancing Safety Technology & Systems

J.B. Hunt's equipment trade cycle allows us to maintain a fleet with the latest Original Equipment Manufacturer (OEM) Advanced Driver-Assistance Systems (ADAS) technology. We continuously work with

OEMs to test emerging safety features and provide feedback to support that we are equipping our drivers with the tools needed to ensure safe operations. Our fleet is outfitted with forward collision warning systems, roll stability controls, electronic stability programs and underride guard systems to avert crashes and minimize injury or fatality risks.

Video Recording Technology

In April of 2023 we began deploying in-cab, forward-facing and driver-facing cameras that record critical accident information and leverage artificial intelligence to identify potential risks both outside and inside the cab. 100% of all in-service trucks are now outfitted with this technology.

Safety Training

Safety cannot be completed with technology alone. Our drivers and maintenance personnel benefit from specialized instruction in equipment use, defensive driving, food safety, animal welfare, regulatory compliance, safe work practices and more. We provide driver training using the Smith System® Five Keys to defensive driving, which provide a rigorous standard of driver education across our operations. All company drivers, independent contractors, and driver managers become Smith System® certified during the on-boarding process, and our entire fleet undergoes regular Smith System® recertification. We also provide opportunities for our drivers to enhance their practical skills through instructor-led training rides and offer access to our exclusive online training library during downtime.



Recognizing Safety Achievements

We celebrate drivers and technicians who have achieved significant safety milestones, fostering a sense of pride and motivating others to prioritize safety in their daily operations.



Million Mile Program

To honor those drivers who have driven one million miles or more without a preventable collision, we established the J.B. Hunt Million Mile Program in 1996. This program is designed to reward safe driving practices and promote a culture of safety within the company. To date, the program has awarded over \$41 million to over 5,100 drivers. In 2024, 387 drivers earned a collective \$2,605,000 in safe driving award bonuses. Included in that number are eight drivers who achieved four million safe miles, a record year for this category.

Each year, drivers who have achieved two million or more safe driving miles are invited to our corporate headquarters for the Million Mile Celebration, culminating in the Million Mile Walk of Fame. This is attended by hundreds of employees and our leaders who want to cheer on our drivers. These drivers' names are also immortalized on our Million Mile Wall of Fame, cementing their legacy as part of our company's ongoing commitment to a culture of safety.

1 Million Safe Work Hours

In March 2025, we had the honor of celebrating our maintenance shop in Cedar Rapids, Iowa, for being the first J.B. Hunt shop to reach one million hours without a safety accident. This astounding milestone took more than 19 years of dedication to safety to achieve.

The work that goes into achieving one million accident-free hours is no easy undertaking. From a Standard Repair Time (SRT) perspective, on average, tire replacements take 18 minutes per tire, tractor service takes two hours, light replacements take 12 minutes per light and trailer federal inspections can take one hour.

Since 2013, the shop estimates that they have:

- Replaced over 31,000 tires
- Serviced almost 5,000 tractors
- Restored more than 12,000 lights
- Completed almost 3,000 federal inspections on trailers



Technology & Cybersecurity

Securing Data and Enhancing Cybersecurity

We place great importance on data privacy and cybersecurity management to protect the confidential and personal information of our customers, employees, suppliers and vendors. Our Information Security and Privacy Policies highlight key aspects of our approach, such as information collection and use, information sharing and disclosure and data protection measures. Our program is regularly assessed and improved to address the risks associated with an ever-changing information threat landscape.

Protecting Customer Data from Cyberattacks

We value the protection of our customers' confidential information and implement robust security measures to commit to data protection. We employ a comprehensive array of physical, electronic, and procedural safeguards to shield information against unauthorized access, use or disclosure. These measures include state-of-the-art technologies such as firewalls, encryption and secure socket layer (SSL) technology. In addition, we maintain a robust third-party assessment process to ensure our vendors and suppliers are aligned with our information security and privacy requirements.

Mitigating Security Breaches Through Technology

J.B. Hunt has implemented a comprehensive cybersecurity program that governs a range of technical, administrative and physical security measures to protect against unauthorized access to our systems and customer data. Our security measures are designed to prevent loss, misuse or alteration of customer data and to protect data confidentiality and integrity. We use strong encryption technologies to protect customer data during transmission and storage. SSL encryption is enforced to protect data collection forms on our website, which provides an additional layer of security to prevent unauthorized access. We restrict access to customer personal information in our offices and monitor the specific employees who can view customer personal information. Only authorized personnel have access to sensitive customer data. In addition, we use a range of other security measures, such as access controls, multi-factor authentication, network security and data minimization to further protect against security breaches and unauthorized access. Dedicated teams of technical experts monitor, respond and maintain these systems and processes. These measures help us to maintain data management practices that meets the high standards of security and privacy.



Information Privacy Protection Program (IP3)

J.B. Hunt has an Information Privacy Protection Program that is designed to ensure the privacy of J.B. Hunt’s workers, customers, vendors, and proprietary corporate information. Its mission is to employ “privacy by design” best practices in collection, usage, storage and disposal of information in compliance with applicable regulations and to foster a culture that values privacy through awareness. All non-driver personnel are required to complete yearly information security awareness and data privacy training, along with receiving regular email communications, digital signage and education to keep security and privacy a foundational component of our business.





Governance

Board Governance and Structure

J.B. Hunt maintains a well-established corporate governance structure that delineates the roles and responsibilities of our Board of Directors and management team. The company retains a Board of Directors consisting mostly of individuals who satisfy the criteria for independence under the Nasdaq listing standards. Independent directors generally meet in executive session as part of each regularly scheduled Board meeting, with the position of Independent Lead Director being established to direct these executive sessions and having the authority to call additional meetings of independent directors as deemed necessary.

The Board is supported by three committees: the Audit, Executive Compensation, and Nominating and Corporate Governance committees. The committees hold regular meetings to review financial statements, executive compensation programs, corporate governance, social responsibility and sustainability efforts and other matters as described in the committee charters found on our website in the [Corporate Governance](#) section.

Committee members are appointed annually by the Board based on recommendations from the Nominating and Corporate Governance Committee, which considers a diverse mix of backgrounds, skills, and experiences to optimize the effectiveness of the Board's committees. The three committee charters define the purpose, composition, meeting structure, and responsibilities of each committee. Board Directors also conduct annual self-evaluations to assess the effectiveness of the Board and committees, with a focus on the Board's contribution to the company and areas for improvement.

Business Ethics and Integrity

The Board has adopted a Code of Ethical and Professional Standards (Code of Ethics) for directors, officers, and employees. The purpose and role of the Code of Ethics is to focus our directors, officers, and employees on areas of ethical risk, provide guidance to help them recognize and address ethical issues, provide mechanisms to report unethical or unlawful conduct, and enhance and formalize our culture of integrity, honesty, and accountability. As required by applicable law, the company posts on the "Corporate Governance" page of the "Corporate Responsibility" section of its website at jbhunt.com any amendments to or waivers of any provision of the Code of Ethics made for the benefit of executive officers or directors of the company.

Sustainability Policies and Procedures

Our commitment to sustainability and to having a positive impact on the environment is a priority of J.B. Hunt. Our pledge to environmental sustainability is evident in our efforts to reduce carbon dioxide emissions, decrease energy consumption, and implement a mode-neutral approach to transportation. We conduct our business in compliance with all applicable environmental laws, ensuring that hazardous materials, waste, or pollutants are labeled, stored, handled, transported, used, and disposed of properly. Our dedication to environmental responsibility is driven by our desire to meet the needs of our customers, to serve the communities where we operate, and to achieve our goal to commit to sustainability policies with a long-term perspective.

J.B. Hunt's [Environmental Policy Statement](#) outlines the company's commitment to environmental protection and reducing greenhouse gas emissions through a variety of initiatives. These initiatives include improving supply chain efficiency by converting over-the-road shipments to intermodal and identifying shipment consolidation opportunities. We also employ fuel-saving technologies in our fleet, including the latest tractor aerodynamics and direct drive transmissions. Our Executive Vice President of Safety, Sustainability and Maintenance regularly reports on J.B. Hunt's sustainability efforts to the Board of Directors' Nominating and Corporate Governance Committee. Further details on our governance of climate risks and opportunities can be found in our [2024 Annual Report](#).

J.B. Hunt also believes in responsible procurement and holds its suppliers accountable for conducting business in an ethical and sustainable manner. Through its Supplier Code of Conduct, J.B. Hunt sets the standards by which we expect suppliers to comply. [The Supplier Code of Conduct](#) describes J.B. Hunt's expectations in areas such as human rights and working conditions, environmental impact, and ethical business practices.

Human Rights

Human rights are an integral aspect of our corporate responsibility. We emphasize this importance in a formalized Human Rights Statement, which draws on international standards and is based on the [United Nations Universal Declaration of Human Rights](#) and the [International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work](#). We hold ourselves and our contractors to the highest ethical standards to foster the protection and advancement of human rights in all of our operations.

As a conscientious corporate citizen, we are committed to safeguarding and promoting human rights throughout our entire global operations. We perform a human rights due diligence process and our [Human Rights Statement](#) encompasses adherence to all relevant wage laws, providing fair wages to our employees and ensuring our third-party suppliers uphold the same high standards. Moreover, we strictly forbid the use of forced or compulsory labor, child labor, and any trafficking-related activities. Instead, we offer supervised internships and apprenticeships for younger individuals.

We acknowledge that human trafficking is a severe issue affecting millions worldwide, including hundreds of thousands within the United States. Regrettably, truck stops are common venues for human trafficking. As the eyes and ears of the road, we want to empower everyone in the transportation industry to be part of the solution to combat human trafficking. J.B. Hunt launched Truckers Against Trafficking (TAT) training in 2014 and has trained more than 181,000 people to recognize and report signs of human trafficking. In 2021, J.B. Hunt and TAT led a workshop at the University of Arkansas aimed at combatting human trafficking. Additionally, the company became a signatory of the U.S. Department of Transportation's Transportation Leaders Against Human Trafficking Pledge in 2020.

Sustainability & Governance

Leading the Industry in Sustainability

J.B. Hunt was named to the Dow Jones Best-in-Class North America Index (formerly North American Dow Jones Sustainability Index) for 2024, earning a spot among sustainability leaders identified by S&P Global through the Corporate Sustainability Assessment. J.B. Hunt is the only road transportation company to make the Dow Jones Best-in-Class North America Index and one of just five companies in the overall transportation industry group. The distinction demonstrates our progress toward reducing our environmental impact and enhancing the value we create for employees, customers and communities.

Sustainability Committee

J.B. Hunt's sustainability office is focused on continuous improvement and taking steps to increase our efforts to share our progress with our stakeholders. This work is led by the Vice President of Energy and Sustainability with oversight from the Executive Vice President of Safety, Sustainability and Maintenance. The team also coordinates and leads a cross-functional Sustainability Committee comprised of employees from Maintenance, Legal, Marketing, Sales, Operations, Procurement, People Team and more.

The Sustainability Committee is comprised of a diverse group of employees responsible for identifying opportunities to advance our measurement, management and disclosure of our sustainability efforts. The work of this group helps identify and mitigate risks such as climate-related risks and other topics within the social and governance aspects of sustainability. Members of the Committee regularly present to our Nominating and Corporate Governance Committee on the Company's efforts and investments made to reduce our GHG emissions as part of its oversight of fossil fuel efficiency and progress on reducing the Company's environmental impact.

Stakeholder Engagement & Transparency

We prioritize customer feedback to continuously improve our services and ensure customer satisfaction. We employ various methods to gather valuable insights from our customers, with our primary avenue being a customer feedback link that captures the Net Promoter Score (NPS). This metric is crucial in measuring customer loyalty and satisfaction by asking customers how likely they are to recommend our company to a friend or colleague. The NPS is reported as a number ranging from -100 to 100, with a higher score indicating greater customer loyalty.

In addition to the NPS, we also utilize other feedback mechanisms such as Customer Satisfaction (CSAT) surveys and Rate Your Representative scores. These tools help us understand customer sentiment, brand advocacy and areas needing improvement. By engaging with our customers through these surveys, we can gather targeted feedback, analyze internal processes and guide customer-centric business decision-making. Our commitment to excellence in customer experience is reflected in our continuous efforts to capture and act on customer feedback.

Environmental Management System

J.B. Hunt is currently piloting the implementation of an Environmental Management System (EMS) across its entire network, aligned with the ISO 14001 standard. This pilot represents a significant step toward embedding environmental responsibility into core operations by systematically identifying and managing environmental impacts, ensuring compliance with regulations, and driving continuous improvement. Key elements of the EMS include setting environmental objectives, monitoring performance, training employees, and preparing for environmental risks. The pilot phase lays the foundation for a certified EMS, with full ISO 14001 certification anticipated in coming years. This initiative supports the company's broader sustainability goals by creating a structured foundation for measuring performance, enhancing operational efficiency, and reducing environmental impact.





Appendix

About This Report

In recent years, J.B. Hunt has improved our efforts to transparently disclose and report our ESG performance to our stakeholders in our annual proxy statement, on our website, in our 2020 Sustainability Report, 2021 Data Supplement, 2022 Sustainability Report, ESG sections of our website and in our 2023 Data Supplement. This year, we continue that effort with this 2024 Sustainability Report. This report has been prepared in reference to the Global Reporting Initiative (GRI) Standards, and in alignment with the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) frameworks. Additional information on our sustainability program is available on the J.B. Hunt website.

The information covered in this report includes data spanning financial years 2022 to 2024 for the operations of J.B. Hunt Transport Services, Inc. (J.B. Hunt) and its consolidated subsidiaries.

J.B. Hunt also voluntarily participates in other ESG disclosures such as CDP (formerly the Carbon Disclosure Project), S&P Global, Institutional Shareholder Services (ISS) Annual Policy Survey, EcoVadis and Sustainalytics.

Forward-Looking Statement

This report, including documents that are incorporated by reference and other documents which we file periodically with the Securities and Exchange Commission (SEC), contains statements that may be considered to be “forward-looking statements.” Such statements relate

to our predictions concerning future events or operations and are 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 we use words like “may,” “plan,” “contemplate,” “anticipate,” “believe,” “intend,” “continue,” “expect,” “project,” “goals,” “strategy,” “future,” “predict,” “seek,” “estimate,” “likely,” “could,” “should,” “would,” and similar expressions, you should consider them as identifying forward-looking statements, although we may use other phrasing. Forward-looking statements are inherently uncertain, subject to risks, and should be viewed with caution. These statements are based on our belief or interpretation of information currently available. Stockholders and prospective investors are cautioned that actual results and future events may differ materially from these forward-looking statements as a result of many factors. Some of the factors and events that are not within our control and that could have a material impact on future operating results include, but are not limited to, those discussed in Item 1A of our Annual Report filed on Form 10-K for the year ended December 31, 2024. J.B. Hunt assumes no obligation to update any forward-looking statements to the extent the company becomes aware they will not be achieved for any reason.

Assurance

Scope 1, 2, and partial Scope 3 carbon data was audited by an independent third party, TÜV SÜD America, Inc. in accordance with ISO 14064-3:2019 with a reasonable level of assurance for Scope 1 and 2 and a limited level of assurance for Scope 3.

J.B. Hunt follows the GLEC Framework for calculating GHG emissions.



D A T A		U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Governance & Economic					
Board of Directors					
Female	% of Board	33%	22%	27%	
African-American	Total Number	0	0	1	
Hispanic	Total Number	0	0	0	
Caucasian	Total Number	3	2	2	
Male	% of Board	67%	78%	73%	
African-American	Total Number	0	0	0	
Hispanic	Total Number	1	1	0	
Caucasian	Total Number	5	6	8	
Age					
Age 30-60	% of Board	56%	56%	36%	
Over Age 60	% of Board	44%	44%	64%	
Tenure					
0-10 years	Total Number	4	2	2	
11-20 years	Total Number	3	3	5	
20+ years	Total Number	2	4	4	
Skills and Qualifications ¹					
Industry Experience	% of Board	67%	80%	43%	
Public Policy	% of Board	100%	100%	86%	
CEO/Senior Management Experience	% of Board	100%	100%	100%	
Economic/Accounting/Finance	% of Board	100%	100%	86%	
Human Resources Management	% of Board	67%	20%	29%	
Developing & Implementation of Risk Management Systems	% of Board	83%	40%	29%	
Regulatory/Legal	% of Board	100%	100%	100%	
Environmental and Climate	% of Board	50%	60%	n/a	

1 Includes information provided for “Independent” Directors only



D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Governance & Economic <i>continued</i>				
Business Units and Revenues				
Total Consolidated Revenue	Revenue (\$ Million)	\$12,087	\$12,830	\$14,814
J.B. Hunt Total Company Operated Revenue Ton - Miles	Million Company Operated Ton-Miles (Mt.m)	53,113	52,046	51,765
Intermodal (JBI)	Revenue (\$ Million)	\$5,956	\$6,208	\$7,022
	% of Total Revenue	49.3%	48.4%	47.4%
	Loads	2,090,732	2,044,980	2,068,278
Dedicated (DCS)	Revenue (\$ Million)	\$3,396	\$3,543	\$3,524
	% of Total Revenue	28.1%	27.6%	23.8%
	Loads	3,985,221	4,274,677	4,508,864
Integrated (ICS)	Revenue (\$ Million)	\$1,141	\$1,390	\$2,323
	% of Total Revenue	9.4%	10.8%	15.7%
	Loads	609,854	764,839	1,027,529
Final Mile (FMS)	Revenue (\$ Million)	\$910	\$918	\$1,042
	% of Total Revenue	7.5%	7.2%	7.0%
	Loads	4,316,578	4,596,715	5,636,432
Truckload (JBT)	Revenue (\$ Million)	\$702	\$789	\$937
	% of Total Revenue	5.8%	6.1%	6.3%
	Loads	389,832	410,091	398,070



D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Governance & Economic <i>continued</i>				
Business Units and Revenues				
Total Spend on Goods and Services	\$ Million	\$7,580	\$9,270	\$10,830
Purchases by Category ²				
Purchased Transportation	%	67%	60%	67%
Tractors and Trucks	%	7%	11%	7%
Fuel	%	10%	9%	9%
Trailing Equipment	%	2%	6%	7%
Maintenance	%	5%	5%	4%
Other Goods and Services	%	9%	9%	7%
Anti-Corruption Status				
Confirmed incidents of corruption	Total Number	0	0	1
Incidents in which employees were dismissed or disciplined for corruption	Total Number	0	0	1
Incidents when contracts with business partners were terminated/not renewed due to violations related to corruption	Total Number	0	0	0

D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Serving our Customers				
Customer Privacy and Losses of Customer Data				
Complaints received from outside parties and substantiated by the organization	Number	0	0	0
Complaints from regulatory bodies	Number	0	0	0
Total number of identified leaks, thefts, or losses of customer data	Number	0	0	0

2 Excludes payments to J.B. Hunt employees like wages, 401K contributions, other compensation



D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Supporting our Employees				
Occupational Health & Safety				
Number of road accidents and incidents	Number	1,145	1,106	1,251
Total recordable incident rate (TRIR)	Incident rate	1.79	1.86	1.96
Lost time incident rate (LTIR)	Incident rate	1.46	1.46	1.53
High-consequence Injuries (excluding fatalities) ³	Number	72	85	75
High-consequence Injury (excluding fatalities) Frequency Rate ³	High-consequence injuries per 200,000 Workhours	0.19	0.21	0.17
Total Number of Fatalities	Number	2	1	1
Fatality Frequency Rate for Direct Employees	Fatalities per 200,000 Workhours	0.003	0.002	0.002
Safety Measurement System BASIC percentiles				
Unsafe Driving	%	25%	49%	63%
Hours-of-Service Compliance	%	58%	63%	58%
Driver Fitness	%	37%	52%	42%
Controlled Substances/Alcohol	%	0%	1%	1%
Vehicle Maintenance	%	74%	73%	74%
Hazardous Materials Compliance	%	72%	45%	51%

3 Fluctuations occur due to the timing of notation. Events will populate, or be removed throughout the year.



D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Total Employees	Total Number	33,646	34,706	37,154	Total Number	33,646	34,706	37,154
Full-Time Total Number	Total Number	33,402	34,435	36,813	Total Number	33,402	34,435	36,813
Gender Demographics								
Total Population								
Total Males	Total Number	28,547	29,413	31,391	% of Total Employees	84.8%	84.7%	84.5%
Total Females	Total Number	5,096	5,289	5,760	% of Total Employees	15.1%	15.2%	15.5%
Does not identify	Total Number	3	4	3	% of Total Employees	0.0%	0.0%	0.0%
Drivers								
Total Males	Total Number	20,756	21,051	22,613	% of Total Drivers	92.0%	92.5%	92.6%
Total Females	Total Number	1,816	1,703	1,801	% of Total Drivers	8.0%	7.5%	7.4%
Does not identify ⁴	Total Number	1	1		% of Total Drivers	0.0%	0.0%	
Total People of Color	Total Number	15,483	15,046	15,715	% of Total Drivers	68.6%	66.1%	64.4%
Non-Drivers								
Total Males	Total Number	7,797	8,362	8,778	% of Total Non-Drivers	70.4%	70.0%	68.9%
Total Females	Total Number	3,274	3,586	3,959	% of Total Non-Drivers	29.6%	30.0%	31.1%
Does not identify ⁴	Total Number	2	3		% of Total Non-Drivers	0.0%	0.0%	
Total People of Color	Total Number	4,029	4,257	4,532	% of Total Non-Drivers	36.4%	35.6%	35.6%
Management								
Male	Total Number	2,860	3,035	3,100	% of Total Management	75.5%	75.8%	75.4%
Female	Total Number	927	971	1,010	% of Total Management	24.5%	24.2%	24.6%
Does not identify ⁴	Total Number	0	1		% of Total Management	0.0%	0.0%	
Total People of Color	Total Number	1,203	1,221	1,234	% of Total Management	31.8%	30.5%	30.0%
Non-Management								
Male	Total Number	4,937	5,327	5,678	% of Total Non-Management	67.8%	67.1%	65.8%
Female	Total Number	2,347	2,615	2,949	% of Total Non-Management	32.2%	32.9%	34.2%
Does not identify ⁴	Total Number	2	2		% of Total Non-Management	0.0%	0.0%	
Total People of Color	Total Number	2,825	3,036	3,298	% of Total Non-Management	38.8%	38.2%	38.2%

4 2023 was the first year we began reporting on this metric for “Does not identify”



D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Age Demographics								
Under Age 30	Total Number	5,805	6,378	7,715	% of Total Employees	17.3%	18.4%	20.8%
Age 30-50	Total Number	17,189	17,378	18,200	% of Total Employees	51.1%	50.1%	49.0%
Over age 50	Total Number	10,652	10,950	11,239	% of Total Employees	31.7%	31.6%	30.2%
Race Demographics								
White	Total Number	14,132	15,399	16,904	% of Total Employees	42.0%	44.4%	45.5%
Black or African-American	Total Number	10,710	10,433	11,077	% of Total Employees	31.8%	30.1%	29.8%
Hispanic or Latinx	Total Number	6,269	6,360	6,653	% of Total Employees	18.6%	18.3%	17.9%
Asian or Asian-American	Total Number	1,399	1,431	1,473	% of Total Employees	4.2%	4.1%	4.0%
Two or More Races	Total Number	677	624	630	% of Total Employees	2.0%	1.8%	1.7%
American Indian or Alaskan Native	Total Number	317	320	282	% of Total Employees	0.9%	0.9%	0.8%
Native Hawaiian or Other Pacific Islander	Total Number	130	127	124	% of Total Employees	0.4%	0.4%	0.3%
Other ⁵	Total Number	12	12	11	% of Total Employees	0.0%	0.0%	0.0%
Other Demographics								
Total number of veterans employed	Total Number	3,659	4,005	4,458	% of Total Employees	10.9%	11.5%	12.0%
Tenure and Attrition								
Average Employee Tenure	Years	5.0	4.7	4.1	Years	5.0	4.7	4.1
New Hires								
Total New Hires	Total Number	11,010	11,444	21,980	% of Total Employees	32.7%	33.0%	59.2%
Employee Turnover								
Voluntary Turnover	Total Number	7,227	8,906	12,825	% of Total Workforce	21.5%	25.7%	34.5%
Involuntary Turnover	Total Number	4,814	4,847	4,920	% of Total Workforce	14.3%	14.0%	13.2%
Training Efforts								
Hours of training completed by employees	Total Hours	719,285	740,579	654,862				

5 Includes Aboriginal Peoples - Canada, Canadian Visible Minority, and those who do not identify. Zero percent represents any value less than 0.1%.



D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Protecting Our Environment				
Greenhouse Gas Emissions				
Direct (Scope 1) ⁶	Metric Tons CO ₂ e	1,821,012	1,739,774	1,941,821
Energy indirect (Scope 2)	Metric Tons CO ₂ e	19,266	23,095	25,800
Other Indirect (Scope 3) ⁷	Metric Tons CO ₂ e	2,366,080	2,406,687	1,482,873
J.B. Hunt-specific metric used to calculate Emissions Intensity (EI) Ratio	Million Company Operated Ton-Miles (Mt.m)	19,054	18,566	18,514
GHG Emissions Intensity Ratio (Scope 1&2) ⁶	Million Metric Tons CO ₂ e / Mt.m	96	94	106
NOx	Metric Tons	1,397	1,260	1,331
SOx	Metric Tons	17.0	16.0	18.0
Particulate matter (PM10)	Metric Tons	64	58	61
Intermodal Emissions Savings Highlight				
J.B. Hunt Intermodal (JBI)				
Intermodal Revenue Ton Miles	Million Revenue Ton-Miles (Mt.m)	42,155	40,755	40,751
Total Diesel Used	Million Gallons (Net)	196.7	188.7	188.2
- Percentage Renewable of Gallons Used	% Fuel	7.02%	8.95%	6.66%
Intermodal Revenue Ton Miles per Gallon	RTM/Gallon	214	216	217
GHG Emissions	Million Metric Tons CO ₂ e	1.92	1.93	1.93
Avoided GHG Emissions by Intermodal Use				
Avoided Fuel Use	Million Gallons	412	398	363
Avoided Metric Tons CO ₂ e	Metric Tons CO ₂ e	4,244,691	4,096,147	3,687,116
Emissions Intensity Comparison				
Intermodal GHG Emissions Intensity Ratio	Metric Tons CO ₂ e / Intermodal Mt.m	41.1	38.83	40.32
Company Operated GHG Emissions Intensity Ratio	Metric Tons CO ₂ e / Company Operated Mt.m	96.61	95.11	98.53

6 Omits emissions from biogenic sources.

7 In 2024, 60% of Scope 3 emissions are from railroad emissions. In 2023, we updated our Scope 3 reporting here to include all Scope 3 sources. Previous versions only provided Scope 3 emissions from railroads and other downstream transportation sources.



D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Protecting Our Environment <i>continued</i>				
Energy Efficiency Initiatives				
Fuel Reduction (Avoided Fuel Use)	Million Gallons (Mgal) Diesel	416	401	365
	Million Megajoules	59,757	57,677	53,363
Conversion to Automated Manual Transmissions	% of Fleet	100%	100%	100%
	Avoided Fuel Use (Mgal diesel)	2.98	2.94	3.01
	Avoided Emissions (Metric Tons)	30,295	30,280	30,588
Conversion to Intermodal	Avoided Fuel Use (Mgal diesel)	412	398	363
	Avoided Emissions (Million Metric Tons)	4.24	4.10	3.69
Tire Retread Program	Tires Retreaded	327,740	310,304	336,345
	Retread Ratio (Retreads / Total Tires)	90.33%	90.32%	88.97%
	Avoided Emissions (Metric Tons)	8,652	8,192	8,880
Elimination of Empty Miles (Carrier 360)	Avoided Empty Miles (million out-of-route/empty miles)	2.1	4.0	3.5
	Avoided Fuel Use (Mgal diesel)	0.25	0.47	0.43
	Avoided Emissions (Metric Tons)	2,555	4,863	4,419
Energy Consumption				
Diesel (ULSD)	Million Gallons	175.7	167.0	186.4
	Million Megajoules	25,260	24,016	27,229
Renewable Diesel	Million gallons	20.5	24.0	15.3
	Million Megajoules	3,007	3,518	2,237
Biodiesel	Million gallons	14.8	17.0	12.8
	Million Megajoules	1,963	2,256	1,733
Gasoline	Million gallons	0.09	0.12	0.14
	Million Megajoules	11.5	16.0	17.6
Natural Gas	Million Cubic feet	134	163	161
	Million Megajoules	146	177	176



D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Protecting Our Environment <i>continued</i>				
Propane	Million Gallons	0.09	0.09	0.08
	Million Megajoules	7.9	8.0	7.6
Electricity	Million KWH	58.5	57.6	56.2
	Million Megajoules	209	206	202.4
Renewable Energy	% of Total Energy	16%	19%	13%
	Million Megajoules	4,970	5,774	3,970
Total Direct Consumption	Million Megajoules	30,605	30,197	31,603
Energy Intensity Ratio	Joules/Mt.m	576,216	580,197	610,509
Waste				
Total Waste Disposed	Metric Tonnes	39,595	44,647	35,377
Total Waste Recycled/Reused	Metric Tonnes	18,521	21,176	21,022
Landfilled	Metric Tonnes	21,075	23,471	14,355
Incinerated with energy recovery	Metric Tonnes	0	0	0
Incinerated without energy recovery	Metric Tonnes	0	0	0
Waste otherwise disposed	Metric Tonnes	0	0	0
Data coverage (as % of denominator)	% of	100%	100%	100%
Water				
Water Consumption	Million Gallons	227	232	233



D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Protecting Our Environment <i>continued</i>				
Road Fleet by Fuel Type ⁸				
Diesel ⁹	Total Number	19,324	19,684 ¹²	
	% of Total Fleet	99.8%	99.9%	
Compressed Natural Gas ⁹	Total Number	3	3	
	% of Total Fleet	0.0%	0.0%	
Battery Electric (BEVs) ⁹	Total Number	14	8	
	% of Total Fleet	0.1%	0.0%	
Hydrogen Fuel Cell Electric (FCEVs) ⁹	Total Number	23	3	
	% of Total Fleet	0.1%	0.0%	
Plug-In Electric (PHEVs) ¹⁰	Total Number	0		
	% of Total Fleet	0.0%		
Battery-Assisted Hybrid (BAHVs) ¹⁰	Total Number	0		
	% of Total Fleet	0.0%		
Liquid Petroleum Gas ¹⁰	Total Number	0		
	% of Total Fleet	0.0%		
Flex Fuel ¹⁰	Total Number	0		
	% of Total Fleet	0.0%		
Number of Environmental Violations and Fines				
Number of significant environmental violations of legal obligations/ regulations ¹¹	Total Number	0	0	0
Amount of fines/penalties related to significant environmental violations	\$	0	0	0

8 Represents J.B. Hunt-owned assets. In addition to these trucks there are 386 independent contractor diesel trucks. There are also 804 customer-owned trucks (178 natural gas trucks, 12 electric trucks, and 614 diesel trucks).

9 2023 is the first year of reporting this metric.

10 2024 is the first year of reporting this metric.

11 Significant environmental violation is defined as a violation accompanied by a fine/penalty individually costing more than \$10,000 USD. Amounts equal to or less than \$10,000 USD are not considered significant.

12 Amended truck count from what was originally reported on 2023 sustainability data supplement.



D A T A	U N I T S	2 0 2 4	2 0 2 3	2 0 2 2
Hazardous Materials Transport				
Number of spills and releases to the environment	Number	5	4	5
Aggregate volume of spills and releases to the environment	Cubic meters (m³)	0.9	0.5	0.5
Charitable Contributions and Spend				
Cash Contributions	\$	\$1,826,983	\$2,716,871	\$5,210,691
Time: Employee Volunteer Hours	\$	\$38,400	\$21,912	\$476,476
In-kind Giving	\$	\$271,191	\$716,955	\$790,870
Management Overhead	\$	\$165,190	\$158,517	\$141,838
Total Charitable Contributions	\$	\$2,301,764	\$3,614,255	\$6,619,875



"Statement of use"

J.B. Hunt has reported the information cited in this GRI content index for the period January 01, 2023 to December 31, 2023 with reference to the GRI 1 Standards.

GRI 1 used

GRI 1: Foundation 2021

INDEX REFERENCE	DISCLOSURE DESCRIPTION	LOCATION (PG. NUMBER) OR REFERENCE
GRI 2: General Disclosures 2021		
2-1	Organizational details	2024 Annual Report Item 1. Business , pg. 101
2-2	Entities included in the organization's sustainability reporting	Appendix About this Report
2-3	Reporting period, frequency and contact point	Appendix
2-4	Restatements of information	Appendix Sustainability Performance Data Tables
2-5	External assurance	Appendix Assurance
2-6	Activities, value chain and other business relationships	2024 Annual Report Item 1. Business , pgs. 101-105
2-7	Employees	Sustainability Performance Data Tables Supporting our Employees
2-8	Workers who are not employees	Sustainability Performance Data Tables Supporting our Employees
2-9	Governance structure and composition	2024 Annual Report Governance Highlights, pgs. 24-25 2024 Annual Report Corporate Governance, pgs. 37-50
2-10	Nomination and selection of the highest governance body	2024 Annual Report Corporate Governance, pgs. 37-50
2-11	Chair of the highest governance body	2024 Annual Report Chairman of the Board, pg. 34
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Annual Report Corporate Governance, pgs. 37-44
2-13	Delegation of responsibility for managing impacts	2024 Annual Report Executive Officers of The Company, pgs. 35 2024 Annual Report Corporate Governance, pgs. 37-44
2-14	Role of the highest governance body in sustainability reporting	2024 Annual Report Corporate Governance, pgs. 48-50
2-15	Conflicts of interest	2024 Annual Report Corporate Governance, pgs. 37 and 40-41 Code of Ethical and Professional Standards, pg. 6
2-16	Communication of critical concerns	2024 Annual Report Communications With the Board, pg. 42
2-17	Collective knowledge of the highest governance body	2024 Annual Report Corporate Governance, pgs. 40-41 Sustainability Performance Data Tables Governance and Economic
2-18	Evaluation of the performance of the highest governance body	2024 Annual Report Corporate Governance, pg. 48 Corporate Governance Guidelines Leadership Evaluation, pg. 5
2-19	Remuneration policies	2024 Annual Report Director Compensation, pgs. 33-34 2024 Annual Report Executive Compensation, pgs. 52-59
2-20	Process to determine remuneration	2024 Annual Report Executive Compensation Committee, pg. 47
2-21	Annual total compensation ratio	2024 Annual Report CEO Pay Ratio, pg. 78
2-22	Statement on sustainable development strategy	Message from our CEO and President
2-23	Policy commitments	Code of Ethical and Professional Standards, pg. 13
2-24	Embedding policy commitments	Code of Ethical and Professional Standards, pg. 3
2-26	Mechanisms for seeking advice and raising concerns	Code of Ethical and Professional Standards, pg. 15
2-27	Compliance with laws and regulations	Sustainability Performance Data Tables Number of Environmental Violations and Fines
2-28	Membership associations	Political & Lobbying Expenditures 2024 J.B. Hunt Corporate Social Matters Summary, pg. 6
2-29	Approach to stakeholder engagement	Materiality Assessment and Stakeholder Engagement
2-30	Collective bargaining agreements	2024 Annual Report Human Capital Resources, pg. 104
2-30	Collective bargaining agreements	J.B. Hunt Corporate Social Matters Summary, pg. 6



INDEX REFERENCE	DISCLOSURE DESCRIPTION	LOCATION (PG. NUMBER) OR REFERENCE
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Materiality Assessment and Stakeholder Engagement; 2022 Sustainability Report Stakeholder Engagement
3-2	List of material topics	Materiality Assessment and Stakeholder Engagement; 2022 Sustainability Report Stakeholder Engagement
3-3	Management of material topics	Materiality Assessment and Stakeholder Engagement
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Sustainability Performance Data Tables Business Units and Revenues
201-2	Financial implications and other risks and opportunities due to climate change	2024 CDP Climate Change Response: C2. Risks and opportunities
201-3	Defined benefit plan obligations and other retirement plans	2024 Annual Report Employee Benefit Plans, pg. 145
GRI 205: Anti-corruption 2016		
205-3	Confirmed incidents of corruption and actions taken	Sustainability Performance Data Tables Anti-Corruption Status
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Sustainability Performance Data Tables Protecting Our Environment
302-3	Energy intensity	Sustainability Performance Data Tables Protecting Our Environment
302-4	Reduction of energy consumption	Sustainability Performance Data Tables Protecting Our Environment
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Sustainability Performance Data Tables Protecting Our Environment
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Performance Data Tables Protecting Our Environment
305-4	GHG emissions intensity	Sustainability Performance Data Tables Protecting Our Environment
305-6	Emissions of ozone-depleting substances (ODS)	Sustainability Performance Data Tables Protecting Our Environment
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Performance Data Tables Protecting Our Environment
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Sustainability Performance Data Tables Supporting our Employees
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Sustainability Report/Social/Enhancing Employee Benefits
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	J.B. Hunt Corporate Safety Summary
403-2	Hazard identification, risk assessment, and incident investigation	J.B. Hunt Corporate Safety Summary
403-3	Occupational health services	2022 Sustainability Report Promoting a Culture of Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	2022 Sustainability Report Promoting a Culture of Safety
403-5	Worker training on occupational health and safety	2022 Sustainability Report Promoting a Culture of Safety
403-6	Promotion of worker health	2022 Sustainability Report Promoting a Culture of Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 Sustainability Report Promoting a Culture of Safety
403-9	Work-related injuries	Sustainability Performance Data Tables Supporting our Employees
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Sustainability Performance Data Tables Supporting our Employees
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report/Social
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Sustainability Performance Data Tables/Supporting Our Employees and Board of Directors



INDEX REFERENCE	DISCLOSURE DESCRIPTION	LOCATION (PG. NUMBER) OR REFERENCE
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	J.B. Hunt conducted a human rights assessment which covers forced labor, human trafficking, child labor, freedom of association, right to collective bargaining, equal remuneration and discrimination for our own employees, the industry, and third party contracted labor. This risk assessment includes an evaluation of women, children, indigenous people, and local communities in which we operate identifying inherent and residual risks. The results of our assessment showed J.B. Hunt has not caused nor contributed to any human rights violations therefore no remediating actions have been taken. J.B. Hunt will conduct this assessment on a bi-annual basis. J.B. Hunt, Human Rights Statement
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	J.B. Hunt, Human Rights Statement
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	J.B. Hunt, Human Rights Statement
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	J.B. Hunt, Human Rights Statement
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Performance Data Tables Serving our Customers



S U S T A I N A B I L I T Y D I S C L O S U R E T O P I C S & A C C O U N T I N G M E T R I C S					2 0 2 4 R E S P O N S E	2 0 2 3 R E S P O N S E	2 0 2 2 R E S P O N S E
Topic	SASB Code	Activity Metric	Category	Unit of Measure			Response/Comment
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO ₂ -e	1,923,342 metric tons of CO2e	1,739,774 metric tons of CO2e	1,942,283 metric tons of CO2e
	TR-RO-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	See the Environmental section of our 2024 Sustainability Report	See the Working Toward A Low Carbon Future section of our 2022 Sustainability Report	See the Working Toward A Low Carbon Future section of our 2022 Sustainability Report
	TR-RO-110a.3	(1) Total fuel consumed (2) percentage natural gas (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 30, 604,561 Gigajoules (2) 0.5% natural gas (3) 16% renewable	(1) 30,197,000 Gigajoules (2) 0.5% natural gas (3) 19% renewable	(1) 31,603,500 Gigajoules (2) 0.6% natural gas (3) 13% renewable
Air Quality	TR-RA-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O) (2) SOX (3) particulate matter (PM10)	Quantitative	Metric tons (t)	(1) NOx (excluding N2O) = 1,397 (2) SOX = 17.0 metric tons (3) PM10 = 64 metric tons	(1) NOx (excluding N2O) = 1,260 (2) SOX = 16.0 metric tons (3) PM10 = 58 metric tons	(1) NOx (excluding N2O) = 1,331 (2) SOX = 18.0 metric tons (3) PM10 = 61.3 metric tons
Driver Working Conditions	TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for direct employees	Quantitative	Rate	(1) 1.79 per 200,000 work hours (2) 0.002 per 200,000 work hours	(1) 1.86 per 200,000 work hours (2) 0.002 per 200,000 work hours	(1) 1.96 per 200,000 work hours (2) 0.002 per 200,000 work hours
	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees ¹³	Quantitative	Rate	(1) Voluntary turnover rate = 21.5% (2) Involuntary turnover rate = 14.3%	(1) Voluntary turnover rate = 25.7% (2) Involuntary turnover rate = 14.0%	(1) Voluntary turnover rate = 34.5% (2) Involuntary turnover rate = 13.2%
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Discussion and Analysis	Description	See Commitment to Safety in Social section of 2024 Sustainability Report	See Strengthening a Culture of Safety and Investing in Our People section of our 2022 Sustainability Report.	See Strengthening a Culture of Safety and Investing in Our People section of our 2022 Sustainability Report.
Accident & Safety Management	TR-RO-540a.1	Number of road accidents and incidents	Quantitative	Number	The number of road accidents and incidents: 1,146 0.748 DOT accidents per million miles 0.208 DOT preventable accidents per million miles	The number of road accidents and incidents: 1,106 0.713 DOT accidents per million miles 0.212 DOT preventable accidents per million miles	The number of road accidents and incidents: 1,253 0.826 DOT accidents per million miles 0.278 DOT preventable accidents per million miles
	TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/ Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Quantitative	Percentile	(1) Unsafe Driving = 25% (2) Hours-of-Service Compliance = 58% (3) Driver Fitness = 37% (4) Controlled Substances/Alcohol = 0% (5) Vehicle Maintenance = 74% (6) Hazardous Materials Compliance = 72%	(1) Unsafe Driving = 49% (2) Hours-of-Service Compliance = 63% (3) Driver Fitness = 52% (4) Controlled Substances/Alcohol = 1% (5) Vehicle Maintenance = 73% (6) Hazardous Materials Compliance = 45%	(1) Unsafe Driving = 63% (2) Hours-of-Service Compliance = 58% (3) Driver Fitness = 42% (4) Controlled Substances/Alcohol = 1% (5) Vehicle Maintenance = 74% (6) Hazardous Materials Compliance = 51%
	TR-RO-540a.3	(1) Number (2) Aggregate volume of spills and releases to the environment	Quantitative	Number, Cubic meters (m3)	(1) Number of spills = 5 (2) Aggregate volume of spills = 0.9 cubic meter	(1) Number of spills = 4 (2) Aggregate volume of spills = 0.5 cubic meter	(1) Number of spills = 5 (2) Aggregate volume of spills = 0.5 cubic meter

13 Voluntary and involuntary turnover rate provided is for all J.B. Hunt employees and not just driver employees.



ACTIVITY METRICS							
SASB Code	Activity Metric		Category	Unit of Measure			Response/Comment
TR-RO-000.A	Revenue ton miles (RTM)		Quantitative	Million Revenue Ton-Mi	53,113	52,046	51,765
TR-RO-000.B	Load factor		Quantitative	Number	Load factor = 86.09%	Load factor = 86.07%	Load factor = 86.70%
TR-RO-000.C	(1) Number of employees (2) Number of truck drivers		Quantitative	Number	(1) Total employees = 33,607 (2) Truck drivers = 22,516	(1) Total employees = 34,697 (2) Truck drivers = 22,755	(1) Total employees = 37,154 (2) Truck drivers = 24,414



TCFD Descriptor	TCFD Index Reference
1. Governance	
A. Describe the board’s oversight of climate-related risks and opportunities	See 2024 CDP Climate Change Response: C4.1.2, and the 2024 Sustainability Report/Governance/Sustainability Policies and Procedures
B. Describe management’s role in assessing and managing climate-related risks and opportunities.	See 2024 CDP Climate Change Response: C4.3, and J.B. Hunt Nominating and Corporate Governance Committee Charter.
2. Strategy	
A. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	See 2024 CDP Climate Change Response: C2.1, C3.1, C3.1.1, C3.6, C3.6.1
B. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	See 2024 CDP Climate Change Response: C3.1.1, C3.6.1, C5.1.2, C5.2, C5.3.1, C5.3.2, C5.14, C5.14.1
C. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario	See 2024 CDP Climate Change Response: C5.1, C5.1.1, C5.1.2
3. Risk Management	
A. Describe the organization’s processes for identifying and assessing climate-related risks	See 2024 CDP Climate Change Response: C2.1, C2.2.1, C2.2.2, C2.2.5, C2.2.6, C2.2.8, C2.2.9
B. Describe the organization’s processes for managing climate-related risks.	See 2024 CDP Climate Change Response: C2.1, C2.2.1, C2.2.8, C2.2.9
C. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	See 2024 CDP Climate Change Response: C2.1, C2.2.1
4. Metrics and Targets	
A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See 2024 CDP Climate Change Response: C7.52, C7.54, C7.54.1, C7.54.2, and the Working Towards a Low-Carbon Future of the 2022 Sustainability Report.
B. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	See 2024 CDP Climate Change Response: C7.6, C7.7, C7.8, C7.8.1, and the Sustainability Data Tables in this report
C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	See 2024 CDP Climate Change Response: C7.53, C7.53.2, C7.54, and the Environmental section of 2024 Sustainability Report