Code of Ethical and Professional Standards

J. B. HUNT®

Executive Introduction

Our people will always be at the heart of our business. We're a team that strives for a higher standard in our industry, setting the bar in how we value every individual at every step in our process—our coworkers, customers, shareholders, and communities.

Together, we're on a mission to drive long- term value for our people, customers and shareholders. This statement begins and ends with who we're here to serve—our people.
When our people feel valued and empowered at work, they're able to generate exceptional results for our customers, which drives growth for our shareholders. Our mission begins first and foremost with taking care of our people.

Our Code of Ethical and Professional Standards ("Code of Ethics") outlines the ethical responsibilities and principles that our people are expected to understand and follow. Our teams are encouraged to look to the Code of Ethics as a guide to the choices we make every day. We do not tolerate unethical behavior and encourage our people to report fraud without fear of retaliation.

Our Code of Ethics guides our conduct to be true to our core values—integrity, respect, innovation, safety and excellence. This is J.B. Hunt, it's what's behind our scroll and what we want to be known for.

Shelley Simpson

Shelley Simpson
President and CEO

Code of Ethical and Professional Standards

As employees of J.B. Hunt, we are among the absolute best in the business. We exemplify J.B. Hunt's pledge to deliver impeccable service and value to our customers. This Code of Ethical and Professional Standards ("Code of Ethics") applies to each officer, director, and employee of J.B. Hunt Transport Services, Inc. and its subsidiaries ("J.B. Hunt" or "Company") and our interactions and relationships with our customers, vendors, contractors and suppliers, and in some cases, even our family members.

Most of the responsibilities covered in our Code are addressed in greater detail in the policies found in the Employee Handbook readily available to employees online via the J.B. Hunt People Site. All employees are strongly encouraged to familiarize themselves with both this Code and the Employee Handbook.

To make this Code work, we must all hold ourselves and each other accountable for our words and actions. Being part of the J.B. Hunt family means we all carry a responsibility to each other, the Company, and to society to represent the Company's values and standards.

I. Our Responsibility to Each Other

By living by our values and treating each other respectfully and ethically at all times, we can tap into the unique talents, skills and perspectives within each of us.

Integrity

We are a company that is always striving to do the right thing. We honor our commitments to our people, our customers and to each other as a foundational part of our say-do culture — a culture where integrity means we do what we say we are going to do.

Respect

We embrace and respect individuals with diverse backgrounds, cultures and perspectives to build on each other's strengths to create and deliver value. J.B. Hunt is committed to creating an inclusive work environment where all employees feel welcomed, valued, respected, safe and heard.

Innovation

Disruption is in our DNA, from our founding in 1961 to today. We're an organization that thrives on doing things that have never been done before. J.B. Hunt's innovative solutions create long- term value for our people and our customers.

Safety

Safety is part of everything we do. It requires unity among all employees to achieve. We are responsible to each other, our people, the motoring public and our communities to work every day to be the safest company we can be. Safety is taking care of people, first and foremost.

Excellence

J.B. Hunt employees strive to a higher standard. Our employees are leaders in the industry who make the J.B. Hunt scroll the recognizable symbol it is today. No matter where you add value at J.B. Hunt, you can be exceptional every day.

Inclusion

We hold strongly to the belief that a qualified and inclusive workforce helps us represent the broad cross-section of ideas, values and beliefs of our employees, customers and communities. These values are reflected in our culture that respects the individual and cultivates inclusivity creating a place where all people feel welcomed, valued, respected, safe and heard. While we are proud of the strides we've made, we are committed to learning, evolving and getting better each day.

Together our seven Employee Resource Groups (ERGs), Inclusion Office, and Inclusion Council work in concert to further our culture of inclusivity for all employees. The ERGs are an exceptionally special part of our organization, sponsoring activities and opportunities for enrichment, engagement, and education for all our employees.

Additionally, our core values are strengthened when all members have a voice and are encouraged to contribute. For this reason, we implemented ELEVATION, a process where anyone in the organization can submit an idea for consideration on any topic that will help improve the Company.

An attitude of caring plays a key role in creating a workplace where we all treat each other with honesty, dignity and courtesy. We strive for an atmosphere of trust, candor and belonging.

Employment Equality

J.B. Hunt isn't merely a Company, it's a community. And like any other community, we all have our differences and similarities. J.B. Hunt will not discriminate based on any characteristic protected by federal or applicable state law. We expect our business partners to do the same.

Harassment-Free Workplace

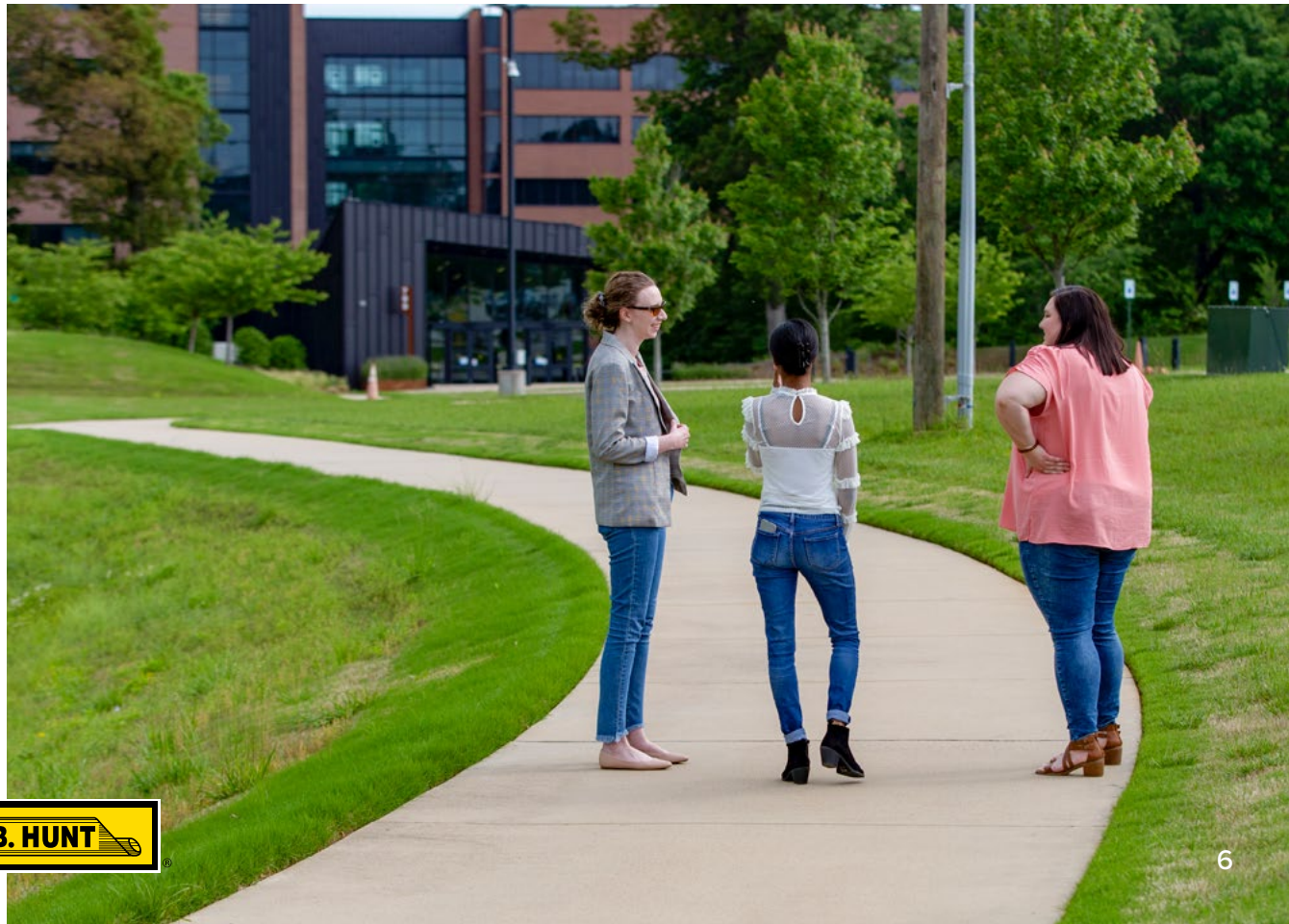
Harassment of J.B. Hunt employees, sexual or otherwise, is taken very seriously and not tolerated from anyone—officers, directors, supervisors, co-workers, managers, vendors, clients or customers. Any behavior that could be remotely considered harassment must be discouraged and reported. We confidentially investigate all complaints on equal grounds and take appropriate disciplinary action. Retaliation against the reporter is strictly forbidden.

Safe Workplace

- **Safety Culture**
  We are proud of our strong culture of safety. We are committed to providing employees with a safe workplace, supporting high standards of employee health, promoting public safety, and delivering the highest quality service to our customers. Additionally, each of us has a responsibility to report any employee who has been arrested for a felony or has exhibited unsafe behavior.

- **Drug and Alcohol-Free Workplace**
  J.B. Hunt recognizes that the use of drugs and alcohol while at work can have a negative impact on our ability to perform our job safely and effectively. Given the “safety sensitive” nature of our work, it is essential that all employees are free from the effects of drugs and alcohol at work. If you suspect someone is under the influence while on the job, report it immediately.

- **Violence Free Workplace**
  Threats or acts of violence that involve or affect Company employees or occur on the Company’s premises will not be tolerated. The Company expects all employees to treat each other and our vendors and customers with courtesy and respect at all times. Employees are expected to refrain from physical conduct such as fighting, bullying, “horseplay” or other conduct that may be dangerous to others.



II. Our Responsibility to the Company

It is important that each of us share in the responsibility to uphold the values expressed in this Code. The following are guidelines for some areas of particular importance to which we should all adhere.

Conflicts of Interest

A conflict of interest exists when an employee's personal interests or relationships interfere — or even appear to interfere — with the interests of J.B. Hunt. Conflicts of interest can take many forms. Here are some examples of the most common situations where a conflict of interest should be avoided and reported if you suspect or know of them happening around you.

- **Financial Interests in Competitors, Customers and Suppliers**
  Having a financial interest in a competitor, customer, vendor, supplier or contractor could pose a conflict of interest since you could indirectly benefit from J.B. Hunt's loss. You can, however, keep a minimal ownership of stock or securities of a publicly traded corporation, either in an individual account or in a mutual fund investment. Similarly, taking a position in a prediction market or event contract related to J.B. Hunt, or to its customers, vendors or suppliers, could create the same conflict and is governed by J.B. Hunt's Insider Trading Policy.

- **Outside Employment and Other Activities**
  Outside employment or other compensated work must not interfere with your responsibilities to J.B. Hunt, adversely affect your job performance, involve the use of J.B. Hunt tools or resources, or create a conflict of interest. Employees generally may not engage in or assist with activities that compete with J.B. Hunt without prior written authorization from Executive Management. Full-time Company commercial motor vehicle drivers who are subject to federal requirements for recording "on duty" time may not perform compensated work outside their employment with J.B. Hunt.

- **Business Relationships with Family**
  The employment of relatives in the same organization could potentially cause serious conflicts of interest to arise in the workplace. Family members are prohibited from supervising their relatives and/or holding any position in which they may have influence concerning their relative's terms and conditions of employment in accordance with the Employment of Relatives and Conflicts of Interest Policies. Be sure to make the People Team aware of any family member relationships you have with other members of the J.B. Hunt team.

- **Personal Relationships in the Workplace**
  Workplace relationships often develop because of the commonalities co-workers share. Examples include proximity to work, the actual work, the amount of time one spends at work and the interests of career choice. However, certain types of fraternization (dating, romantic involvement, sexual relations and close friendships) in the workplace can sometimes create a conflict of interest.

  Should a close personal relationship begin between two employees, both are required to advise either the People Team or a manager in their chain of command. The Company will assess whether the relationship presents a conflict of interest for the Company. Supervisors are prohibited from pursuing romantic or intimate relationships with employees they supervise.

Confidentiality and Data Privacy Protection

All employees have a responsibility to protect the confidential information learned through employment with J.B. Hunt. This information, if disclosed, could be used to harm the Company or our employees. Confidential information includes, but is not limited to:

- Trade secrets
- Customer information, including information related to consumers
- Business acquisition or disposition plans
- Supplier information
- Employee records and personal information
- Bids and proposals
- Financial information
- Technical data and information systems
- Safety related information
- Marketing and communication strategies

We also have a responsibility to respect the trade secrets and confidential information of others. J.B. Hunt will not tolerate the violation of confidentiality or secrecy agreements or the improper acquisition or use of protected information. If you become aware of proprietary information about a competitor through a prior employer or other non-public source, you are not permitted to use that information to conduct J.B. Hunt's business. Confidential information may never be used for personal gain, including to trade, or encourage others to trade, in prediction markets, event contracts or similar instruments or the securities of J.B. Hunt or any other company.

Fair Dealing and Business Integrity

Our reputation is everything. It is upheld by each of us. Every encounter we have with customers, vendors, contractors, suppliers, competitors and co-workers should exemplify fair dealing. No one should attempt to take unfair advantage of another through fraud, illegal activity or any other unethical practice.

- **Gifts, Meals and Business Entertainment**
  Gifts, meals and business entertainment can help build and strengthen business relationships. However, they must never influence or appear to influence business decisions.

  In certain situations, receiving gifts from customers, vendors, contractors and suppliers can damage our reputation. It is never acceptable to solicit gifts or gratuities on behalf of J.B. Hunt for the personal benefit of an employee, family member or friend.

  Infrequent meals or business entertainment with a customer, vendor, contractor or supplier is permissible if there is a valid business purpose for the gathering. The expense cannot be intended to influence business decisions affecting the customer, vendor, contractor or supplier.

  Before offering, providing or receiving any business courtesy, always review our Giving and Receiving Gifts, Meals and Entertainment Policy to ensure (i) the business courtesy is permitted by law and in accordance with our guidelines, and (ii) appropriate procedures are followed, including obtaining any necessary approvals.

  Even the appearance of having our decisions improperly influenced by gifts or money is unacceptable. In fact, under certain circumstances, giving or offering a gift, meal or other business courtesy to a government official or an employee of a state-owned entity may be illegal under the U.S. Foreign Corrupt Practices Act and/or under local anti-bribery/anti-corruption laws.

- **Anti-Bribery and Anti-Corruption**
  J.B. Hunt's reputation and continued success requires an unwavering commitment to honest and ethical business practices. Paying or accepting a bribe or kickback, or obtaining (or attempting to obtain) a personal or business advantage through extortion, improper payments, or other corrupt means, is strictly prohibited—regardless of whether such conduct is done directly or through a third party working on our behalf. Such activity is not only against our policies and values, it may also violate civil and criminal laws.

- **Unfair Competition**
  The Company's success in the marketplace will develop from honest and fair competition, not from anticompetitive, predatory, or unfair practices. J.B. Hunt does not tolerate activities that illegally restrain free and fair competition. It is illegal to enter into an agreement that restrains trade, including but not limited to any agreement (even informal) for price fixing, bid rigging or market or customer allocation. Such anticompetitive activities go against our principles of doing business and are serious violations of civil and criminal law. When in doubt, do not hesitate to seek guidance from our policies or the Legal Department.

- **Accuracy of Financial Records and Questionable Payments**
  Our business and financial records must be accurate and complete. J.B. Hunt's policy is to make full, fair, accurate, timely and understandable disclosure in compliance with all applicable laws and regulations in all reports and documents that the Company files with, or submits to, the Securities and Exchange Commission and in all other public communications made by the Company.

  Those employees having access to Company records or who supervise personnel, assets or cash flow must keep an acceptable legal and employment record. Financial records and accounts must be maintained with careful detail. These records must be accurate, timely and in accordance with generally accepted accounting principles and standards established by applicable laws, regulations and J.B. Hunt's accounting and internal control procedures.

  This is the responsibility of all employees. Business records, expense reports, contracts, vouchers, bills, payroll documents, service records and reports to government agencies should all be handled with care.

  All receipts and disbursements of Company funds are to be fully and accurately recorded and described. Do not take part in any improper payments to government officials, bribes or kickbacks, or payments meant to influence business decisions. If it seems questionable, it probably is.

- **Insider Trading**
  As a J.B. Hunt employee, officer, director, or anyone considered an insider by the board of directors, you may be exposed to material information about the Company's plans, successes or failures. Until released to the public, this material information must be kept private. Inside information, either about J.B. Hunt or another company that has entrusted J.B. Hunt with its proprietary information, must not be used to trade stock or other securities of J.B. Hunt or any other company or for other personal gain.

  Keep confidential any non-public information that might affect a person's decision to buy, sell or hold the Company's or any other company's securities or affect the price of a security. Some examples include, but are not limited to:

  - Financial results
  - Potential acquisitions, restructurings or similar transactions
  - Major litigation developments
  - Changes in senior management
  - Changes in dividend or share repurchase plans

- **Prediction Markets and Event Contracts**
  Insider trading risks are not limited to securities. Prediction markets, event contracts and similar instruments (such as Polymarket and Kalshi) allow people to bet on, or trade on, the outcome of future events such as earnings results, acquisitions, regulatory decisions, litigation outcomes, cybersecurity incidents, executive changes and many other events.

  Do not trade in any prediction market, event contract or similar instrument whose value or payout is based on or materially affected by J.B. Hunt's securities, financial results, business operations, corporate transactions, other Company events or developments, or any event or occurrence about which you have material non-public or confidential information learned through your work at J.B. Hunt. Do not recommend or encourage anyone else to make these trades. These restrictions apply at all times, whether or not the Company's stock trading window is open, and continue to apply after you leave the Company.

  For more information on trading in securities, prediction markets, event contracts and similar instruments, see the J.B. Hunt Insider Trading Policy.

Protecting J.B. Hunt's Assets

Company assets are provided to be used responsibly for business purposes. Make sure no one is stealing or misusing J.B. Hunt property or employee's services.

Some examples of Company assets include:

- Company cars, tractors and trailers
- Office space, toll cards and security badges
- Office equipment such as copy and fax machines and computer equipment
- Customer lists, supplier lists, payment terms and contracts
- Company logos, patents and copyrights
- Telephones, phone records, onboard computers, email and internet access*
- Employee services

All of these assets are meant for J.B. Hunt use and not for personal gain. For example, it would be wrong to use the Company maintenance facilities or equipment to change the oil in your personal car or for a Company maintenance employee to come to your house to provide personal services for you while "on the clock" for the Company or using Company equipment or supplies.

*No one should ever use J.B. Hunt internet to access offensive and/or sexually explicit material.

Social Media Responsibility

Employees who engage in Social Media Activity (as defined in the Social Media Policy) must be aware their postings, even if done off premises and while off duty, could have an adverse effect on the Company's reputation or business interests. Professional discretion is expected relative to confidentiality, compliance with J.B. Hunt's policies and applicable laws.

Social Media Activity includes all means of communicating or posting information or content of any sort on the internet or other platforms or applications. This includes, but is not limited to, posts of photos, videos, articles or statements, or comments on social networking sites (such as Facebook, Instagram, X (formerly Twitter), LinkedIn or YouTube); websites; blogs; forums; or chat rooms whether it is controlled by the employee, the Company or someone else.

An employee's Social Media Activity is subject to all of the Company's policies. Social Media Activity that includes discriminatory remarks, harassment, threats of violence or similar inappropriate or unlawful conduct will not be tolerated. Never use Social Media Activity, including prediction market forums and messaging apps, to share Company information or to encourage others to trade in securities, prediction markets or event contracts related to J.B. Hunt.

Employees are encouraged to use available internal resources and processes, rather than Social Media Activity, to resolve work-related complaints.

Communicating with the Public and Media

To ensure information disclosed by the Company to the public is timely, accurate, authoritative, and relevant to all aspects of the Company and its affiliated entities, all inquiries from the media must be referred to the Corporate Marketing department. The Corporate Communications team is designated as the principal media contact and Company spokesperson for all media inquiries, has expertise in media relations and will convey the official Company position on all issues.

III. Our Responsibility to Society

J.B. Hunt strives to be valued and trusted everywhere we operate by upholding laws and behaving ethically in everything we do. We will conduct business responsibly with the highest standards of ethics and professionalism.

Environmental Responsibility

From reducing carbon emissions to cutting energy consumption, environmental sustainability is important to our people, shareholders, customers, the communities we serve and the global environment. We've worked hard to create solutions to reduce carbon emissions and maintain sound environmental and social responsibility while reducing costs and meeting or exceeding our customers' operational needs. J.B. Hunt is dedicated to creating a more sustainable supply chain by advocating for a mode-neutral approach to transportation, innovating fleet operations, exploring alternative vehicle and fuel solutions, leading conversations within the industry and using data-driven insights to gain efficiency.

J.B. Hunt conducts its business in a manner that complies with all applicable environmental laws. This includes ensuring that all hazardous materials, waste or pollutants are properly labeled, stored, handled, transported, used and disposed.

Human Rights

J.B. Hunt is committed to respecting and promoting human rights. Our efforts are guided by international instruments including but not limited to, the United Nations Universal Declaration of Human Rights, the International Labor Organization's 1998 declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. We expect suppliers and contractors with whom we do business to uphold the same standards.

Political Contributions and Lobbying Activities

Employees of J.B. Hunt have the right to engage in the political process by making personal contributions or by volunteering personal time to the candidates or organizations of their choice, without the involvement of the Company or use of the Company's name in that process. You must never use your position to coerce political contributions from others to support a political candidate, political party or political action committee. Consistent with applicable law, the Company does not make political contributions or provide anything of value to federal political candidates, parties, committees, or other organizations, but may consider corporate political contributions at the state and local level where permitted by applicable law and in accordance with our Lobbying and Political Contributions Policy.

Compliance with Laws, Rules and Regulations

- **DOT Regulations**
  J.B. Hunt is subject to Department of Transportation (DOT) regulations. Officers and employees must be able to manage the success of the business operation while maintaining compliance with DOT and other state and federal requirements. It is important that officers and employees know and understand the most current regulations and Company policies and make every effort to ensure compliance.

- **Trade Compliance**
  As a trusted business partner internationally, we must always maintain strict compliance with import/export laws and trade controls. These include: (i) government-imposed export controls, trade sanctions, and boycotts that place restrictions on the exports of certain items to particular destinations or parties or for specific end uses; (ii) anti-boycott laws that prohibit companies from participating in or cooperating with an international boycott that is not sanctioned by the United States; and (iii) laws mandating the proper classification of products for import or export. Violations of international trade laws have the potential to subject the Company and individual employees to criminal and civil liability and the revocation of import/export privileges.

- **Other Federal, State and Local Laws**
  J.B. Hunt is committed to compliance with all other applicable laws including, but not limited to, the Department of Labor (DOL) laws such as the Family and Medical Leave Act and the Fair Labor Standards Act, Occupational Safety and Health Administration (OSHA) laws and others that protect our employees' rights.

IV. Our Responsibility to Report Unethical Behavior or Circumstances

It is up to each of us to maintain our high standards of trust, integrity and the utmost ethical behavior. Use this Code and its related policies as your guide to decide when you should raise a flag. If you are still unsure of whether you need to report a situation, ask yourself these questions:

- Does it feel like the right thing to do?
- Does my action comply with the law and J.B. Hunt policy?
- Would I feel comfortable if others knew about it?
- Would I want to read about it in tomorrow's news?

If it is hard to say "yes" to any of these questions, you should report the issue. Remember that we all have a responsibility to uphold our Code.

If something happens or is about to happen that you believe goes against this Code or just does not feel right:

Call the People Support Center at **800.777.4968.**
Call the Fraud & Ethics Hotline at **800.582.4724.**

Both the People Support Center and the Fraud & Ethics Hotline are equipped to handle any situation. You do not have to tell them your name. In fact, your identity will be stringently protected unless you tell them otherwise.

If you report a suspected wrongdoing in good faith, you will be protected from retaliation or discipline for reporting it. If you self-report a violation, that action will be taken into consideration.

Depending on the severity of each case, the People Team Compliance Department and/or the General Counsel will review the report and determine whether a violation of the Code has occurred and whether disciplinary action should be taken.

This Code is designed to establish the high standards of business conduct and those policies supporting our culture of integrity, honesty and accountability. Specifically, this Code is intended to raise awareness of ethical risk, provide guidance on recognizing and dealing with ethical issues and provide ways to report unethical conduct. Nothing in this Code alters the at-will employment relationship of employees with J.B. Hunt, nor in any way forms an employment contract.

Any waiver of this Code will be approved in accordance with the rules and regulations of the Securities and Exchange Commission (SEC) and the Nasdaq composite and disclosed as required by applicable law.