Sustainability Data Supplement

2023

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TO CREATE THE

Most Efficient

Transportation Network

IN NORTH AMERICA

Sustainability Highlights

4 Million+

MT CO_2e

Estimated emissions avoided by **converting over-the-road loads** to intermodal in 2023

4 Million+

Estimated empty miles our drivers avoided with J.B. Hunt 360°® platform in 2023

1.1 Million+

Loads processed through J.B. Hunt 360 platform in 2023, creating additional efficiencies and cost savings across supply chains

30,000+

MT CO_2e

Estimated emissions avoided through **continued fleet modernization** and improved fuel efficiency in 2023

13.2 Million

Incremental **gallons of biogenic fuel** from increased renewable diesel consumption in our assets year-over-year

$1 Million+

Company contributions toward **J.B. Hunt's company giving pillars** of Healthcare, Veterans, Crisis Management and Education in 2023

5,900+

Total shared members in our six **Employee Resource Groups** at the end of 2023

25%

Reduction in **DOT preventable accidents** per million miles from 2022

16%

Reduction in **carbon emission intensity** from our baseline 2019, on our way to reach our ambitious goal of a 32% reduction by 2034

369

Drivers awarded **safe driving bonuses** in 2023 for achieving one-plus million miles driven without a preventable accident

6,000+

Ideas received through our 2023 ELEVATION 2.0 campaign, an **employee ideation program** focused on driving efficiency

205

Alternative energy vehicles owned or operated on behalf of our customers in 2023

Message from our President and CEO

In 2023, a year filled with many challenges, we had a renewed focus on how to continue driving value for our people, customers and shareholders. J.B. Hunt's core values–integrity, respect, innovation, safety, excellence–have guided the progress we have made in our sustainability journey thus far. Our ongoing pursuit of building a more sustainable company, including the long-term investments we make on behalf of all our stakeholders, creates meaningful value.

2023 Emissions Intensity Reduction

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. The second half of this effort will be an even greater challenge, but our outstanding sustainability team and leadership will provide a strong foundation to help get us there.

Among our pillars of decarbonization – alternative powered equipment, biogenic fuel and improved fuel economy – the most progress has been made in our utilization of biogenic fuel. In 2023, of our total fuel purchased, 65% was a bio-blended diesel and renewable diesel and our total weighted average of fuel from renewable sources was 24%. Due to the increased availability of renewable and bio-blended diesel, we saw an eight percentage point increase of biogenic fuel use in our own fleet from 2022.

Our efforts to evaluate the viability of alternative-powered vehicles and next-generation transportation technology continued in 2023. By the end of last year, we were operating eight eCascadias in southern California as we continue to assess and consider larger scale adoption for our dray fleets and our customer dedicated fleets. Today we currently own or operate 27 zero-emission vehicles with plans to add more in 2024. In addition to these zero-emission vehicles, we also operate 182 natural gas-powered trucks on behalf of our customers.

Sustainability and Efficiency Initiatives

Through our company-wide ELEVATION program, we asked our people to meticulously study the business for ways to create value for customers by eliminating waste and reducing costs. ELEVATION provides an opportunity for our people to help build our business stronger for the long term, and our driver, maintenance and office teams submitted over 6,000 ideas for evaluation. Our people's ideas, and their impact on our company, will be part of our story for years to come.

Additionally in 2023, we improved data accessibility and transparency with the launch of our "Environmental, Social and Governance Reporting" section on jbhunt.com. This collection of pages makes our sustainability efforts and related information more available for employees, customers, rating agencies and investors.

In April of this past year, the California Air Resource Board (CARB) passed the Advanced Clean Fleets rule (ACF), which requires fleets operating in California to adopt zero-emission vehicle technology. This new regulation is in addition to CARB's new Clean Truck Check (CTC) emissions monitoring and Transport Refrigeration Unit (TRU) cold-storage emissions regulations. With pending litigation, some of the CARB timelines for reporting and enforcement may change, however, we are in compliance with the rules as we await a decision on CARB's waiver request from the Environmental Protection Agency. We have created a multiyear plan to ensure we are ACF, CTC and TRU compliant as part of our responsibility as an industry leader.

Designing for Customers

Our expertise, resources and relationships uniquely position us to help our customers pursue and realize their sustainability goals in the most economic means possible. Our teams are prepared to develop and deploy solutions our customers desire and are willing to invest in to meet their sustainability goals.

For example, J.B. Hunt's CLEAN Transport™ Carbon Calculator is a proprietary tool that calculates a customer's carbon footprint. Then, we educate on best practices through our Carbon Diet methodology. The primary components include mode conversion, biogenic fuels, route optimization, the optimized fuel efficiency of our diesel fleet and the potential impact of alternative vehicles. We also offer CLEAN Transport™, which is our carbon-neutral shipping program that provides our customers a flexible method to acquire carbon offset credits equivalent to the emissions produced by their shipments. Additionally, our Dedicated fleets are designed for efficiency and our J.B. Hunt 360 platform drives out millions of empty miles every year. Last year, it helped our drivers alone avoid more than 4 million empty miles.

We continue to champion the conversion of over-the-road shipments to rail through our intermodal service that reduces a shipment's carbon footprint by 65% on average compared to highway truck transportation. This is a very economically viable and impactful solution because, even when expedited, shipping freight via intermodal with J.B. Hunt has the potential to save customers at least 15% in cost compared to highway. Based on analysis of Shipper 360™ transactions and our annual bid activity, J.B. Hunt estimates that an additional 7 to 11 million shipments could be converted to intermodal, generating further carbon reductions. We estimate that in 2023, our intermodal segment helped to avoid more than 4 million metric tons of carbon dioxide equivalent (CO_2e) compared to transportation by truck alone.

During 2023 we launched new intermodal services. We launched Quantum, a J.B. Hunt and BNSF service™, – to accommodate service-sensitive highway freight needs for up to 95 percent on-time delivery rates and delivery times around a day faster than traditional intermodal service. Secondly, we worked with the largest rail provider in Mexico, GMXT, to offer a new intermodal service between key markets in Northern and Central Mexico, through the Eagle Pass, Texas border gateway. The service creates new opportunities and availability for customers to grow in the expanding Mexico markets.

We've listened to feedback from customers and made investments that will help enable the long-term growth of our customers, our business and ultimately the returns on capital invested. The railroads have made major investments to further incentivize conversion and we are in a great position to continue providing industry-leading service to our customers.

People You Trust

Our 2023 story shows how our teams were thoughtful about building stronger, reducing costs and operating more sustainably for the long term. We recognize there's more to be done to drive out waste, increase efficiency and decrease our industry's dependence on fossil fuels. As we look ahead, we are guided by our vision to create the most efficient transportation network in North America. Most importantly, our people are focused on operational excellence and efficiency, empowered by our technology and backed by the capacity to deliver.

Our people experienced a record-breaking year across so many areas of our company in 2023. Our drivers achieved a significant reduction in DOT preventable accidents per million miles, the best safety performance in company history by this measure. Also, Compliance, Safety, Accountability (CSA) scores for our maintenance teams improved even while working through a record number of trades and new equipment. Additionally, our people were recognized with 10 national culture awards from major publications this past year. These awards reflect how hard we've worked to build stronger together. And for the first time in company history, we broke into the top 300 of the Fortune 500 list, coming in at number 280 last year. Over the long term, the hard work in 2023 will continue to prove itself for our customers, for our people, and for our shareholders.

Our more than 33,000 people behind the iconic J.B. Hunt scroll are the ones responsible for the integrity, innovation and excellence driving our sustainability efforts. It's this ongoing work that supports our organizational priorities to drive value and scale into our investments. When we all work together to deliver sustainable, consistent and economically viable solutions, it sets us all up for a great future.

Shelley Simpson

Shelley Simpson
President and Chief Executive Officer

Awards & Recognition

2023

Inbound Logistics

Named Top 3PL for the fourteenth consecutive year by Inbound Logistics

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

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

Transport Topics

Ranked second on Transport Topics' list of Top Dedicated Contract Carriers

Ranked fifth on Transport Topics' list of Top 100 Logistics Companies

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

Food Logistics

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

FreightWaves

Named to the FreightTech 25 List for 2023 by FreightWaves

Fortune Magazine

Named one of the World's Most Admired Companies 2023 by Fortune Magazine

Women in Trucking

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

VIQTORY

Named Military Friendly Employer for the seventeenth consecutive year by VIQTORY

Newsweek

Named One of America's Greatest Workplaces for Job Starters by Newsweek

Named One of America's Greatest Workplaces for Women by Newsweek

Named One of America's Greatest Workplaces by Newsweek

Named One of America's Greatest Workplaces for Parents and Families by Newsweek

Named One of America's Greatest Workplaces for Diversity by Newsweek

Logistics Management

Received multiple Quest for Quality Awards from Logistics Management

CN EcoConnexions

Recognized again for sustainability leadership by CN EcoConnexions

Forbes

Named One of America's Best Employers for Women by Forbes

Named One of America's Best Large Employers by Forbes

Fortune

Ranked 280 on the Fortune 500 list

MSCI

Received an AA rating from MSCI

EcoVadis

Received Bronze Medal in recognition of sustainability achievement from EcoVadis

S&P Global

Included in the 2023 S&P Global Sustainability Yearbook for our commitment to corporate sustainability and the transparent communication of our progress

CDP

Received score of B from CDP for the fourth consecutive year

2024

Fortune

Named one of Fortune World's Most Admired Companies for 2024

Forbes

Named as one of America's Best Large Employers for 2024 by Forbes

Morningstar Sustainalytics

Achieved Industry Top Rated Badge from Morningstar Sustainalytics

USA Today

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

Individual Awards

Shelley Simpson named to Women in Trucking's 2023 Most Influential Woman of the Year in Trucking

Jodi Edwards chosen as one of the 2024 Women in Trucking's Driver of the Year

Brad Delco awarded 2024 Best Investor Relations Officer (Mid-Cap) by IR Magazine

Eric Airola recognized by Military Friendly as one of the 2024 Veteran Champions of the Year in Corporate America

Christina Denvit and **Sydney Emrich** named among Women in Trucking's 2024 Top Women to Watch

Materiality Assessment and Stakeholder Engagement

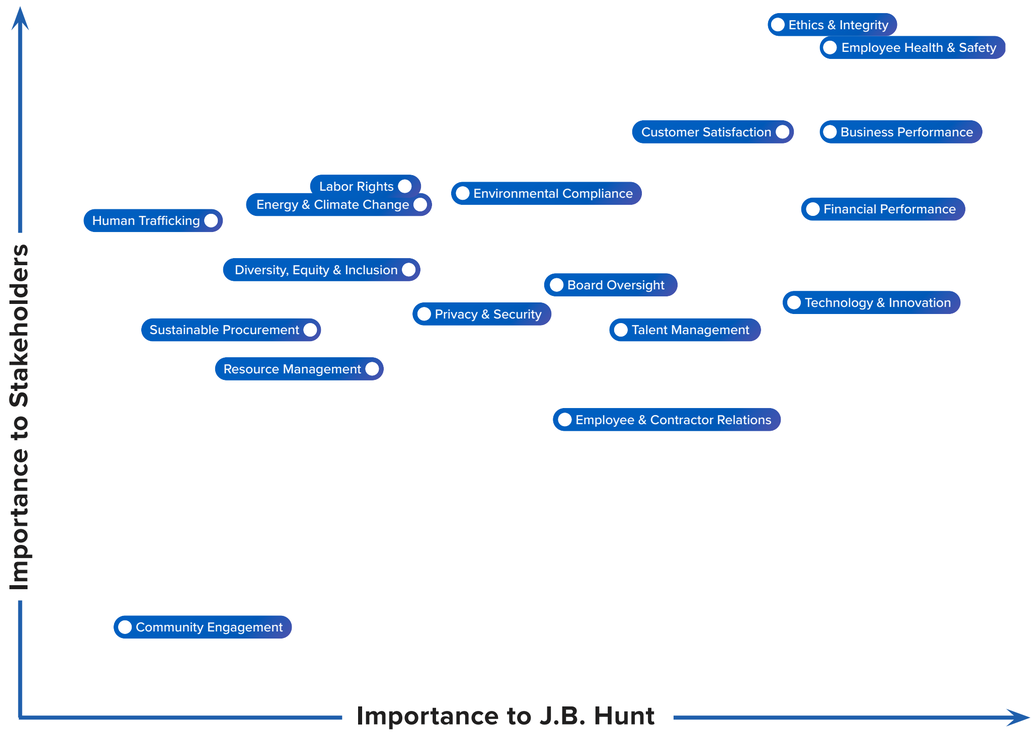
In 2021, we conducted an extensive materiality assessment by engaging with internal and external stakeholders on key aspects of our business, with a plan to perform this assessment every three to five years or more frequently if deemed necessary due to business changes. We review the materiality assessment annually to determine if a new assessment is required. This has helped us better understand and address the challenges and prospects of utmost importance to our key stakeholder groups.

Our materiality assessment considers both internal impacts on the business as well as external impact on society and the environment. We gathered invaluable insights from our executive leadership and individuals across various functions, such as procurement, compliance, operations, engineering & technology, legal, human resources, investor relations, customer service, and health & safety. During this process, we also engaged with our investors, customers and suppliers to understand what is important to them and understand how that relates to our material topics. The result led to a prioritization of material topics most important to our business and our stakeholders. We then averaged and weighted the scores, which our Sustainability Committee, led by a member of our executive leadership team, validated and adopted for future use.

As a result of our assessment, we prioritized thirteen material ESG topics. These topics were used to inform our global sustainability commitments, strategies, and objectives to prioritize our long-term sustainability performance and decision-making processes. We plan to update our materiality assessment to meet evolving standards and ensure that we are on the right track in terms of addressing the most important issues relevant to us as we pursue our sustainability goals.

We are evolving as we integrate sustainability into our decision-making processes through effective governance and management practices. We update our Board quarterly on key ESG risks identified and track progress throughout the year on addressing key issues. Our redefined organizational goals are aligned with our most material ESG topics and we are continuously adjusting our sustainability efforts in response to changes in people, transportation technology, and business capacity. This alignment has enabled us to further embed sustainability into our company and we have integrated the key materiality topics by mapping the outcomes of the assessment into our Enterprise Risk Management (ERM) system to track progress and support the critical areas where our skilled employees, innovative technology, and business capacity can make a difference.

Materiality Matrix



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, and in our 2022 Sustainability Report. This year, we continue that effort with this 2023 Data Supplement. 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 2021 to 2023 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, 2023. 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, Ruby Canyon Environmental, 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 Global Logistics Emissions Council (GLEC) Framework for calculating GHG emissions.

DATA	UNITS	2023	2022	2021
Governance & Economic				
Board of Directors				
Female	**% of Board**	**22%**	**27%**	**27%**
African-American	Total Number	0	1	1
Hispanic	Total Number	0	0	0
Caucasian	Total Number	2	2	2
Male	**% of Board**	**78%**	**73%**	**73%**
African-American	Total Number	0	0	0
Hispanic	Total Number	1	0	0
Caucasian	Total Number	6	8	8
Age				
Age 30-60	% of Board	56%	36%	36%
Over Age 60	% of Board	44%	64%	64%
Tenure				
0-10 years	Total Number	2	2	2
11-20 years	Total Number	3	5	6
20+ years	Total Number	4	4	3
Skills and Qualifications[1]				
Industry Experience	% of Board	80%	43%	43%
Public Policy	% of Board	100%	86%	86%
CEO/Senior Management Experience	% of Board	100%	100%	100%
Economic/Accounting/Finance	% of Board	100%	86%	86%
Human Resources Management	% of Board	20%	29%	29%
Developing & Implementation of Risk Management Systems	% of Board	40%	29%	29%
Regulatory/Legal	% of Board	100%	100%	100%
Environmental and Climate	% of Board	60%	n/a	n/a

1 Includes information provided for “Independent” Directors only.

DATA	UNITS	2023	2022	2021
Governance & Economic *continued*				
Business Units and Revenues				
Total Consolidated Revenue	**Revenue ($ Million)**	**$12,830**	**$14,814**	**$12,168**
J.B. Hunt Total Revenue Ton-Miles	**Million Revenue Ton-Miles (Mt.m)**	**52,046**	**51,765**	**49,571**
Intermodal (JBI)	Revenue ($ Million)	$6,208	$7,022	$5,454
	% of Total Revenue	48.4%	47.4%	44.8%
	Loads	2,044,980	2,068,278	1,984,834
Dedicated (DCS)	Revenue ($ Million)	$3,543	$3,524	$2,706
	% of Total Revenue	27.6%	23.8%	22.2%
	Loads	4,274,677	4,508,864	4,138,889
Integrated (ICS)	Revenue ($ Million)	$1,390	$2,323	$2,471
	% of Total Revenue	10.8%	15.7%	20.3%
	Loads	764,839	1,027,529	1,063,473
Final Mile (FMS)	Revenue ($ Million)	$918	$1,042	$909
	% of Total Revenue	7.2%	7.0%	7.5%
	Stops	4,596,715	5,636,432	6,677,186
Truckload (JBT)	Revenue ($ Million)	$789	$937	$668
	% of Total Revenue	6.1%	6.3%	5.5%
	Loads	410,091	398,070	327,231

On January 1, 2023, the company transferred certain assets between DCS, JBT, FMS and ICS segments. The presented data has been recast to reflect these changes and align with SEC reporting.

DATA	UNITS	2023	2022	2021
Governance & Economic *continued*				
Supplier Spend on Goods and Services				
Total Spend on Goods and Services	**$ Million**	**$9,270**	**$10,830**	**$8,487**
Purchases by Category				
Purchased Transportation	%	60%	67%	72%
Tractors and Trucks	%	11%	7%	6%
Fuel	%	9%	9%	7%
Trailing Equipment	%	6%	7%	5%
Maintenance	%	5%	4%	3%
Other Goods and Services	%	9%	7%	8%
Anti-Corruption Status				
Confirmed incidents of corruption	Total number	0	1	0
Incidents in which employees were dismissed or disciplined for corruption	Total number	0	1	0
Incidents when contracts with business partners were terminated/not renewed due to violations related to corruption	Total number	0	0	0
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

DATA	UNITS	2023	2022	2021
Supporting our Employees				
Occupational Health & Safety				
Number of road accidents and incidents	Number	1,106	1,251	1,167
Total recordable incident rate (TRIR)	Incident rate	1.86	1.96	1.92
Lost time incident rate (LTIR)[2]	Incident rate	1.46	1.53	1.28
High-consequence Injuries (excluding fatalities)[2]	Number	85	75	104
High-consequence Injury (excluding fatalities) Frequency Rate	High-consequence injuries per 200,000 Workhours	0.210	0.170	0.293
Total Number of Fatalities	Number	1	1	1
Fatality Frequency Rate for Direct Employees	Fatalities per 200,000 Workhours	0.002	0.002	0.002
Fatality Frequency Rate For Contract Employees	Fatalities per 200,000 Workhours	0.000	0.000	0.000
Safety Measurement System BASIC percentiles				
Unsafe Driving	%	49%	63%	55%
Hours-of-Service Compliance	%	63%	58%	45%
Driver Fitness	%	52%	42%	33%
Controlled Substances/Alcohol	%	1%	1%	0%
Vehicle Maintenance	%	73%	74%	73%
Hazardous Materials Compliance	%	45%	51%	53%

DATA	UNITS	2023	2022	UNITS	2023	2022	2021
Total Employees	Total Number	34,706	37,154	Total Number	34,706	37,154	33,045
Full-Time Total Number	Total Number	34,435	36,813	Total Number	34,435	36,813	32,826

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

DATA	UNITS	2023	2022	UNITS	2023	2022	2021
Supporting our Employees *continued*	**New Units**	**Numbers**	**Numbers**	**% Units**	**Percentages**	**Percentages**	**Percentages**
Demographics							
Total Population							
Total Males	Total Number	29,413	31,391	% of Total Employees	84.7%	84.5%	85.1%
Total Females	Total Number	5,289	5,760	% of Total Employees	15.2%	15.5%	14.9%
Does not identify	Total Number	4	3	% of Total Employees	0.0%	0.0%	0.0%
Drivers							
Total Males	Total Number	21,051	22,613	% of Total Drivers	92.5%	92.6%	93.5%
Total Females	Total Number	1,703	1,801	% of Total Drivers	7.5%	7.4%	6.5%
Does not identify[3]	Total Number	1		% of Total Drivers	0.0%	0.0%	0.0%
Total People of Color	Total Number	15,046	15,715	% of Total Drivers	66.1%	64.4%	61.0%
Non-Drivers							
Total Males	Total Number	8,362	8,778	% of Total Non-Drivers	70.0%	68.9%	68.5%
Total Females	Total Number	3,586	3,959	% of Total Non-Drivers	30.0%	31.1%	31.5%
Does not identify[3]	Total Number	3		% of Total Non-Drivers	0.0%	0.0%	0.0%
Total People of Color	Total Number	4,257	4,532	% of Total Non-Drivers	35.6%	35.6%	32.8%
Management							
Male	Total Number	3,035	3,100	% of Total Management	75.8%	75.4%	76.7%
Female	Total Number	971	1,010	% of Total Management	24.2%	24.6%	23.3%
Does not identify[3]	Total Number	1		% of Total Management	0.0%	0.0%	0.0%
Total People of Color	Total Number	1,221	1,234	% of Total Management	30.5%	30.0%	27.7%
Non-Management							
Male	Total Number	5,327	5,678	% of Total Non-Management	67.1%	65.8%	64.3%
Female	Total Number	2,615	2,949	% of Total Non-Management	32.9%	34.2%	35.7%
Does not identify[3]	Total Number	2		% of Total Non-Management	0.0%	0.0%	0.0%
Total People of Color	Total Number	3,036	3,298	% of Total Non-Management	38.2%	38.2%	34.7%

3 2023 is the first year of reporting this metric.

DATA	UNITS	2023	2022	UNITS	2023	2022	2021
Supporting our Employees *continued*	**New Units**			**Old Units**			
Age Demographics							
Under Age 30	Total Number	6,378	7,715	% of Total Employees	18.4%	20.8%	19.9%
Age 30-50	Total Number	17,378	18,200	% of Total Employees	50.1%	49.0%	48.3%
Over age 50	Total Number	10,950	11,239	% of Total Employees	31.6%	30.2%	31.8%
Race Demographics							
White	Total Number	15,399	16,904	% of Total Employees	44.4%	45.5%	48.5%
Black or African-American	Total Number	10,433	11,077	% of Total Employees	30.1%	29.8%	28.5%
Hispanic or Latinx	Total Number	6,360	6,653	% of Total Employees	18.3%	17.9%	16.8%
Asian or Asian-American	Total Number	1,431	1,473	% of Total Employees	4.1%	4.0%	3.5%
Two or More Races	Total Number	624	630	% of Total Employees	1.8%	1.7%	1.6%
American Indian or Alaskan Native	Total Number	320	282	% of Total Employees	0.9%	0.8%	0.7%
Native Hawaiian or Other Pacific Islander	Total Number	127	124	% of Total Employees	0.4%	0.3%	0.3%
Other[4]	Total Number	12	11	% of Total Employees	0.0%	0.0%	0.1%
Other Demographics							
Total Number of Veterans Employed	Total Number	4,005	4,458	% of Total Employees	11.5%	12.0%	12.8%
Tenure and Attrition							
Average Employee Tenure	Years	4.7	4.1	Years	4.7	4.1	4.3
New Hires							
Total New Hires	Total Number	11,444	21,980	% of Total Employees	33.0%	59.2%	55.6%
Employee Turnover							
Voluntary Turnover	Total Number	8,906	12,825	% of Total Workforce	25.7%	34.5%	38.2%
Involuntary Turnover	Total Number	4,847	4,920	% of Total Workforce	14.0%	13.2%	11.4%

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

DATA	UNITS	2023	2022	UNITS	2023	2022	2021
Training Efforts							
Hours of training completed by employees	Total Number	740,579	654,862	Total Hours	740,579	654,862	397,344

DATA	UNITS	2023	2022	2021
Protecting Our Environment				
Greenhouse Gas Emissions				
Direct (Scope 1)[5]	metric tons CO2e	1,739,774	1,941,821	1,711,146[6]
Energy indirect (Scope 2)	metric tons CO2e	23,095	25,800	20,665
Other Indirect (Scope 3)[7]	metric tons CO2e	2,406,687	1,482,873	1,376,015
J.B. Hunt-specific metric used to calculate Emissions Intensity (EI) ratio	Million Company Operated Ton-Miles (Mt.m)	18,566	18,514	16,449
GHG Emissions Intensity Ratio (Scope 1&2)[7]	Million metric tons CO2e / Mt.m	95	106	105[6]
NOx	metric tons	1,260	1,331	1,134
SOx	metric tons	16.0	18.0	16.5
Particulate matter (PM10)	metric tons	58	61	53

5 Omits emissions from biogenic sources.

6 Emissions and emissions intensity values have been updated following an update to the calculation methodology to ensure consistency across different years. These emissions exclude biogenic emissions.

7 49% of Scope 3 emissions are from railroad emissions. In 2023 we are updating 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.

DATA	UNITS	2023	2022	2021
Protecting Our Environment *continued*				
Intermodal Emissions Savings Highlight				
J.B. Hunt Intermodal (JBI)				
Intermodal Revenue Ton Miles	Million Revenue Ton-Miles (Mt.m)	40,755	40,751	39,858
Total Diesel Used	Million Gallons (Net)	188.7	188.2	177.6
- Percentage Renewable of Gallons Used	% Fuel	8.95%	6.66%	5.82%
Intermodal Revenue Ton Miles per Gallon	RTM/Gallon	216	217	224
GHG Emissions[8]	Million Metric Tons CO2e	1.93	1.93	1.79
Avoided GHG Emissions by Intermodal Use				
Avoided Fuel Use	Million Gallons	398	363	355
Avoided Metric Tons CO2e	Metric Tons CO2e	4,096,147	3,687,116	3,607,363
Emissions Intensity Comparison				
Intermodal GHG Emissions Intensity Ratio[8]	Metric Tons CO2e / Intermodal Mt.m	38.83	40.32	40.26
Company Operated GHG Emissions Intensity Ratio[8]	Metric Tons CO2e / Company Operated Mt.m	95.11	98.53	104.59
Energy Efficiency Initiatives				
Fuel reduction (Avoided Fuel Use)	Million Gallons (Mgal) Diesel	401	365	358
	Million Megajoules	57,677	53,363	51,860
Conversion to AMTs	% of Fleet	100%	100%	95%
	Avoided Fuel Use (Mgal diesel)	2.94	3.01	2.59
	Avoided Emissions (metric tons)	30,280	30,588	26,299
Conversion to Intermodal	Avoided Fuel Use (Mgal diesel)	398	363	355
	Avoided Emissions[8] (million metric tons)	4.10	3.69	3.61
Elimination of Empty Miles (Carrier 360)	Avoided Empty Miles (million out-of-route/empty miles)	4.0	3.5	1.6
	Avoided Fuel Use (Mgal diesel)	0.47	0.43	0.20
	Avoided Emissions (metric tons)	4,863	4,419	2,024

8 Emissions intensity values have been updated following an update to the calculation methodology to ensure consistency across different years. This includes using total metric ton-miles and emissions excluding biogenic emissions.

DATA	UNITS	2023	2022	2021
Protecting Our Environment *continued*				
Energy Consumption				
Diesel (ULSD)	Million gallons	167.0	186.4	164.8[9]
	Million Megajoules	24,016	27,229	23,882[9]
Renewable Diesel	Million gallons	24.0	15.3	7.9[9]
	Million Megajoules	3,518	2,237	1,145[9]
Biodiesel	Million gallons	17.0	12.8	12.8[9]
	Million Megajoules	2,256	1,733	1,577[9]
Gasoline	Million gallons	0.12	0.14	0.16
	Million Megajoules	16.0	17.6	20.1
Natural gas	Million Cubic feet	163	161	142
	Million Megajoules	177	176	151
	% of total energy	0.5%	0.6%	0.5%
Propane	Million gal	0.09	0.08	0.06
	Million Megajoules	8.0	7.6	5.7
Electricity	Million KWH	57.6	56.2	52.6
	Million Megajoules	206.0	202.4	189.3
Renewable Energy	% of total energy	19%	13%	10%
	Million Megajoules	5,774	3,970	2,798
Total Direct Consumption	Million Megajoules	30,197	31,603	27,946
Energy Intensity Ratio	Joules/Mt.m	580,196	610,509	539,583
Waste				
Total Waste Generated[10]	Metric tonnes	44,647	35,377	29,603
Total Waste Recycled/Reused/Sold[10]	Metric tonnes	21,176	21,022	16,732
Total Waste Disposed (landfill)[10]	Metric tonnes	23,471	14,355[9]	12,871

9 Incorrect values for diesel, renewable diesel and biodiesel were reported for 2021. Incorrect total waste disposed to landfill was reported for 2022. These figures have been corrected in this report.

10 J.B. Hunt updated its waste calculation methodology and has restated our 2021 figures to align with this new method. Total waste increased due to improved data collection at our facilities and sites.

DATA	UNITS	2023	2022	2021
Protecting Our Environment *continued*				
Waste *continued*				
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[11]	Million Gallons	232	233	186
Road Fleet by Fuel Type[12]				
Diesel[13]	Total Number	20,085		
	% of Total Fleet	99.9%		
Compressed Natural Gas[13]	Total Number	3		
	% of Total Fleet	0.1%		
Electricity[13]	Total Number	8		
	% of Total Fleet	0.0%		
Hydrogen / Electric[13]	Total Number	0		
	% of Total Fleet	0.0%		
Number of Environmental Violations and Fines				
Number of significant environmental violations of legal obligations/ regulations[14]	Total Number	0	0	0
Amount of fines/penalties related to significant environmental violations	$	$0	$0	$0

11 The increase in water use in 2022 was due to our employee base returning to the office.

12 Includes assets that J.B. Hunt owns and operates. There are 182 additional natural gas trucks that J.B. Hunt operates and 12 electric trucks.

13 2023 is the first year of reporting this metric.

14 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.

DATA	UNITS	2023	2022	2021
Hazardous Materials Transport				
Number of spills and releases to the environment	Number	4	5	7
Aggregate volume of spills and releases to the environment	Cubic meters (m^3)	0.5	0.5	0.8
Charitable Contributions and Spend				
Cash Contributions	$	$2,716,871	$5,210,691	$6,137,143
Time: Employee Volunteer Hours	$	$21,912	$476,476	$88,691
In-kind Giving	$	$716,955	$790,870	$875,670
Management Overhead	$	$158,517	$141,838	$175,852
Total Charitable contributions	$	$3,614,255	$6,619,875	$7,277,356

"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	2023 Annual Report I Item 1. Business , pg. 101
2-2	Entities included in the organization's sustainability reporting	Appendix I 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 I Assurance
2-6	Activities, value chain and other business relationships	2023 Annual Report I Item 1. Business , pgs. 101-105
2-7	Employees	Sustainability Performance Data Tables I Supporting our Employees
2-8	Workers who are not employees	Sustainability Performance Data Tables I Supporting our Employees
2-9	Governance structure and composition	2023 Annual Report I Governance Highlights, pgs. 24-25 2023 Annual Report I Corporate Governance, pgs. 37-50
2-10	Nomination and selection of the highest governance body	2023 Annual Report I Corporate Governance, pgs. 37-50
2-11	Chair of the highest governance body	2023 Annual Report I Chairman of the Board, pg. 34
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Annual Report I Corporate Governance, pgs. 37-44
2-13	Delegation of responsibility for managing impacts	2023 Annual Report I Executive Officers of The Company, pgs. 35 2023 Annual Report I Corporate Governance, pgs. 37-44
2-14	Role of the highest governance body in sustainability reporting	2023 Annual Report I Corporate Governance, pgs. 48-50
2-15	Conflicts of interest	2023 Annual Report I Corporate Governance, pgs. 37 and 40-41 Code of Ethical and Professional Standards, pg. 6-7
2-16	Communication of critical concerns	2023 Annual Report I Communications With the Board, pg. 43
2-17	Collective knowledge of the highest governance body	2023 Annual Report I Corporate Governance, pgs. 40-41 Sustainability Performance Data Tables I Governance and Economic
2-18	Evaluation of the performance of the highest governance body	2023 Annual Report I Corporate Governance, pg. 48 Corporate Governance Guidelines I Leadership Evaluation, pg. 5
2-19	Remuneration policies	2023 Annual Report I Director Compensation, pgs. 33-34 2023 Annual Report I Executive Compensation, pgs. 52-59
2-20	Process to determine remuneration	2023 Annual Report I Executive Compensation Committee, pg. 47
2-21	Annual total compensation ratio	2023 Annual Report I 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. 12
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. 14
2-27	Compliance with laws and regulations	Sustainability Performance Data Tables I Number of Environmental Violations and Fines
2-28	Membership associations	Political & Lobbying Expenditures 2023 J.B. Hunt Corporate Social Matters Summary
2-29	Approach to stakeholder engagement	Materiality Assessment and Stakeholder Engagement, pg. 6
2-30	Collective bargaining agreements	2023 Annual Report I Human Capital Resources, pg. 104

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 I Stakeholder Engagement, pg. 7
3-2	List of material topics	Materiality Assessment and Stakeholder Engagement; 2022 Sustainability Report I Stakeholder Engagement, pg. 7
3-3	Management of material topics	Materiality Assessment and Stakeholder Engagement, pg. 6
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Sustainability Performance Data Tables I Business Units and Revenues, pg. 9
201-2	Financial implications and other risks and opportunities due to climate change	2023 CDP Climate Change Response: C2. Risks and opportunities
201-3	Defined benefit plan obligations and other retirement plans	2023 Annual Report I Employee Benefit Plans, pg. 149
GRI 205: Anti-corruption 2016		
205-3	Confirmed incidents of corruption and actions taken	Sustainability Performance Data Tables I Anti-Corruption Status, pg. 10
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Sustainability Performance Data Tables I Protecting Our Environment, pgs. 14-16
302-3	Energy intensity	Sustainability Performance Data Tables I Protecting Our Environment, pgs. 14-15
302-4	Reduction of energy consumption	Sustainability Performance Data Tables I Protecting Our Environment, pgs. 14-16
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Sustainability Performance Data Tables I Protecting Our Environment, pg. 14
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Performance Data Tables I Protecting Our Environment, pg. 14
305-4	GHG emissions intensity	Sustainability Performance Data Tables I Protecting Our Environment, pgs. 14-15
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Performance Data Tables I Protecting Our Environment, pg. 14
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Sustainability Performance Data Tables I Supporting our Employees, pg. 13
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2022 Sustainability Report I Investing in Our People, pg. 9
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	J.B. Hunt Safety Summary
403-2	Hazard identification, risk assessment, and incident investigation	J.B. Hunt Safety Summary
403-3	Occupational health services	2022 Sustainability Report I Promoting a Culture of Safety, pg. 10
403-4	Worker participation, consultation, and communication on occupational health and safety	2022 Sustainability Report I Promoting a Culture of Safety, pg. 10
403-5	Worker training on occupational health and safety	2022 Sustainability Report I Promoting a Culture of Safety, pg. 10
403-6	Promotion of worker health	2022 Sustainability Report I Investing in Our People
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	J.B. Hunt Safety Summary Supplier Code of Conduct
403-9	Work-related injuries	Sustainability Performance Data Tables I Supporting our Employees, pg. 11
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Sustainability Performance Data Tables I Supporting our Employees
404-2	Programs for upgrading employee skills and transition assistance programs	2022 Sustainability Report I Developing Inclusion

INDEX REFERENCE	DISCLOSURE DESCRIPTION	LOCATION (PG. NUMBER) OR REFERENCE
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Sustainability Performance Data Tables | Supporting our Employees
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 Supplier Code of Conduct
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 Supplier Code of Conduct
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

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS					2023 RESPONSE	2022 RESPONSE	2021 RESPONSE
Topic	**SASB Code**	**Activity Metric**	**Category**	**Unit of Measure**	**Response/Comment**	**Response/Comment**	**Response/Comment**
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO_2-e	1,739,774 metric tons of CO2e	1,941,821 metric tons of CO2e	1,711,146 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 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	See the Working Toward A Low Carbon Future section of our 2020 Sustainability Report
	TR-RO-110a.3	(1) Total fuel consumed (2) percentage natural gas (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(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	(1) 27,945,500 GJ (2) 0.5% natural gas (3) 10% 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) = 1,260 (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 metric tons	(1) NOx (excluding N2O) = 1,134 metric tons (2) SOX = 16.5 metric tons (3) PM10 = 53 metric tons
Driver Working Conditions	TR-RO-320a.1	(1) Total recordable incident rate (TRIR)11 and (2) fatality rate for: (a) direct employees (b) contract employees	Quantitative	Rate	(1) 1.86 per 200,000 work hours (2a) 0.002 per 200,000 work hours (2b) 0 per 200,000 work hours	(1) 1.96 per 200,000 work hours (2a) 0.002 per 200,000 work hours (2b) 0 per 200,000 work hours	(1) 1.92 per 200,000 work hours (2a) 0.002 per 200,000 work hours (2b) 0 per 200,000 work hours
	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	Quantitative	Rate	(1) Voluntary turnover rate[15] = 25.7% (2) Involuntary turnover rate[15] = 14.0%	(1) Voluntary turnover rate[15] = 34.5% (2) Involuntary turnover rate[15] = 13.2%	(1) Voluntary turnover rate[15] = 38.2% (2) Involuntary turnover rate[15] = 11.4%
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Discussion and Analysis	Description	See Strengthening a Culture of Safety and Investing in Our People section of this 2022 Sustainability Report.	See Strengthening a Culture of Safety and Investing in Our People section of this 2022 Sustainability Report.	See Employee Health and Well-being section of our 2020 Sustainability Report.

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

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS					2023 RESPONSE	2022 RESPONSE	2021 RESPONSE
Topic	**SASB Code**	**Activity Metric**	**Category**	**Unit of Measure**	**Response/Comment**	**Response/Comment**	**Response/Comment**
Accident & Safety Management	TR-RO-540a.1	Number of road accidents and incidents	Quantitative	Number	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	The number of road accidents and incidents: 1,167 0.755 DOT accidents per million miles 0.232 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 = 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%	(1) Unsafe Driving = 55% (2) Hours-of-Service Compliance = 45% (3) Driver Fitness = 33% (4) Controlled Substances / Alcohol = 0% (5) Vehicle Maintenance = 73% (6) Hazardous Materials Compliance = 53%
	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 = 4 (2) Aggregate volume of spills = 0.5 cubic meter	(1) Number of spills = 5 (2) Aggregate volume of spills = 0.5 cubic meter	(1) Number of spills = 7 (2) Aggregate volume of spills = 0.753 cubic meter

ACTIVITY METRICS				2023 RESPONSE	2022 RESPONSE	2021 RESPONSE
SASB Code	**Activity Metric**	**Category**	**Unit of Measure**	**Response/Comment**	**Response/Comment**	**Response/Comment**
TR-RO-000.A	Revenue ton miles (RTM)	Quantitative	RTM	52,046	51,765	49,571
TR-RO-000.B	Load factor	Quantitative	Number	Load factor = 86.07%	Load factor = 86.70%	Load factor = 89.49%
TR-RO-000.C	(1) Number of employees (2) Number of truck drivers	Quantitative	Number	(1) Total employees = 34,706 (2) Truck drivers = 22,755	(1) Total employees = 37,154 (2) Truck drivers = 24,414	(1) Total employees = 32,973 (2) Truck drivers = 21,972

TCFD DESCRIPTOR	TCFD INDEX REFERENCE
1. Governance	
A. Describe the board's oversight of climate-related risks and opportunities	See 2023 CDP Climate Change Response: C1.1b
B. Describe management's role in assessing and managing climate-related risks and opportunities.	See 2023 CDP Climate Change Response: C1.2 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 2023 CDP Climate Change Response: C2.1a, C2.3, C2.3a, C2.4, C2.4a
B. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	See 2023 CDP Climate Change Response: C2.3a, C2.4a, C3.1, C3.2b, C3.3, C3.4
C. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario	See 2023 CDP Climate Change Response: C3.2, C3.2a, C3.2b
3. Risk Management	
A. Describe the organization's processes for identifying and assessing climate-related risks	See 2023 CDP Climate Change Response: C2.1b, C2.2, C2.2a
B. Describe the organization's processes for managing climate-related risks.	See 2023 CDP Climate Change Response: C2.2
C. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	See 2023 CDP Climate Change Response: C2.1, C2.2
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 2023 CDP Climate Change Response: C4.2, C4.2b and the Working Towards a Low-Carbon Future of this report.
B. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	See the Sustainability Data Tables in this report and our CDP Response: C6.1, C6.3, and C6.5).
C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	See the Working Towards a Low-Carbon Future of this report and our 2023 CDP Climate Change Response: C4.1, C4.1b, C4.2, C4.2b