



# 2021 SUSTAINABILITY DATA SUPPLEMENT



# 2021 HIGHLIGHTS

**Avoided an estimated 3.6 million MT of CO<sub>2</sub>e emissions** by converting over-the-road loads to intermodal

Our drivers **avoided an additional estimated 1.6 million empty miles** with JB Hunt 360<sup>®</sup>

**Created additional efficiencies and cost savings across supply chains by processing more than 1.3 million loads** through J.B. Hunt 360<sup>°</sup> and providing access to nearly 889,000 trucks

Continued fleet modernization resulting in **improved fuel efficiency and saving more than 20,000 MT CO<sub>2</sub>e**

**Increased total biogenic fuel consumption in our assets from 8% to 11%** year-over-year, driven by using more than 8 million incremental gallons of renewable diesel

**Announced \$1 million endowed scholarship fund** to advance the Sam M. Walton College of Business' focus on sustainability and inclusion in the supply chain and provided a \$250,000 gift to accelerate the college's current projects

**Administered more than 34,000 COVID-19 vaccine doses** for employees and community members at vaccine clinics on our corporate campus and field locations with large employee populations

**Formally launched our Inclusion Office** with the mission of enriching lives by creating an inclusive culture where all people feel welcomed, valued, respected, safe and heard

**Exceeded \$6.3 million in company and employee contributions** toward Healthcare, Veterans, Crisis Management and Education giving pillars

**Recognized 275 drivers as part of our Million Mile Safe Driver Program**, surpassing \$33 million in bonuses awarded to million-mile drivers since the inception of the program, which honors drivers who reach one million or more miles without a preventable accident



# CEO MESSAGE

2021 was a milestone year for J.B. Hunt. It marked our 60th year as a company, a significant achievement made possible through our ability to innovate, grow and excel with our customers. Over the past year we achieved new heights in technology, service and sustainability. All of which are united by our mission to create the most efficient transportation network in North America.

Even in the midst of historical growth, our company remains anchored in the values that have been true since 1961. Reflecting on 60 years of excellence reaffirmed the identity and defining characteristics of the J.B. Hunt brand: People you trust. Technology that empowers. Capacity to deliver. Our investments today and moving forward represent these three defining principles that advance J.B. Hunt's effort to disrupt the industry, accelerate the speed at which we serve customers and lead transportation into a more sustainable future.

## Focusing On Our People

Our people are our difference makers. They are the source behind every successful customer relationship and delivery. By striving to support and empower the whole individual, we are rewarded with happier, healthier, more engaged employees that provide valuable

contributions to our organization. Over the past year, J.B. Hunt has placed a strategic focus on helping employees advance their professional growth and providing enhanced benefits that support a fulfilling balance between career and home life as well as access to many mental health resources.

**The company also furthered its commitment to foster an inclusive workplace culture by creating the Inclusion Office to guide our focus on advancing inclusivity efforts.**

Most recently, we launched the J.B. Hunt Inclusion Council, consisting of senior leaders across the company who serve as a voice for our people and help drive consistent inclusion best practices. We are proud to say our ongoing efforts to build an exceptional culture of inclusion have led J.B. Hunt to earn the distinction of being named a Best Employer for Diversity by Forbes for the second consecutive year.

2021 also marked the return of our Million Mile Celebration at corporate headquarters in Lowell following a one-year break during the pandemic. Over the two-week celebration we recognized 116 company drivers who reached two million-

plus miles driven without a preventable accident. In April of this year, we continued that celebration with an additional 69 drivers joining the elite group and participating in the Million Mile Walk of Fame. Since hosting the first ceremony in 2001, J.B. Hunt has awarded more than \$33 million in safe driver bonuses.

## Investing in Technology

Innovative solutions are fundamental to who we are as a company, and we continue investing in technology that empowers smarter, more efficient supply chain decisions. Over the past five years, we have made significant investments to our technology platform J.B. Hunt 360° to expand reach and capability, enhance visibility of freight to more carriers and streamline the booking process. Today, nearly one in every three trucks on the highway is accessible through J.B. Hunt 360°, and the platform's industry-leading multimodal freight marketplace processed \$2 billion of freight transactions in 2021.



Efficiency and sustainability are often interconnected, and J.B. Hunt 360° has provided the freight visibility to find the loads needed for our company drivers to avoid an estimated nearly six million empty miles since 2020.

### Increasing Sustainable Capacity

Last year leading financial and economic news outlet Investor's Business Daily ranked J.B. Hunt fourth on its list of Best ESG Companies for 2021, a testament to our dedication and progress to improving our carbon footprint.

For more than 60 years, J.B. Hunt has been creating, adapting and expanding its services to deliver on the capacity needs of customers. We pioneered double-stack intermodal transportation with rail providers and have remained the standard bearer of the industry for three decades. Intermodal is the most widely available and impactful mode of transportation for cutting carbon emissions, reducing a shipment's carbon footprint by 60% compared to over-the-road transport. Our intermodal container count exceeded 100,000 units in 2021, solidifying J.B. Hunt's status as the largest company-owned intermodal fleet in North America. Last year, J.B. Hunt avoided an estimated 3.6 million metric tons of CO<sub>2</sub>e emissions by converting over-the-road loads to intermodal, helping earn the

SmartWay Excellence Award from the Environmental Protection Agency for the 12th consecutive year. Over the next 3 to 5 years, we plan to grow that capacity by as much as 40%, furthering the opportunity for customers to improve the sustainability of their operations. Additionally, we expanded our drop-and-hook freight program J.B. Hunt 360box<sup>®</sup> with 3,000 new trailers. With its ability to turn loads faster, reduce empty miles and improve driver productivity, 360box continues to improve efficiency for shippers and carriers.

In addition to the sustainable opportunities we offer today, J.B. Hunt is actively engaging with companies focusing on the future of transportation technology. As an industry leader, it is important for us to be involved early in the development stages to ensure that implementation will improve efficiency while enhancing safety. Last year we completed our first test run with autonomous vehicle technology developer Waymo, moving freight for a leading customer along I-45 between Houston and Dallas. Following its success, we extended that collaboration, and in the next few years, J.B. Hunt and Waymo will complete the first fully autonomous commercial freight transport. Furthermore, we continue adopting alternate fuel sources and testing electric vehicles so that we are adequately prepared to

incorporate them into our fleet when all the necessary factors are in place.

With this data supplement to our last sustainability report, we hope to bring transparency to our efforts and continue to raise the bar for others in the industry. We are excited about this progress and are proud to be leaders in sustainable transportation, helping to drive the industry toward a low-carbon future.



John N. Roberts, III  
President & Chief Executive Officer (CEO)



# AWARDS & RECOGNITION



Recognized by ALAN in 2021 for Outstanding Contribution to Disaster Relief Award.



Recognized in 2021 for sustainability leadership under CN's EcoConnexions Partnership Program.



Awarded the Bronze Medal by EcoVadis in recognition of sustainability achievement in 2021.



Received the Secretary of Defense Employer Support Freedom Award in 2021.



Named Top 3PL & Cold Storage Provider from Food Logistics for 9th time in 2021.



Named one of America's Best Employers for Diversity 2021 by Forbes.

Named One of the World's Best Employers in 2021 by Forbes.

Named One of the Best Employers by State in 2021 by Forbes.



Ranked #315, 2021 Fortune 500 list



Named to the FreightTech 25 list for 2021 by FreightWaves.



Named on the Heavy-Duty Trucking's 2021 Top Green Fleets.



Ranked 4th on *Investor's Business Daily's* Best ESG Companies list for 2021.



Ranked #2, JOC Top 25 US Truckload Carriers



Named Top 100 3PL for the 12th consecutive year by *Inbound Logistics* in 2021.

Named Top 75 Green Supply Chain Partner for 11th year by *Inbound Logistics* in 2021.

Named Top 100 Trucker by *Inbound Logistics* in 2021.



Received Three Quest for Quality Awards from Logistics Management in 2021.



Received an A rating from MSCI in 2021.



Earned SmartWay® Excellence Award from the EPA for 12th consecutive year in 2021.

USEPA 2021 SmartWay® High Performer: Multimodal Carrier.



Ranked 1st on *Transport Topics'* Top Dedicated Contract Carriers in 2021.

Ranked 4th on the *Transport Topics'* Top 100 List of Largest For-Hire Carriers for 2021 and 2022.

Ranked 5th on the *Transport Topics'* Top 50 Largest Logistics Companies in North America for 2021 and 2022.



Named Military Friendly Employer by VIQTORY for 15th consecutive year.



Recognized as a Top Company for Women to Work for in Transportation by WIT.

## Individual Awards

**Brandon Taylor, Senior Vice President (SVP)**

**of Transportation**, was awarded the Inclusive Leadership Award by the Inclusion Lab in 2021, and recognized by DiversityFIRST as one of the Top 100 African Americans in Business in 2022.

**Company founder, Johnelle Hunt**, was named a Legacy of Leadership Honoree at the 2021 Arkansas Business of the Year Awards.

**Shelley Simpson, Chief Commercial Officer (CCO) and Executive Vice President (EVP) of People and Human Resources**, was recognized

as one of the Top 100 Women in Supply Chain by *Supply Chain Digital* on International Women's Day 2021. Simpson was also recognized by DiversityFIRST as one of 2021's Top 50 Human Resources Professionals.

**Jessica Brooks, Vice President (VP) of Customer Experience**, was named among the 2021 Top Women to Watch in Transportation by the Women in Trucking Association.



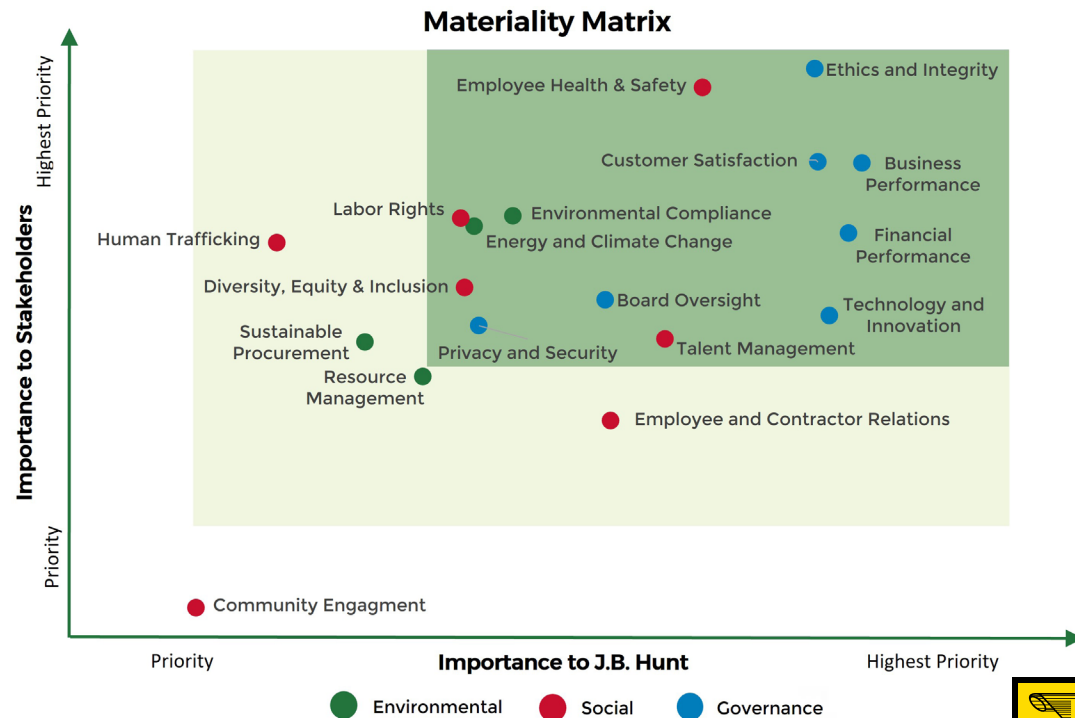
## Stakeholder Engagement

In 2021, we conducted a review process of a broad range of ESG topics to identify the most critical issues for J.B. Hunt and its stakeholders. We gathered valuable information from our executive leadership team and individuals in various disciplines including procurement, compliance, operations, engineering & technology, legal, human resources, investor relations, marketing, customer service, and health & safety. This wide-ranging group ensured we received diverse perspectives from team members throughout our organization. We further refined our topics based on how they might impact our business and influence our stakeholders.

With our material ESG topics validated, we began the process of completing our inaugural materiality assessment. The first step was selecting both internal and external stakeholder groups to ensure we captured comprehensive feedback. J.B. Hunt utilized leading sustainability frameworks to advise our selection process. After careful consideration, we selected four stakeholder groups: customers, suppliers, investors, and employees. We selected relevant stakeholders that gave us insights about the importance of our material ESG topics and their influence on their long-term performance.

Our next step in the process was gathering feedback from our predetermined stakeholder groups based on our material ESG topics. We conducted interviews and sent out surveys to stakeholders seeking their perspectives on each ESG topic. 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 validated and adopted for future use.

We are proud to share with you the results of our materiality assessment which will provide meaningful perspective to continue evolving our sustainability strategy so that it aligns with the needs of our stakeholders, as well as those of our company. We plan to use this assessment to identify and prioritize ESG issues across our entire value chain. Displayed below, is a visual representation of our materiality assessment. As a result of our assessment, we prioritized thirteen material ESG topics. We will report on our focus areas as well as all other material ESG topics.



# SUSTAINABILITY PERFORMANCE DATA TABLES

| DATA   | UNITS        | 2021 | 2020 | 2019 |
|--|--------------|------|------|------|
| <b>Governance &amp; Economic</b>                         |              |      |      |      |
| <b>Board of Directors</b>                                |              |      |      |      |
| <b>Female</b>  | % of Board   | 27%  | 30%  | 20%  |
| African-American   | Total Number | 1    | 1    | 0    |
| Hispanic   | Total Number | 0    | 0    | 0    |
| Caucasian  | Total Number | 2    | 2    | 2    |
| <b>Male</b>  | % of Board   | 73%  | 70%  | 80%  |
| African-American   | Total Number | 0    | 0    | 1    |
| Hispanic   | Total Number | 0    | 0    | 0    |
| Caucasian  | Total Number | 8    | 7    | 7    |
| <b>Age</b>   |              |      |      |      |
| 30-60  | % of Board   | 36%  | 30%  | 40%  |
| Over 60  | % of Board   | 64%  | 70%  | 60%  |
| <b>Tenure</b>  |              |      |      |      |
| 0-10 years   | Total Number | 3    | 4    | 4    |
| 11-20 years  | Total Number | 5    | 3    | 3    |
| 20+ years  | Total Number | 3    | 3    | 3    |
| <b>Skills and Qualifications - Independent Directors</b> |              |      |      |      |
| Industry Experience                                      | % of Board   | 43%  | 50%  | 50%  |
| Public Policy  | % of Board   | 86%  | 83%  | 83%  |
| CEO/Senior Management Experience                         | % of Board   | 100% | 100% | 100% |
| Economic/Accounting/Finance                              | % of Board   | 86%  | 83%  | 83%  |
| Human Resource Management                                | % of Board   | 29%  | 50%  | 50%  |
| Developing and Implementation of Risk Management Systems | % of Board   | 29%  | 33%  | 33%  |
| Regulatory/Legal   | % of Board   | 100% | 100% | 83%  |



| <b>DATA</b>                                     | <b>UNITS</b>             | <b>2021</b> | <b>2020</b> | <b>2019</b> |
|---|--------------------------|-------------|-------------|-------------|
| <b>Business Units and Revenues</b>              |                          |             |             |             |
| <b>Total Consolidated Revenue</b>               | Revenue (\$ Million)     | \$12,168    | \$9,637     | \$9,165     |
| <b>J.B. Hunt Total Company Operated Revenue</b> | Million Company Operated | 49,571      | 51,239      | 49,418      |
| <b>Ton-Miles</b>                                | Ton-Miles (Mt.m)         |             |             |             |
| Intermodal (JBI)                                | Revenue (\$ Million)     | \$5,454     | \$4,675     | \$4,745     |
|   | % of Total Revenue       | 44.8%       | 48.5%       | 51.8%       |
|   | Loads                    | 1,984,834   | 2,019,391   | 1,979,169   |
| Dedicated (DCS)                                 | Revenue (\$ Million)     | \$2,578     | \$2,196     | \$2,128     |
|   | % of Total Revenue       | 21.2%       | 22.8%       | 23.2%       |
|   | Loads                    | 4,020,308   | 3,676,212   | 3,353,553   |
| Integrated (ICS)                                | Revenue (\$ Million)     | \$2,538     | \$1,658     | \$1,348     |
|   | % of Total Revenue       | 20.9%       | 17.2%       | 14.7%       |
|   | Loads                    | 1,326,979   | 1,265,897   | 1,243,992   |
| Final Mile (FMS)                                | Revenue (\$ Million)     | \$842       | \$689       | \$567       |
|   | % of Total Revenue       | 6.9%        | 7.1%        | 6.2%        |
|   | Stops                    | 6,413,680   | 5,771,533   | 4,432,591   |
| Truckload (JBT)                                 | Revenue (\$ Million)     | \$796       | \$463       | \$389       |
|   | % of Total Revenue       | 6.5%        | 4.8%        | 4.2%        |
|   | Loads                    | 445,812     | 406,550     | 346,459     |
| <b>Supplier Spend on Goods and Services</b>     |                          |             |             |             |
| <b>Total Spend on Goods and Services</b>        | \$ Million               | \$7,900     | \$6,000     | \$5,800     |
| <b>Purchases by Category</b>                    |                          |             |             |             |
| Purchased Transportation                        | %                        | 78%         | 78%         | 75%         |
| Tractors and Trucks                             | %                        | 6%          | 7%          | 8%          |
| Fuel  | %                        | 7%          | 7%          | 9%          |
| Trailing Equipment                              | %                        | 5%          | 2%          | 3%          |
| Maintenance                                     | %                        | 3%          | 4%          | 4%          |
| Other   | %                        | 1%          | 2%          | 1%          |





| DATA  | UNITS                 | 2021  | 2020  | 2019  |
|---|-----------------------|-------|-------|-------|
| <b>Anti-Corruption Status</b>   |                       |       |       |       |
| Confirmed incidents of corruption   | Number                | 0     | 0     | 1     |
| Incidents in which employees were dismissed or disciplined for corruption   | Number                | 0     | 0     | 1     |
| Incidents when contracts with business partners were terminated/not renewed due to violations related to corruption | Number                | 0     | 0     | 1     |
| <b>Serving our Customers</b>  |                       |       |       |       |
| <b>Customer Privacy and Losses of Customer Data</b>   |                       |       |       |       |
| 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     |
| <b>Supporting our Employees</b>   |                       |       |       |       |
| <b>Occupational Health &amp; Safety</b>   |                       |       |       |       |
| Number of Road Accidents and Incidents  | Number                | 1,167 | 1,008 | 1,107 |
| Total Recordable Incident Rate (TRIR) <sup>1</sup>  | Incident Rate         | 1.92  | 1.97  | 2.20  |
| Lost-time Incident Rate (LTIR) <sup>1</sup>   | Incident Rate         | 1.28  | 1.49  | 1.64  |
| High-consequence Injuries <sup>2</sup>  | Number                | 104   | 47    | 66    |
| High-consequence Injury Frequency Rate  | Per 200,000 Workhours | 0.293 | 0.143 | 0.221 |
| Total Number of Fatalities  | Number                | 1     | 0     | 3     |
| Fatality Frequency Rate for Direct Employees  | Per 200,000 Workhours | 0.002 | 0.000 | 0.010 |
| Fatality Frequency Rate For Contract Employees  | Per 200,000 Workhours | 0.000 | 0.000 | 0.000 |
| <b>Safety Measurement System BASIC Percentiles</b>  |                       |       |       |       |
| Unsafe Driving  | Percentile            | 55%   | 55%   | 55%   |
| Hours-of-Service Compliance   | Percentile            | 45%   | 50%   | 54%   |
| Driver Fitness  | Percentile            | 33%   | 35%   | 44%   |
| Controlled Substances/Alcohol   | Percentile            | 0%    | 1%    | 6%    |
| Vehicle Maintenance   | Percentile            | 73%   | 68%   | 61%   |
| Hazardous Materials Compliance  | Percentile            | 53%   | 42%   | 55%   |

<sup>1</sup> J.B. Hunt adopted the BLS hours worked guidelines for calculations of TRIR and LTIR in 2020 and has applied these guidelines to prior years. Data differs from previous year's reporting.

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



| <b>DATA</b>                        | <b>UNITS</b>              | <b>2021</b>   | <b>2020</b>   | <b>2019</b>   |
|------------------------------------|---------------------------|---------------|---------------|---------------|
| <b>Total Employees<sup>3</sup></b> | <b>Total Number</b>       | <b>33,045</b> | <b>30,309</b> | <b>29,056</b> |
| Full-Time Total Number             | Total Number              | 32,826        | 30,127        | 28,771        |
| <b>Gender Demographics</b>         |                           |               |               |               |
| <b>Total Population</b>            |                           |               |               |               |
| Total Males                        | % of Total Employees      | 85.1%         | 86.2%         | 86.7%         |
| Total Females                      | % of Total Employees      | 14.9%         | 13.8%         | 13.3%         |
| Does Not Identify                  | % of Total Employees      | 0.0%          | 0.0%          | 0.0%          |
| <b>Drivers</b>                     |                           |               |               |               |
| Total Males                        | % of Total Drivers        | 93.5%         | 94.4%         | 94.6%         |
| Total Females                      | % of Total Drivers        | 6.5%          | 5.6%          | 5.4%          |
| <b>Non-Drivers</b>                 |                           |               |               |               |
| Total Males                        | % of Total Non-Drivers    | 68.5%         | 70.0%         | 70.7%         |
| Total Females                      | % of Total Non-Drivers    | 31.5%         | 30.0%         | 29.3%         |
| <b>Management</b>                  |                           |               |               |               |
| Male                               | % of Total Management     | 76.7%         | 78.3%         | 77.9%         |
| Female                             | % of Total Management     | 23.3%         | 21.7%         | 22.1%         |
| <b>Non-Management</b>              |                           |               |               |               |
| Male                               | % of Total Non-Management | 64.3%         | 65.8%         | 66.9%         |
| Female                             | % of Total Non-Management | 35.7%         | 34.2%         | 33.1%         |
| <b>Age Demographics</b>            |                           |               |               |               |
| Under age 30                       | % of Total Employees      | 19.9%         | 19.2%         | 19.8%         |
| 30-50                              | % of Total Employees      | 48.3%         | 48.7%         | 48.4%         |
| Over age 50                        | % of Total Employees      | 31.8%         | 32.1%         | 31.8%         |

<sup>3</sup>Some numbers for 2019 and 2020 may differ slightly from those previously reported due to changes in current reporting processes.



| <b>DATA</b>   | <b>UNITS</b>         | <b>2021</b> | <b>2020</b> | <b>2019</b> |
|---|----------------------|-------------|-------------|-------------|
| <b>Race Demographics</b>                              |                      |             |             |             |
| White   | % of Total Employees | 48.5%       | 50.0%       | 51.1%       |
| Black or African-American                             | % of Total Employees | 28.5%       | 28.2%       | 28.1%       |
| Hispanic or Latinx                                    | % of Total Employees | 16.8%       | 15.9%       | 15.0%       |
| Asian or Asian-American                               | % of Total Employees | 3.5%        | 3.1%        | 3.0%        |
| Two or More Races                                     | % of Total Employees | 1.6%        | 1.8%        | 1.8%        |
| American Indian or Alaskan Native                     | % of Total Employees | 0.7%        | 0.7%        | 0.7%        |
| Native Hawaiian or Other Pacific Islander             | % of Total Employees | 0.3%        | 0.3%        | 0.3%        |
| Other <sup>4</sup>                                    | % of Total Employees | 0.1%        | 0.0%        | 0.0%        |
| <b>Other Demographics</b>                             |                      |             |             |             |
| Total Number of Veterans Employed                     | Total Number         | 4,233       | 4,025       | 3,987       |
| <b>Tenure and Attrition</b>                           |                      |             |             |             |
| Average Employee Tenure <sup>5</sup>                  | Years                | 4.3         | 4.5         | 4.3         |
| Total New Hires                                       | Number               | 18,361      | 11,808      | 15,020      |
| <b>Employee Turnover</b>                              |                      |             |             |             |
| Voluntary Turnover                                    | % of Total Workforce | 38.2%       | 27.1%       | 38.2%       |
| Involuntary Turnover                                  | % of Total Workforce | 11.4%       | 12.4%       | 13.7%       |
| <b>Training Efforts</b>                               |                      |             |             |             |
| Hours of Training Completed by Employees <sup>6</sup> | Total Hours          | 397,344     | 105,935     | 152,093     |

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

<sup>5</sup> Tenure numbers reflect the increased number of new hires in 2021 after the reduced hiring in 2020 due to the COVID-19 pandemic.

<sup>6</sup> In 2021 we expanded our Department of Labor registered apprenticeship program which has resulted in a substantial increase in driver training hours. Non-driver training hours increased as in person training resumed and the company implemented new training courses to address emerging business needs.



| DATA   | UNITS   | 2021      | 2020      | 2019      |
|--|---|-----------|-----------|-----------|
| <b>Protecting Our Environment</b>  |   |           |           |           |
| <b>Greenhouse Gas Emissions</b>  |   |           |           |           |
| Direct (Scope 1)   | metric tons CO <sub>2</sub> e                       | 1,912,846 | 1,890,776 | 1,881,543 |
| Energy Indirect (Scope 2)  | metric tons CO <sub>2</sub> e                       | 20,665    | 16,748    | 30,021    |
| Other Indirect (Scope 3) <sup>7</sup>                                      | metric tons CO <sub>2</sub> e                       | 1,376,015 | 1,577,235 | 1,511,913 |
| J.B. Hunt-specific Metric Used to Calculate Emissions Intensity (EI) Ratio | Million Company Operated Ton-Miles (Mt.m)           | 16,449    | 16,169    | 16,062    |
| GHG Emissions Intensity Ratio (Scope 1&2) <sup>8</sup>                     | Million metric tons CO <sub>2</sub> e / Mt.m        | 103       | 111       | 112       |
| NOx  | metric tons   | 1,134     | 912       | 827       |
| SOx  | metric tons   | 16.5      | 16.5      | 16.0      |
| Particulate Matter (PM <sub>10</sub> )                                     | metric tons   | 53        | 43        | 40        |
| <b>Intermodal Emissions Savings Highlight</b>                              |   |           |           |           |
| <b>J.B. Hunt Intermodal (JBI)</b>  |   |           |           |           |
| Intermodal Revenue Ton Miles   | Million Revenue Ton-Miles (Mt.m)                    | 39,858    | 41,044    | 39,964    |
| Total Diesel Used  | Million Gallons                                     | 177.6     | 195.4     | 194.1     |
| Percentage Renewable of Gallons Used                                       | % Fuel  | 5.82%     | 8.21%     | 8.75%     |
| Intermodal Revenue Ton Miles per Gallon                                    | RTM/Gallon  | 224       | 210       | 206       |
| GHG Emissions  | Million Metric Tons CO <sub>2</sub> e               | 1.79      | 2.01      | 1.98      |
| <b>Avoided GHG Emissions by Intermodal Use</b>                             |   |           |           |           |
| Avoided Fuel Use   | Million Gallons                                     | 355       | 342       | 327       |
| Avoided Metric Tons CO <sub>2</sub> e                                      | Metric Tons CO <sub>2</sub> e                       | 3,607,363 | 3,473,720 | 3,314,959 |
| <b>Emissions Intensity Comparison</b>                                      |   |           |           |           |
| Intermodal GHG Emissions Intensity Ratio                                   | Metric Tons CO <sub>2</sub> e/Intermodal Mt.m       | 45        | 49        | 50        |
| Company Operated GHG Emissions Intensity Ratio                             | Metric Tons CO <sub>2</sub> e/Company Operated Mt.m | 112       | 118       | 119       |
| <b>Energy Efficiency Initiatives</b>                                       |   |           |           |           |
| Fuel Reduction (Avoided Fuel Use)  | Million Gallons (Mgal) Diesel                       | 358       | 345       | 329       |
|  | Million Megajoules                                  | 51,860    | 50,033    | 47,627    |

<sup>7</sup> Scope 3 emissions are limited and include emissions from employee business travel and commuting and downstream transportation and distribution.

<sup>8</sup>Omits emissions from biogenic sources.



| <b>DATA</b>  | <b>UNITS</b>  | <b>2021</b> | <b>2020</b> | <b>2019</b> |
|--|---|-------------|-------------|-------------|
| Conversion to AMTs                                     | % of Fleet  | 95%         | 78%         | 65%         |
|  | Avoided Fuel Use (Mgal diesel)                            | 2.59        | 2.15        | 1.78        |
|  | Avoided Emissions (metric tons)                           | 26,299      | 21,877      | 18,078      |
| Conversion to Intermodal                               | Avoided Fuel Use (Mgal diesel)                            | 355         | 342         | 327         |
|  | Avoided Emissions <sup>9</sup><br>(million metric tons)   | 3.61        | 3.47        | 3.3         |
| Elimination of Empty Miles (Carrier 360 <sup>®</sup> ) | Avoided Empty Miles<br>(million out-of-route/empty miles) | 1.6         | 4.3         |             |
|  | Avoided Fuel Use (Mgal diesel)                            | 0.20        | 0.60        |             |
|  | Avoided Emissions (metric tons)                           | 2,024       | 6,112       |             |
| DRIVE App  | Avoided Fuel Use (Mgal diesel)                            | 0.20        | 0.15        |             |
|  | Avoided Emissions (metric tons)                           | 2,057       | 1,543       |             |
| <b>Energy Consumption</b>                              |   |             |             |             |
| Ultra Low Sulfur Diesel                                | Million Gallons   | 171         | 171         | 169         |
|  | Million Megajoules  | 24,780      | 24,723      | 24,538      |
| Renewable Diesel                                       | Million Gallons   | 8           |             |             |
|  | Million Megajoules  | 1,159       |             |             |
| Biodiesel  | Million Gallons   | 13          | 15          | 16          |
|  | Million Megajoules  | 1,639       | 1,847       | 1,972       |
| Gasoline   | Million Gallons   | 0.16        | 0.11        | 0.01        |
|  | Million Megajoules  | 20.1        | 14.4        | 0.97        |
| Natural Gas  | Million Cubic Feet  | 142         | 98          |             |
|  | Million Megajoules  | 151         | 104         |             |
|  | % of Total Energy   | 0.5%        | 0.4%        |             |
| Propane  | Million Gallons   | 0.06        |             |             |
|  | Million Megajoules  | 6           |             |             |
| Electricity  | Million KWH   | 52.6        | 38.5        | 38.9        |
|  | Million Megajoules  | 189.3       | 138.7       | 140.0       |

<sup>9</sup>Due to updated emission data that was provided by our railroad providers and their improved efficiencies, we now estimate that 3.61 MM metric tons of CO<sub>2</sub> were avoided versus the 3.49 MM metric tons listed in our annual report.



| <b>DATA</b>  | <b>UNITS</b>                   | <b>2021</b> | <b>2020</b> | <b>2019</b> |
|--|--------------------------------|-------------|-------------|-------------|
| Renewable Energy   | % of total energy              | 10%         | 7%          | 7%          |
|  | Million Megajoules             | 2,798       | 1,847       | 1,972       |
| Total Direct Consumption                                   | Million Megajoules             | 27,946      | 26,816      | 26,651      |
| Energy Intensity Ratio                                     | Joules/Mt.m                    | 539,583     | 523,343     | 539,305     |
| <b>Waste</b>   |                                |             |             |             |
| Total Waste Recycled/Reused                                | Metric tonnes                  | 16,732      |             |             |
| Total Waste Disposed                                       | Metric tonnes                  | 12,871      |             |             |
| Landfilled   | Metric tonnes                  | 12,871      |             |             |
| Incinerated with Energy Recovery                           | Metric tonnes                  | 0           |             |             |
| Incinerated without Energy Recovery                        | Metric tonnes                  | 0           |             |             |
| Waste otherwise Disposed                                   | Metric tonnes                  | 0           |             |             |
| Data Coverage (as % of denominator)                        | % of                           | 100%        |             |             |
| <b>Water</b>   |                                |             |             |             |
| Water Consumption  | Million Gallons                | 109         |             |             |
| <b>Hazardous Materials Transport</b>                       |                                |             |             |             |
| Number of Spills and Releases to the Environment           | Number                         | 7           | 7           | 6           |
| Aggregate Volume of Spills and Releases to the Environment | Cubic meters (m <sup>3</sup> ) | 0.8         | 0.5         | 0.1         |
| <b>Charitable Contributions and Spend</b>                  |                                |             |             |             |
| Cash Contributions   | \$                             | \$6,137,143 | \$6,761,044 | \$1,068,735 |
| Time: Employee Volunteer Hours <sup>10</sup>               | \$                             | \$88,691    |             | \$76,973    |
| In-kind Giving   | \$                             | \$875,670   | \$916,096   | \$76,162    |
| Management Overhead  | \$                             | \$175,852   | \$98,464    | \$77,440    |
| Total Charitable Contributions                             | \$                             | \$7,277,356 | \$7,775,604 | \$1,299,310 |

<sup>10</sup>Employee volunteering was suspended in 2020 due to the COVID-19 pandemic.



# GRI CONTENT INDEX

| DESCRIPTOR   | INDEX REFERENCE | REFERENCE   |
|--|-----------------|---|
| <b>GRI 102: General Disclosures</b>                          |                 |   |
| <b>1. Organizational Profile</b>                             |                 |   |
| Name of organization   | GRI 2016 102-1  | J.B. Hunt Transport Services, Inc. (J.B. Hunt)  |
| Activities, brands, products, and services                   | GRI 2016 102-2  | 2021 Annual Report - pgs. 97-102  |
| Location of headquarters                                     | GRI 2016 102-3  | About this Report   |
| Location of operations                                       | GRI 2016 102-4  | 2021 Annual Report - pgs. 97-102  |
| Ownership and legal form                                     | GRI 2016 102-5  | 2021 Annual Report - pgs. 97-102  |
| Markets served   | GRI 2016 102-6  | 2021 Annual Report - pgs. 97-102  |
| Scale of organization  | GRI 2016 102-7  | Sustainability Performance Data Tables  |
| Information on employees and other workers                   | GRI 2016 102-8  | Sustainability Performance Data Tables  |
| Supply chain   | GRI 2016 102-9  | 2021 Annual Report - pgs. 97-102  |
| Significant changes to the organization and its supply chain | GRI 2016 102-10 | 2020 Sustainability Report, Serving Our Customers   |
| Precautionary principle or approach                          | GRI 2016 102-11 | J.B. Hunt has not formally adopted the precautionary principle; however, we remain committed to implementing cost-efficient measures to reduce environmental impacts as well as the comprehensive risk management and oversight process as outlined on pages 15 and 37 of our 2021 Annual Report. |
| External initiatives   | GRI 2016 102-12 | 2020 Sustainability Report, Strengthening Our Communities   About this Report   |
| Membership of associations                                   | GRI 2016 102-13 | 2020 Sustainability Report, Strengthening Our Communities   |



| DESCRIPTOR  | INDEX REFERENCE | REFERENCE   |
|---|-----------------|---|
| <b>2. Strategy</b>  |                 |   |
| Statement from senior decision-maker  | GRI 2016 102-14 | CEO Message   |
| Key impacts, risks, and opportunities   | GRI 2016 102-15 | 2020 Sustainability Report, Envisioning Sustainability   A Culture of Safety<br><br>Climate Action Plan   2021 Annual Report - pgs. 102-106           |
| <b>3. Ethics and Integrity</b>  |                 |   |
| Values, principles, standards, and norms of behavior                          | GRI 2016 102-16 | 2020 Sustainability Report, Envisioning Sustainability<br><br><u>Code of Ethical and Professional Standards</u> for Directors, Officers and Employees |
| Mechanics for advice and concerns about ethics                                | GRI 2016 102-17 | <u>Code of Ethical and Professional Standards</u> for Directors, Officers and Employees - pgs. 8-9  |
| <b>4. Governance</b>  |                 |   |
| Governance structure  | GRI 2016 102-18 | 2021 Annual Report - pgs. 36-48   |
| Delegating authority  | GRI 2016 102-19 | 2021 Annual Report - pgs. 36-48   |
| Executive-level responsibility for economic, environmental, and social topics | GRI 2016 102-20 | 2021 CDP Response (questions C1.2 and C1.2a)  |
| Consulting stakeholders on economic, environmental, and social topics         | GRI 2016 102-21 | Stakeholder Engagement<br><br>2021 Annual Report - pgs. 36-48   |
| Composition of the highest governance body and its committees                 | GRI 2016 102-22 | 2021 Annual Report - pgs. 24-30, 36-48  |
| Chair of the highest governance body  | GRI 2016 102-23 | 2021 Annual Report - pg. 30   |
| Nominating and selecting the highest governance body                          | GRI 2016 102-24 | <u>Directorship Guidelines and Selection Policy</u> - pgs. 1-4<br><br>2021 Annual Report - pgs. 37-39   |





| DESCRIPTOR   | INDEX REFERENCE | REFERENCE   |
|--|-----------------|---|
| Conflicts of interest  | GRI 2016 102-25 | 2021 Annual Report - pg. 39<br><u>Code of Ethical and Professional Standards for Directors, Officers and Employees</u> - pgs. 2-3<br><u>Corporate Governance Guidelines</u> - pg. 2 |
| Role of highest governance body in setting purpose, values, and strategy | GRI 2016 102-26 | <u>Corporate Governance Guidelines</u> - pgs. 1-6<br>2021 Annual Report pgs. 36-48  |
| Collective knowledge about the highest governance body                   | GRI 2016 102-27 | Sustainability Performance Data Tables<br>2021 Annual Report - pg. 40   |
| Evaluating the highest governance body's performance                     | GRI 2016 102-28 | <u>Corporate Governance Guidelines</u> - pg. 5  |
| Identifying and managing economic, environmental, and social impacts     | GRI 2016 102-29 | 2021 CDP Response (questions C1.1a, C1.1b, C1.2 and C1.2a)  |
| Effectiveness of risk management process                                 | GRI 2016 102-30 | 2021 Annual Report - pg. 37   |
| Review of economic, environmental, and social topics                     | GRI 2016 102-31 | 2021 CDP Response (questions C1.1a, C1.1b, C1.2 and C1.2a)  |
| Highest governance body's role in sustainability reporting               | GRI 2016 102-32 | This sustainability report was presented to, discussed with, and approved by the Company's Executive Leadership Team and is provided to the Board of Directors before publication.  |
| Communicating critical concerns  | GRI 2016 102-33 | J.B. Hunt is a publicly traded company, as such any stakeholder may communicate with the Board by sending communication in writing to the office of the corporate secretary.        |
| Nature and total number of critical concerns                             | GRI 2016 102-34 | If we identify any critical risks to our company, management develops action plans to mitigate the risks to an acceptable level.  |
| Remuneration policies  | GRI 2016 102-35 | 2021 Annual Report - pgs. 31-32, 50-52  |
| Process for determining remuneration                                     | GRI 2016 102-36 | 2021 Annual Report - pg. 45   |



| DESCRIPTOR   | INDEX REFERENCE | REFERENCE   |
|--|-----------------|---|
| Stakeholders' involvement in remuneration                | GRI 2016 102-37 | J.B. Hunt holds stockholder "say-on-pay" votes annually. See our 2021 Annual Report - pgs. 77-78              |
| Annual total compensation ratio                          | GRI 2016 102-38 | 2021 Annual Report - pgs. 32 and 75   |
| Percentage increase in annual total compensation ratio   | GRI 2016 102-39 | 2021 Annual Report - pgs. 32 and 75   |
| <b>5. Stakeholder Engagement</b>                         |                 |   |
| List of stakeholder groups                               | GRI 2016 102-40 | Stakeholder Engagement  |
| Collective bargaining agreements                         | GRI 2016 102-41 | <a href="#">J.B. Hunt Corporate Social Matters Summary</a> - pg. 5  |
| Identifying and selecting stakeholders                   | GRI 2016 102-42 | Stakeholder Engagement  |
| Approach to stakeholder engagement                       | GRI 2016 102-43 | Stakeholder Engagement  |
| Key topics and concerns raised                           | GRI 2016 102-44 | Stakeholder Engagement   2020 Sustainability Report, Supporting our Employees   Strengthening our Communities |
| <b>6. Reporting Practice</b>                             |                 |   |
| Entities included in consolidated financial statements   | GRI 2016 102-45 | About this Report   |
| Defining report content and topic boundaries             | GRI 2016 102-46 | 2020 Sustainability Report, Envisioning Sustainability   About this Report                                    |
| List of material topics                                  | GRI 2016 102-47 | Stakeholder Engagement  |
| Restatements of information                              | GRI 2016 102-48 | Sustainability Performance Data Tables   SASB Index   |
| Changes in reporting                                     | GRI 2016 102-49 | About this Report   Sustainability Performance Data Tables   SASB Index                                       |
| Reporting period   | GRI 2016 102-50 | About this Report   |
| Date of most recent report                               | GRI 2016 102-51 | About this Report   |
| Reporting cycle  | GRI 2016 102-52 | About this Report   |
| Contact point for questions regarding report             | GRI 2016 102-53 | About this Report   |
| Claims of reporting in accordance with the GRI Standards | GRI 2016 102-54 | About this Report   |



| DESCRIPTOR  | INDEX REFERENCE | REFERENCE  |
|---|-----------------|--|
| GRI content index   | GRI 2016 102-55 | GRI Content Index                                      |
| External assurance  | GRI 2016 102-56 | Assurance  |
| <b>GRI 200 Economic</b>   |                 |  |
| <b>GRI 201: Economic Performance</b>  |                 |  |
| Direct economic value generated and distributed   | GRI 2016 201-1  | Sustainability Performance Data Tables                 |
| Financial implications and other risks and opportunities due to climate change                            | GRI 2016 201-2  | <a href="#">Climate Action Plan</a>                    |
| Defined benefit plan obligations and other retirement plans   | GRI 2016 201-3  | 2021 Annual Report - pg. 147                           |
| <b>GRI 205: Anti-corruption</b>   |                 |  |
| Confirmed incidents of corruption and actions taken   | GRI 2016 205-3  | Sustainability Performance Data Tables                 |
| <b>GRI 300 Environmental</b>  |                 |  |
| <b>GRI 302: Energy</b>  |                 |  |
| Energy consumption within the organization  | GRI 2016 302-1  | Sustainability Performance Data Tables                 |
| Energy intensity  | GRI 2016 302-3  | Sustainability Performance Data Tables                 |
| Reduction of energy consumption   | GRI 2016 302-4  | Sustainability Performance Data Tables                 |
| <b>GRI 305: Emissions</b>   |                 |  |
| Direct (Scope 1) GHG Emissions  | GRI 2016 305-1  | Sustainability Performance Data Tables                 |
| Energy indirect (Scope 2) GHG emissions   | GRI 2016 305-2  | Sustainability Performance Data Tables                 |
| GHG emissions intensity   | GRI 2016 305-4  | Sustainability Performance Data Tables                 |
| Emissions from ozone-depleting substances (ODS)   | GRI 2016 305-6  | Not Relevant to J.B. Hunt Business                     |
| Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions | GRI 2016 305-7  | Sustainability Performance Data Tables                 |
| <b>GRI 307: Environmental Compliance</b>  |                 |  |
| Non-compliance with environmental law and regulations   | GRI 2016 307-1  | 2020 Sustainability Report, Protecting Our Environment |



| DESCRIPTOR  | INDEX REFERENCE | REFERENCE   |
|---|-----------------|---|
| <b>GRI 400 Social</b>   |                 |   |
| <b>GRI 401: Employment</b>  |                 |   |
| Diversity of governance bodies and employees  | GRI 2016 401-1  | Sustainability Performance Data Tables  |
| Benefits provided to full-time employees that are not provided to temporary or part-time employees            | GRI 2016 401-2  | 2020 Sustainability Report, Employee Health and Well-being  |
| <b>GRI 403: Occupational Health and Safety</b>  |                 |   |
| Occupational health and safety management system  | GRI 2018 403-1  | <a href="#">J.B. Hunt Corporate Safety Summary</a>  |
| Hazard identification, risk assessment, and incident investigation  | GRI 2018 403-2  | <a href="#">J.B. Hunt Corporate Safety Summary</a>  |
| Occupational health services  | GRI 2018 403-3  | 2020 Sustainability Report, Employee Health and Well-being  |
| Worker participation, consultation, and communication on occupational health and safety                       | GRI 2018 403-4  | 2020 Sustainability Report, A Culture of Safety<br><a href="#">J.B. Hunt Corporate Safety Summary</a> |
| Worker training on occupational health and safety   | GRI 2018 403-5  | 2020 Sustainability Report, A Culture of Safety<br><a href="#">J.B. Hunt Corporate Safety Summary</a> |
| Promotion of worker health  | GRI 2018 403-6  | Employee Health and Well-being<br><a href="#">J.B. Hunt Corporate Safety Summary</a>                  |
| Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | GRI 2018 403-7  | 2020 Sustainability Report, A Culture of Safety<br><a href="#">J.B. Hunt Corporate Safety Summary</a> |
| Work-related injuries   | GRI 2018 403-9  | Sustainability Performance Data Tables  |
| <b>GRI 404: Training and Education</b>  |                 |   |
| Average hours of training per year per employee   | GRI 2016 404-1  | 2020 Sustainability Report, Workforce Training and Education  |
| Programs for upgrading employee skills and transition assistance programs                                     | GRI 2016 404-2  | 2020 Sustainability Report, Workforce Training and Education  |



| DESCRIPTOR   | INDEX REFERENCE | REFERENCE   |
|--|-----------------|---|
| <b>GRI 405: Diversity and Equal Opportunity</b>  |                 |   |
| Diversity of governance bodies and employees   | GRI 2016 405-1  | Sustainability Performance Data Tables  |
| <b>GRI 407: Freedom of Association and Collective Bargaining</b>   |                 |   |
| Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining | GRI 2016 407-1  | 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.<br><br><u>J.B. Hunt, Human Rights Statement</u> |
| <b>GRI 408: Child Labor</b>  |                 |   |
| Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor                        | GRI 2016 408-1  | <u>J.B. Hunt, Human Rights Statement</u>  |
| <b>GRI 409: Forced or Compulsory Labor</b>   |                 |   |
| Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor    | GRI 2016 409-1  | <u>J.B. Hunt, Human Rights Statement</u>  |
| <b>GRI 410: Security Practices</b>   |                 |   |
| Security personnel trained in human rights policies or procedures  | GRI 2016 410-1  | <u>2020 Sustainability Report, Our Commitment to End Human Trafficking</u>  |
| <b>GRI 418: Customer Privacy</b>   |                 |   |
| Substantiated complaints concerning breaches of customer privacy and losses of customer data   | GRI 2016 418-1  | Sustainability Performance Data Tables  |



# SASB INDEX

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

| 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 <sub>2</sub> e  | 1,912,846 metric tons of CO <sub>2</sub> e <sup>1</sup>   |
|                          | 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 2020 Sustainability Report.   |
|                          | TR-RO-110a.3 | (1) Total fuel consumed<br>(2) Percentage natural gas<br>(3) Percentage renewable  | Quantitative            | Gigajoules (GJ),<br>Percentage (%) | (1) 27,945,500 GJ<br>(2) 0.5% natural gas<br>(3) 10% renewable  |
| Air Quality              | TR-RA-120a.1 | Air emissions of the following pollutants:<br>(1) NO <sub>x</sub> (excluding N <sub>2</sub> O)<br>(2) SO <sub>x</sub><br>(3) Particulate matter (PM <sub>10</sub> )    | Quantitative            | Metric tons (t)                    | (1) NO <sub>x</sub> (excluding N <sub>2</sub> O) = 1,134 metric tons<br>(2) SO <sub>x</sub> = 16.5 metric tons<br>(3) PM <sub>10</sub> = 53 metric tons |

<sup>1</sup> Represents CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O gases that are most relevant to diesel burning emissions, our entity's primary source of CO<sub>2</sub>e emissions.



## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

| Topic                                  | SASB Code    | Activity Metric  | Category                | Unit of Measure | Response/Comment   |
|--|--------------|--|-------------------------|-----------------|--|
| Driver Working Conditions <sup>5</sup> | TR-RO-320a.1 | (1) Total recordable incident rate (TRIR) <sup>2</sup> and<br>(2) Fatality rate for:<br>(a) direct employees<br>(b) contract employees | Quantitative            | Rate            | (1) 1.92 per 200,000 workhours<br>(2a) 0.002 per 200,000 workhours<br>(2b) 0 per 200,000 workhours     |
|  | TR-RO-320a.2 | (1) Voluntary and<br>(2) Involuntary turnover rate for all employees   | Quantitative            | Rate            | (1) Voluntary turnover rate <sup>3</sup> = 38.2%<br>(2) Involuntary turnover rate <sup>3</sup> = 11.4% |
|  | TR-RO-320a.3 | Description of approach to managing short-term and long-term driver health risks   | Discussion and Analysis | Description     | See Employee Health and Well-being section of our 2020 Sustainability Report.                          |

<sup>2</sup>J.B. Hunt adopted the BLS hours worked guidelines for calculations of TRIR and LTIR in 2020 and has applied these guidelines to prior years.

<sup>3</sup>Voluntary and involuntary turnover rate provided is for all J.B. Hunt employees and not just driver employees.



## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

| Topic                        | SASB Code    | Activity Metric   | Category     | Unit of Measure                        | Response/Comment  |
|------------------------------|--------------|---|--------------|--|---|
| Accident & Safety Management | TR-RO-540a.1 | Number of road accidents and incidents  | Quantitative | Number                                 | The number of road accidents and incidents: 1,167<br>0.755 DOT accidents per million miles<br>0.232 DOT preventable accidents per million miles   |
|                              | TR-RO-540a.2 | Safety Measurement System BASIC percentiles for:<br>(1) Unsafe Driving,<br>(2) Hours-of-Service Compliance,<br>(3) Driver Fitness,<br>(4) Controlled Substances/ Alcohol,<br>(5) Vehicle Maintenance, and<br>(6) Hazardous Materials Compliance | Quantitative | Percentile                             | (1) Unsafe Driving = 55%<br>(2) Hours-of-Service Compliance = 45%<br>(3) Driver Fitness = 33%<br>(4) Controlled Substances/ Alcohol = 0%<br>(5) Vehicle Maintenance = 73%<br>(6) Hazardous Materials Compliance = 53% |
|                              | TR-RO-540a.3 | (1) Number<br>(2) Aggregate volume of spills and releases to the environment  | Quantitative | Number, Cubic Meters (m <sup>3</sup> ) | (1) Number of spills = 7<br>(2) Aggregate volume of spills = 0.753 cubic meter  |

## ACTIVITY METRICS

| SASB Code   | Activity Metric  | Category     | Unit of Measure | Response/Comment   |
|-------------|--|--------------|-----------------|--|
| TR-RO-000.A | Revenue ton miles (RTM)                                | Quantitative | RTM             | 49,571 million RTMs  |
| TR-RO-000.B | Load factor  | Quantitative | Number          | Load factor = 89.49%                                       |
| TR-RO-000.C | (1) Number of employees<br>(2) Number of truck drivers | Quantitative | Number          | (1) Total employees = 32,973<br>(2) Truck drivers = 21,972 |





# TCFD INDEX

| DESCRIPTOR  | INDEX REFERENCE   |
|---|---|
| <b>1. Governance</b>  |   |
| A. Describe the board’s oversight of climate-related risks and opportunities.   | See the Creating Positive Climate Opportunities section of our 2020 Sustainability Report, our CDP Response (question C2.2), and J.B. Hunt Nominating and Corporate Governance Committee Charter. |
| B. Describe management’s role in assessing and managing climate-related risks and opportunities.  | 2020 Sustainability Report, our CDP Response (question C2.2), and J.B. Hunt Nominating and Corporate Governance Committee Charter.  |
| <b>2. Strategy</b>  |   |
| A. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.                               | See our <a href="#">Climate Action Plan</a> and our CDP Response (questions C2.1a,C2.3, C2.3a, C2.4, and C2.4a).  |
| B. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.                        | See our <a href="#">Climate Action Plan</a> and our CDP Response (questions C2.1a,C2.3, C2.3a, C2.4, and C2.4a).  |
| C. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario. | See our <a href="#">Climate Action Plan</a> .   |
| <b>3. Risk Management</b>   |   |
| A. Describe the organization’s processes for identifying and assessing climate-related risks.   | See our <a href="#">Climate Action Plan</a> and our CDP Response (questions C2.1, C2.2, and C2.2a).   |
| B. Describe the organization’s processes for managing climate-related risks.  | See our <a href="#">Climate Action Plan</a> and our CDP Response (questions C2.1 and C2.2).   |
| C. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.     | See our CDP Response (questions C2.1 and C2.2).   |



| DESCRIPTOR  | INDEX REFERENCE  |
|---|--|
| <b>4. Metrics and Targets</b>   |  |
| 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 our Climate Action Plan, our CDP Response (questions C4.1, C4.1b, C4.2, C4.2b, and C9.1), and the Protecting our Environment section in our 2021 Sustainability Data Supplement. |
| B. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.  | See the Sustainability Performance Data Tables in our 2021 Sustainability Data Supplement and our CDP Response (questions 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 Protecting our Environment section of our 2021 Sustainability Data Supplement and our CDP Response (questions C4.1, C4.1a, C4.1b, C4.2, and C4.2b).                          |



# OUR REPORTING

## About this Report

In recent years, J.B. Hunt has improved our efforts to transparently disclose and report our environmental, social and governance (ESG) performance to our stakeholders in our annual proxy statement and on our [website](#). This document is the 2021 Sustainability Data Supplement that supplements our 2020 Sustainability Report and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option, 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 2019 to 2021 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), Dow Jones Sustainability Index (DJSI), Institutional Shareholder Services (ISS) Annual Policy Survey, EcoVadis, Corporate Equality Index, and Sustainalytics.

## Climate Scenario Analysis

In alignment with our climate risk process, J.B. Hunt recently performed a physical climate change scenario analysis to investigate exposures and to address our resilience to climate-related risk. Annually, J.B. Hunt details our climate-related risk and opportunities in our CDP disclosure. The physical risk scenario analysis focused on our vital assets in short-, medium-, and long-term scenarios including a baseline of 2020 out to 2100 at 5-year intervals and a historical baseline view (average of 1986-2005). The analysis was conducted for Representative Concentration Pathways (RCPs) 2.6, 4.5, and 8.5 along eight different climate perils using Jupiter Intelligence ClimateScore Global program.

## Assurance

Scope 1, 2, and partial Scope 3 carbon data was audited by an independent third party, Ruby Canyon Environmental, in accordance with ISO 14064-3:2006 with a limited level of assurance.

J.B. Hunt Transport Services, Inc.  
Corporate Headquarters  
c/o Sustainability Report  
615 J.B. Hunt Corporate Drive  
Lowell, Arkansas 72745  
[sustainability@jbhunt.com](mailto:sustainability@jbhunt.com)  
<https://www.jbhunt.com/>

