



DRIVEN FOR YOU™



Safety Summary

J.B. Hunt Transport Services, Inc.



Driver and Employee Onboarding

Our safety culture begins during the pre-hire process. All non-driver employees, company drivers and contractors operating under J.B. Hunt's motor carrier authority are required to complete a hair follicle drug test where allowed by federal, state and local laws. In addition, company drivers and contractors operating under our motor carrier authority are required to submit to urinalysis drug screening in accordance with 49 CFR Part 382, Controlled Substances and Alcohol Use and Testing.

In 2024, we denied 728 driver applicants due to failed pre-employment hair tests for drugs such as cocaine, marijuana, amphetamine/methamphetamine, opiates/opioids and others. By comparison, only 31 of the 728 showed positive urine tests. Due to the hair test's much greater accuracy, we are advocating that FMCSA utilize hair testing for certain types of regulated tests.

In 2018, we launched our Direct-To-Work (DTW) orientation program, which allows drivers to complete orientation online. DTW lets drivers avoid traveling to an orientation location, long days in a classroom and hotel room sharing. In 2024, 100% of new drivers completed orientation online. Job-specific training is provided when new drivers report to work.

Non-driver employees complete onboarding by watching a welcome video from their executive vice president and taking part in instructor-led content. New employees are introduced to and immersed in our company culture during onboarding, including being asked to read and acknowledge our Code of Ethical and Professional Standards.

Driver and Employee Training

All J.B. Hunt employees participate in regular, job-specific health and safety training programs. This furthers our goal of improving our Occupational Health and Safety (OHS) performance and regulatory compliance as a company, and it creates career advancement opportunities for employees.

Our drivers and maintenance shop employees receive a high degree of specialized training on equipment usage, defensive driving techniques, food safety, animal welfare, regulatory compliance, safe work practices and other topics.

The cornerstone of our driver training program is the Smith System®. Smith System training takes place at regular intervals by in-house instructors who are certified to provide defensive driving training. Practical driving skills are observed through on-road exercises, and drivers can access additional training courses via J.B. Hunt's proprietary online training library.

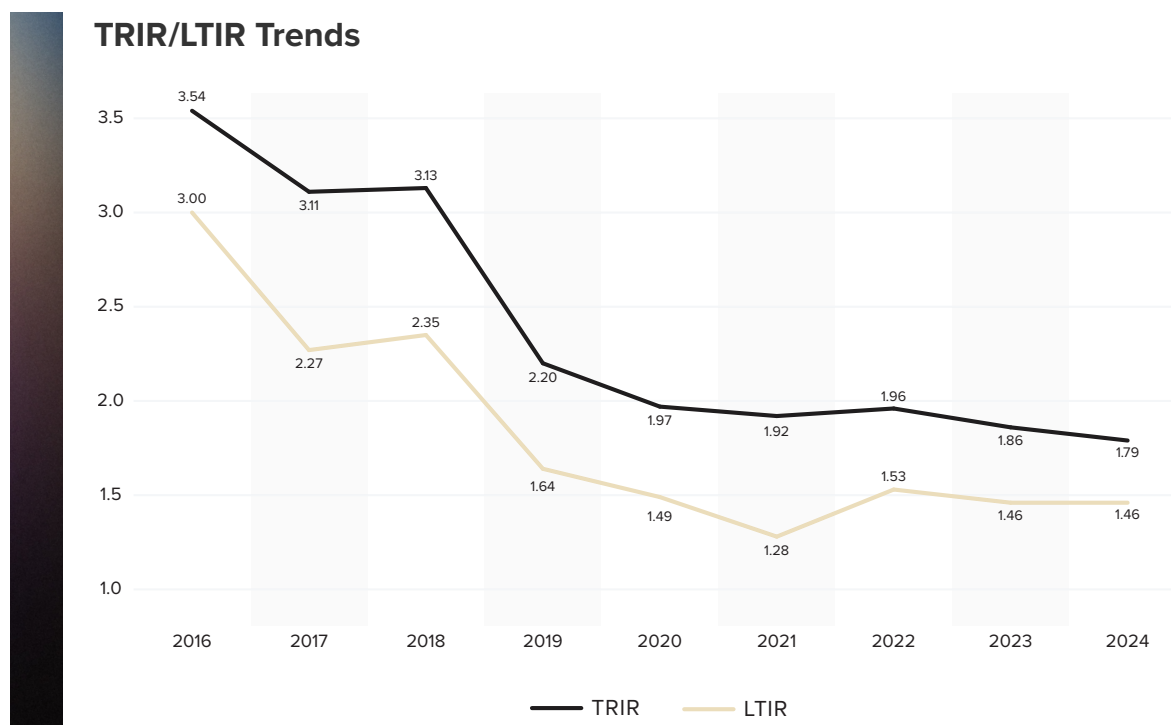
All company drivers are required to complete food safety training as required by the Food Safety Modernization Act (FSMA) – not just those who regularly haul food products. This training helps ensure that food products are safely delivered according to product specifications, while meeting the needs of the customer. J.B. Hunt's approach to animal welfare includes training all employees involved in the live haul process annually on animal welfare and biosecurity.

During 2024, J.B. Hunt drivers completed more than 404,366 hours of safety training.

Compliance, Performance and Reporting

J.B. Hunt monitors its compliance and safety performance against all applicable federal regulations. As part of an annual review process, drivers' motor vehicle records and job safety performance records are evaluated to ensure they meet our strict standards. If an employee falls below acceptable performance thresholds, additional training may be required. A third-party employer notification system proactively alerts J.B. Hunt to license suspensions, collisions, moving violations and other potential legal or criminal issues.

All of J.B. Hunt's scores under the FMCSA's Compliance Safety & Accountability (CSA) Program for Behavior Analysis Safety Improvement Categories (BASIC) are below the agency's intervention thresholds. J.B. Hunt's total reportable incident rates declined from the prior year. J.B. Hunt's Total Reportable Injury Rate (TRIR) and Loss Time Injury Rates (LTIR) continued to decline in 2024.



All serious work-related injuries that result in overnight hospitalization or death are reported to OSHA and full investigation details are sent to appropriate authorities. Any on-road collision or incident that qualifies as a DOT-reportable collision is reported as such.

In accordance with the FSMA, we also maintain certifications related to the transport of food products, including:

- Certified Cold Carrier through the Global Cold Chain Alliance
- Poultry Handling and Transportation (PHT) certification from U.S. Poultry & Egg Association
- Transport Quality Assurance (TQA) certification from Pork Checkoff

Workplace safety audits occur on a monthly basis to review OSHA and J.B. Hunt OHS standards at our facilities or when a new process or procedure is administered. During these audits, we complete a review of both the Injury and Illness Prevention Policy and the J.B. Hunt Code of Safe Work Practices. Operational safety audits and food safety audits are conducted on an annual basis to promote compliance with present safety programs.

Collision Prevention and Workplace Safety

We have established targets related to collisions and injuries in the workplace to help us measure our progress and provide quarterly reports to executive management. These targets have led to the implementation of multiple strategies to strengthen our safety culture like:

- Early adoption of in-cab technology to support hours of service compliance and electronic log mandates to reduce the potential for driver fatigue
- Installation of advanced safety technologies to prevent collisions and/or reduce the risk of injury or death due to collisions, including advanced driver safety assist systems, forward collision warning systems, roll stability controls or electronic stability programs and under-ride guard systems.
 - In 2020, we began ordering tractors with blind spot detection warning systems to aid drivers in detecting vehicles along the passenger side.
 - By the end of 2024, we had purchased 13,991 tractors with this new technology.
- Deployment of inward-facing and outward-facing cameras that record critical collision information including warnings and alerts
- Preventative maintenance programs designed to extend the service life of equipment and enhance the safe operation of fleet vehicles
- Company-owned trucks governed at speeds of 62 mph and 65 mph when adaptive cruise control is activated
- Conversion of over-the-road shipments to intermodal, which resulted in 39 fewer truck-involved fatalities on our nation's highways during 2024 (using industry average fatality rate per 100 million miles)

J.B. Hunt's approach to managing fatigue risk is focused on enhancing driver safety and well-being. This includes the use of electronic logs to monitor compliance with hours-of-service regulations and inward-facing cameras to monitor driver behavior and provide real-time feedback to company personnel. During onboarding, company drivers complete a work readiness worksheet to assess their fitness for duty. Additionally, company drivers have the option to participate in iSLEEP, a sleep apnea program that helps diagnose and manage sleep apnea for better rest and overall health, at no cost.

J.B. Hunt has a responsibility to provide a safe workplace for all employees and to promote public safety. J.B. Hunt does not tolerate any violations of federal, state or local laws, rules or ordinances pertaining to the use of controlled substances or misuse of alcohol.

The company conducts random, unannounced drug and alcohol testing for all safety sensitive employees and contractors on a systematic basis at regular intervals throughout the calendar year. We added fentanyl to our testing panel in November 2022. Random selections are made by a contracted third party using a scientifically valid random selection method. The number of drug and alcohol tests we conduct is adjusted periodically to exceed the required testing rates announced by the Federal Motor Carrier Safety Administration. As another layer of controlled substance deterrence, J.B. Hunt conducts random, unannounced hair-follicle drug tests. Since the inception of our industry leading, non-DOT testing program, we have tested over 328,000 company drivers and contractors operating under our authority on a pre-employment and random basis.

Emergency Preparedness Procedures

Emergency preparedness is central to our safety culture. In addition to developing emergency action plans, we regularly conduct and record emergency response drills providing employees with fire, tornado, earthquake, hurricane, chemical spill and workplace violence preparedness plans. We have also recently instituted a security emergency notification system, opening more channels of emergency communication throughout all levels of the organization.

As a trusted industry leader that frequently assists communities during times of disaster, J.B. Hunt is among a select group of motor carriers authorized to operate on AT&T's FirstNet communication platform. FirstNet provides an exclusive platform for public safety, emergency personnel, and their primary supporters during natural disasters and emergencies. With FirstNet, J.B. Hunt will have access to reliable connectivity, helping to ensure essential supplies are delivered to those in need.

Hazard Identification and Risk Assessment

J.B. Hunt operations and safety personnel are trained to identify hazards in the workplace and use data to identify areas where the organization can reduce risk, boost resilience and continually improve its overall safety performance and regulatory compliance. They observe the safety performance of those behind the wheel, as well as those who occupy non-driving positions, to reinforce positive behavior and coaching opportunities when appropriate.

Job safety analyses are provided for non-driving tasks to outline potential hazards and identify keys to success.



Million Mile Safe Driving Awards and Recognition

Starting in 1996, J.B. Hunt's Million Mile Safe Driving and Recognition Awards Program has recognized and rewarded our drivers who dedicate themselves to collision-free driving.

Since its inception, the program has awarded almost \$41.7 million to over 5,200 drivers, including three 5-Million-Mile drivers who had more than 107 safe driving years combined. In 2024, 328 drivers earned \$1.6 million in safe driving award bonuses along with additional

personalized gifts, including a million-mile ring and a commemorative crystal truck. Drivers who have achieved two million or more miles of safe driving are invited to our corporate headquarters each year for our Million Mile Celebration culminating with the Million Mile Walk of Fame attended by all employees and executives. These drivers' names are also added to our Million Mile Wall, making them part of the legacy the company has built as an industry leader in safety.