



SAFETY SUMMARY



Creating safe and secure workplaces, whether in the cab of a truck, an office setting or working from home, is a core value and fundamental to the safety culture in place at J.B. Hunt. From initial employee onboarding to long-term performance, measurement and reporting take place continually to ensure compliance and continuous improvement.

DRIVER AND EMPLOYEE ONBOARDING

A focus on safety begins at the outset of every employee's career journey with J.B. Hunt. In 2006, we implemented an industry-leading non-DOT hair testing program, applicable to all job candidates, as a more effective method for detecting illegal substances. For driver candidates, we go above and beyond the industry norms for background verification by ordering a Pre-Employment Screening Program for every driver candidate.

In 2020, we denied 892 driver applicants due to failed pre-employment hair tests for drugs such as cocaine, marijuana, amphetamine/methamphetamine, opiates/opioids, and others. By comparison, only 84 of the 892 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 2020, 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 improves our performance and compliance as a company and 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, quarterly intervals by in-house instructors who are certified to provide defensive driving training. Practical driving skills are observed through check rides at varying intervals, and drivers can also access additional training courses via J.B. Hunt's proprietary online training library during their down time.

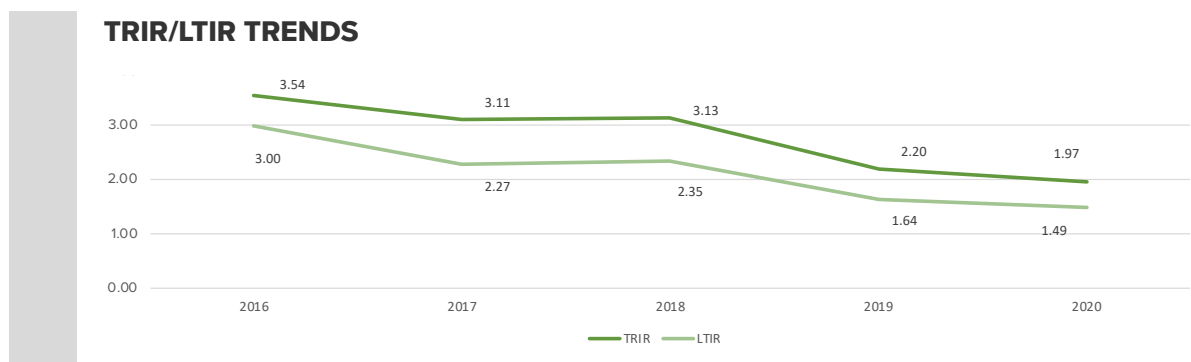
All company drivers are required to complete food safety training as required by the Food Safety Modernization Act (FSMA) – not just those who regularly haul food products. This training helps ensure that food products are safely delivered according to product specifications, while meeting the needs 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 2020, J.B. Hunt drivers completed more than 182,000 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, accidents, 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 had no work-related fatalities among its employees or contractors in 2020. J.B. Hunt's Total Reportable Injury Rate (TRIR) and Loss Time Injury Rates (LTIR) continued to decline in 2020.¹



1. 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.

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 accident or incident that qualifies as a DOT 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 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 ensure compliance with present safety programs.

ACCIDENT PREVENTION AND WORKPLACE SAFETY

J.B. Hunt works to proactively prevent accidents in the workplace by utilizing technologies, tools and practices that support employees safely performing their job responsibilities.

- Early adoption of in-cab technology to support hours of service compliance and electronic log mandates to prevent driver fatigue
- Installation of advanced safety technologies to prevent accidents and/or reduce the risk of injury or death due to accidents, 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 the year, we had already purchased 237 tractors with this new technology.
- Deployment of in-cab, forward-facing cameras that record critical accident 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 resulted in 60 fewer truck-involved fatalities on our nation's highways during 2019 (using industry average fatality rate per 100 million miles)

EMERGENCY PREPAREDNESS PROCEDURES

J.B. Hunt looks out for its employees, and emergency preparedness is central to that duty. 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.

COVID-19 Response

In March 2020, J.B. Hunt engaged its Business Continuity and Disaster Recovery (BCDR) team to help guide the company's response to the COVID-19 pandemic. Face coverings and social distancing policies were developed and implemented immediately, and contract tracing and notification protocols were put in place. To reduce the spread of viruses, bacteria, and allergens within the office, J.B. Hunt made investments to its headquarter buildings including adding ultraviolet lighting to its HVAC systems, converting bathroom and kitchen fixtures to touchless, adding foot pulls to bathroom doors, and installation of stackers to raise cubicle height.

J.B. Hunt moved quickly to provide hand sanitizer and face coverings to employees across the country and implemented an emergency COVID-19 PTO policy to care for employees who were unable to work due to the pandemic. Once the vaccine was made available, J.B. Hunt introduced eight hours of available emergency COVID-19 vaccination PTO to employees to cover any time off required to receive the vaccine(s). J.B. Hunt is working to make the COVID-19 vaccine available to all employees and hosted multiple onsite vaccine clinics across the country at J.B. Hunt locations. Regular communication to employees has been provided to help them stay educated and informed.



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 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 accident-free driving.

Since its inception, the program has awarded almost \$31 million to over 3,900 drivers. In 2020, 242 drivers earned \$1.7 million in safe driving award bonuses and we recognized our first-ever five-million-mile safe driver. 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.

