

LOBBYING AND POLITICAL CONTRIBUTIONS POLICY



Effective Date: January 1, 2021

I. Objective

J.B. Hunt Transport Services, Inc. and its subsidiaries (collectively, the “Company”) support sound corporate citizenship initiatives and encourage the advancement of public policy that is consistent with our overall corporate mission.

This policy outlines the requirements specific to lobbying, political contributions, and other civic activities by the Company and our employees. In addition to this policy, the Company and its employees must comply with our Code of Ethical and Professional Standards and applicable federal, state, and local laws.

II. Applicability

This policy applies to all employees of the Company.

III. Policy

A. Employee Political and Civil Activity

1. The Company will not impede its employees from being active in the political and democratic process or other civic and community activities.
2. Company employees have the right to engage in the political process by making personal contributions using personal funds or by volunteering their personal time to the candidates or organizations they choose, without the involvement of the Company or use of the Company’s name in that process.
3. Employees are not eligible for reimbursement by the Company directly or through compensation increases for personal political contributions or expenses.
4. Employees are expressly prohibited from using their position with the Company to solicit or coerce political contributions from others to support a political candidate, political party, or political action committee.

B. Corporate Political Contributions

1. Consistent with applicable law, the Company does not make political contributions or provide anything of value to federal political candidates, parties, committees, or other organizations, but may consider corporate political contributions at the state and local level where permitted by applicable law and this Policy.
2. This Policy requires transparency and accountability in the Company’s corporate electoral spending through properly established approvals and reporting. For purposes of this Policy,

“Political Expenditures” means all monetary and non-monetary contributions and expenditures (direct or indirect) made with Company funds or assets to (a) participate or intervene in any campaign on behalf of (or in opposition to) any candidate for public office, or (b) influence the general public, or any segment thereof, with respect to an election or referendum. Political Expenditures include any activity considered intervention in a political campaign under the Internal Revenue Code, such as direct and indirect contributions to political candidates, parties, or organizations, and independent corporate expenditures or electioneering communications on behalf of federal, state, or local candidates.

C. Oversight and Disclosure

1. Other than trade association dues, all Political Expenditures and lobbying expenses must be approved in advance and in writing by both the Company’s General Counsel and Chief Executive Officer. If you are unsure whether a proposed expense would be a Political Expenditure or lobbying expense, you should err on the side of seeking such prior approval or consult the Company’s General Counsel for determination.
2. The Company will make available on its website a report, updated semiannually, listing the Company’s Political Expenditures and direct lobbying expenses made during the most recent semiannual period or such additional period as the Company may determine, together with all dues in excess of \$5,000 paid during such period to trade associations and other tax-exempt organizations who participate in lobbying or political activities.
3. The Nominating and Corporate Governance Committee of the Board of Directors will annually review a listing of the Company’s Political Expenditures and lobbying expenses made during the prior calendar year.

IV. Contact Information

Questions about this policy should be directed to the HR Solution Center at (800) 777-4968 or extension 72500.

V. Related Policies

It is the employee’s responsibility to be familiar with all Company policies and procedures. Some of the policies that could be related to this policy are:

Code of Ethical and Professional Standards
Political Voting Time Off and Pay
Non-Solicitation and Distribution Policy
Anti-Bribery & Anti-Corruption Policy
Conflict of Interest and Moonlighting