



DRIVING PROGRESS WITH PURPOSE

2024 Impact Report



Hunter®

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GREG R. HUNTER
Chief Executive Officer

WELCOME *To Our 2024 Impact Report*

As we reflect on the past year, we acknowledge the dynamic and ever-changing nature of the sustainability regulatory environment. Recent developments, such as the European Union's Corporate Sustainability Reporting Directive (CSRD), have heightened the emphasis on transparent and comprehensive sustainability reporting. In the United States, state-level actions have accelerated to support environmental preservation, reflecting a broader commitment to sustainability.

In alignment with these global trends, we reached a significant milestone by completing our first comprehensive Life Cycle Assessment (LCA) and publishing an Environmental Product Declaration (EPD) for our Hunter Industries rotor product line. This accomplishment underscores our dedication to environmental transparency and responsible manufacturing. The process involved meticulous data collection and analysis, showing how seriously we take our role in sustainability.

As the path to sustainability continues to evolve, our focus on innovation and environmental responsibility will continue to guide us as we deliver products that not only meet our customers' needs but also make a positive impact on the planet.



WARREN GOROWITZ

*Sustainability and Social
Impact Director*

THANK YOU ***For Reading This Year's Report***

2024 marked a milestone year for our Community Impact Grants, which surpassed \$1 million in total contributions. Along with these grants, our hands-on work in the community remained an important part of our corporate value of Social Responsibility. We're proud of our employees who volunteered their time outside of work — whether packing food at a company-organized event or teaming up with their families to support a local animal shelter.

Our Community Impact Grants Committee was busy refining our granting process by developing a new rubric for reviewing applications and focusing on initiatives that allowed us to measure the impact of our donations.

We also partnered with KidsGardening to introduce the Waterwise Garden Program, our first large-scale impact project supporting public and charter schools that teach students about water conservation, water stewardship, and responsible water management through gardening. This past year, we awarded five elementary schools in San Diego County with the Waterwise Garden Grant, providing crucial funding and irrigation supply kits to help them put sustainability first. To build on this momentum, we plan to expand the program over the next two years to support over 50 schools nationwide.

Thank you for reviewing this year's report. We've recently expanded our website content and will continue to provide updates throughout the year. Be sure to visit often to stay current on new information. As always, feel free to [contact me](#) directly with any comments, suggestions, or questions about our sustainability and social impact programs.

OUR Highlights



GLOBALLY LAUNCHED Hunter 360
Software to support smart city resource
management with comprehensive irrigation
control and automated water savings

Established Lumascape's
COMMITMENT TO SUSTAINABILITY
by publishing a document
outlining its focus on product
circularity, biodiversity, and DarkSky™
Approved luminaires



Generated over **1.2 MILLION
KWH OF SOLAR ENERGY** at our
Hunter San Marcos, California,
headquarters, effectively doubling
our renewable energy production



PARTNERED WITH KIDSGARDENING
to develop the Waterwise Garden Grant,
helping schools educate students about
water conservation, water stewardship,
and responsible water management
through the Waterwise Garden Program

Supported 80 nonprofit
organizations with more than
\$1 MILLION in Community
Impact Grants

**CELEBRATED THE 2,000th
IDEA SUBMITTED** by employees
and customers on our Built on
Innovation Platform, fueling our
drive to innovate, improving
our products and services,
and elevating the customer
experience over the years



**RECEIVED THE BEST PRACTICE
IN WELL-BEING AWARD** from
the Human Resources Association
in Tijuana, Mexico, for our
Environmental, Health, and Safety
Well-Being Program

OUR *Approach*

At Hunter Industries, we help our customers, employees, and communities thrive through innovations that promote sustainability and programs that make a positive impact on people's lives.

By incorporating the principles of sustainability into our product design and manufacturing processes, we not only uncover new ways to make our own operations more efficient, less wasteful, and better for the environment but also unlock opportunities to help our customers save water and energy, meet increasing environmental standards, and successfully grow their businesses.

By applying a social impact mindset to how we work together, we form a collective force for good: encouraging our teammates to grow professionally and personally while celebrating their achievements along the way; working with our business partners to extend our positive impact beyond our own operations; and joining forces with community organizations to make the places where we live and work happier, healthier, and more prosperous.

As our business grows, so does our commitment. Sustainability and social impact are drivers of innovation and core to our success as a company.



OUR *Material Issues*

We engage our customers, employees, and senior leadership to understand the topics that are important to them and identify the greatest opportunities for impact. These topics guide the development of our goals and strategies as well as the content of this report.



We completed our most recent materiality assessment in 2023. Our current material topics, in order of importance, are as follows:

- Air and greenhouse gas emissions
- Energy use and clean energy sourcing
- Water use
- Product safety
- Climate resilience
- Community development
- Recycled materials in products
- Procurement practices
- Hunter economic performance
- Customer satisfaction
- Waste to landfill
- Supplier assessments for environmental issues
- Employee development
- Employee health and safety
- Compensation policies
- Diversity, equity, and inclusion
- Biodiversity
- Cybersecurity/data privacy

OUR Goals



HERE'S HOW WE DEFINE PROGRESS

Achieved: Met goal

On track: Expected to meet the goal on time

Making progress: Progressing more slowly than expected



Employee Satisfaction*

GOAL

Achieve 90% overall employee satisfaction

2024 PERFORMANCE **ON TRACK**

We received an employee satisfaction rate of 85%.



Employee Health and Safety*

GOAL

Maintain an Experience Modification Rate (EMR) in the United States and Instituto Mexicano del Seguro Social (IMSS) risk index in Mexico below 1.0

2024 PERFORMANCE **ACHIEVED**

We achieved an EMR rate of 0.59 and an IMSS rate of 0.97.

**Goal updated in 2024 to improve clarity, measurability, and alignment with current performance indicators. See Our Methodology section for more details.*



Community Impact Grants

GOAL

Donate \$2.5 million annually by 2030

2024 PERFORMANCE **ON TRACK**

We increased the total amount of our Community Impact Grants to \$1,001,526.



Water Use

GOAL

Achieve a 30% reduction in water use against the 2019 baseline by 2030

2024 PERFORMANCE **MAKING PROGRESS**

Our total water use increased by 39% compared to the previous year, driven by higher manufacturing output and several significant leaks that were identified and addressed after they had already caused substantial impact.



Waste Management

GOAL

Achieve zero net waste to landfill by 2030

2024 PERFORMANCE **ON TRACK**

We recorded a 78% waste diversion rate and partnered with a new waste hauler to boost scrap recycling at our Clermont, Florida, facility and reduce the total waste at our San Marcos, California, location, bringing us closer to our goal.



Product Responsibility

GOAL

Complete a Life Cycle Assessment (LCA) for one of our best-selling product lines by 2024

2024 PERFORMANCE **ACHIEVED**

We completed our first LCA and Environmental Product Declaration (EPD) for our rotor product family.



Climate Impacts and GHG Emissions

GOAL

Reduce Scope 1 and Scope 2 emissions by 50% from the 2019 baseline by 2030

2024 PERFORMANCE **MAKING PROGRESS**

Our total emissions increased by 11% compared to 2023, driven primarily by higher energy from increased manufacturing production. However, we made meaningful progress in expanding our on-site solar and cogeneration energy production, helping reduce reliance on grid-supplied power while moving toward lower carbon energy sources.

GOAL

Measure Scope 3 emissions by 2025

2024 PERFORMANCE **ON TRACK**

We're currently working to define our Scope 3 categories and gather associated data.



OUR *Customers*

Areas of Focus

Our innovations help customers save water, conserve energy, and unlock opportunities for more sustainable and successful businesses. By simplifying our packaging, using eco-friendly materials, and making our products easier to recycle, we empower our customers to put the planet first, effectively extending our impact well beyond our own operations.

In 2024:

- Our MP Rotator® MP-820 Nozzle was named a 2024 Irrigation Show New Product Contest winner in the Landscape Irrigation category, while our Runa™ RP-32 Path Light was named a winner in the Landscape Lighting category. Products were evaluated based on innovation, design quality, increased water/resource-use efficiency, ease of use, and product life expectancy.
- We co-authored the article [“Decarbonizing Specifications: A Guide for Landscape Architects, Specifiers, and Industry Partners”](#) for the American Society of Landscape Architects (ASLA). As one of ASLA’s most-downloaded documents of 2024, this guide helps landscape architects incorporate carbon mitigation into their written specifications.
- Lumascape received the 2024 Illuminating Engineering Society (IES) Progress Report Seal for the Kololux K6 and K8 Projectors, recognized as a significant advancement to the art and science of lighting.
- Lumascape developed our initial Type II Environmental Product Declarations for the Kololux and Centria Luminaires, using the TM66 Rating for Circular Economy Assessment. These declarations provide transparent data to help customers make informed, eco-conscious choices while meeting environmental standards and supporting circular economy principles.
- We conducted our first TM65 embodied carbon assessment on the Kololux K8 Projector, giving customers a clearer picture of its carbon footprint to help them make product decisions with sustainability in mind.
- We completed our first Life Cycle Assessment and published the Environmental Product Declaration (EPD) on our rotor product line. By providing clear, reliable information about our products’ environmental impact, we empower customers to make more sustainable choices while identifying new ways to make our products even more eco-friendly.





OUR Communities

Areas of Focus

At Hunter Industries, community is at the heart of everything

we do. With every volunteer hour, donation, nonprofit partnership, and giving program, we're working to support the causes that matter most and build a brighter future for the communities we call home.

In 2024:

- We partnered with KidsGardening to develop the Waterwise Garden Grant, helping schools educate students about water conservation, water stewardship, and responsible water management through the Waterwise Garden Program.
- We funded a Binational Resilience Initiative through the San Diego Foundation to empower two youth-led organizations — one in Tijuana, Mexico, and one in San Diego, California — that champion marine conservation and local coastal resilience.
- We donated irrigation products to Tijuana's Parque Morelos and Parque Natura, helping to foster thriving green spaces that provide recreational opportunities and a sense of community for local residents.
- We partnered with Forever Balboa Park, a nonprofit in San Diego, to support efforts to revitalize the Kate O. Sessions Cactus Garden. As home to some of the largest cacti and succulent specimens in the park, this historic garden features the first bilingual garden history signage.





OUR People

Areas of Focus

We put our employees first, offering a rewarding work environment that encourages personal and professional growth.

By cultivating a welcoming culture that embraces collaboration, creativity, and mutual respect, we can ensure everyone at Hunter feels valued, supported, and empowered to make an impact.

In 2024:

- Through our partnership with the Hospital Infantil de las Californias, we provided medical care to 42 children of our Hunter Tijuana, Mexico, employees.
- A cohort of 28 employees successfully completed our Emerging Leaders Program, gaining valuable skills in self-awareness, communication, and leadership influence. This program empowers participants to expand their networks, enhance their impact, and position themselves for future growth opportunities, including potential promotions.
- Hunter Tijuana employees reinforced a company-wide commitment to the deaf population by completing an additional 300 hours of sign language training.
- We established Rejuvenation Stations throughout our Hunter San Marcos campus to promote stretching, massage, and movement during break times.
- We implemented a comprehensive well-being program and hosted an employee mental health week featuring awareness sessions to highlight the importance of physical and emotional well-being. Employees earned points for participating in wellness activities and events, which they could redeem for exclusive rewards at the end of the year.
- We opened a Lactation and Physical Recovery Room on our Hunter Tijuana campus, providing employees with a pleasant and secure space to breastfeed.





OUR *Business*

Areas of Focus

As our business grows, so does our commitment to making a positive impact. By adopting practices that benefit both the environment and our people, we ensure our growth drives meaningful change for employees, customers, and communities worldwide.

In 2024:

- We achieved the highest energy savings in our Strategic Energy Management (SEM) cohort, which is sponsored by San Diego Gas & Electric.
- We generated over 1.2 million kWh of solar energy on our Hunter San Marcos campus, effectively doubling our renewable energy production.
- We invested in industry-leading fall protection technology to safeguard our warehouse workers in San Marcos. This crucial measure requires all employees and vendors who service our conveyor belts to use fall protection equipment to ensure safety and prevent accidents while working at elevated heights.
- We partnered with a new waste recycling vendor at our Hunter Clermont, Florida, facility to improve our diversion rate by 16% since 2023.
- We migrated our environmental data management to Salesforce Net Zero Cloud, allowing us to track global environmental data and calculate greenhouse gas emissions with greater accuracy and reliability.
- We tripled on-site cogeneration energy production at our San Marcos facility, using natural gas instead of electricity while capturing and repurposing waste heat. By reducing reliance on traditional, grid-supplied power, we significantly reduced our greenhouse gas emissions.



ABOUT *Hunter Industries*

Hunter Industries is a leading global manufacturer of products for landscape irrigation and lighting, dispensing technologies, and custom manufacturing. Founded in 1981 and headquartered in San Marcos, California, the family-owned company offers thousands of products, including a full range of water- and energy-efficient solutions for residential, commercial, municipal, agricultural, and golf course applications.

● Locations

- Hawthorn, Australia
- Queensland, Australia
- Jaguariúna, Brazil
- Beijing, China
- Jiangsu, China
- Amman, Jordan
- Tijuana, Mexico
- Barcelona, Spain
- Dubai, United Arab Emirates
- Clermont, Florida, U.S.
- Grand Island, Nebraska, U.S.
- Lubbock, Texas, U.S.
- San Marcos, California, U.S.

3,500+
EMPLOYEES
&
13 GLOBAL
LOCATIONS

7
business units with
customers on
6
continents

ABOUT *This Report*

This is the 12th year that we've reported on our sustainability and social impact programs, progress, and performance. The information in this report describes our policies, programs, and goals and includes performance data for the 2024 calendar year for all business units unless stated otherwise. All dollar amounts are in U.S. dollars unless otherwise noted. Information in this report represents the best information available as of the publication date.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. For more information, please see the Reporting Index and visit our sustainability and social impact website for updates throughout the year.

For questions or feedback, please email sustainability@hunter.global.

MEMBERSHIP *Associations*

We participate in and hold leadership positions with local and national trade groups and associations to advocate for our customers, collaborate on the development of standards and codes, and elevate and enhance our industry as a whole.

- Alliance for Water Efficiency
- American Sports Builders Association
- American Society of Agricultural and Biological Engineers
- American Society of Golf Course Architects
- American Society of Irrigation Consultants
- American Society of Landscape Architects
- Association of Outdoor Lighting Professionals
- Association of Professional Landscape Designers
- European Institute of Golf Course Architects
- European Irrigation Association
- Golf Course Builders Association of America
- Golf Course Superintendents Association of America
- Green Roofs for Healthy Cities
- Home Technology Specialists of America
- Illuminating Engineering Society
- International Federation of Landscape Architects
- International Sanitary Supply Association
- International Landscape Lighting Institute
- Irrigation Association
- Irrigation Australia
- Maquiladora Industry and Export Manufacturing Association
- National Association of Landscape Professionals
- Professional Grounds Management Society
- Sports Field Management Association
- Synthetic Turf Council
- Western Maquiladora Trade Association

REPORTING *Index*



This Reporting Index includes additional disclosures aligned with the GRI Reporting Standards, detailed performance data, and insights into the governance and oversight of our sustainability and social impact programs at Hunter Industries.

Hunter Governance and Oversight

In 2024, our Board of Directors consisted of three Hunter family members and five independent members. Chaired by Lead Director Linda Mayer, the Board oversees and collaborates with the CEO to shape the company's overall strategy and direction.

The Board has three committees: Audit, Compensation, and Nominating/Governance. Through its committee work, the Board periodically reviews and approves updates to company policies, such as compensation, code of conduct, and Environmental Health and Safety. A Sustainability Committee of the Board meets quarterly to ensure sustainability-related policies and strategies address the company's material impacts on the economy, environment, and people. The committee also reviews the content of Hunter's annual Impact Report and approves it before publication.

Our Leadership Team (LT) oversees day-to-day operations at Hunter, ensuring top performance while preserving our core

values. A dedicated Sustainability and Social Impact Director manages the Sustainability and Social Impact functional team and works with a Sustainability Council comprised of management-level employees from various business units to help guide and implement company sustainability initiatives. The Sustainability Council meets quarterly.

The Sustainability and Social Impact Director provides quarterly updates to the Sustainability Committee and full Board and participates in weekly LT meetings.

We work to embed sustainability and social impact across our business units and campuses. Sustainability projects are now integrated into our strategy planning process, including all capital acquisition requests. Our Sustainability Communications Team meets monthly to review all internal and external content that is shared about our programs.

Our Methodology



This report outlines Hunter's sustainability performance from January 1 to December 31, 2024. Our disclosures are guided by the Global Reporting Initiative (GRI) framework to ensure transparency and consistency in sustainability reporting. The data presented reflects the environmental impact of our operations. To track progress on emissions reductions, we've designated 2019 as our baseline year, which serves as a reference point for measuring improvements over time.

In 2024, we updated several of our company-level goals to better reflect how we measure progress and ensure they continue driving meaningful improvement. Our employee development goal was revised to target a 90% overall satisfaction rate — an increase that aligns with our measurement capabilities and reinforces our commitment to setting ambitious, forward-looking targets. Our health and safety goal was also updated to focus on industry-standard metrics (EMR in the U.S. and the IMSS risk index in Mexico), providing a more consistent and comparable way to assess performance across regions, rather than relying on incident counts that varied year to year without clear context. These changes reflect our ongoing effort to improve how we define and track impact.

Our environmental data is collected through a combination of internal systems, divisional contacts, and external sources where applicable. Key departments such as Human Resources, Environmental Health and Safety, and Operations contribute data that is aggregated and reviewed by the Sustainability Team using Salesforce® Net Zero Cloud. This platform supports social

and environmental data management and reporting, helping us ensure accuracy and consistency. Hunter Industries includes all facilities under our direct control within our reporting boundary. Contract manufacturers operating outside our direct operations are not included in our Scope 1 and Scope 2 inventory.

We apply a location-based methodology to calculate all greenhouse gas (GHG) emissions, following internationally recognized standards. Emission calculations for mobile and stationary combustion in the U.S., Mexico, and Canada use U.S. EPA emission factors, while stationary combustion in other regions applies DEFRA emission factors. Electricity-related emissions inside and outside the U.S. are calculated using Electricity Maps emission factors, with IEA emission data used where Electricity Maps data is not available. Waste emissions are calculated using U.S. EPA factors across all regions. Scope 1 includes direct emissions from company-owned and controlled sources, while Scope 2 accounts for indirect emissions from purchased electricity, steam, heating, and cooling.

To ensure transparency and comparability, any significant restatements due to changes in methodology or data scope are clearly disclosed. While we don't currently undergo third-party verification, we apply rigorous internal review processes to maintain data accuracy and consistency. This approach reflects our commitment to robust, transparent, and standardized sustainability reporting.

PERFORMANCE *Data*



Community Impact

Contributions by Type	2022	2023	2024
Community Grants	\$547,191	\$566,792	\$788,067
Employee Matching and Volunteer Rewards	\$86,873	\$174,807	\$143,459
Disaster Relief	\$50,000	\$18,436	\$70,000
TOTAL	\$684,064	\$760,035	\$1,001,526

**Category names have been updated to align with our revised fund allocations*

Employee Turnover

Year	2022	2023	2024
U.S. and International Turnover (Mexico not included)	12.6%	6.5%	4.6%
Mexico Turnover	61.9%	27.7%	24.9%
Global Total Turnover	45.1%	19.3%	17.4%

Employee Development

Year	Average Training Hours Per Employee
2022	9.75
2023	11.39
2024*	14.73

**Global data reporting started in 2024*

Employee Health and Safety

	2022	2023	2024
Hazard Identification Rate	9.00	11.00	19.60
Recordable Incident Rate	1.40	1.70	1.30
Experience Modification Rate (EMR)	0.60	0.63	0.59
Instituto Mexicano del Seguro Social (IMSS) Risk Index	0.59	1.54	0.97

All Full-Time Employees by Gender

Gender	2022	2023	2024
Male	1,942	1,761	1,900
Female	1,518	1,339	1,526
Not Specified	37	75	81
TOTAL	3,497	3,175	3,507

Managers by Gender

Gender	2022	2023	2024
Male	312	290	302
Female	105	96	107
Not Specified	10	17	19
TOTAL	427	403	428

Executive Leadership Team by Gender

Gender	2022	2023	2024
Male	6	5	5
Female	1	3	3
TOTAL	7	8	8

Hunter Board of Directors by Gender

Gender	2022	2023	2024
Male	5	3	2
Female	4	5	5
TOTAL	9	8	7

PERFORMANCE *Data*



All Full-Time Employees by Ethnicity

Ethnicity	2022	2023	2024
Hispanic or Latino	2,606	2,337	2,660
White	479	475	478
Not Specified	208	168	171
Asian	111	105	105
Black or African American	32	25	26
Two or More Races	42	46	45
Native Hawaiian or Other Pacific Islander	11	12	15
American Indian/Alaska Native	8	7	7
TOTAL	3,497	3,175	3,507

Managers by Ethnicity

Ethnicity	2022	2023	2024
Hispanic or Latino	223	200	216
White	145	133	147
Not Specified	27	38	35
Asian	15	13	14
Black or African American	3	4	3
Two or More Races	12	12	11
Native Hawaiian or Other Pacific Islander	0	0	0
American Indian/Alaska Native	2	2	2
TOTAL	427	402	428

Executive Leadership Team by Ethnicity

Ethnicity	2022	2023	2024
White	7	7	7
Not Specified	0	0	1
TOTAL	7	7	8

All Employees by Gender and Tenure 2024

Years of Tenure	21+	11 to 20	6 to 10	<6	Total
Female	102	148	174	1,102	1,526
Male	218	215	318	1,149	1,900
Not Specified	8	13	22	38	789
GRAND TOTAL	328	376	514	2,289	3,507

All Employees by Generation and Gender 2024

Generation	Female	Male	Not Specified	Total
Traditionals (prior to 1946)	0	0	0	0
Boomers (1946 to 1964)	104	198	2	304
Generation X (1965 to 1980)	435	585	27	1,047
Millennials (1981 to 1997)	712	796	49	1,557
Generation Z (1998 or later)	275	321	3	599
GRAND TOTAL	1,526	1,900	81	3,507

PERFORMANCE *Data*

These tables reflect updated reporting, now consolidated across all campus locations.



Climate Impacts and Greenhouse Gas Emissions

Metric Tons of Carbon Dioxide Equivalent	2019**	2022	2023	2024
Scope 1 Total	4,153	3,079*	3,114*	5,564
Scope 2 Total	14,029	18,654*	16,906*	16,586
TOTAL EMISSIONS	18,182	21,733	20,020	22,150

*Updated data reflects adjusted reporting due to software platform changes

**2019 is the baseline year for all emissions data

Energy Use and Renewable Energy (kWh)

	2022	2023	2024
Energy Use from Purchased Electricity	51,408,457	46,121,736	47,192,742
Energy Use from Fuel	9,573,727	8,706,102	21,224,548
Cogenerated Energy Generation	994,621	1,015,775*	3,153,968
Solar Energy Generation	740,495	637,596	1,268,465
TOTAL CONSUMPTION	62,717,301	56,481,209	72,839,723

*Data has been updated for accuracy

PERFORMANCE *Data*

These tables reflect updated reporting, now consolidated across all campus locations.



Product Responsibility

Irrigation Controllers Recycled (Pounds)	2022	2023	2024
TOTAL	4,475	5,992*	5,038

Waste

Total Waste Produced (Tons)	2022	2023	2024
TOTAL	4,161.2*	3,802.2*	3,839.2

*Data has been updated to reflect transition from metric tons to imperial tons

Recycling (Tons)

TOTAL	3,337.2	2,963.7	2,996.5
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NOTE: This is a new table for 2024

Diversion Rate (Percentage Recycled)

TOTAL	80.2%	77.9%	78.1%
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Water Use

Water Consumption (Gallons)	2019**	2022	2023	2024
TOTAL	56,066,210	44,816,291	44,452,345*	61,647,419

**2019 is the baseline year for all emissions data



Statement of Use

Hunter Industries has reported the information cited in this GRI content index for the period of January 1 to December 31, 2024, with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION	Page
GRI 2: General Disclosures 2021	2-1 Organizational details	About Hunter Industries	13
	2-2 Entities included in the organization's sustainability reporting	About Hunter Industries	13
	2-3 Reporting period, frequency, and contact point	For sustainability reporting: January 1 to December 31, 2024 Frequency of reporting: Annual For financial reporting: January 1 to December 31, 2024 Publication date: May 2025 Contact: Warren Gorowitz, Sustainability and Social Impact Director	
	2-4 Restatements of information	We've noted significant changes in data or information from prior years that have been restated due to changes in measurement methodologies and errors made in previous reporting periods.	6-8
	2-5 External assurance	We do not seek external assurance for our Sustainability and Social Impact Report at this time.	
	2-6 Activities, value chain, and other business relationships	About Hunter Industries, Policies, and Additional Resources	13, 22
	2-7 Employees	Data Table	17-18
	2-9 Governance structure and composition	Hunter Governance and Oversight, Data Table	15, 17-18
	2-12 Role of the highest governance body in overseeing the management of impacts	Hunter Governance and Oversight	15
	2-13 Delegation of responsibility for managing impacts	Hunter Governance and Oversight	15
	2-14 Role of the highest governance body in sustainability reporting	Hunter Governance and Oversight	15
	2-22 Statement on sustainable development strategy	Corporate Letter	15
	2-23 Policy commitments	Policies and Additional Resources	22
	2-28 Membership associations	Membership Associations	14
	2-29 Approach to stakeholder engagement	Materiality	7
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality	7
	3-2 List of material topics	Materiality	7
	3-3 Management of material topics	To see how our current material topics have evolved from the previous assessment, please refer to our 2021 CSR Report. Materiality	7
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Hunter Industries is a privately held company and does not disclose financial data.	4
	301-3 Reclaimed products and their packaging materials	Data Table	20
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our Methodology, Data Table Hunter Industries does not sell heating, cooling, or steam.	16, 19
	302-4 Reduction of energy consumption	Data Table, Our Business	12, 16
GRI 303: Water and Effluents 2018	303-5 Water consumption	Our Methodology, Data Table	16, 20
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Data Table Hunter Industries does not produce biogenic CO ₂ emissions.	19
	305-2 Energy indirect (Scope 2) GHG emissions	Data Table	19
GRI 306: Waste 2020	306-3 Waste generated	Our Methodology, Data Table	16, 20

POLICIES AND

Additional Resources

[California Proposition 65](#)

[California Transparency in Supply Chains Act](#)

[Careers at Hunter Industries](#)

[Data Privacy Notice](#)

[Environmental Policy](#)

[Mission and Values](#)

[Supplier Code of Conduct](#)

For questions or feedback, please email
sustainability@hunter.global.