

2021-2022  
**ESG UPDATE**



# ESG Highlights



**WestStar Tower  
Awarded LEED  
Silver Certification**

**Completed Climate Risk  
Assessment for Majority-Owned  
Portfolio Companies**

**Conducted first ESG Training  
and Education program for  
Executives and managers**

**Charitable commitments  
by Hunt and our affiliates  
in excess of \$150M since 1987**

WestStar Tower  
- El Paso, Texas

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# Introduction

**Hunt's Environmental Social and Governance (ESG) vision drives us to achieve continuous improvement and remain a leader in corporate responsibility in the sectors and businesses in which we operate. We endeavor to live up to our stakeholders' expectations through resilience, transparency, value creation, and giving back to our communities.**

## Message from Our ESG Officer



Hunt started its path towards institutionalizing an ESG (Environmental Social Governance) program for our company of businesses over two years ago. This is a mission-driven effort led by evolving corporate policies, inclusive governance structures, and historical performance. Our mission is to analyze, integrate, and implement an enterprise-wide ESG program focused on and adapted to an evolving business footprint and risk profile.

### Our program is founded on four key priorities which are:

- Reducing our impact on the environment through implementing business practices and processes across our portfolio of companies, including assessing climate risks and accounting for greenhouse gas (GHG) footprints.
- Advancing green building initiatives, promoting renewable energy and addressing housing equity through the projects we develop
- Fostering social advancement and climate technology through purpose driven investment
- Empowering the communities where we live and work, including our team members, through our social impact programs and diversity, equity and inclusion initiatives

Additionally, our program is designed for continuous improvement. We will identify ongoing opportunities to provide value creation for all key stakeholders. We have made significant progress during the past two years to evolve and grow the ESG platform in response to stakeholder expectations, regulatory forces, and market dynamics.

To date, Hunt has completed two ESG evaluations and an accounting of greenhouse gas (GHG) footprints for nearly all our businesses and affiliated companies.

As an output of our ESG evaluations, we have developed four new policy initiatives focused on our majority and wholly-owned businesses: Green Building Policy, Embodied Carbon Policy, Healthy Materials Policy, and a Climate Risk Policy. These policies in action have a range of benefits from achieving project-level green ratings, improving tenant satisfaction, attracting competitive institutional capital, increasing brand recognition and lowering enterprise risk profiles.

An important part of our ESG platform is employee education and engagement. In the spring of 2022, we held two ESG education and training sessions for Hunt executives and managers. Additionally, our Human Resources team has led Diversity, Equity and Inclusion (DEI) sessions as part of our continued work to support social awareness. In 2022, we also updated the Hunt Code of Conduct and the Employee Handbook to include our ESG goals and values.

Hunt's first ESG report is a milestone representing the progress, hard work and dedication of our team to deliver on Hunt's ESG mission.

*- Matt Hunt*

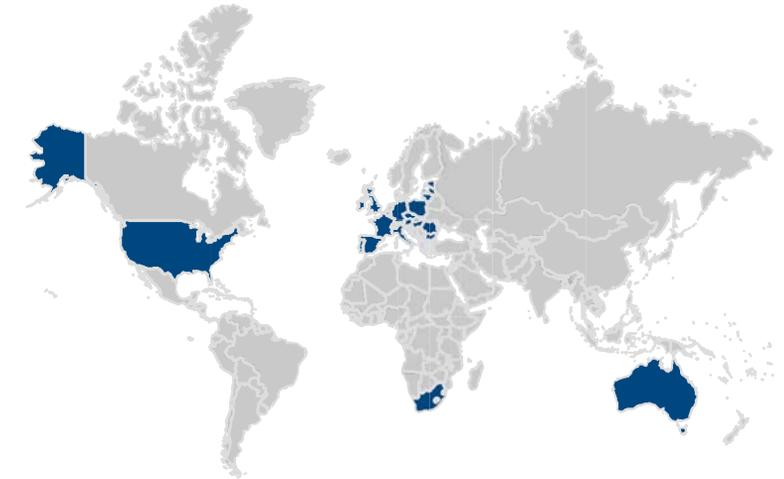
# Our Company

Based in El Paso, Texas, Hunt is a diversified, family-owned holding company that invests in operating businesses, real estate assets, and infrastructure assets. Since our founding in 1947, Hunt’s size and scope have grown substantially while gaining considerable expertise across multiple real asset sectors.

Hunt provides development, investment, management and finance services to support the entire real estate lifecycle. Hunt and our affiliates’ activities range from managing and financing multifamily and affordable housing projects, to developing commercial real estate and master planned communities, as well as leading social infrastructure and construction projects and investing in future-facing technologies.

A company of Hunt’s size and breadth recognizes our responsibility to our employees, clients, investors, and the communities we serve. At Hunt, the ability to create value stems from a commitment to sound environmental, social, and governance standards, along with integrity, performance, and a culture of transparency.

### Companies and Affiliates



**Hunt’s footprint extends to 50 states, 6 territories, and 26 countries.**

**Principal Offices**  
El Paso | New York | London | Chicago  
Denver | Los Angeles | Honolulu

### Employees

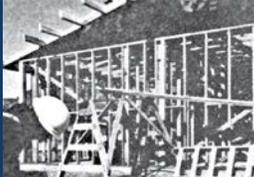
**1,800**  
Direct Hunt Employees

**4,300**  
Total Employees Including Affiliates

# History of ESG Priorities

Hunt Established a formalized Environment Sustainability and Governance program in 2020. The concept, however, is not new to the Company. Hunt has been involved with multiple corporate social responsibility projects for more than 50 years.

**1971**  
Hunt's first two Affordable Housing contracts with El Paso Housing Authority



**1977**  
Development and construction of 21 HUD Section 8 projects



**1979**  
Hunt begins property management division with Shady Oaks affordable housing in Fort Worth, TX



**1987**  
Hunt establishes the Cimarron Foundation, now known as the Woody and Gayle Hunt Family Foundation.



**1998**  
Services expanded into Low-Income Housing Tax Credit (LIHTC) development market



**2002**  
Hunt is selected by the Navy as Master Developer for Ford Island Hawai'i. This involves infrastructure improvements and redevelopment of 1,600 acres of land.



**2005**  
Development of Franklin Hills, Cimarron, and Mission Ridge in El Paso, TX. The properties are master-planned, sustainable communities with parks, playgrounds, trails, and open space access.



**2010**  
Hunt forms a new entity, Hunt Capital Partners a Low-Income Housing Tax Credit (LIHTC) syndication and investment company.



**2011**  
Hunt launches Hunt Alternative Energy Investments a sustainable infrastructure fund management company.



**2017**  
Hunt and the Housing Authority of the City of El Paso complete the largest Rental Assistance Demonstration (RAD) initiative to date.



**2020**  
Hunt launches an environmental, social, and governance (ESG) initiative – formalizing its long-standing commitment to corporate social responsibility.



**2020**  
Hunt, through its subsidiary Amber Infrastructure, acquires a majority interest in Circle Power Renewables to develop, construct, and operate renewable power projects in the United States.



# Hunt's ESG Priorities

**Hunt's ESG report focuses on four strategic areas of action: Environment, Development, Investment and Empowerment**

**These strategic areas reflect our collective efforts to deliver solutions to global environmental challenges and create enduring value in our communities that benefit our customers, communities, employees and other stakeholders**



## Environment

Reducing our impact on the environment through implementing business practices and processes across our portfolio of companies, including assessing climate risks and accounting for greenhouse gas (GHG) footprints.



## Development

Advancing green building initiatives, promoting renewable energy and addressing housing equity through the projects we develop.



## Investment

Fostering social advancement and climate technology through purpose driven investment.



## Empowerment

Empowering the communities where we live and work, including our team members, through our social impact programs and diversity, equity and inclusion initiatives.

# Environment



DeLuz Family Housing  
-Oceanside, California

# Climate Risk

## Assessing climate risk across the portfolio to ensure long-term stability

Pursuant to our Climate Risk Policy developed in 2021, Hunt conducted our first climate-related risk and opportunity assessment in 2022. The assessment considered both physical and transition risks.

### Physical Risks

Includes both acute, such as riverine flooding, and chronic, such as sea level rise.

### Transition Risks

Risks that emerge as society transitions to a lower carbon economy.

## Physical Risk Assessment

In order to provide a consistent language and framework, Hunt's physical risks were assessed over multiple scenarios using the United Nation's Intergovernmental Panel on Climate Change's Representative Concentration Pathways (RCP). These scenarios outline potential trendlines of carbon emissions that coincide with global mean temperature rise over the next 80 years. By assessing our companies' physical risks to a range of potential concentration pathways, we're able to align our internal strategy to positively contribute to the global future and minimize our own risk.

Given the nature of Hunt's businesses, temporal financial data was considered to align increasingly discounted cash flows with growing climate risk to create a more realistic depiction of value at risk. Furthermore, physical risks were considered differently based upon property type. For instance, with military housing, chronic physical risks that could impact the long-term viability of locations, such as sea level rise, were prioritized for consideration over acute risks.

## Transition Risk Assessment

Regarding transition risks, policy and legal risks were deemed to be most relevant to Hunt. Stemming from Executive Order 14057 - Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability - there has been increasing movement from the U.S. Government to procure lower carbon products and require major federal contractors to disclose carbon emissions - both of which Hunt is actively positioning for by developing our embodied carbon strategy and conducting annual GHG inventories.

Next steps from the initial climate risk assessment include updating the assessment at regular intervals, managing risks identified, and developing forward-facing strategies to mitigate future exposure to climate-related risks.

# Greenhouse Gas (GHG) Accounting and Carbon Reduction

## Recognizing the importance of measuring and setting baselines when it comes to carbon

Over the past two years, we've made it a priority to analyze all portfolio and affiliated companies' GHG accounting, with the goal of identifying opportunities to reduce carbon emissions and mitigate the carbon impact at the corporate and asset management levels.

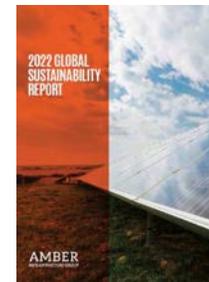
Since 2020, nearly all of Hunt's portfolio and affiliated companies have conducted greenhouse gas inventories for portfolio-wide emissions. Many have used these results to develop carbon reduction strategies and set targets. Our commitment to GHG accounting means that we will continue to work with our portfolio companies annually, gradually adding all emissions categories. This approach will give us a complete and accurate picture of our carbon footprint.

## AMBER

Amber is committed to aligning its business operation and financing activities with the objectives of the Paris Agreement through the reduction of their own emissions, strengthening their climate disclosures, and working to decarbonize investment projects and partner companies.

Guided by greenhouse gas data, Amber targets an annual reduction of at least 5%, aligning with their annual Planet Mark Certification. Amber offsets their own emissions from operations, committing to a Net Zero transition.

Amber manages public sector funds, dedicated to channeling affordable finance to support decarbonization. With a target of 63,000t CO<sub>2</sub>e reduction annually, Amber marries a policy-driven agenda with positive financial returns for investors. Amber's 2022 Global Sustainability Report provides further details on these and other efforts.



Target of  
**5%**  
Reduction Annually

Target of  
**63,000t  
CO<sub>2</sub>e**  
Reduction Annually

Participate in a  
**Carbon Offset  
Program**  
Offered by Bonneville  
Environmental Foundation

## HUNT COMPANIES

As part of Hunt's efforts to reduce carbon emissions, we are pleased to announce that the Company will participate annually in a carbon offset program offered by Bonneville Environmental Foundation (BEF). This move will offset unavoidable emissions associated with corporate air travel for majority-owned Hunt entities.

To offset 2021 emissions, Hunt participated in BEF's Ozone Depleting Substance Destruction program that supports the collection and destruction of surplus ozone-depleting substances in Canada through forest, energy, agriculture, and waste carbon reduction projects.

Source: World Resources Institute

# Development



San Marcos Public Services Complex  
-San Marcos, Texas

# Green Building

## Hunt is committed to developing healthier, lower carbon, and more sustainable buildings

Hunt has an unwavering commitment to developing buildings that are not only healthier but also more eco-friendly. In 2021, Hunt established three policies - **Healthy Materials, Embodied Carbon, and Green Building** – to provide guidelines for our portfolio of companies to become leaders in the green building space.

In 2022, Hunt engaged with our portfolio companies to gain valuable feedback on our policies, understand their pain points, and explore green building drivers and value creation opportunities within each business. Following these conversations, we adjusted the policies to add flexibility and built additional tools to foster policy adoption and create even more positive outcomes throughout the entire value chain.

We are planning to pilot the policies and tooling with Hunt Development Group at the **Caroline-Eastside multi-family development in Richardson, TX**. Once the pilot is complete, we will incorporate additional learning and begin implementing the new policies throughout the portfolio, bringing our vision of healthier, lower carbon, and more sustainable buildings to life.

## POLICIES TO CREATE APPROACHABLE GUIDELINES

### Healthy Materials Policy

#### FOCUS:

Gives preference for products that disclose their chemical ingredient information and avoid chemicals of concern, particularly in high-impact product categories, such as insulation, gypsum board, and flooring.

### Embodied Carbon Policy

#### FOCUS:

Utilizing products and materials with Environmental Product Declarations (EPDs) to enable Hunt to better understand our embodied carbon impact – the largest GHG impact category across the Hunt portfolio.

### Green Building Policy

#### FOCUS:

Builds upon existing efforts in energy efficiency and green building as well as the Embodied Carbon and Healthy Materials Policies to encourage the pursuit of additional multi-attribute green building certifications across the Hunt portfolio.

# CASE STUDY: WestStar Tower

At Hunt, we believe in the importance of exemplifying our operational commitments around green building. Hunt’s new Corporate Headquarters at WestStar Tower has been certified LEED® Silver. Features include:

Use of recycled and regional materials

Indoor and outdoor water use reduction strategies

Optimized energy performance resulting in a 20.5% energy savings

Use of low-emitting materials

Installation of high-performance curtain wall with exterior shading elements

Availability of electric vehicle charging stations



WestStar Tower  
-El Paso, Texas



# Renewable Energy

The deployment of renewable energy is a consistent theme across Hunt’s business units and affiliates



Kalaeloa Solar Park  
-Honolulu County, Hawai'i



Hunt Military Communities has installed over 2,464 solar photovoltaic systems at DeLuz Family Housing, located at Camp Pendleton Marine Corps Base, Buckley Air Force Base, Shaw Air Force Base, Dover Air Force Base, Hanscom Air Force Base, Scott Air Force Base, and ‘Ohana Military Communities for a total of 29.3 Megawatts of power. These solar panels will reduce both the environmental footprint and the communities’ total annual electrical consumption generated from non-renewable sources. Hunt Military Communities continues to explore options for on-site solar at additional communities.



Through an expansion of an existing joint venture with Circle Power, Amber Infrastructure launched Circle Power Renewables in 2021, expanding upon Amber’s U.S. renewable energy activities.

Additionally, Amber also holds other solar and battery storage assets, increasing not only the availability of renewable energy, but also its reliability



Moss Construction is a top three solar EPC contractor (engineering, procurement and construction) in the US. Moss installed over 1.9 GW DC in 2022, underscoring the commitment of Hunt’s affiliates to increasing the availability of clean energy in the U.S.



# Affordable Housing

Hunt continues our mission of providing high-quality, affordable homes across the U.S.

Recognizing the critical need for affordable housing in the United States, we're proud to develop, manage and finance affordable housing communities that foster local economic growth while remaining cognizant of our environmental impacts.

As one of the largest players in the industry, over half of Hunt's and its affiliates' Housing Assets Under Management (AUM) in 2022 were designated as affordable housing. As we continue our mission, we're pleased to showcase projects that meet the convergence of housing needs and sustainability while revitalizing and enhancing the surrounding communities.

## About Low Income Housing Tax Credits

Affordable housing is multifamily rental housing under a public-private partnership for households that earn equal to or less than 60% (80% with income averaging) of the area median income (AMI) for a particular geographic area.

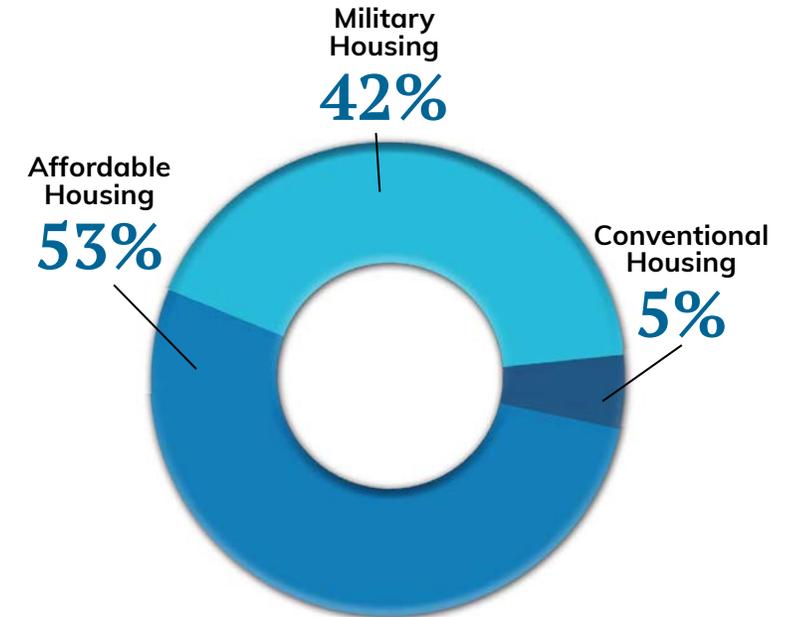
Federal government guidelines require that a household spend no more than 30% of its income on housing; 10.5 MM Americans are currently paying, on average, over 50% of their income on housing.

Units can be set aside for various types of households, including senior citizens, 1- and/or 2-parent families, special needs occupants, veterans, and/or indigenous people.

Properties may offer supportive services to their residents, ranging from financial education and literacy, health and wellness, career training, after school programming, and more.

## Housing Assets Under Management (AUM)\*

\* as of 12/31/22



Affordable Housing Represents **53%** of Hunt's Assets Under Management (AUM)

**>64K**  
Affordable Housing Units Under Management

# Affordable Housing

The development of affordable housing is at the core of multiple Hunt affiliates

**PENNROSE**

Pennrose began in 1971 with the goal of profoundly impacting the lives of working families through the development of affordable housing. Pennrose develops and operates conventional, affordable, and mixed-use communities throughout the Eastern and Midwestern regions of the U.S.

**Envolve**

One of the largest affordable property management companies in the country, Envolve has over 33,000 units Assets Under Management (AUM). Experts in their field, Envolve collaborates with community managers, non-profit partners, and faith-based organization to offer supplemental resources to lift up and sustain their residents and owners.

These include programs focused on five key areas:

- Community
- Engagement, Education & Training
- Health & Wellness
- Character & Leadership
- Environmental Stewardship

**HUNT**  
CAPITAL PARTNERS

Hunt Capital Partners (HCP) specializes in the syndication of Federal and State Low-Income Housing, Historic and Solar Tax Credits. We ensure the seamless integration of underwriting, fund management, construction oversight, accounting, asset management, and investor relations.

As a syndicator, we assemble identified investment opportunities into a portfolio or fund that is diversified by geography, type of property and developer; this fund is then offered to investors for investment.

## HCP Fund Overview

Accomplishments since the launch of HCP's first fund in 2011

 <b>\$3 Billion</b> Raised in Tax Credit Equity	 <b>75,000+</b> Affordable Homes Created
 <b>51</b> States & Territories	 <b>~800</b> Properties Managed
 <b>59</b> Corporate Investors	

## Key Affordable Housing Projects



**Pennrose** led the development of **John C. Anderson Apartments**, a 56-unit senior affordable, mixed-use development in the heart of Center City, Philadelphia. **John C. Anderson Apartments** provides an urban LGBTQ+ affirming senior 62+ affordable housing apartment community in a neighborhood where seniors on fixed incomes often have difficulty locating housing that fit their budgets.



**Engolve Communities**, with support from **Hunt Capital Partners**, is rehabilitating **Logan Pointe**, an existing development in Mount Vernon, TX. When complete, the project will provide 100 low-income families access to significantly updated affordable housing and a heightened overall standard of living.



**Hunt Capital Partners** provided low-income housing tax credit (LIHTC) equity financing to support the development of the **Academy Place Apartments** in Broomfield, CO. Their partners include **Aetna**, a **CVS Health** company, which is working closely with **Broomfield FISH**, a nonprofit organization, to offer several health and wellness resources to residents, including 44 Afghan refugee families.



**Hunt Capital Partners** is also supporting the redevelopment of the **Miller-Roy Building**, which is the rehabilitation and new construction of a historic building that was once a vital hub for African American culture in the 1920's. The development preserves the historical significance, while offering 66 affordable homes for low-income families earning between 20%-80% of AML and providing supportive services and connection the community to critically needed resources.

# Investment



Xeol EV Charging Station

# Climate Technologies Investments

**Investing in climate-related technologies requires both an immediate and long-term perspective**

Anchored by our ventured-focused business unit, we are committed to responsible management of our real assets, employees, clients, and investors. In line with this goal, we prioritize addressing climate-related challenges. Our venture-focused business unit supports numerous investments in technologies essential for a clean energy transition, including charging station infrastructure and electric load management software. These investments will help meet the growing demand for vehicle electrification while optimizing grid-level management and end-user devices.

At Hunt, we are committed to making a difference in the fight against climate and environmental challenges. By actively participating in investment platforms, we seek to increase our impact across North America and Europe. We are determined to uphold this mission for years to come.



Hunt is investing in Shifted Energy, a startup that is revolutionizing renewable energy grids by turning electric water heaters into grid-level batteries. This demand response technology enables customers to store energy from solar and wind sources, allowing them to reduce their reliance on traditional utilities and boost the effectiveness of distributed energy resources.



We are also investing in Zeal, a leading provider of EV charging stations and smarter technology for the multifamily and commercial real estate industries. Zeal's technology provides residents with the industry's most reliable EV charging experience via a user-friendly platform that doesn't depend on a central server or any IT infrastructure to successfully initiate a charging session, transact, and perform all other smart functions.



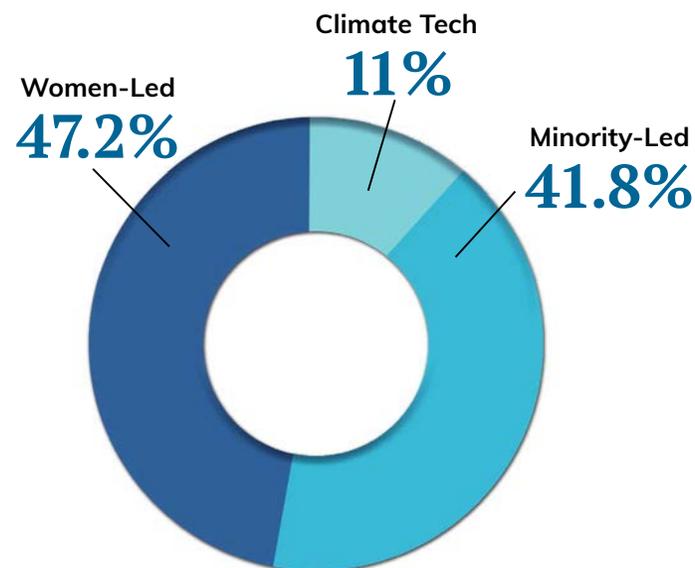
Our association with Clean Energy Ventures and RET Ventures, including its ESG-focused fund, allows us to invest with like-minded investors, operators, and innovators seeking to steward capital and capabilities for a better climate.



# Purpose Driven Investment to Advance Underrepresented Communities

Promoting equity and addressing underserved markets by prioritizing women-led and minority-led funds

## Purpose Driven Investment Portfolio



Based on 36 active purpose-driven investments representing 1/3 of our overall portfolio

## Investment Highlights



1315 Capital is a private investment firm that provides expansion and growth capital to commercial-stage healthcare services, medical technology, medtech and pharma outsourcing, and health and wellness companies.



Finhabits is a bilingual automated investment app catered toward Spanish and English speakers. Finhabits provides investment support to reach long-term financial goals and educates users on how to advance their money habits.



LoanWell's mission is to provide affordable capital for all. LoanWell provides automated lending and grant technology to help community lenders deploy more capital, more efficiently.



Ulu Ventures is a top seed stage venture fund focused on innovation across enterprise, fintech, consumer, health and sustainability.

# Empowerment



# Empowerment Through Social Impact

Through charitable contributions, sponsorships, and employee programs, we strive to improve the communities where we live and work. Our social impact program is tied closely to the work of the Woody and Gayle Hunt Family Foundation. We also focus our impact through the Hunt Military Communities Foundation, previously known as Hunt Heroes Foundation, supporting our military service members and their families. Additionally, as a company we're committed to empowering our team across all Hunt affiliates with a robust Diversity, Equity and Inclusion program.



**WOODY AND GAYLE HUNT FAMILY FOUNDATION**



**HUNT Military Communities FOUNDATION**



Woody and Gayle Hunt Family Foundation  
- La Nube, El Paso Children's Museum and Science Center Groundbreaking



Woody and Gayle Hunt Family Foundation  
- El Pasoans Fighting Hunger Food Bank



Woody and Gayle Hunt Family Foundation  
- Elevation of the Borderplex Region



Hunt Military Communities Foundation  
- Operation Homefront Backpack Delivery



Hunt Military Communities Foundation  
- Hunt Little Heroes Clean-Up Day



Hunt Military Communities Foundation  
- Hunt Helping Hands Food Drive

# Empowering the Borderplex

## Supporting efforts to create a globally competitive Borderplex region

Since 1987, as the corporate headquarters for Hunt Companies and where our company began, our family foundation has focused on strengthening and supporting six key focus areas of community empowerment: healthcare, education, economic development, quality of life, arts and local heritage, and elevating the Borderplex region – El Paso, TX, South Central New Mexico, Ciudad Juárez, Mexico.

For 35 years, the Woody and Gayle Hunt Family Foundation has remained steadfast in its mission of supporting efforts to create a globally competitive Borderplex region. To date, the Woody and Gayle Hunt Family Foundation has made grants and commitments of over \$147 million, continuing their support in 2022 through existing and new partnerships.



The Hunt Family Desert Spring at the El Paso Zoo



Socorro ISD Dual Credit Scholarship Presentation



Gayle and Woody Hunt tour the Gayle Greve Hunt School of Nursing campus



COVID Relief Campaign in Ciudad Juárez

### FOUNDATION CUMULATIVE GIVING BY CATEGORY



**3.52%**  
Arts and Local Heritage



**13.97%**  
Economic Development



**32.07%**  
Education



**27.22%**  
Healthcare



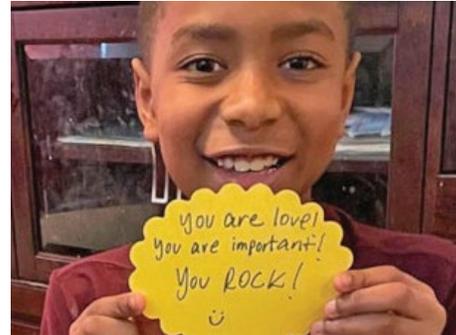
**11.63%**  
Quality of Life



**11.59%**  
Elevation the Borderplex Region

# Empowering Military Communities

Improving the quality of life for military families through partnerships, donations and innovative ideas



## Hunt Little Heroes

In honor of the Month of the Military Child, Hunt Military Communities celebrates our annual Hunt Little Heroes program. Children who share their “Hero Story” are presented with a hero’s cape, challenge coin and the chance to win cash prizes.



## HMCF Scholarships

The Hunt Military Communities Scholarship program has been in place since 2019. The program provides grants to assist active-duty Service members, National Guard or Reservists of one of the five branches of the United States Armed Services or their dependents who plan to continue their education in college or vocational school programs.



## Backpack Brigade

In partnership with Operation Homefront, our team brings school supplies to military families in advance of the upcoming school year. In 2022, our team delivered more than 2,150 backpacks filled with school supplies and distributed them throughout the month of August to HMC communities within the continental U.S. and Hawaii.

**\$25,000**

To Operation Homefront for the Back to School Backpack Brigade – 2,150 backpacks donated.

**\$40,000**

To Hire Heroes USA, plus we conducted two career workshops with Hire Heroes for Active military, spouses, and veterans looking for a career.

**\$25,000**

Travis Manion Foundation – Worked with the Department of Defense’s Department of Education and received approval to introduce the Character Does Matter program to military schools we serve.

**\$50,000**

Awarded in scholarships (18 scholarships) to deserving students who are seeking ongoing educational opportunities. Each of the 18 recipients will receive a grant award to help alleviate the burden of continuing education costs.

**\$500**

The Patriot Essay Contest. Hunt Military Communities announced five winners of their childrens’ contest in honor of the September 11th Day of Remembrance.

**\$1500**

In honor of the Month of the Military Child, the Hunt Little Heroes program recognized 3 dependent children of military service members who are making a difference within their communities or beyond. Each winner was awarded a monetary prize and selected a charity of their choice to receive a matching donation.

## CASE STUDY: USC Lusk Scholarships

With the goal of fostering equal opportunities, Hunt Capital Partners launched the Hunt Capital Partners Tuition Assistance Fund at the University of Southern California Lusk Center for Real Estate. Through the fund, Hunt Capital Partners will provide scholarships for two students per program session, four annually, from 2021 to 2025. The scholarships are intended to introduce a diverse student population to the field of affordable housing development.

**USC Lusk**  
Center for Real Estate



# Empowering Our Team

## Focused on creating an inclusive environment throughout our portfolio of companies

Hunt is committed to fostering, cultivating, and preserving a culture of belonging for all employees in our business units and affiliates. By embracing our teams' individual cultural backgrounds, talents, and thinking styles, we're able to better serve the communities in which we operate and achieve stronger long-term business results.

We are taking strides to improve our understanding of diversity and foster inclusion for all employees. We formalized our longstanding practices into a corporate-wide Diversity and Inclusion Policy and Program, vetting these policies through an external audit that provided recommendations for improvement. We are taking steps regularly to incorporate these recommendations and deploy best practices throughout our portfolio.

## Our Diversity, Equity and Inclusion Program Encourages:

- **Respectful and professional communication and cooperation between all employees, regardless of differences.**
- **Teamwork and employee participation, permitting the representation of all groups and employee perspectives.**
- **Work/life balance through flexible work schedules to accommodate employees' varying needs.**

We are proud to already see positive impacts from our policies in practice. Through continued expansion of talent management, employee development programs, recruiting sources, and partnerships with universities, trades schools, and professional organizations, we experienced an increase in the percentage of employees in underrepresented groups who were hired and/or promoted, when comparing 2021 and 2022.

## 2022 Highlights

**Formalized a corporate-wide Diversity and Inclusion Policy and Program, vetting these policies through an external audit that provided recommendations for improvement.**

**Managers completed a diversity and inclusion (D&I) training workshop in 2022 to introduce and integrate Hunt's D&I objectives.**

## 2023 Goals

**Establish DE&I council to engage employees across the affiliates in ongoing discussions about what we can do create a more inclusive environment across our team.**

**Launch training to all non-management employees in early 2023 to ensure awareness and adoption throughout the company.**

# Governance



Reliance Rail  
-New South Wales, Australia

# ESG Policy

## Mission

Hunt Companies, Inc. and its affiliates have embarked on a mission to analyze, integrate and implement an enterprise-wide environmental, social, and governance (ESG) program focused and adapted to its evolving business footprint, risk, opportunity and value creation for all key stakeholders.

## Vision

To achieve continuous ESG improvement and remain a leader in corporate responsibility in the sectors and businesses in which we operate and address and live up to our key stakeholders' expectations through ESG resilience, transparency, and value creation.

## Environmental Sustainable Development Strategy

With a portfolio of developed and constructed LEED-certified and Energy-star rated projects, Hunt will continue to focus these green building efforts on implementing a sustainable project development strategy. The primary policy components to this strategy include an embodied carbon procurement strategy, a materials of concern policy, and an operational phase impact reduction policy. In line with our corporate ESG goals, this strategy will help Hunt reduce the amount of carbon that goes into a project, incentivize the use of healthier materials, improve operating assets in terms of energy and water efficiencies as well as accommodating for renewable energy and electrification infrastructure.



City Light & Power LED Retrofit  
- Long Beach, California

# Governance Structure

**A mission-driven effort led by evolving corporate policies, inclusive governance structures, and historical performance**

Hunt’s ESG program encompasses all entities and affiliates under the corporate umbrella and is led by Matthew Hunt, Hunt’s Senior Vice President, ESG Officer. Matthew Hunt oversees this program’s execution working closely with each portfolio company’s leadership in the development, coordination, and administration of ESG policies, practices, and continual improvement. An internal ESG Steering Committee, led by Matthew Hunt, was also established in 2021 to help shape ESG initiatives and provide ongoing guidance.

The ESG Steering Committee meets at least quarterly to discuss ESG initiatives, policies, and practices to be implemented across Hunt companies’ portfolio in coordination with key internal corporate functions (Human Resources, Information Technology, Communications and Marketing, Legal, Compliance, and Risk Management).

The ESG Steering Committee is also responsible for engaging with Hunt External Stakeholders on ESG.

Committee members provide input and ongoing guidance within their respective roles as Hunt’s ESG program continues to evolve.



# Hunt’s ESG Core Values

## Carbon Reduction

The Company acknowledges the threat of climate change and the need to reduce GHG emissions throughout our assets and operations focusing on Operational Carbon and Embodied Carbon.

## Employee Health and Safety

Progressive environmental policies correlate directly to a safe and healthy work environment.

## Occupant Health and Safety

Progressive environmental policies create safe and healthy environments for tenants of the spaces we invest in, own, manage or design.

## DEI (Diversity, Equity, and Inclusion)

DEI is important in all aspects of the Company, from the employee level up to the Board of Directors.

The Company is committed to fostering, cultivating and preserving a culture of diversity and inclusion. This includes HR policies, hiring and promotion practices, employee training and surveys, and creating and maintaining a productive work environment for all employees.

## Community Involvement and Philanthropy

The Company values engaging the communities we work in and giving back through both corporate programs and the Hunt Family Foundation.

## Risk Management

A benefit of the ESG platform is strengthening our corporate risk profile through the implementation of new policies and practices from the findings of our annual ESG evaluations.

## Cybersecurity

Threats to the corporate IT infrastructure, proprietary and privileged data, customer, and employee privacy are increasing every year. Employing adequate technological protection and education to employees to help stem these threats is a critical risk management strategy.

## Stakeholder Engagement and Communication

Canvassing internal and external stakeholders is an important feedback loop to the ESG platform. This will help provide a level of quality control on the measures that are being implemented. Communication with and solicitation of feedback from all stakeholders strengthens those relationships.

## Employee and Key Executive Education

Providing educational opportunities to employees and key executives on ESG and why it matters will help engage and empower them to contribute to the success of the program. This also includes education and training around our DEI initiatives.

## Financial Performance

The ESG platform takes into account financial growth and performance and is not meant to be restrictive, but additive to the overall financial performance of the Company.





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