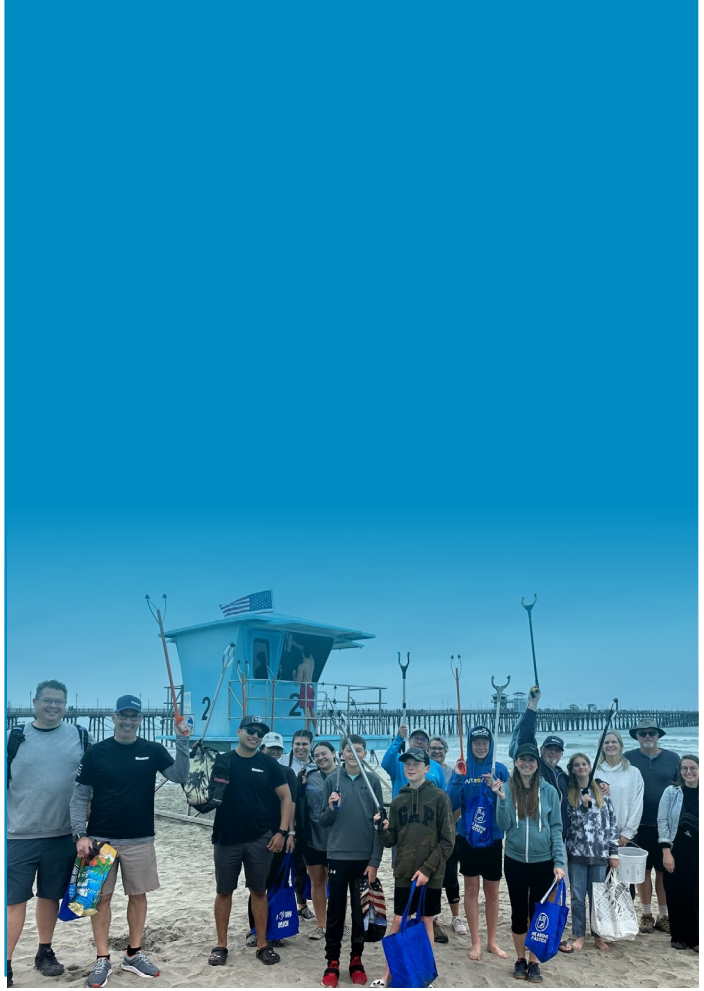

INNOVATION TO IMPACT

2023 Report Index

CONTENTS

ABOUT *This Document*

This Reporting Index serves as a companion document to our 2023 Sustainability and Social Impact Report. It houses additional disclosures in line with the GRI Reporting Standards, detailed performance data, and more information about the governance and oversight of our sustainability and social impact programs at Hunter Industries.

HUNTER *Governance and Oversight*

In 2023, our Board of Directors consisted of three members of the Hunter family and five independent members. The Board is chaired by Mark Steele, an independent board member and former president of SPMC Group. The Board works with the CEO to determine the overall strategy and direction for the company and oversees the performance of the CEO.

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.

PERFORMANCE *Data*

Community Impact

Contributions by Type	2021	2022	2023
Community	$288,495	$293,550	$315,477
Education	$157,550	$172,540	$163,210
Employee Match	$126,065	$86,873	$174,807
Water and Environment	$62,500	$77,500	$83,500
Product Donations	$8,010	$3,601	$4,605
Disaster Relief	$100,000	$50,000	$18,436
TOTAL	**$742,719***	**$684,064**	**$760,035**

*Includes employee requests not shown

Executive Leadership Team by Gender

Gender	2021	2022	2023
Male	6	6	5
Female	1	1	2
TOTAL	**7**	**7**	**7**

Executive Leadership Team by Ethnicity

Ethnicity	2021	2022	2023
White	7	7	7
TOTAL	**7**	**7**	**7**

Employee Turnover

Year	Voluntary Turnover Percentage
2021	10.3%
2022	12.3%
2023	6.3%

Employee Development

Year	Average Training Hours Per Employee
2021	14.2
2022	7.5
2023	6.2

Employee Health and Safety

Date	Hazard Identification Rate	Recordable Incident Rate
2021	9.7	1.4
2022	9.0	1.4
2023	11.0	1.7

Hunter Board of Directors by Gender

Gender	2021	2022	2023
Male	7	5	3
Female	4	4	5
TOTAL	**11**	**9**	**8**

Managers by Gender

Gender	2021	2022	2023
Male	291	312	290
Female	79	105	96
Not Specified*		10	17
TOTAL	**370**	**427**	**403**

*New category for 2022

Managers by Ethnicity

Ethnicity	2021	2022	2023
Hispanic or Latino	197	223	200
White	140	145	133
Not Specified	14	27	38
Asian	9	15	13
Black or African American	2	3	4
Two or More Races	6	12	12
Native Hawaiian or Other Pacific Islander	0	0	0
American Indian/ Alaska Native	2	2	2
TOTAL	**370**	**427**	**402**

PERFORMANCE *Data*

All Full-Time Employees by Ethnicity

Ethnicity	2021	2022	2023
Hispanic or Latino	2,506	2,606	2,337
White	470	479	475
Not Specified	177	208	168
Asian	107	111	105
Black or African American	36	32	25
Two or More Races	34	42	46
Native Hawaiian or Other Pacific Islander	11	11	12
American Indian/Alaska Native	7	8	7
TOTAL	**3,348**	**3,497**	**3,175**

All Full-Time Employees by Gender

Gender	2021*	2022	2023
Male	1,855	1,942	1,761
Female	1,493	1,518	1,339
Not Specified**		37	75
TOTAL	**3,348**	**3,497**	**3,175**

*2021 gender data was reversed **New category for 2022

All Employees by Generation and Gender 2023

Generation	Female	Male	Not Specified	Total
Traditionals (prior to 1946)	0	0	0	0
Boomers (1946 to 1964)	119	214	2	335
Generation X (1965 to 1980)	412	584	25	1,021
Millennials (1981 to 1997)	629	746	47	1,422
Generation Z (1998 or later)	181	219	2	402
TOTAL	**1,341**	**1,763**	**76**	**3,180**

All Employees by Gender and Tenure 2023

Years of Tenure	21+	11 to 60	6 to 10	<6	Total
Male	200	200	294	1,069	1,763
Female	75	148	163	955	1,341
Not Specified	9	8	25	34	76
TOTAL	**284**	**356**	**482**	**2,058**	**3,180**

PERFORMANCE *Data*

Climate Impacts and Greenhouse Gas Emissions

Metric Tons of Carbon Dioxide Equivalent	2021	2022	2023
San Marcos, California	1,547	1,085*	964
Clermont, Florida	19	8	7
Tijuana, Mexico	1,065	768	875
Other Locations	24	17	14
Fleet Vehicles	1,037	1,219	1,223
SCOPE 1 TOTAL	**3,692**	**3,097***	**3,083**
San Marcos, California	2,791	3,265*	3,064
Clermont, Florida	2,106	2,144	1,686
Tijuana, Mexico	10,838	11,903	12,249
Other Locations	37	20	19
SCOPE 2 TOTAL	**15,772***	**17,332***	**17,018**
TOTAL EMISSIONS	**19,464**	**20,429***	**20,101**

We have noted significant changes in data or information from prior years that have been restated with an asterisk (*). There are a number of potential reasons that may lead to a restatement of either prior periods or baseline data, including changes in newly published measures, data errors, and improvements in data collection methodology over time.

Hunter Industries considers all facilities under our direct control within our boundary. We do not include contract manufacturers outside of our direct operation within our Scope 1 and Scope 2 inventory.

Within our boundary, we collect consumption data directly from our utility sources. We do not have utility data available for three small office buildings. In these cases, we applied CBECS industry standards as estimates.

We apply a location-based methodology to calculate all greenhouse gas (GHG) emissions. We use the following standards: U.S. EPA emissions factors for all renewable energy, diesel, purchased electricity, cogeneration, motor gasoline, propane, and natural gas emissions within the U.S.; IEA emissions factors for international purchased electricity; DEFRA emissions factors for international natural gas and propane; and EC emissions factors for motor gasoline in Canada.

PERFORMANCE *Data*

Energy Use and Renewable Energy

Consumption per Campus (kWh)	2021	2022	2023
San Marcos, California	23,696,330	21,400,007*	19,681,282
Clermont, Florida	5,381,819	5,673,200	4,470,456
Tijuana, Mexico	34,549,688	35,515,746	32,182,937
Other Locations	258,698	145,338*	144,080
TOTAL	**63,886,535**	**62,734,291***	**56,478,755**
Energy Use from Purchased Electricity (kWh)			
San Marcos, California	13,016,047*	13,715,947*	12,652,451
Clermont, Florida	5,371,579	5,640,663	4,446,108
Tijuana, Mexico	30,797,592	31,989,885	28,944,487
Other Locations	126,906	61,962*	67,887
TOTAL	**49,312,124***	**51,408,457**	**46,110,933**
Energy Use from Fuel (kWh)			
San Marcos, California	8,197,815	5,948,943*	5,375,460
Clermont, Florida	10,240	32,536	24,348
Tijuana, Mexico	3,752,096	3,525,861	3,238,450
Other Locations	131,791	83,376	76,193
TOTAL	**12,091,942**	**9,590,716***	**8,714,451**
Cogeneration Energy Generation (kWh)			
San Marcos, California	1,754,325*	994,621*	1,015,775
Solar Energy Generation (kWh)			
San Marcos, California	698,596	740,496	637,596

We have noted significant changes in data or information from prior years that have been restated with an asterisk (*). There are a number of potential reasons that may lead to a restatement of either prior periods or baseline data, including changes in newly published measures, data errors, and improvements in data collection methodology over time.

PERFORMANCE *Data*

Product Responsibility

Irrigation Controllers Recycled (pounds)	2021	2022	2023
TOTAL	2,757	4,475	1,741

Waste

Waste Produced per Manufacturing Campus (tons)	2022	2023
San Marcos, California	1,640.9	1,154.1
Clermont, Florida	96.0	147.3
Tijuana, Mexico	2,199.1	2,268.5
TOTAL	3,936.0	3,570.0

Diversion Rate (Percentage Recycled)	2022	2023
San Marcos, California	70.2%	63.2%
Clermont, Florida	22.7%	3.8%
Tijuana, Mexico	89.2%	89.7%
TOTAL	79.7%	77.6%

Water Use

Water Consumption per Campus (gal)	2021	2022	2023
San Marcos, California	20,105,886	19,697,802*	19,484,339
Municipality	4,347,376	4,467,056*	4,260,011
Well	15,758,510	15,230,746	15,224,328
Clermont, Florida	17,722,640*	17,290,580*	19,761,160
Municipality	8,928,000*	6,458,000*	4,557,000
Well	8,794,640	10,832,580	15,204,160
Tijuana, Mexico	7,739,917	7,827,885	8,742,217
TOTAL	45,568,443	44,816,267*	47,987,719

We have noted significant changes in data or information from prior years that have been restated with an asterisk (*). There are a number of potential reasons that may lead to a restatement of either prior periods or baseline data, including changes in newly published measures, data errors, and improvements in data collection methodology over time.

GRI *Index*

Statement of Use

Hunter Industries has reported the information cited in this GRI content index for the period of January 1 to December 31, 2023, 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	Reporting period for sustainability reporting: January 1 to December 31, 2023 Frequency of reporting: Annual Reporting period for financial reporting: January 1 to December 31, 2023 Publication date: October 1, 2024 Contact: Warren Gorowitz, Sustainability and Social Impact Director	
	2-4 Restatements of information	We have noted significant changes in data or information from prior years that have been restated due to changes in the 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	Policies and Additional Resources	10
	2-7 Employees	Performance Data	4-5
	2-9 Governance structure and composition	Performance Data	4
	2-12 Role of the highest governance body in overseeing the management of impacts	Hunter Governance and Oversight	3
	2-13 Delegation of responsibility for managing impacts	Hunter Governance and Oversight	3
	2-14 Role of the highest governance body in sustainability reporting	Hunter Governance and Oversight	3
	2-22 Statement on sustainable development strategy	A Message from our CEO	3
	2-23 Policy commitments	Policies and Additional Resources	10
	2-28 Membership associations	Membership Associations	14
	2-29 Approach to stakeholder engagement	Our Material Issues	7
GRI 3: Material Topics 2021	**3-1** Process to determine material topics	Our Material Issues	7
	3-2 List of material topics	Our Material Issues	7
	3-3 Management of material topics	Our Material Issues	7
GRI 201: Economic Performance 2016	**201-1** Direct economic value generated and distributed	Performance Data	4
	301-3 Reclaimed products and their packaging materials	Performance Data	8
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	Performance Data	7
	302-4 Reduction of energy consumption	Performance Data	7
GRI 303: Water and Effluents 2018	**303-5** Water consumption	Performance Data	8
GRI 305: Emissions 2016	**305-1** Direct (Scope 1) GHG emissions	Performance Data	6
	305-2 Energy indirect (Scope 2) GHG emissions	Performance Data	6
GRI 306: Waste 2020	**306-3** Waste generated	Performance Data	8
	306-4 Waste diverted from disposal	Performance Data	8
	306-5 Waste directed to disposal	Performance Data	8
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover	Performance Data	4
GRI 403: Occupational Health and Safety 2018	**403-2** Hazard identification, risk assessment, and incident investigation	Performance Data	4
	403-9 Work-related injuries	Performance Data	4
GRI 404: Training and Education 2016	**404-1** Average hours of training per year per employee	Performance Data	4
GRI 405: Diversity and Equal Opportunity 2016	**405-1** Diversity of governance bodies and employees	Performance Data	4-5
GRI 414: Supplier Social Assessment 2016	**414-2** Negative social impacts in the supply chain and actions taken	Our Goals	8

POLICIES AND
Additional Resources

Careers at Hunter Industries

Mission and Values

Data Privacy Notice

Supplier Code of Conduct

California Proposition 65

California Transparency in Supply Chains Act

For questions or feedback, please email
sustainability@hunterindustries.com.