

2025 *Impact Report*



Hunter[®]

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GREG R. HUNTER
Chief Executive Officer

WELCOME *To Our 2025 Impact Report*

For more than 40 years, the Hunter name has represented quality, reliability, and innovation. That legacy continues to guide our decisions as we evolve to meet the needs of a changing global market and an expanding global footprint.

2025 marked an important milestone for our company. We merged our landscape, golf, and agricultural irrigation businesses under the Hunter brand, simplifying our corporate structure and strengthening how we operate as one organization. Aligning under a shared identity allows us to collaborate more effectively across teams, operate with greater consistency, and better serve our customers worldwide.

As Hunter continues to grow, so do our responsibilities. A more unified organization strengthens the integration of sustainability into our operations and decision-making, improves consistency in how we manage risk and performance, and reinforces accountability across the business. This helps ensure our growth is thoughtful, disciplined, and aligned with long-term value creation.

In the year ahead, we'll continue to invest in reducing our environmental impact, including significant solar energy projects across several of our campuses. These investments reflect our commitment to operational efficiency, responsible resource management, and long-term resilience.

Thank you for taking the time to review this report and for your continued trust in Hunter.



WARREN GOROWITZ
*Sustainability and Social
Impact Director*

THANK YOU *For Reading Our Report*

This past year marked an important step forward in how we measure, manage, and communicate our sustainability performance. As expectations around transparency continue to evolve, we focused on strengthening our reporting to better reflect both our progress and our path forward.

In our second year of reporting to EcoVadis, we improved our overall score by 55%. While the score itself is meaningful, what matters most is what it represents: stronger internal processes, better data, and deeper collaboration across teams to embed sustainability into everyday operations. The EcoVadis framework has helped us identify both strengths and opportunities, guiding improvements across environmental practices, labor and human rights, ethics, and sustainable procurement.

Alongside this work, our commitment to community impact remains central to who we are. Through employee volunteering, partnerships, and strategic investments, we continue to support initiatives that strengthen the communities where we live and work while aligning with our broader sustainability goals.

We view transparency as an ongoing journey, and this report is part of a continuous process of learning, improvement, and accountability. We look forward to building on our momentum in the year ahead and welcome your feedback and questions.

OUR *Highlights*

LAUNCHED THE FX LUMINAIRE EVO™ COLLECTION FIXTURES, built with composite materials — including recycled plastic water bottles — and sold with minimal, easily recyclable paper-based packaging

EVO™
COLLECTION



SUPPORTED THE HEALTHY GREEN SPACES COALITION to advance research and public awareness on the value of managed landscapes and efficient irrigation in contributing to environmental quality and community well-being

EARNED TOP HONORS IN THE IRRIGATION ASSOCIATION SHOW'S NEW PRODUCT CONTEST for Hunter's Pro High-Efficiency Nozzles, engineered to enhance spray systems with high uniformity that improves efficiency and saves water



SUPPORTED 86 NONPROFIT ORGANIZATIONS with more than \$2 million in Community Impact Grants



COMPLETED THE EXPANSION OF OUR HUNTER AGRICULTURE FACILITY in Clermont, Florida, adding 89,000 ft² (8,268 m²) of warehouse and manufacturing space and 33,000 ft² (3,066 m²) of office space to enhance distribution capacity for Hunter Landscape products



EXPANDED AND UPGRADED THE TEST FIELD at our Hunter Clermont, Florida, facility to improve energy efficiency, water retention, durability, and capacity for future growth



OUR *Approach*

Vision: *Embed sustainability into how we serve our customers, support our communities, empower our people, and grow our business, delivering measurable environmental and social value that strengthens our company's long-term success.*

At Hunter Industries, sustainability and social impact are integrated into how we design products, operate our business, and work with one another. We focus on making practical improvements that benefit our customers, our employees, and the communities where we operate.

In our operations, we work to improve energy efficiency, manage water responsibly, reduce waste, and track greenhouse gas emissions in alignment with recognized standards. These efforts strengthen operational performance while reducing environmental impact where we have control and influence. Through product development and innovation, we aim to deliver solutions that help customers conserve resources, operate efficiently, and meet evolving regulatory and market expectations. Product performance and environmental responsibility are considered together throughout the design and manufacturing process.

Our social impact efforts begin with our people. We support employee development, maintain safe working conditions, and uphold responsible business practices across our supply chain. We also invest in community partnerships that align with local needs and reflect our long-term presence in the regions where we operate.

As Hunter continues to grow, we recognize that our impacts grow as well. We view sustainability and social impact as ongoing responsibilities that inform our decisions, shape our priorities, and support long-term business success.



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 Targets



HERE'S HOW WE DEFINE PROGRESS

Achieved: Met target for reporting year

On Track: Expected to meet target on time

Delayed: Progressing more slowly than expected

Not Achieved: Did not meet target for reporting year



Employee Satisfaction

TARGET

Achieve 90% overall employee satisfaction

2025 PERFORMANCE **NOT ACHIEVED**

We received an employee satisfaction rate of 85%.



Community Impact Grants

TARGET

Donate \$2.5 million annually by 2030

2025 PERFORMANCE **ON TRACK**

We increased the total amount of our Community Impact Grants to \$2,116,302.



Employee Health and Safety

TARGET

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

2025 PERFORMANCE **NOT ACHIEVED**

We received an EMR of 0.61 and an IMSS rate of 1.63. In Mexico, incident frequency decreased in 2025, and we continue to reinforce safety programs, enhance our Safety Index, and integrate physical therapy to support recovery and performance.



Water Use

TARGET

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

2025 PERFORMANCE **ON TRACK**

We reduced our total water use by 17% compared to the previous year.



Waste

TARGET

Achieve zero net waste to landfill by 2030

2025 PERFORMANCE **DELAYED**

We recorded a 53.5% diversion rate. Diversion performance was impacted by a new mixed plastic waste stream at our Mexico facility that's currently landfilled, but we're in the process of assessing waste haulers that can provide a recycling solution.



Climate Impacts and GHG Emissions

TARGET

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

2025 PERFORMANCE **DELAYED**

Our total emissions decreased by 6% compared to 2024, representing incremental progress toward our 2030 reduction target.

TARGET

Measure Scope 3 emissions by 2025

2025 PERFORMANCE **DELAYED**

We're determining material Scope 3 categories and finalizing our data methodology. Scope 3 emissions for 2024 and 2025 will be calculated with reporting beginning in the 2026 Impact Report.



OUR *Customers*

Our Pillars

Deliver solutions that reflect Hunter's commitment to quality, safety, sustainability, and innovation. We design and manufacture products that help customers conserve water and energy. We evaluate materials, reduce excess packaging, and improve recyclability where feasible. Through advancements in technology, product design, and manufacturing processes, we aim to reduce environmental impact across the product life cycle.

In 2025:

- Developed a Designed for Repairability designation for FX Luminaire products. This mark reinforces Hunter's commitment to reducing waste, conserving resources, and extending product lifespans through intentional design. By prioritizing repair over replacement, customers can lower their environmental impact and reduce long-term maintenance costs. This approach reflects our broader responsibility to build lighting solutions that support a more sustainable, circular economy.
- Expanded manufacturing and distribution capacity across North America and the Middle East to meet growing demand for Hunter dripline products, improving speed to market and supporting strategic growth.
- Launched the ICC2 Controller with built-in flow monitoring. When paired with a flow sensor, the system detects high- and low-flow conditions and automatically shuts down during hydraulic issues, helping customers conserve water and protect landscapes.
- Introduced the ROAM LR Remote for long-range manual operation of Hunter controllers. Building on the ROAM XL platform, it enables operation from up to 2 miles (3.2 km) away, improving efficiency during maintenance, service, and inspections, especially for large commercial and municipal sites.
- Advanced water efficiency in Saudi Arabian agriculture. Using Hunter Agriculture solutions, a wheat grower implemented low-energy precision application (LEPA) on a center pivot system, applying roughly 738,500 gal/acre (6,907 m³/ha) while achieving nearly 2.8 tons/acre (7 tons/ha) in yield — exceeding the national average of about 2.4 tons/acre (6 tons/ha). With 91% Coefficient of Uniformity and 89% Distribution Uniformity, the system reached water productivity of 119 gallons/bushel (0.99 m³/kg), reducing water use and pumping energy per unit of crop in a water-scarce environment.
- Earned industry recognition for lighting innovation. Lumascape's EB2 Erden Brass In-Ground was shortlisted for the Darc Awards 2025 (an international lighting competition for luminaires and illumination awards) in the Architectural Exterior Category.
- Completed TM65 Product Circularity Type 2 Environmental Product Declarations (EPDs) for the EB2 family, documenting life-cycle performance and supporting circular product design.
- Published TM66 Embodied Carbon Type 2 EPDs for the EB2 series, providing standardized embodied carbon data to inform sustainable design decisions.





OUR Communities

Strengthen the well-being and resilience of the communities where we live and work.

We prioritize consistent engagement, responsible giving, and partnerships with organizations that address identified local needs. Our approach is hands-on, measurable where possible, and grounded in long-term relationships.

In 2025:

- Partnered with the Boys & Girls Club of San Marcos to regularly host youth at Hunter Park for football and other outdoor activities, promoting healthy lifestyles and strengthening community connections.
- Launched a plastic cap recycling program benefiting children undergoing cancer treatment in Tijuana, Mexico. We donated 284 lb (129 kg) of caps to Banco de Tapitas A.C., diverting waste from landfill while helping fund six doses of methotrexate for pediatric chemotherapy.
- Hosted an onsite food packing event in San Marcos, partnering with the Outreach Program and the San Diego Food Bank. In under four hours, employees and their families packaged 20,000 shelf-stable, nutritious meals for distribution to families in North County.
- Strengthened our partnership with California State University San Marcos by supporting the new Integrated Science and Engineering Building, to be named Hunter Hall of Science and Engineering. The facility will increase engineering enrollment from approximately 500 to nearly 2,000 students, expanding STEM capacity with new research labs, modern classrooms, and enhanced learning spaces.
- Expanded the Waterwise Garden Grant partnership with KidsGardening, providing 25 elementary and middle schools with funding and irrigation kits to support water conservation education. An added equity component delivered additional funding to five schools with greater resource needs.
- Broadened the Waterwise Garden Program to provide free, curriculum-based educational materials for middle school teachers and students, reinforcing water conservation and irrigation efficiency through hands-on learning.
- Supported restoration of the Mobile Dental Unit “El Ajolote,” enabling onsite care in partnership with Dental Image. The unit provided more than 400 procedures to over 250 employees and 120 family members, improving access to essential dental services.





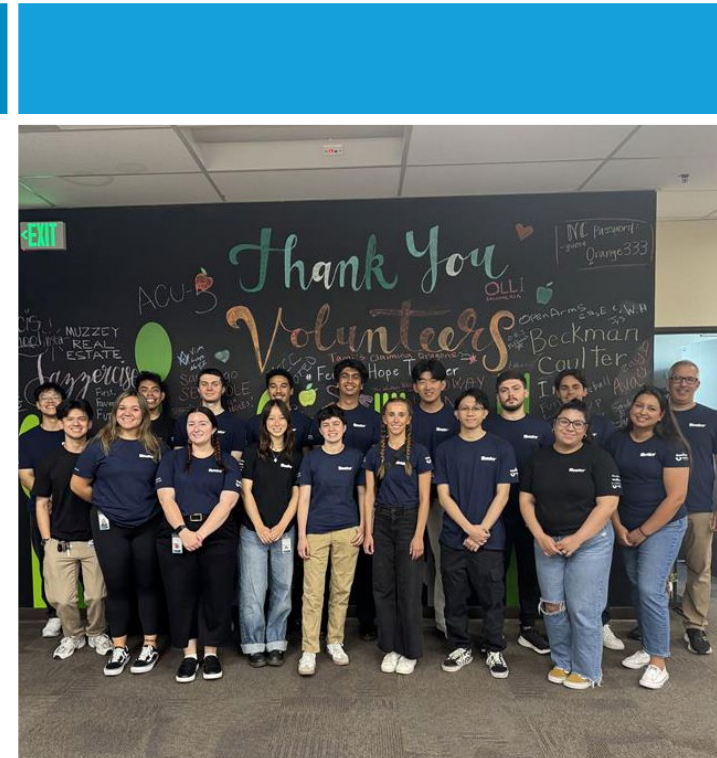
OUR People

Our Pillars

Foster an inclusive, safe, and purpose-driven workplace where every employee contributes to sustainability. We invest in personal and professional growth through training and development programs that build skills and strengthen performance. We maintain high safety standards, encourage open communication, and uphold clear expectations for respect and accountability.

In 2025:

- Launched the “Feedback That Works” training program as part of our redesigned Performance Management Cycle. Globally, 234 individual contributors and 97 leaders completed training, gaining practical tools to confidently give and receive feedback, strengthen connections, and drive meaningful results.
- Welcomed 17 interns across multiple business functions, including Engineering, Marketing, Software Development, and Manufacturing. Through hands-on experience and structured support, the program bridges academic learning with real-world application while building a strong foundation for future careers.
- Hosted our first Manufacturing Day in San Marcos since 2019, welcoming nearly 100 attendees from local colleges, the San Marcos School District, and Project Next. The event supported workforce development and strengthened community engagement.
- Held the annual Don’t Quit Move 5K and Community Resource and Wellness Fair to encourage employee health and well-being. The event generated a \$1,610 donation to a local nonprofit.
- Expanded sustainability expertise with a Lumascope representative completing Life Cycle Analysis training to better assess and reduce environmental impacts.





OUR Business

Embed sustainability into business systems, decision-making, and operations to drive measurable financial and environmental impact. We set targets, monitor performance, and integrate environmental and social considerations into planning and continuous improvement efforts to strengthen accountability across the organization.

In 2025:

- Transitioned from ink printing to laser marking for pressure regulators at our Clermont manufacturing facility. The automated process eliminates consumables such as ink, cleaners, and tape while improving durability, image quality, and lot traceability through date codes and QR codes. The change also reduced hazardous waste, delivered more than \$7,000 in annual disposal savings, and eliminated employee exposure to ink fumes.
- Improved our EcoVadis sustainability rating, reaching the 58th percentile and earning a “Committed” badge for performance across environmental, labor and human rights, ethics, and sustainable procurement criteria.
- Installed dry urinal units at our Tijuana facility, saving an estimated 2 million gallons (7,570,824 liters) of water annually.
- Generated over 1.5 million kWh of solar energy at our San Marcos headquarters, with new solar installations nearing completion at our Clermont and Tijuana campuses.
- Increased waste diversion at our Hunter Clermont facility by 10%, improving source separation to ensure materials are recycled rather than sent to landfill.
- Upgraded and expanded the Test Field at our Hunter Clermont facility to improve efficiency, durability, and capacity. Pumping system enhancements increased flow per pump by up to 200% and improved energy efficiency by approximately 15%. The reconfigured test area now features 120% more static riser outlets, two optimized test pivots, and a new product demonstration platform located over the observation pool. Upgrades also include a concrete-lined field and water reclamation basin that improve water retention and structural integrity, with infrastructure in place to support up to double the current testing capacity for future growth.



Click [here](#) to view further details and methodology information about our EcoVadis recognition.



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.

3,000+
Employees

13
Global
Locations

7
Business units with
customers on
6
Continents

● 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. **HEADQUARTERS**



ABOUT *This Report*

This is the 13th 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 2025 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 Society of Agricultural and Biological Engineers
- American Society of Golf Course Architects
- American Society of Irrigation Consultants
- American Society of Landscape Architects
- American Sports Builders Association
- 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 Association
- Home Technology Specialists of America
- Illuminating Engineering Society
- International Federation of Landscape Architects
- 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
- Western Maquiladora Trade Association

For more info, visit hunter.global/industry-associations.

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 2025, our Board of Directors consisted of three Hunter family members and five independent members. Chaired by CEO Greg Hunter, the Board oversees 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, 2025. 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. In 2025, we recalculated this baseline to incorporate an acquisition, applying a consistent methodology across all years presented. This recalculation did not result in a material change to baseline emissions.

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.

Where primary data is not available, including for certain office locations, we apply estimates using a combination of employee-based and area-based methodologies, as well as extrapolation of partial-year utility data. These approaches are selected based on data availability and are reviewed periodically to improve accuracy.

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	2023	2024	2025
Community Grants	\$566,792	\$788,067	\$1,928,346
Employee Matching and Volunteer Rewards	\$174,807	\$143,459	\$112,956
Disaster Relief	\$18,436	\$70,000	\$75,000
TOTAL	\$760,035	\$1,001,526	\$2,116,302

Employee Development

Year	Average Training Hours Per Employee
2023	11.39
2024*	14.73
2025	12.67

*Global data reporting started in 2024.

Employee Turnover

Year	2023	2024	2025
U.S. and International Turnover (Mexico not included)	6.5%	4.6%	6.3%
Mexico Turnover	27.7%	24.9%	17.0%
Global Total Turnover	19.3%	17.4%	21.6%

Employee Health and Safety

	2023	2024	2025
Hazard Identification Rate	11.00	19.60	5.20
Recordable Incident Rate	1.70	1.30	1.40
Experience Modification Rate (EMR)	0.63	0.59	0.61
Instituto Mexicano del Seguro Social (IMSS) Risk Index	0.97*	1.62*	1.63

*Data for 2023 and 2024 have been updated to reflect corrected reporting.

All Full-Time Employees by Ethnicity

Ethnicity	2023	2024	2025
Hispanic or Latino	2,337	2,660	2,510
White	475	478	475
Not Specified	168	171	262
Asian	105	105	107
Black or African American	25	26	25
Two or More Races	46	42	41
Native Hawaiian or Other Pacific Islander	12	15	14
American Indian/Alaska Native	7	7	7
TOTAL	3,175	3,504	3,441

All Full-Time Employees by Gender

Gender	2023	2024	2025
Male	1,761	1,899	1,870
Female	1,339	1,525	1,480
Not Specified	75	80	90
TOTAL	3,175	3,504	3,441

PERFORMANCE *Data*



Managers by Ethnicity

Ethnicity	2023	2024	2025
Hispanic or Latino	200	216	210
White	133	147	148
Not Specified	38	35	47
Asian	13	14	14
Black or African American	4	3	3
Two or More Races	12	11	11
Native Hawaiian or Other Pacific Islander	0	0	1
American Indian/Alaska Native	2	2	2
TOTAL	402	428	436

Managers by Gender

Gender	2023	2024	2025
Male	290	302	312
Female	96	107	118
Not Specified	17	19	6
TOTAL	403	428	436

Executive Leadership Team by Gender

Gender	2023	2024	2025
Male	5	6	6
Female	2	2	2
TOTAL	7	8	8

Executive Leadership Team by Ethnicity

Ethnicity	2023	2024	2025
White	7	7	6
Not Specified	0	1	2
TOTAL	7	8	8

Hunter Board of Directors by Gender

Gender	2023	2024	2025
Male	3	2	4
Female	5	5	3
TOTAL	8	7	7

All Employees by Generation and Gender 2025

Generation	Female	Male	Not Specified	Total
Traditionals (prior to 1946)	0	0	2	2
Boomers (1946 to 1964)	85	174	3	262
Generation X (1965 to 1980)	412	581	28	1,021
Millennials (1981 to 1997)	682	756	55	1,493
Generation Z (1998 or later)	301	359	3	663
GRAND TOTAL	1,480	1,870	91	3,441

All Employees by Gender and Tenure 2025

Years of Tenure	21+	11 to 20	6 to 10	<6	Total
Female	89	164	203	1,024	1,480
Male	214	254	286	1,116	1,870
Not Specified	6	19	25	41	91
GRAND TOTAL	309	437	514	2181	3,441



Climate Impacts and Greenhouse Gas Emissions

Metric Tons of Carbon Dioxide Equivalent	2019*	2023	2024	2025
Scope 1 Total	4,241	3,330	5,541	5,416
Scope 2 Total	13,939	17,612	16,491	15,180
TOTAL EMISSIONS	18,180	20,942	22,032	20,596

*2019 is the baseline year for all emissions data.

Energy Use and Renewable Energy (kWh)

	2019	2023	2024	2025
Energy Use from Purchased Electricity		49,952,488	50,444,155	51,812,828
Energy Use from Fuel		9,719,014	21,081,710	20,786,399
Cogenerated Energy Generation		1,154,447	3,153,968	2,875,350
Solar Energy Generation		637,596	1,268,465	1,526,772
TOTAL CONSUMPTION	59,110,387	60,309,098	72,794,330	74,125,999

PERFORMANCE *Data*



Product Responsibility

Irrigation Controllers Recycled (Pounds)	2023	2024	2025
TOTAL	5,992	5,038	2,857

Waste

Total Waste Produced (Tons)	2023	2024	2025
TOTAL	3,822	3,895	4,727

Recycling (Tons)	2023	2024	2025
TOTAL	2,991	3,049	2,420

Diversion Rate

Percentage Recycled	2023	2024	2025
TOTAL	78%	78%	51%

Water Use

Water Consumption (Gallons)	2019	2023	2024	2025
TOTAL	59,264,024	45,896,662	56,386,076	46,361,432

Historic data has been updated to reflect improvements in data collection methodology, including rebaselining and incorporation of global office data. As a result, previously reported figures may not be directly comparable.



Statement of Use

Hunter Industries has reported the information cited in this GRI content index for the period of January 1 to December 31, 2025, 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, 2025 Frequency of reporting: Annual For financial reporting: January 1 to December 31, 2025 Publication date: June 9, 2026 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, 19
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](#)

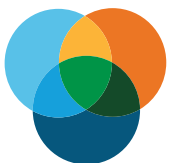
[Leadership](#)

[Mission and Values](#)

[Supplier Code of Conduct](#)

[Supply Chain Policy](#)

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



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