

# IMPACTING HUMANITY FOR THE BETTER, WITH ENERGY



2021 ESG REPORT

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# OUR REPORT

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# MESSAGE FROM OUR CHAIRMAN & CEO

I am very pleased to present the 2021 ESG Report for Hunt Energy. Since our inaugural report last year, we have improved our understanding of our baseline performance in several key areas and made significant strides forward on our 2020 ESG goals. We reduced our CO2 emissions by 79% in North America, mainly through a strategic divestiture and gas capture initiatives. Our safety performance continues to improve with injury rates decreasing by two thirds over the last 5 years.

It is also worth noting that in 2021, we made a strategic shift with the creation of Hunt Energy, which brought together many facets of our organization into one energy company, reflecting who we are and why we are here - to impact humanity for the better, with energy.



# A few highlights from our 2021 performance:

- In 2021 our global performance continued to improve with record lows for environmental spills, vehicle incidents and injury rates. Injury rates have decreased by approximately two thirds over the last 5 years. This has been achieved through the hard work of all employees, focusing on safety, sharing lessons from incidents and near misses.
- The COVID-19 pandemic has changed the way we work, and our employees have adapted and continued to thrive. We applaud the resilience and commitment shown by our employees throughout the pandemic. This has enabled us to continue operating at pre-pandemic levels.
- Our North America upstream
   operations reduced emissions by 79%
   through strategic divestments, gas
   capture initiatives and an aggressive
   leak detection program. The strategic
   divestiture equates to a reduction of
   approximately 280,000 tons of CO2e.
   The upstream reductions contributed
   to Hunt Energy global emissions
   reduction of 20% in 2021.
- Throughout the pandemic we found ways to continue to engage with our local communities, utilizing digital platforms and creative ways to maintain education programs in remote areas in Peru, Romania and the Kurdish Region of Iraq.



# At Hunt, we define ESG through the lens of People, Planet, and Direction.

This is reflected in our commitment to impact humanity for the better, to meet the energy needs of society and its desire for cleaner and trusted sources, and to responsibly and inclusively manage and grow a safe and efficient business.

Since our founding 88 years ago, we have been committed to doing the right thing by our people, by our partners and by the communities where we operate, with sustainability being core to everything we do.

As we move forward, I am confident we will build on the progress made to continually improve our ESG performance. This confidence is based on the belief that we have the right people in the organization who share our purpose and have the ability to identify and address risks, seize opportunities, and create value in a way that benefits not just ourselves but the communities in which we operate.

Sincerely,

Hunter Hunt

Hunter Hunt CEO, Hunt Energy

# OUR APPROACH TO SUSTAINABILITY

At Hunt Energy, sustainable development is at the heart of everything we do. It is integrated into our Purpose, our Mission, and our Core Values.

#### Our strategic approach to sustainability is based on the pillars of people, planet, and direction.

As a private, family-owned company with over 88 years of experience, we passionately believe that energy is here to serve the needs of humanity, not the other way around. Our focus has and always will be developing energy resources with the minimal environmental and safety risk possible, while impacting our communities for the better.



# Impact humanity for the better

- Improve the lives and economic development of the communities we touch by creating jobs, developing new skills, and sourcing locally
- Invest in social programs that align with local priorities and needs
- Create a positive economic impact through the diversity of our suppliers and their job creation
- Utilize our supply chain to increase local content, conduct capacity building, and foster best practices



# Meet the energy needs of society and its desire for cleaner and trusted sources

- Recognize today's expectations for energy providers to deliver cleaner energy with lower emissions
- Invest wisely in renewable energy and develop innovative solutions to identify the energy technologies of the future
- Develop and deliver the energy we produce in the most efficient and responsible manner possible
- Look beyond the energy needs of today and understand what is required for a sustainable future tomorrow



# Responsibly and inclusively manage and grow a safe and efficient business

- Ensure an agile and adaptable workforce committed to safe and responsible operations by focusing on continuous improvement
- Operate worldwide in a manner that is protective of personnel, minimizes and mitigates environmental impact, and is respectful of the communities in which we operate
- Commit to fostering, cultivating, and preserving a culture of diversity and inclusion

# 2021 HUNT ENERGY HIGHLIGHTS

#### EMISSIONS

North America Upstream operations reduced emissions by 79%, equating to approximately 280,000 tons of  $CO_2e$  in 2021. These upstream emissions efforts contributed to a 20% reduction in Hunt Energy global emissions. This decrease was achieved through:







An aggressive Galeak detection in program



Gas capture St initiatives di

CO.E



### SAFETY PERFORMANCE

For the period of 2017 to 2021 **Hunt Energy decreased injury rates by approximately two thirds** through the alignment of Health, Safety & Environment (HSE) planning, driving continuous improvement based on lessons learned. Also a behavior-based safety program was implemented alongside coaching and mentoring of field-based personnel to lead and own HSE initiatives.





Reduction of approx.

280K

tons of Co,e

#### HUNT ENERGY NETWORK

Hunt Energy Network (HEN) leverages battery storage to enhance reliability of renewable energy resources for the Texas grid. HEN allows customers of all sizes to participate in new ways across the power markets. **HEN's first two batteries became operational in West Texas in 2021,** and an additional eighteen batteries around the State are projected to be online by the end of 2022.

### SPILL PREVENTION & REDUCTION

The spill prevention program involves comprehensive site selection processes and ensures containment integrity. The lessons learned over the last year from spill investigations and proactive

equipment maintenance programs resulted in a significant reduction in 2021 in the spill count and a **volume reduction of 84% from 2020.** 



### INCLUSION AND DIVERSITY

To better understand our employees' thoughts and experiences around inclusion and diversity, the **I&D Committee went on a "listening tour" in 2021.** The insights gained helped us to better understand our current strengths as well as areas of improvement for the organization. Additionally, we launched our "All IN" Speaker Series to bring in engaging experts on inclusion and diversity and related topics.



# ESG PRIORITIES

The potential to positively impact the future is set into motion by the decisions we make today. The Hunt Energy global priorities help to ensure we continue to live out our purpose for years to come.

### PEOPLE



Establish a set of critical health and safety standards across the enterprise

Maintain an open and inclusive workforce, as well as a safe, creative, and invigorating work environment

Contribute to the development of our communities in ways that create positive social and environmental impact

### PLANET

Assess the GHG emissions data across Hunt Energy, establishing a reporting matrix to ensure accuracy and data consistency for continuous improvement

> Identify opportunities for GHG emissions reduction

Identify potential carbon offset and sequestration opportunities

### DIRECTION



Establish consistency and alignment between operational management systems across all business units in Hunt Energy



Commit to fostering, cultivating, and preserving a culture of inclusion and diversity

# OUR COMMITMENT TO UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals ("SDGs"), adopted by all United Nations member states in 2015, provide a global framework for governments, businesses, and society to respond to economic, social, and environmental challenges by 2030. Since their unveiling, we have worked to understand how our activities contribute positively towards the UN's SDGs and constantly assess where we have opportunities to improve our performance. Additionally, this framework informs our own sustainability goals and commitments at Hunt Energy.



# WHO WE ARE

We are Hunt Energy, a platform for energy innovation



Impact Humanity for the Better, with Energy



Create long-term value and profitability for all stakeholders, including our people, our communities, our partners, and ourselves

While our roots will always be in exploration and production, we are also focused on a multitude of energy technologies that we believe will play important roles as the world transitions to a

greater use of sustainable and renewable energy, while still relying on traditional energy sources

This is why we remain active and engaged across the energy spectrum, including international

exploration and production, refining, power infrastructure, and new energy technologies such as

the development of perovskites in the manufacture of solar cells and the deployment of energy

Atchafalaya Bayou near Franklin Louisiana

We were founded in 1934, beginning as a modest, family-owned and -operated regional exploration company in East Texas. Today, we remain family-owned and -operated, with a significant presence across the globe, capable of operating across the energy spectrum anywhere in the world.

# **HUNT'S CORE VALUES**

storage and batteries in our electric grid.

for the foreseeable future.

Our Core Values drive everything we do, and are fundamental to our success.





6,0

# PEOPLE

Impact humanity for the better





#### We work to live, not live to work.

Impacting humanity for the better starts with each individual in the Company and each individual we touch in every community where we operate. As each team member at Hunt is part of the extended Hunt family, our commitment to their wellbeing, and to those with whom they interact, is unshakeable.



"As long as we stay focused on the people - in our communities, on the front lines, in our partnerships - we will be successful. Because at the end of the day, if the lives we impact are better off because we are here, that's all that really matters."

Hunter Hunt, CEO, Hunt Energy



### Our Team

At Hunt, our diverse portfolio crosses many industries and many countries, but our greatest asset has always been the people who work here.

We take great pride in our people and how, united with a common Purpose and Core Values, they execute on projects that others often deem impossible.



### Our Community

We are here to serve others, and that starts with the communities in which we operate.

Our Purpose demands that we treat all members of our communities fairly and with respect. We create opportunities that provide long-term economic and social value by listening first, to understand the needs and challenges of each stakeholder. Our approach is tailored to the hopes and challenges of each of our communities.



# Our Commitment To Safety

Everything at Hunt Energy starts with safety.

We are dedicated to protecting the health and safety of our employees, contractors, stakeholders, and communities by promoting a safety-first mentality to reach our goal of zero workplace injuries. Everyone should go home safe, every day.

# OUR TEAM

Ordinary people doing extraordinary things



"At the end of the day, a company-any company-is nothing more than the men and women who comprise it, and in this regard, I take great pride in the exceptional individuals who comprise the Hunt family of companies." Ray L. Hunt, Executive Chair, Hunt Consolidated, Inc.



To attract the best people in the industry, we know that we must maintain an open and inclusive workforce, as well as a creative and invigorating work environment that fosters work-life integration, career development, and competitive compensation.

At Hunt, we truly believe the importance of people transcends everything else. As our executive chairman, Ray Hunt, often states, "you get the right people, everything else will fall into place." That is why we place a significant priority in promoting a work environment that attracts the right talent. Our commitment to creating this type of experience is formalized in "A Workplace for Us," the framework through which we build our team member experience.



farm operations in Fila de Mogote, Costa Rica

#### **PEOPLE: OUR TEAM**

# CULTIVATING A THRIVING CULTURE

"In essence, the Hunt culture is a collection of men and women with shared values and shared work ethic all working toward common goals."

Ray L. Hunt, Executive Chair, Hunt Consolidated, Inc.

Human resources business support team, Dallas Campus

One of the keys to long-term success for a company, especially a private, family-owned company, is a strong corporate culture – a combination of an underlying work ethic and set of values. When a critical mass of people shares a culture, they establish a foundation of common ground in which collaboration, innovation, problem-solving, and opportunities can grow.

When people join the Company, they bring with them new perspectives and ideas that help enrich and grow the Hunt culture. Guided by our Core Values, our culture is what has made Hunt a great place to work for more than 88 years and is why we actively work to preserve and cultivate it. Together, our people have created an organization much more powerful than any one individual.

# STAYING CONNECTED THROUGH THE PANDEMIC

We take great pride in our connection with our people. Our commitment to these relationships demands that we consistently communicate, so our team members are informed, valued, and prepared.



# **CULTURE COMMITTEE**

The Company's Culture Committee was founded by Hunt family members and executive leadership in 2007 to ensure that the Company's Core Values are embedded in the day-to-day work experience. The Committee is comprised of members of the Hunt Family as well a rotating group of employees who steward and nurture the ongoing development of our company culture. Committees exist in locations across the organization and across the globe.



The challenges brought by the COVID-19 pandemic prompted greater use of digital platforms, which allowed us to sustain many Hunt traditions through the pandemic. With employees working remotely, we adapted our style of work across functional teams and business units, enhancing our technical skills and developing new ways to work and communicate collaboratively.



Celebrating employment milestones virtually



Facilitating sessions where leadership discussed corporate objectives, IT initiatives, business unit collaborations, foreign office updates, and COVID-19/pandemic updates



Finding ways to give back to our community and still have fun with our peers



Holding our traditional annual meeting, town halls, and holiday events virtually with participation from all Hunt employees worldwide

#### About the committee



The importance and value of the Culture Committee was clearly evident as we navigated the COVID-19 pandemic. The Committee focused on work-from-home dynamics, critical corporate communications, and increasing employee morale and engagement.

Moving forward, the Culture Committee will help take the lessons learned and innovations made during the past few years to ensure the Company not only maintains, but improves, the corporate culture.

#### Committee member responsibilities

- Represent thoughts and concerns of all employees
- Actively seek input from fellow employees and relay to the Committee
- Receive reports on what has been discussed in the other Culture Committees
- Discuss recent and upcoming Company events and new initiatives
- Give feedback and suggestions on a variety of items that impact Hunt employees

# A CULTURE OF CARING

Throughout our various areas of operations, there are many ways for employees to get involved and give back to the community





### Hunt Volunteers

Over the last 36 years, team members from across the Company have organized themselves in a volunteer effort called "Hunt Volunteers." These women and men have donated over 50,000 hours of their time and have partnered with over 40 different organizations engaging with their communities. Some partnerships are annual, like the Angel Tree Toy Drive, while others occur on a monthly basis, such as volunteering with local shelters to provide meals for those in need.



### Volunteering in Peru

Since 2013, employees from Peru raised funds and provided support to individuals and families in severe poverty. The volunteering team partners with non-profit organizations to capitalize on their expert knowledge and experience to provide the best support possible. The employees support organizations like Bienaventuranzas, which serves as a shelter for abandoned children and individuals with severe health problems.



### Hunt Cares

In 2021, the Hunt Cares Campaign achieved 15 consecutive years of 100% employee participation to support charities serving our community. As part of the campaign, the Company partners with the Communities Foundation of Texas to donate to over 1,500 non-profit organizations across Texas. Employees can donate to organizations that are personally meaningful to them, and Hunt matches every dollar of what employees give. Hunt Cares also includes an annual eAuction with donations benefiting select non-profits in the DFW area.



### Be in Good Company

This program gives Dallas-based employees various opportunities to volunteer alongside local organizations. While this is a Dallas based campaign, there are opportunities for global participation. We partner with Communities Foundation of Texas working with local non-profit organizations to support a focused theme. "A Thriving Future" was the focus for October 2021.



### Refinery Volunteers (United Way)

Employees of Hunt Refining regularly volunteer in programs that provide opportunities for engagement with local organizations to support our neighbors and improve our community. We provide financial support and working hours to not-for-profit groups such as United Way, Adopt-A-School, Junior Achievement, Big Brothers/Big Sisters and other local outreach programs.





**100%** employee participation in Hunt Cares Campaign



# **PROMOTING AN INCLUSIVE WORKFORCE**

The strongest corporate cultures are ones where diversity is recognized, respected, supported, and celebrated. The Hunt family has always believed that diversity in background leads to diversity in thought and, when leveraged, can greatly enhance decision-making and business performance.

afety picnic in Tuscaloosa, Alabama

### Diversity is critical to a sustainable business.

We embrace and encourage our employees' differences in race, religion, color, national origin, age, gender and gender identity, sexual orientation, marital status, disability, veteran status, and other characteristics that make our employees unique.

REDUCED

**INEQUALITIES** 

GENDER **DECENT WORK AND** EQUALITY ณ

ECONOMIC GROWTH



Our workforce is made up of employees of diverse backgrounds, of which 22% are women and 78% men. Women hold 27% of supervisor positions, exceeding the industry average.

Employees, by Gender, 2021

North America | 23% Women, 77% Men

South/Central America | 23% Women, 77% Men

Middle East | 3% Women, 97% Men

Europe | 54% Women, 46% Men

Total | 22% Women, 78% Men

Women in Leadership Positions, 2021

North America | 28% Women, 72% Men

South/Central America | 30% Women, 70% Men

Middle East | 6% Women, 94% Men

Europe | 42% Women, 58% Men

Total | 27% Women, 73% Men

### **Global Hiring Percentages**

We hire and integrate many local employees through our nationalization model. Efficient transfer of knowledge allows us to increase the proportion of local personnel in key positions throughout our operations. The percentage of local employees in our global operations exceeds 95%.



# spotlight Think Global-Train Local Effort

For PERU LNG, employee training has been an extremely important activity from the very beginning. Almost three years before the estimated startup date, PERU LNG organized, funded, and implemented an ambitious program to recruit and train the first team of LNG plant operators in South America. This was a firm commitment that required searching for local talent in every corner of Peru and implementing an intense training program.

Contrary to industry norms, PERU LNG decided not to recruit a team of international specialists to operate the LNG plant. Instead, it decided to engage in an unprecedented effort to train and set up a team of internationally certified Peruvian technicians to operate the plant.

QUALITY EDUCATION CONTRACT CONTRACT



# Inclusion and Diversity (I&D)

Hunt is committed to fostering, cultivating, and preserving a culture of diversity and inclusion. The employees of the global Hunt family of companies are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

Hunt's diversity initiatives are applicable – but not limited – to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, social and recreational programs and the ongoing development of a work environment built on the premise of gender and diversity equality.



# I&D Committee

To create greater awareness on the importance of inclusion and diversity at all levels of the Company, we established an Inclusion & Diversity (I&D) Committee that leads a dialogue and promotes corresponding actions to nurture a healthy work environment and move us forward together.

The I&D Committee aims to develop an intentional and authentic culture of inclusion, diversity and equity that is consistent with Hunt's Core Values and empowers our people to embrace each individual's unique strengths and capabilities, enhance collaboration, spark innovation, and improve business performance.

# spotlight Be In Good Company

A Thriving Future Workshop

In October of 2021, Hunt's Be in Good Company event kicked off with a focus on Inclusion and Diversity. Members of the Inclusion and Diversity Committee led service opportunities with six local non-profit organizations: All Stars Project, Lullaby House, Bonton Farms, Dallas Truth, Racial Healing & Transformation, and Girls Inc. Employees had an opportunity to give back virtually and in person to help those in need in our community.



to the World of Work

Hunt participates in the Development School for Youth (DSY), wherein young people ages 16 to 21 learn to perform as professionals, and they partner with business leaders across the country who conduct development workshops and provide paid summer internships at their companies.

Despite limitations caused by the pandemic, the Hunt Energy summer intern class of 2021 was the largest since we joined the program. Students worked in various departments across the organization and received development opportunities through our Talent Development coach, as well as mentorship from their supervisors and team members.

HEN

# NURTURING A HEALTHY WORK ENVIRONMENT

Work session at Hunt Energy campus in Dallas, Texas

We recognize that a significant amount of a person's waking hours are spent at work, so we do our part to make sure that time is meaningful and fruitful by implementing the following processes and initiatives:





#### **Recruitment Process**

Our process focuses on identifying the most suitable candidates for accomplishing the Company's short-term goals and long-term strategy while always staying aligned with Hunt's Core Values.

#### Frequent Feedback

Through our "Check-In Process", employees are given the opportunity to clarify roles and responsibilities based on the job descriptions the company has for each position, discuss current and future priorities, review goals and receive feedback on performance.

#### Performance Management

Conducted annually, managers rate and review each employee. Calibrations and technical reviews are conducted to ensure accuracy and fairness exists across the organization.

#### Strategic Workforce Planning

Our Human Resources Business Partners work with executives to determine current and future workforce needs. We consistently have discussions on competencies needed now and in the future to help the organization achieve its goals.

#### Succession Planning

Reviewed annually, each senior leader identifies future leaders. Development plans are created, and additional coaching and training are identified to accelerate growth and capabilities.



#### A Workplace for Us

Created in 2018, "A Workplace for Us" is designed to provide employees with flexibility for a work/life balance. This program includes flexible schedules, 9/80 shifts, Work-from-Home options, and enhanced Paid Time Off hours



#### Engaged Workforce

Employee Engagement surveys are conducted regularly to gauge employee sentiment. Action plans are designed to continue to enhance the employee experience. Decisions are made with employees' best interest in mind. Respect for the Individual is more than just words; it is who we are and how we function.



#### **Global Collaboration**

Organizational design has enhanced our ability to work across regions and without silos. We use tools to collaborate effectively so innovative ideas can be cultivated and designed.

#### **Talent Review**

Twice per year, leaders discuss skills, talents, capabilities, and competencies of all individuals within their respective departments. This discussion may lead to stretch assignments, international opportunities, or rotation of job functions to expand breadth and depth of knowledge.

#### **Onboarding Orientation**

As part of our onboarding process, new hires attend an orientation on their first day. Members from the Human Resources, Security, and IT teams welcome and brief our new hires on all things "Hunt". Historically, orientations have been conducted in person but are now offered in-person, virtual or as a hybrid approach due to the rise of the pandemic.

# **HUNT CONNECT**

Our newly implemented and designed system, Hunt Connect, is strategically engineered to integrate every human resource process, from recruitment to retirement, for employees across the global network of Hunt companies. Implemented in October 2021, this application has streamlined processes for our evolving workforce and offers employees and managers the opportunity to manage their own data and processes, including updating personal information; submitting promotions, transfers, and other employment changes; submitting job requisitions, recruiting, and onboarding new employees; setting goals and conducting performance reviews; performing annual compensation reviews; providing employee and manager feedback; identifying and developing new competencies, and much more.

#### Benefits of Hunt Connect include:

the Hunt family of companies

 Self-owned and self-driven applications that allow for employee and manager data access, insight, and process control

More consistent global processes across

- More accessible and transparent talent, goal setting and performance processes
- On-demand learning content
- Ability to initiate HR workflows seamlessly
- Built-in, easily accessible organization charts and employee directory
- Enhanced compensation data access and review process

# ACTIONS DEVELOPED IN RESPONSE TO THE PANDEMIC

The COVID-19 pandemic presented a diverse set of risks and challenges, forcing us to adapt quickly to dynamic and unprecedented circumstances. Effective emergency response is part of our culture, focusing first and foremost on our people. Before the crisis developed into a pandemic, we assembled a corporate response team to manage the risk associated with COVID-19 and protect our workers, contractors, and communities. This team also developed plans and protocols to ensure safe and effective operations.

As the company continued to track updates regarding the pandemic, the "New Reality" for the Dallas Campus, originally planned to return to office in early September of 2021, once again shifted to continue with our current hybrid work practices as we assess the ongoing state of Covid-19. Many employees work in the office part of the week as well as at home virtually, and that approach is welcomed by the company.



### Immediate Support

#### Immediate support to working remote and social distancing in essential work locations:

- Given the threat COVID-19 poses to our people, we encouraged employees to work remotely when the job could be done off-site without disruption to the flow of work
- Training sessions focused on Working-from-Home included technical support and guidance related to physical and mental health, personal and family safety, and new protocol and policies that provided flexibility in how people interact in order to reduce the risk of infection
- Employees received office supplies, IT hardware, and central system access, based on their specific role, to immediately begin the transition to working from home
- To reduce the risk of infection among those who had to carry out work in the company's facilities, adaptations were made in the work environments that allowed social distancing, reduced room capacities, and other best practices dealing with COVID-19



### Health, Safety, and Tracing

Hunt COVID-19 Tracing and Tracking process allowed us to manage individual cases discretely and effectively, enabling us to isolate and control the spread of infection.

- Created guidelines pertaining to the rapid response to potential infections and how/when to quarantine
- Modified our Paid-Time-Off policy to address employees who contracted COVID-19
- Established Health and Safety screening for essential employees that must return to the office. A user-friendly app provides a Return-to-Work Questionnaire that must be filled out each day before traveling to the office
- Required employees returning to the office to monitor and self-report their symptoms, including body temperature, every morning before they arrive.
   Personal thermometers were distributed to all employees early in the pandemic
- Updated Business Travel Guidelines with detailed COVID-19 protocol, and emphasized eliminating travel where possible or otherwise quarantining following a business trip



# Communication and Wellness

Numerous letters from the Hunt family and other formal communications were written regularly to inform team members and their families on the measures taken by the Company to reduce infection risk and protect our employees.

- Coronavirus Briefs Information briefs for all Hunt Employees, which included up to date pandemic guidelines, company protocol, and information from an outside medical advisor
- Pause for Positivity Facilitated sessions where employees can take 30 minutes of their day to fill their heart and mind with some positive inspiration (program consists of 12 rotating sessions)
- Training Development training sessions focused on *Managing Remotely* to aid in workstyle and workforce shifts over the pandemic
- Consulting In Peru, a third-party company was hired to provide psychological, legal, financial, and nutritional advice to all Hunt employees and their relatives.

#### **COVID-19 Vaccination Record Collection – North America**

- WOHO Community Creation of our internal communication hub on Yammer focused on Work-from-Home (WOHO) life and allowed employees to share pictures and stay connected with our peers during a time of isolation, keeping our workforce together
- Project Prepared Committee Communication to employees from the Project Prepared Committee continues to provide guidance to employees regarding updates to company policies related to COVID-19
- Benefits Communication from our Benefits team included information focused on our suite of benefits available to Hunt employees such as our Employee Assistance Plan (EAP), our Health Advocate service, Nurse line, Medical Insurance advisors, as well as best practices for coping with our changing environment

As part of our commitment of providing a safe work environment, in 2021 Hunt formally collected vaccination status from employees. Due to COVID-19 variants, changing guidance from the CDC and broader discussions around policies, vaccination status helped provide business units and support group leaders the ability to update policies and adapt to changes related to the pandemic.



### Technology

# Adapting rapidly to a Work-from-Home model took great effort, and our IT team delivered a quick and effective response that kept our employees safe and maintained operations through unprecedented times.

- Tested Work-from-Home practices
- Assembled and distributed IT assets
- Supported our transition through Hunt Tech Concierge services
- Added to our IT Work-from-Home resources
- Moved training to virtual sessions providing learning opportunities on Microsoft Teams and various tools providing innovation and efficiencies across the organization

# SPOTLIGHT COVID-19 Response 2021: The New Normal

### Protecting Hunt's work environment

Hunt Energy has continually assessed the public health situation related to the ongoing health pandemic since the beginning of 2020, and our response remains focused on protecting the health and welfare of our people.

In accordance with CDC guidelines, we have implemented specific procedures and protocols to reduce the risk of infection for our employees and their families.

An executive committee, led by Ray Hunt, Hunter Hunt, and Chris Kleinert, was established in February 2020 with other executives and specialists from across the organization and its global offices to provide the leadership and direction to establish comprehensive response plans and detailed workplace protocol.



# SUPPORTING CAREER DEVELOPMENT

At Hunt, we believe that the Company can only achieve its goals and aspirations if our people can achieve theirs

We take great pride in the exceptional individuals who are part of the organization and strive to help each team member achieve their full potential and career goals.

The breadth and depth of projects, locations, and roles across our operations offer numerous growth and development opportunities throughout the career of our employees, which we supplement with a variety of internal training and coaching programs accessible around the world.



In 2021, some of our training and coaching programs for employees included:

Product terminal in Tuscaloosa, Alabama



### Intern Mentors

Our supervisors have the opportunity to mentor Hunt Interns throughout the course of their internship, providing guidance, expertise, and industry knowledge through an intentional mentorship program.



# 🜐 Online Learning

#### 1,000+ Online courses available

In our Online Learning Center, over a thousand on-demand courses, books, videos, and job aids are available to employees to enhance knowledge of Business Skills, Leadership Development, IT Skills, and Certification Preparation.



# 📇 Ambassador Program

Upon employment, each new hire is partnered with an existing team member to serve as a support resource for ease of transition into the organization. The Ambassador program provides new hires with access to the knowledge and guidance of an experienced employee while they acclimate to Company culture, eliminating obstacles new hires may encounter and helping them to become more productive and comfortable in their jobs as quickly as possible.

\*Because of the Covid-19 pandemic, the program has been temporarily suspended and is expected to resume post pandemic.

# 🏟 Leadership Development

#### **40** Courses conducted Company-wide

In 2021, 40 courses were conducted across the Company and centered around the following themes:

- Managing Priorities
- Unconscious Bias
- Generations in the Workplace
- Creating a Learning Mindset
- Habit of Coaching
- Creating a Highly Engaged Team
- Essentials of Communication & Collaboration
- Health and Wellness
- Management Fundamentals
- Conducting Effective Meetings
- How to Build Resilience During Difficult Times
- How to Give Feedback
- How to Get Results Through Influencing Others

# 🔄 Educational Assistance

### **443** Leaders were trained

A total of 443 employees participated in professional and leadership development courses throughout the year in North America.

In 2021 the main competencies of focus included teamwork, taking ownership and creativity. The classes taught behaviors such as building partnerships within teams and across the organization, fostering a climate of inclusion, prioritizing and executing on goals, demonstrating a learning mindset, and establishing trust. In addition to virtual classroom sessions, 25 leaders were provided coaching and one on one training to enhance their skills and create development plans.

#### Peruvian Leaders participated in the program "Transforming the Leadership Style"

In Peru in 2021, we commenced a new program for Leaders called "Transforming the Leadership Style." The program trains leaders in Hunt's Corporate Values and our new Leader Profile, which incorporates sessions on the Importance of Trust and Collaborative Work and Error Management among other topics. A byproduct of this leadership program has been identifying tools for leaders to determine areas of selfimprovement.

We encourage continued education and appreciate the value it can add to our extended team members' career development. Our Educational Assistance Policy provides employees with the opportunity to supplement their job experience with additional education in particular business-related fields. The Company reimburses participating employees for all tuition, labs, and books upon successful completion of the course.

# 📥 Employee Training

#### Health, Safety & Environment Training

 Monthly safety meetings held for district groups either in-person or online that included safety topics such as: fire prevention, hazard communication, heat stress, incident investigation, etc.

#### **10,502** Hours of employee training in South America

- Technical development: Courses involving safety and operational-critical equipment, refreshers training, and specialized training on turbo compressors and other critical courses were delivered to our frontline employees both in-person and virtually
- Full-scale Emergency Response training involving multiple companies
- Third-party safety training for First Aid/ CPR certification of applicable workers
- Online Safety training with a tiered company training matrix for all North America employees
- · Leadership development: Centered around promoting soft skills representative of our Culture and Core Values (i.e. dynamic and innovative, respectful, and communitycentered)
- Human Factor program training: Managers and employees received training on the performance-shaping factors and conditions that can lead to a human error

### **10,873** Hours of employee training in the Middle East

• Technical development: Online and on-the-job training for Plant Operators, Maintenance Technicians, Production Engineers, Lease Operators, and Lab Technicians

#### **38** Managers trained in North America

Topics included:

- Stepping Into the Role of a Manager
- Delegation

### **500** Hours of employee training in Romania

Topics included:

- Giving Effective Feedback
- Building a Habit of Coaching
- Creating a Highly Engaged Team
- Generation in the Workplace
- Empowering Your Performance
- Setting Priorities to Achieve Goals

# International Assigments

Interpretation, Charge Access - The Final Frontier in Petroleum Geoscience, Seismic Sequence Stratigraphy for Exploration and Production, The Application of Reservoir Geology through the Exploration and Production Life Cycle, Carbonate Depositional Systems: Reservoir Sedimentology and Diagenesis

• Technical development: AVO Reflectivity, Pre-stack Inversion and Quantitative Seismic

We offer rotational, short, and long-term international assignments to employees for a variety of reasons that benefit both the employee and the Company. International Assignments provide our employees with the opportunity for personal and professional development, allowing them to advance their careers and skills, and develop networks that may not be available in their home country.

International assignments also provide the Company with the opportunity to fill critical roles, transfer organizational knowledge and culture to a new or foreign office location, and develop key relationships with the local workforce.

In 2021, we continued and supported international assignments in Peru, Romania, and Iraq.

- Environmental, Health & Safety (EHS) training: H2S awareness and safety orientation. Adequate safety training helps our employees understand the various hazards related to their job and provides them with the tools they need to identify and safeguard against those hazards

  - Conducting 1:1 Meetings Giving Effective Feedback

- Coaching
- Creating a Highly Engaged Team

**PEOPLE: OUR TEAM** 

# BOOSTING PERFORMANCE WITH EMPLOYEE BENEFITS

Offering industry-leading benefits, compensation, and rewards for our people are just a few examples of the ways we attract and retain the best talent. Our employee benefits portfolio enables greater levels of performance and empowers personal and professional growth for our Hunt extended family.

Human resources business support team, Dallas Campus

We are committed to meeting the needs of our people, and do all we can to help our employees balance the demands of work and family and life-related issues by offering flexible work hours and a myriad of employment benefits.

GOOD HEALTH & DECENT WORK AND & WELL-BEING CONOMIC GROWTH

# A WORKPLACE FOR US







### Compensation

Hunt's philosophy is to provide a competitive, equitable, and flexible total rewards program that is tied to employee and Company performance and supports the company's mission and values. Our goal is to successfully recruit and retain top-tier talent through superior compensation practices, while ensuring quality of life and individual development. Our compensation practices are also a method of communicating goals and standards of performance while motivating and rewarding employees for their achievements.

Hunt competes in several different lines of business. These businesses draw their key people from different segments of the marketplace. Thus, our compensation programs are designed with the flexibility to be competitive and motivational within the different marketplaces in which we compete for talent, while being subject to centralized design, approval, and control.

### Health & Welfare Benefits

Hunt provides benefits packages that represent our commitment to employee health and wellness. Hunt's medical, dental, and vision plans help employees maintain their well-being through preventative care and access to an extensive network of providers, as well as affordable prescription medication. Eligibility for benefits begins upon hire, without a waiting period, and we offer a variety of options for different levels of coverage for employees and their dependents with a generous employer subsidy.

Hunt also offers company-paid life, accident and disability insurance and savings and retirement plans with company contributions. Other well-being programs include fitness memberships, identity theft protection, tuition reimbursement, and more.

### Flexibility & Work/Life Balance

Hunt provides a generous paid time off structure that leads the industry. In addition, Hunt offers a variety of flexible work schedules to enhance work/life balance for employees globally, including the option to work from home several days a week, when operational requirements and job responsibilities allow.

Additional paid time off, including extended maternity and paternity leave, and critical illness/ bereavement leave are also available.

Benefits policies and practices vary according to local customs, legislation, and operational requirements.

# OUR COMMUNITY

### Across all our operations, Hunt is committed to positively impacting the communities in which we serve or conduct business

We treat all communities including residents, government entities, local businesses, and partners fairly and with respect. We create long-term economic and social value for residents in the areas where we conduct business. To accomplish this, we listen first to each stakeholder to better understand their needs and challenges, and then work collaboratively to develop a framework for mutual cooperation and success.

# **BUILDING RELATIONSHIPS WITH OUR STAKEHOLDERS**



# Effective Communication

To create meaningful and trusting relationships with our communities, we engage with stakeholders early in our relationship by promoting frequent and direct communication to share information regarding our activities, to receive feedback, and to understand stakeholder needs and concerns.

In the course of our normal business activities, we have many different stakeholders, including our employees, partners, investors, lenders, contractors and suppliers, customers, and regulators. However, we also recognize there are many indirect stakeholders, such as local communities, landowners, and NGOs that may be affected or take interest in our activities.

Understanding each of these specific groups and their interests takes work – including comprehensive social impact assessments, surveys, town halls, and public notices.

To create meaningful and trusting relationships with our communities, we engage with stakeholders early on by promoting frequent and direct communication, sharing information related to our activities, and understanding their needs and concerns.

Only by listening and understanding the interests and concerns of our stakeholders as early as possible can we directly integrate real solutions into our business plans and meet their needs.

### STAKEHOLDERS:



hool children in Huancavel

# Social Investment

#### **Social Investment Focus Areas**

The baseline studies we have conducted over the years and the dialogue we maintain with our neighboring communities have identified five primary areas where we continue to focus our social investment programs:



#### Health & Wellbeing

Ensuring healthy lives and promoting wellbeing is essential to sustainable development



#### **Cultural Conservation**

Working to maintain various



#### Education

Enabling upward social and socioeconomic mobility, education is a key to escaping poverty



#### **Economic Development**

Sustaining inclusive economic growth can drive progress, create decent jobs for everybody, and improve living standards

cultural aspects and traditions can provide an invaluable source of knowledge for present and future generations

# Water Management

Providing clean water is vital to our survival as water access is critical to economic and social development. Although much of the developed world has access to clean drinking water and sanitation, billions of people, mostly in rural areas, still lack these basic services

#### **Our Social Investment Framework**

We leverage our corporate resources (our time, money, relationships) to contribute to the development of our communities in ways that create positive social and environmental effects and boost morale and productivity within and around our operations.

- Determined based on type of operational activity and location
- Conducted in a mixed time frame, from short to mid and long-term according to the scale of our activities and country regulations
- Aligned with UN Sustainable **Development Goals**
- Developed based on purposeful stakeholder conversations and studies used to identify immediate and long-term needs of the community
- Focused on capacity-building projects that require a mid to long-term time frame as well as philanthropic programs that respond to the urgent needs of communities. Monitored and evaluated on an ongoing basis to address challenges and measure success
- Refined through collaboration with

communities, government agencies, universities, NGOs, subject matter experts, and other stakeholders to ensure that priorities are aligned and to achieve the desired sustainability initiative

# Fostering Partnership

Designing and implementing effective social investment programs requires strong partnerships that draw upon the expertise and experience of community members, academia, non-government and communitybased organizations, government agencies and other special interest groups.

Leveraging the core competencies of our strategic partners enables us to benefit from local expert knowledge, acquire new approaches to development, draw on additional and complementary skills, make our community development efforts more sustainable. and coordinate different efforts to maximize our use of resources and community development impact.



# COMMUNITY ENGAGEMENT INITIATIVES



Improving the quality of healthcare in the region of Kurdistan, benefitting 100,000+ people



Supporting STEAM programming for children in Romania, impacting 200+ students



Reducing school-age malnutrition in Peru; 800+ children impacted since 2018



Improving education in the region of Kurdistan, impacting 5,000+ children



Improving the economic development in Kurdistan, benefitting 2,000+ families



Supporting access to water in Kurdistan for 500+ families



Supplying electricity for the annual Bazau Fest in Romania promoting local culture and tradtions



Providing Support for Galikhudeda Farmers in the Kurdistan Region of Iraq



Donating medical and COVID-19 relief packages to low-income families in Kurdistan, Romania, and Peru



Providing economic development training and resources in Peru, impacting 320+ farmers and families



Promoting archaeological exhibit in Peru featuring artifacts discovered during PLNG project



Promoting education in Peru through reading and math comprehension programs



Educating students in North America on career paths and workforce opportunities



Facilitating improvements to local shelters for women and children in Romania

# INSTITUCION EDUCATIVA SECUNI "CRFA - CAYRAMAYO"





Promoting capacity building in Peru, helping locals apply for public funds for projects benefitting their communities



Providing relief items and financial support across our global operations during COVID-19 pandemic

# OUR COMMITMENT TO SAFETY



"Safety is a proxy for performance." Mark Gunnin, President, Hunt Energy

A safety record is a reflection of professionalism. Even in challenging areas of operation, teams who adhere to respect for one another, humility, and open communication create safer work environments. At Hunt, where everyone is viewed as extended family, our commitment to safety plays an even more important role. Put simply, we make a promise to each team member: to our utmost ability, everyone goes home safe, every day.



# **OUR SAFETY CULTURE**

### SAFETY IS A REFLECTION OF A WELL-RUN OPERATION

Our safety culture is our defining attribute. We support this with tools, training, and initiatives that inform the safety culture at Hunt Energy, but it is the individual decisions and ownership of these principles from our employees that encourage this culture to thrive.



Construction of electric transmission tower in Texas

# HSE Leadership



# Safety Performance

#### Injury Rates by Year



#### Preventable Vehicle Incidents



#### HSE Leadership Committee

The purpose of the Committee is to have all operational management collaborate and cooperate to ensure that Hunt's commitment to Health, Safety, and the Environment (HSE) is supported and nurtured across all Hunt companies.

Primary goals include:

- Develop strategies to create a safe and healthy work environment
- Increase HSE Awareness and promote a strong safety culture

#### HSE Leadership Roundtable

Primary goals include:

• Create HSE culture and policy alignment across all the business units within Hunt Energy

- Solve HSE problems and evaluate challenges
- Provide a link between our people in our communities (or in the field) and company leadership
- Collaborate on key HSE initiatives across the Company and share ideas around timely issues

#### **Reduced Injury & Incident Rates**

- For the period of 2017 to 2021 Hunt Energy decreased injury rates by approximately two thirds through the alignment of HSE planning
- These plans are designed to drive continuous improvement based on lessons learned and are endorsed by leadership
- Development and implementation of behavior-based safety program that includes daily Near Miss and unsafe condition reporting, reinforced by positive recognition and continuous follow up

#### Safety In Transportation

 Coaching and mentoring of field-based personnel to lead and own HSE initiatives

Total Recordable Incident Rate (TRIR) – work-related injury or illness that results in medical treatment, days away from work, restricted work, or position transfer

Lost Time Incident Rate (LTIR) – work-related injury or illness that results in days away from work

Days Away/Restricted or Transfer Rate (DART) – work-related injury or illness that results in days away from work, restricted work, or position transfer

TRIR, LTIR, and DART are calculated per 200,000 hours, equivalent to 100 full-time employees working a calendar year

One of the biggest potential risks impacting our operations is transportation. In addition to keeping our workforce safe on our operational sites and in the office, we also strive to minimize safety incidents while our employees are on the road.

- Preventable Vehicle Incident Rates (PVIR) are calculated based on the total preventable vehicle incidents in the workplace, per 1 million miles driven
- Hunt drivers logged more than 3 million miles in 2021 and achieved a PVIR of 0.32 in 2021, which is below the company benchmark of 1.28

Hunt Energy emphasizes driver safety through:

- Defensive driving training
- Behind the wheel training

- The PVIR rates have beed reduced through a number of initiatives including driver training, monitoring harsh breaking activities in Peru and improved vehicle maintenance and inspection routines in North America
- Vehicle inspection programs
- Off-road/hazardous element training

Our vehicle fleet is subject to robust preventative maintenance programs that go beyond the manufacturer's minimum standards.



# 👗 Contractor Management

Many specialized jobs and large-scale projects require the use of contract labor and services, therefore, an important part of our overall safety and health program involves safety management for contractors.

During the bidding process, we perform HSE evaluations on all potential service providers informing the results of the overall bid evaluation. Contractors are expected to maintain a management system that meets or exceeds our corporate standards. Once on site, our supervisors actively participate in operational and safety activities such as performing joint site inspections, reviewing permits, job safety analyses and pre-job safety meetings. On-site contractor audits are performed to ensure compliance with HSE expectations, and any deviations are reviewed with the Contractor to determine a path forward of continuous improvement.



### 🗄 Blue Jackets

As part of our commitment to emergency management, over 20 years ago we established a core, trained group of employee-comprised first responders to assist with potential emergencies at Hunt Energy office locations.

The Blue Jackets serve as first responders during emergencies and take the lead in evacuation exercises, emergency response training, interfacing with outside emergency responders, and providing key information to employees. All Blue Jackets are First Aid/CPR certified.

Hunt Energy supports the Blue Jacket program by providing continued training and providing other incentives to volunteers.

The initial program focused on the Dallas campus but has since been adopted in our offices around the world.



# 🔮 Annual Safety Picnics

Safety picnics are held annually in each operating area across the Company and serve as an opportunity for employees and their families to hear and share safety messages.

The Hunt Energy executive leadership team participates and communicates our commitment to safety, performance highlights, and any new initiatives.

Due to the pandemic, 2021 safety picnics were postponed. In lieu of meeting in person, Hunt Energy convened and communicated safety key messages via virtual meetings.

# Safety Training



#### **HSE Leadership Committee**

Our commitment to safety is an expectation for all employees and is reinforced through training across the company.

An employee training matrix has been developed based on risk assessment results and is a major leading indicator KPI for all employees. The matrix contains three tiers of training based on a risk assessment of the work to be performed as well as regulatory training requirements and Hunt best practices. The training requirements and frequency for each level (Administrative, Technical and Hazardous Areas) are clearly defined and based on employee position. The course curriculum is made up of classroom, web-based, and hands-on training.

Hours Trained by Area			by Area	Europe	Middle East	<ul> <li>North America</li> </ul>	• South America
			27.2%	57.1%			

# **OUR SAFETY FRAMEWORK**



# Asset Integrity

# Hunt Energy effectively manages its assets to gain maximum value, profitability, and returns while safeguarding personnel, the community, and the environment.

Our Asset Integrity Management program incorporates design, maintenance, inspection, process, operations, and management concepts since all these disciplines impact the integrity of infrastructure and equipment.

Hunt Energy uses technologies, such as optical gas imaging cameras, at many production and process facilities to monitor the integrity of our operations. When we identify risks, we implement appropriate preventive measures for equipment, processes, and people.



# Timely Observation, Effective Corrective Action

#### At Hunt, we believe if you see something, say something.

Stop Work Authority is a program embedded into Hunt's safety management culture. It provides any employee, contractor, or visitor the ability to stop the work if they see something unsafe.

Employees and contractors are required to report all incidents involving injury, environmental impact, property loss, or near-miss events. Incident Reporting and Investigation is submitted to our Management System (MS) and is standardized across the organization as part of the ongoing MS development and rollout.

We strongly encourage fact-finding, not fault-finding. Employees are trained annually in Root Cause Analysis techniques which are conducted for all incidents. Safety observation and near-miss programs are utilized to ensure hazards are found and fixed before there is a problem and that lessons learned are shared throughout the organization timely.

### Process Safety Management

# Hunt has established a comprehensive program that integrates technologies, procedures, and management practices.

Process Safety Management (PSM) applies design best practices to properly install, operate, and maintain covered process equipment so that workers, neighbors and the environment are protected from the unintentional releases of highly hazardous substances in the field.

Hunt has established a comprehensive PSM program that integrates technologies, procedures, and management practices. Performance is measured using key performance indicators that align with industry recommended practices.



# PLANET

Meet the energy needs of society and its desire for cleaner and trusted sources





We take pride in our role as a responsible energy provider throughout the world. Protecting air, water, land, and wildlife improves the overall quality of life for all who live and work in the communities where we operate. Our commitment to caring for the planet is focused on ensuring the responsible use of resources, reducing carbon emissions, and preserving biodiversity and ecosystem services.



"Humans are impacting the global environment. Energy companies must play a more proactive role and be better stewards if our children and grandchildren are going to enjoy the same sense of nature that we have."

Hunter Hunt, CEO, Hunt Energy



### Sustainable Operations

We are dedicated to reducing our environmental impact through strategic design and innovative solutions throughout the life cycle of our operations.



**Emissions Management** 

Emissions management is a key priority for us and our stakeholders. We actively identify methods to reduce our emissions through the design, construction, and maintenance of our facilities, and continuously pursue carbon offset and sequestration opportunities.



Protecting Biodiversity

We integrate the protection of biodiversity across the life cycle of our operations because it is critical to sustainable development.

# **BUILDING ON OUR PAST, LEANING INTO THE FUTURE**

We are proud of our history as an oil and gas company, and we also embrace the direction of our world and its energy needs today. Our diverse portfolio of energy investments demonstrates our commitment to providing energy to communities on a global scale from a variety of traditional and renewable energy sources. We are here to serve.



#### Solar Power

Perovskite Solar Cells (PSCs) have been widely touted as the future of photovoltaics, the process generating electricity from sunlight. Hunt Perovskite Technologies (HPT), founded in 2013, is leading the way in PSCs research and development. In 2021 Hunt Perovskite Technologies merged with 1366 Technologies, identified as two of the most disruptive technologies in the solar industry. The newly combined company is called CubicPV and has achieved industry-leading energy conversion efficiency.



### Wind Power

Whether we are installing a wind farm in Costa Rica, or supporting our regulated utility as it constructs over 300 miles of transmission lines in the Texas Panhandle and South Plains as part of the state's Competitive Renewable Energy Zone process, Hunt Energy has supported the development of wind power generation and the infrastructure necessary to bring that energy to market since its entrance into Costa Rica in 2012.

### Battery Storage

Advances in solar and wind generation technologies, and lowering costs, have triggered a high level of investment in renewable power across the world. Nowhere is this more concentrated than in Texas. Building on these significant changes to the power market, the Hunt Energy Network (HEN), has developed and funded an aggressive three-year plan to install fifty ten-megawatt batteries, connected to the lower-voltage distribution systems of regulated utilities. HEN leverages battery storage to enhance reliability of these renewable energy resources for the statewide grid. And in optimizing its portfolio of storage resources, HEN allows customers of all sizes to participate in new ways in the power markets. HEN's first two batteries became operational in West Texas in 2021.

# SUSTAINABLE OPERATIONS

We proactively identify mitigation measures through our established risk management processes.

Identifying risks early in the project life cycle and planning for and addressing potential environmental impacts associated with our activities are central to our efforts to have as minimal an environmental footprint as possible.



RESPONSIBLE CONSUMPTION

# Waste Management

#### Waste management is a critical component of our operations. This includes:



Identifying and **segregating** waste types (i.e. hazardous, nonhazardous, recyclable)



Auditing and approving disposal facilities prior to use

#### Recycling Volume (Tons) by Year



practices





Transporting and disposing of

waste in line with industry best

Updating waste management programs based on risk

assessment results ensuring continuous improvement

#### Refinery Recycling (Tons) by Year



Assessing contractor waste

management performance

In 2021 there was a significant increase in recycling in the company due to the remodeling of the Dallas campus and additional maintenance activities conducted at the LNG Plant in Peru.



In 2021, our drilling and completion activities in North America increased, as anticipated post-2020, resulting in a correlating increase of nonhazardous waste production. This increase, along with significant maintenance activities at the LNG facility in Peru contributed to an overall waste increase of 66%. However, our historical waste trends continue to decline recognizing 2020 waste production was a result of halted operations due to the pandemic. 2021 waste produced is currently 24% and 45% below the recorded 2019 and 2018 levels respectively.



Hunt refining recycling volumes have almost doubled over the last 5 years through their handling of hydrocarbon sludges and other organic byproducts. Reintroducing these waste streams into our refinery delayed coker and incorporating them into the solid coke has significantly reduced volumes of hazardous waste being disposed off-site.

### Spill Prevention



We maintain a "keep it onsite" approach in regard to spill prevention and management. Through our spill prevention and management programs, we proactively plan for and address potential environmental impacts associated with our activities.

#### Partnering with Industry Experts

Hunt Energy is not currently operating offshore but over the previous decade we have conducted exploration activities offshore in Australia and Benin. In both cases, we partnered with Oil Spill Response Limited (OSRL), an industry-funded cooperative that maintains global credibility for its proficiencies in oil spill preparedness and response service. By partnering with subject matter experts and complying to their standards of excellence, we ensure Hunt Energy's offshore activities are managed and prepared to the industry best practices for spill preparedness and response.





Routine inspection



#### Spill Volume (bbl) by Year



We have decreased both the count and volume of spills due to lessons learned from spill investigations and proactive equipment maintenance programs. We always strive for 100% spill recovery.

2021 has seen a significant reduction in spills, with only 103 barrels of hydrocarbon spilled. Of these, 38 barrels were contained on site, while the remaining 65 barrels were cleaned and disposed of.

# spotlight Harvesting The Texas Sun

The Hunt Energy corporate headquarters, located in Dallas, Texas, maximizes the use of natural light through an innovative system known as "daylight harvesting". This technique employs light-level sensors to detect available daylight and then automatically adjusts the output of electric lights throughout the building based on the actual needs. For example, when it is very bright outside, the inside lights will dim, and when it is cloudy outside, the inside lights will brighten.

This automation produces 2 distinct benefits:

- Improves the workplace environment by reducing eyestrain for people working and normalizing brightness inside the building
- Increases energy efficiencies through automation and decreases electricity billing

Design elements of Hunt's headquarters have received the following recognitions:

- 2009 U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED), "Silver" certification, commercial interiors, Dallas Headquarters.
- 2013, 2014, 2015, 2016, 2017 ENERGY
   STAR certification, Hunt Headquarters



#### SPOTLIGHT

# Efficient Water Management Leads To Self-Sufficient LNG Plant

The LNG plant in Peru is completely self-sufficient in its water use, meaning it produces all of its own water using a desalination plant and eliminates any impact on freshwater bodies. The water treatment system has reached the required standard and is certified for potable drinking water.

In 2021, approximately 330,000 barrels of wastewater generated at the plant were treated using an activated sludge system for use in irrigation of green areas and dust control on interior roads, eliminating any discharge to the environment. Monitoring is conducted to ensure compliance with environmental standards prior to utilization.



The Hunt Energy corporate headquarters in Dallas TX, was designed with trees and plants in the landscape that are a selection of native and adaptive species that provide year-round interest and color while reducing the demand for irrigation. The efficient landscape system is designed to save up to 50 percent of the water compared to a conventional irrigation system. In 2010, the landscaping received a Merit Award from the Texas Chapter of the American Society of Landscape Architects.

### Water Usage



# Access to clean water is a basic human right. We understand the critical importance of water as a resource and therefore handle it with care.

Water availability can vary drastically across our operations around the world. We conduct risk assessments at the development stage of every project to understand how to manage and mitigate any potential impacts on water.

Our operations in Peru are located in areas of intense water scarcity along a coastal desert, so the decision was made in the early planning stages to employ reverse osmosis technology to desalinate ocean water for all water usage on site.

Similarly, areas along the pipeline route through the highlands have limited access to water. Our community needs assessments determined a very high priority on water infrastructure and conservation.

#### Water Consumption by Year



In North America, the change in water usage is primarily associated with drilling and completions activities. Through added technologies and improved completions techniques, Hunt Energy has reduced the amount of water used to produce each barrel of oil.

Our west Texas divestiture contributed to the reduction in water usage in 2021, with West Texas accounting for 25% of water usage in 2020. The Dallas campus usage increased by 7%, in 2021 due to the increase in activity in the office following the 2020 COVID-19 restrictions.
## EMISSIONS MANAGEMENT

We go beyond just compliance by implementing proactive strategies to reduce our emissions. We design, construct, and maintain our facilities to ensure consistent emissions management.

Hunt Energy supports the global desire to reduce emissions and curb the effects of climate change. We have adopted various operational strategies to manage and reduce emissions and improve efficiencies through innovation. We follow industry best practices, which include utilizing proven technologies and new ideas.



#### Greenhouse Gases and Flaring

Through a number of reduction and operation strategies implemented across the company, Hunt Energy was able to reduce global  $CO_2$  emissions by 20% from 2020 to 2021. This significant decrease was achieved through the divestiture of West Texas assets and improved gas capture in US operations. These two actions led to a decrease in emissions in North America by approximately 24%.

Our commitment to emission reduction strengthens each year. Since 2019, the company global emissions have been reduced by 27% and in North America by 35%.

At Hunt, greenhouse gas (GHG) emissions associated with our operations are continuously monitored for opportunities to improve efficiencies and minimize emissions. In order to effectively control and minimize the volumes of emissions associated with our operations, we rely on a combination of industry best practices, regulatory commitments, and operational controls.

#### 2021 CO<sub>2</sub>e Emissions by Source



America aligns with the US Environmental Protection Agency (EPA) GHG reporting program, which prescribes that each emission source category, methodologies, engineering calculations and emission factors are set forth in the applicable regulations to quantify GHG emissions, including methane.

#### CO<sub>2</sub>e Emissions (Tons) by Year



One of the leading contributors to flaring is unplanned pipeline downtime. This is why we partner with third-party operators to implement strategies that mitigate potential pipeline constraints reducing the need for flaring. We are constantly looking for creative ways to find efficiencies and repurpose production outputs that decrease reliance on flaring, where possible.

Volume of Gas (mcf) Flared by Year



Flaring in North America reduced by 74% from 2020 to 2021. This significant reduction resulted from improved sales management in North Dakota gas sales and the divestiture of West Texas assets. South America saw an overall increase in flaring in 2021, which was due to two major maintenance activities at the LNG facility.

#### PLANET: EMISSIONS MANAGEMENT

## SPOTLIGHT



The Hunt gas facility in Romania was designed to ensure that any natural gas produced that does not meet the sales quality specification is utilized in the natural gas engine generator. This design ensures that no off-specification gas is vented or flared but rather generates power for utilization within the remote gas facility. In addition, a load bank is installed for all excess electrical power generated.



#### Leak Detection and Repair

#### **Emissions Reduction In Action**

One of the key functions of Management System is to ensure continuous improvement across all areas of operation. Emission reduction strategies have been bolstered as a result of these improvements in the areas of facility design and operational management:



A suite of emission reduction-related design modifications have been applied to Hunt production facilities, such as tank vapor capture systems that are incorporated across all new and modified production facilities.



All permanent flares are installed with automatic ignition devices to ensure reliable combustion and advanced modeling of facility/equipment throughputs to avoid excess capacity constraints.

Improvements and efficiencies in operational management have ensured current best



practices relating to emissions reduction are being implemented, including: Scheduling preventative Securing the gas purcha



maintenance of emission control equipment



Developing an assurance program to cover all likely emission sources



Replacing all high-bleed pneumatic devices with lower emitting options



Securing the gas purchaser prior to the initial production of wells



Implementing leak detection and repair (LDAR) programs for all facilities associated with the top 80% of domestic US production

#### Methane Emissions (Tons) by Year



## PROTECTING BIODIVERSITY

We integrate the protection of biodiversity and ecosystem services across the life cycle of all of our operations. Biodiversity preservation is always factored into our operational practices and management system. Protecting biodiversity and ecosystems is critical to sustainable development and supporting our communities.

Our commitment to conserving the environment is reinforced by our efforts in preserving biodiversity during the construction and operation of Hunt assets.



Put simply, biodiversity is the variety of life on the planet. Natural biological diversity in ecosystems provides direct benefits and products to people, such as medicines, shelter, food, fuel, and clothing as well as cultural, aesthetic and recreational values. We raise awareness of the importance of conserving biodiversity and ways the Company is addressing it. We avoid development near sensitive species or habitats by considering biodiversity early on in our decision making.

Our approach to biodiversity and ecosystems globally is guided by the same universal principles but tailored to the individual ecosystems we encounter, to achieve no overall negative impact on biodiversity utilizing the mitigation hierarchy of avoid, minimize, restore, and offset.

This approach integrates the conservation needs with the development priorities. Community engagement is critical in the success of our programs, ensuring community concerns and local knowledge is incorporated into any mitigation planning.

We establish partnerships to enhance our biodiversity programs with local universities and institutions such as Smithsonian Institute, Heinz Foundation, and National Geographic.



Avoidance is the most effective mitigation available, by removing the project impact and relocating facilities to less sensitive areas. This must be identified early in the project cycle through good planning and risk management activities.



Minimization requires the implementation of mitigating measures to reduce the projects footprint or implement seasonal constraints for specific species, such as breeding seasons.



Restoration is the final stage in the project cycle, returning the impacted area to as good as or better than its original condition.



erial view of rainforest canopy near Quince Mil, Peru

Offsets are designed and measured to compensate for adverse and unavoidable impacts of projects.

#### PLANET: PROTECTING BIODIVERSITY

#### BIODIVERSITY MONITORING AND ASSESSMENT PROGRAM

The Biodiversity Monitoring and Assessment Program (BMAP) is one of the phases within our Biodiversity Action Plan (BAP). This program was developed over a decade ago as a collaboration between Hunt and the Smithsonian Conservation Biology Institute (SCBI). The BMAP identifies any impacts, both positive or negative, that HUNT Peru projects or operations might have on an environment's biodiversity by evaluating the status and trends of selected species and habitats and the effectiveness of the project avoidance, mitigation, restoration and conservation efforts. This scientific approach enables our teams to adapt the environmental programs in place to ensure negative impacts are mitigated and positive impacts are reinforced.

#### Our BMAP covers coastal and mountain areas, consisting of the following components:



Marine ecosystems (participatory monitoring)

**Bio-restoration** 



Freshwater ecosystems

A conservation program

### SPOTLIGHT Biodiversity Monitoring and Assessment Program

The Biodiversity Monitoring and Assessment Program (BMAP) is a collaboration between the Center for Conservation Education and Sustainability (CCES) of the Smithsonian Conservation Biology Institute (SCBI) and PERU LNG established in 2008 to integrate the conservation of biodiversity into the construction and operation of a gas pipeline, Liquefied Natural Gas (LNG) plant and marine terminal at Melchorita. The program evaluates and conducts long term monitoring of species and habitats of importance to the national and international stakeholder, determining the status and trends of species and habitats over time to be able to respond with appropriate adaptive management actions to conditions that could vary throughout the project.

#### spotlight Biodiversity Action Plan

PERU LNG operations consist of a natural gas transportation pipeline that traverses the Andean mountains to a liquefaction plant and marine terminal located on the Pacific coast. The 408 km pipeline traverses many diverse landscapes and ecosystems from the montane forests to the high peaks of the Andes and finally down to the arid desert coastal zone. In order to provide a comprehensive strategy aimed at protecting biodiversity during the construction and operation of the pipeline, PERU LNG developed a Biodiversity Action Plan (BAP), utilizing a phased approach (IPIECA, 2005) that started in the early planning stages and will continue through assessment, construction, operations, and closure. This phased approach has enabled the BAP to evolve through the different phases of the project and now includes the marine monitoring program at the LNG loading jetty.

Source: ipeica

#### SPOTLIGHT Discovering a New Species

A new water frog from the Pacific slopes of the Andes in central Peru, Telmatobius ventriflavum, was discovered during a 2012 survey for the Biodiversity Monitoring and Assessment Program (BMAP).

"The BMAP was able to implement a scientific plan for evaluating the status and trends of selected species and habitats and the effectiveness of the project avoidance, mitigation, restoration and conservation efforts" said Dr. Francisco Dallmeier, the Director of the Center for Conservation and Sustainability of SCBI.

The name of this new species comes from the Latin venter, meaning belly, and flavus, meaning yellow and refers to the golden yellow and orange coloration of the frog's body.

Source: The Smithsonian Institution



"The Smithsonian Conservation Biology Institute and Hunt Oil partnership has been instrumental in the understanding of complex ecological systems in Peru to effectively achieve environmental impact mitigation. Moreover, the collaboration has contributed important biodiversity new knowledge by addressing challenging environmental questions and applying science to find solutions for well-informed management decisions."

Francisco Dallmeier, Smithsonian Conservation Biology Institute



## DIRECTION

Responsibly and inclusively manage and grow a safe and efficient business



#### Hunt Energy is driven by our Purpose to Impact Humanity for the Better, with Energy.



To fulfill that Purpose, our corporate governance and direction start with a deep commitment to our Core Values and a very simple fact – that we are a privately-held, family-owned group of companies. As such, we have a long-term world view that is fundamentally different from those whose primary focus is on short-term financial and performance metrics. We judge our actions based upon how they can positively affect the next generation, not the next fiscal quarter. It is this philosophy that permeates our corporate leadership and our integrated management systems and that drives us to ensure the continued safety of everyone we touch as we do our part to supply energy to the world.



#### Leadership

As a multigenerational company with over 88 years of operations, Hunt has grown and evolved to serve its communities. Today, the Hunt Family and leadership team recognize and embrace our responsibility as an energy producer to maintain efficient operations and to find new ways to provide energy sources that meet both the current and future needs of society.



#### Our Management System

Our Management System (MS) is foundational for the Company, influencing how we operate around the world. MS is our system for mitigating risk and guides the way we operate every day.



#### Security

Our global security efforts at Hunt seek to protect the human rights of our employees, partners, and communities by promoting resilience to security threats and/or potential attacks on both a physical and digital landscape.



#### Supply Chain

As a global company, we conduct our business operations with a diversity of suppliers, who provide a wide range of goods and services from all corners of the world. We recognize the importance of the supply chain and its impact on the global economy, and we take responsibility for our role in it.

## LEADERSHIP

Hunt Energy has evolved from its inception in 1934, but has always remained a privately held, family-owned group of companies



"The energy industry is in a fascinating moment in time because it is undergoing so much change. As both the industry and humanity continue to evolve, we firmly believe that we can positively impact both in a very meaningful way."

Hunter Hunt, CEO, Hunt Energy

#### WHAT MAKES UP HUNT ENERGY?

Each subsidiary is managed by its own leadership team, but remains aligned with our Core Values and corporate philosophies. This group of leaders provides guidance on the specific business needs, participates in the development of strategic and business planning, and is responsible for overall corporate performance.





#### **EXECUTIVE DIRECTION**

Despite their individual fields of expertise and their roles within different subsets of the industry, the senior executive team works collaboratively, ensuring the decision-making process is comprehensive, well-informed, and balanced.

Hunt Energy leadership regularly participates in industry forums, conferences and training programs to enhance their establishment of strategic priorities, manage risks, develop teams, and keep up with the constantly changing trends of their specific sector. The leadership team is focused on constantly building on their industry knowledge, leadership capacity and business acumen.



#### Hunter Hunt

Hunt Energy, Chairman & CEO

Hunter Hunt is Chairman and CEO of Hunt Energy, LLC, and co-CEO of its holding company, Hunt Consolidated, Inc. He oversees the operations of Hunt Oil Company, Hunt Power, and the other energy activities of the Ray L. Hunt family of Dallas, Texas. Hunt Oil Company was founded in 1934 by H.L. Hunt and is one of the largest privately-owned energy companies in the world, engaging in exploration and production as well as LNG. Hunt is also engaged in refining, development of energy technologies and developing renewable energy projects. Hunter Hunt has led the efforts to expand the energy focus of the Hunt affiliation of companies to include the electric power industry.

Hunt graduated from Southern Methodist University summa cum laude, earning bachelor of science degrees with honors in both economics and political science. He serves in several capacities at SMU, including serving on the Engineering School's Executive Board.



Hunt Energy, Executive Chairman



Ray L. Hunt is executive chairman of Hunt Energy. His association with Hunt Oil Company began in 1958 when he joined as a summer employee in the oil fields.

Active in civic affairs, Hunt has previously served as chairman of the board of trustees of Southern Methodist University, chairman of the Dallas Citizens Council, and chairman of the Central Dallas Association. He is currently chairman of Dallas Medical Resource and also serves on the board of trustees of the Center for Strategic and International Studies in Washington, D.C., and the board of trustees of The Cooper Institute in Dallas, Texas.

Hunt has received many energy industry awards, including the American Petroleum Institute Gold Medal for Distinguished Achievement, the Distinguished Service and Leadership Award of the 25-Year Club of the Petroleum Industry, the Public Service Award of the Society of Petroleum Engineers, and the Distinguished Service Award for the Texas Oil and Gas Association. Hunt has been elected an All-American Wildcatter and the Southwestern Legal Foundation gave him the John Rogers Award "for distinguished service to the petroleum industry and civic institutions."

Hunt graduated from Southern Methodist University in 1965, where he was designated a University Scholar, with a degree in economics.



#### Mark Gunnin

Hunt Energy, President

Mark Gunnin is president of Hunt Energy.

He was formerly chief operating officer of Hunt Oil Company, where he was responsible for the company's worldwide operations. Prior to that he was senior vice president, Middle East Region for Hunt Oil Company, where he led the Kurdistan development efforts, Hunt's investment in Yemen LNG and the overall Middle East Region strategic development.

Gunnin joined Hunt in 2002 and has served in various other capacities, including responsibility for the land, legal and commercial development functions.

He is a graduate of The University of Texas School of Law and Baylor University.

## OUR MANAGEMENT SYSTEM

We are committed to conducting our business responsibly while protecting our workforce, our neighbors, and the environment

Our Management System (MS) incorporates processes and procedures that promote operational excellence. Through MS, we systematically manage operational reliability, performance efficiency, and health, safety, and environmental best practices.

INDUSTRY, INNOVATION, AND INFRASTRUCTURE

#### MANAGEMENT SYSTEM

Hunt Energy's Management System provides a consistent framework for assessing, managing, and optimizing processes and performance. It ensures we have the procedures and controls in place to operate and grow as an organization in a deliberate and sustainable manner.

The elements of the Management System are aligned into a logically sequenced framework that can guide work at any level of the organization. Each standard within the framework is supported by processes that Hunt expects all employees to meet.

Hunt Energy management systems are aligned with and in some cases certified by International Organization for Standardization (ISO).



#### Plan

#### Leadership

- Leaders establish policy, provide perspective, and demonstrate commitment
- Processes are well established and communicated to all employees
- Performance is tracked and analyzed against our goals and objectives
- Clear expectations are set and provide the support and resources to drive implementation

#### Risks assessment

- Risk is managed by identifying hazards, assessing severity and probability of occurrence
- Control measures are developed and implemented to remove or reduce the level of risk
- Risk assessments are conducted for new and existing projects on an ongoing basis
- When changes to an operation occur, risk assessments are reviewed and updated

#### Do

#### () Training and competency

- Our employee knowledge, skillset and qualifications are vital to managing risk
- We ensure skilled and competent workers through training and development opportunities
- Initial and ongoing training is conducted to ensure competency and continuous growth
- Employees participate in hands on training, classroom, and web-based learning

#### Contractor management

- Contractors are screened and selected using processes that assess their ability to perform work safely and efficiently
- Performance requirements for contractors are established and reviewed
- Contractor performance is tracked with frequent and continuous feedback provided to ensure open communication and continuous improvement

#### Community & stakeholder engagement

- We actively engage with our interested community and stakeholder members to maintain open communication, trust, and quickly address any concerns
- Hunt partners with local community, state, and federal industry groups to help inform regulators and governmental decision makers about our operations
- We meet regularly with local and state emergency responders to ensure they are aware of our operations and to develop relationships with our employees

#### Y Facilities and equipment

- Our facilities are designed, constructed, commissioned, and maintained to ensure a safe and efficient workplace
- Equipment selection and procurement processes ensure we meet proper specifications
- Operations, maintenance, and emergency procedures are documented and well communicated
- Pre-Start Up Safety Reviews are conducted to ensure facilities are safe to operate
- Changes to equipment or procedures are managed by a Management of Change (MOC) process

#### Operational control

- Operational controls are our core procedures that prevent or mitigate risks and incidents, and ensure consistency across the company
- Operational control procedures have been established to ensure employees' actions are aligned with company and industry best practices
- Controls include equipment, engineered safeguards, project designs, personal protective equipment, and administrative procedures
- Specific control procedures are developed for high risk activities

#### Emergency response & preparedness

- Emergency Response Plans exist to identify processes, equipment, personnel, and resources necessary to respond to emergencies to protect our people, the environment, and the public
- A universal Incident Command Structure is applied to all emergencies
- Training and drills are conducted periodically with employees and third party response personnel which include classroom and field based exercises

#### Documentation & communication

- Processes have been established to ensure easy approval, storage, and retrieval of company documentation
- Effective transfer of information across all levels of the organization is critical for our success
- Information related to state, federal and country regulations is kept updated and available
- Internal guidelines, procedures, permits, and work instructions are well organized and readily accessible
- Processes are in place for quick communication of important and time sensitive information

#### Check

#### **Q** Incident report & investigation

- All incidents are reported and investigated, regardless of severity
- Incidents and near misses are investigated timely to determine root cause, identify corrective actions, and prevent reoccurrence
- High Potential Incidents (HIPOs) are distributed across the organization to share lessons learned
- Incident trends are analyzed and reviewed frequently to identify opportunities for improvement
- Incident investigation results are assessed periodically by our HSSE Management Committee

#### **(d)** Assurance & tracking

- Operations are inspected and audited by multidisciplinary teams at scheduled frequencies to ensure compliance with established requirements
- Measuring and monitoring data are essential tools for tracking operational performance, assuring that objectives and targets are met and identifying opportunities for improvement
- Findings from inspections and audits are well documented and tracked to closure
- By regularly assessing operational performance, management adjusts programs and resources to generate the best results

#### Act

#### Management review

- The ongoing review of our procedures and processes helps to ensure continuing suitability, adequacy, and effectiveness of the system
- Periodic reviews ensure the employees and system remain accountable and present the opportunity for discussion between employees and management to find areas for improvement
- Performance is evaluated against our goals and objectives to ensure all expectations are met

#### SOUND RISK MANAGEMENT CREATES OPPORTUNITY

Our company faces a broad array of risks, including physical, legal, policy, market, failings in internal processes, people systems, reputational and external events that can disrupt operations. To properly identify and manage these risks, we have established a risk management committee as part of our corporate risk strategy to develop a corporate risk map in line with potential impact, frequency and control level.



- Scheduled and periodic risk assessment and audit
- Leadership engagement and interviews assessing risk controls and their effectiveness
- Operational risks are identified, managed, controlled and evaluated through corporate processes integral to our management system

Progress reports to executive leadership team

- Risk registers are maintained to identify the company risk or project risk profile and associated mitigation measures
- We expand the use of innovative risk management practices and cost-effective technologies to identify and mitigate risk, to benefit the environment, its employees and the communities in which it conducts operations.

## SECURITY

Our global security efforts at Hunt seek to protect the human rights of our employees, partners, and communities by designing, implementing and maintaining, secure, compliant and resilient security programs

As part of our Risk Management program, Hunt's Emergency and Business Continuity Plan enables the early identification and management of possible risks and associated emergency events. The methodical approach provides the governance structures, processes, resources, training, and performance monitoring methodologies needed to prevent, prepare, and respond to all possible emergency situations.

INDUSTRY, INNOVATION

PEACE, JUSTICE, AND Strong Institution

#### Our Security Strategy



Security Risk Assessments are conducted through an all-hazards, scenario-based approach, endorsed by the American Petroleum Institute. Accordingly, in risk assessments, we determine potential for human rights abuses in our areas of operations, and ensure our private security sub-contractors conduct themselves in a manner consistent with respect for human rights.



**Cultural and security training** are required for all Hunt overseas operations prior to arrival for travel. Based on risk assessment recommendation, additional forms of training may be provided.



Response plans and standard operating procedures are essential risk mitigation measures. Response plans are tailored to each location to address the "most likely, worst case" risk scenarios. Natural disasters are also considered in response and contingency planning.

#### Cyber security

The last decade has seen a tremendous shift in the technology landscape. Through the adoption of technologies such as cloud and mobile, Hunt has optimized the environment to drive significant efficiencies while managing new risks in the area of Cybersecurity.

As a critical focus for Hunt Energy, the Cybersecurity team works closely with industry professionals, government agencies and peers in the oil and gas industry through the API and ONG-ISAC. These invaluable partnerships provide tremendous insight and understanding of the risks posed by the current and emerging technologies.

Based on internationally recognized frameworks, such as the National Institute of Standards and Technologies' (NIST) Cybersecurity Framework, and ISO frameworks on Security and Privacy, Hunt has implemented its own comprehensive cybersecurity program. The team frequently evaluates and enhances processes, procedures, and technologies to better detect, protect, and respond to cyber threats of all kinds. This includes a comprehensive security awareness training program to educate and empower all employees in the fight against Cybercrime.



Our security professionals have Security Industry board-level qualifications from ASIS International Certified Protection Professional, Professional Certified Investigator, Physical Security Professional and International Security Management Institute (ISMI Certified Security Management Professional).

DIRECTION

Hunt Global Security team in Dallas, Texas

## SUPPLY CHAIN

As a global company, we conduct our business operations with a diversity of suppliers, who provide a wide range of goods and services from all corners of the world

DECENT WORK AND 11

#### Much of our business success is a reflection of our relationships with our suppliers. We partner with suppliers based on:

Health, Safety and Environmental management processes

Reputation and performance including anticorruption and other good business practices



Attention to detail and consistency for timeliness

to the energy industry and to the communities we serve

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Quality of their products and services

Ability to establish

and maintain long

term contractual

agreements



Reliability and competitiveness of price

nternational shi





#### Supplier Engagement



By applying best practices to our supply chain approach, we help ensure a positive impact in the communities in which we operate: In 2021, on average 78% of our procurement spending went to local suppliers. We engage suppliers that comply with local laws, provide opportunities for locally sourced goods and services, and look to create opportunities for historically underrepresented groups. This is core to who we are and how we operate as a company.

We are committed to supporting local development in our operations through our supply chain.

Region	% of procurement spent to local suppliers
Central & South America	78%
Middle East	75%
Europe	73%

#### Supplier Standards



We ensure all of our suppliers meet or exceed our environmental, health, safety, and performance expectations. Our Supply Chain is governed by policies and procedures to ensure that all goods and services required are:

- Procured in a fair and ethical manner
- Comply with the legal, technical and socio-environmental and safety standards essential to successful operation
- Follow mandatory anti-corruption due diligence through the FCPA as well as unsanctioned international boycott laws

#### Supplier Diversity



We cultivate mutually beneficial relationships with a diverse supplier base.

We are committed to the growth and success of diverse businesses in our global supply chain.

#### Supplier Compliance

Compliance is a critical part of our operation and the management of our supply chain. We conduct consistent and planned audits with a select number of suppliers for contract compliance.

- We regularly audit pricing, safety, drug and alcohol policy compliance, invoicing and third party supplier expenses
- We proactively audit contract management practices to ensure contractual obligations are met

Suppliers not meeting our expectations may be subject to supplemental training and/or contractual remedies, including termination.

# ESG Reporting 2021



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PEOPLE			
		2020	2021
Gender breakdown (employees)	Male	74%	78%
	Female	26%	22%
Percent of employees in leadership positions	Male	73%	73%
	Female	27%	27%
Percent of employees hired locally vs international	Local	96%	98%
	International	4%	2%

#### SAFETY

	2017	2018	2019	2020	2021
Total recordable injury rate <sup>501</sup>	0.81	0.59	0.51	0.51	0.23
Lost time injury rate <sup>502</sup>	0.20	0.07	0.19	0.07	0.00
Preventable Vehicle Incident Rate <sup>503</sup>	0.99	1.89	1.20	1.28	0.32
DART <sup>504</sup>	0.34	0.33	0.25	0.22	0.16
HSE hours trained	39,138	35,701	31,648	19,690	9,373

<sup>so1</sup> Any work-related injury or illness that results in medical treatment beyond first aid, days away from work, restricted work, or transfer to a different position per 200,000 hours worked

<sup>504</sup> Any work-related injury or illness that results in days away from work, restricted work, or transfer to a different position per 200,000 hours worked

<sup>502</sup> Any work-related injury or illness that results in days away from work per 200,000 tim hours worked

\*The TRIR, LTIR, and DART are calculated per 200,000 hours, equivalent to 100 fulltime employees working a calendar year

<sup>so3</sup> Total Preventable Vehicle Incidents per 1,000,000 miles driven

#### WASTE MANAGEMENT

	2017	2018	2019	2020	2021
Hazardous (tons)	682	874	1143	558	897
Non-hazardous (tons)	37,357	65,774	46,615	11,582	25,960
Refinery Recycling (tons)	19,240	24,683	28,822	32,085	36,918
Recycling (tons)	263	289	246	167	611

\*For consistent messaging, waste volumes reflect classification per US standard

W	Α	Т	E	R	

	2017	2018	2019	2020	2021
Fresh water use (bbl)	12,704,845	13,532,680	20,079,894	5,440,711	3,159,543
Non-fresh water use (bbl)	1,723,093	1,841,402	1,647,328	1,702,644	1,853,285

#### ENERGY

	2017	2018	2019	2020	2021
Energy use (KWH)	385,117,061	414,863,406	425,793,692	435,698,138	380,425,840

#### **SPILL PREVENTION**

	2017	2018	2019	2020	2021
Hydrocarbon estimated volume spilled for onsite spills (bbls)	220	155	148	626	40
Hydrocarbon estimated volume spilled for offsite spills (bbls)	325	15	35	30	66
Produced water estimated volume spilled for onsite spills (bbls)	1293	1614	805	1090	44
Produced water estimated volume spilled for offsite spills (bbls)	683	97	375	71	44
Spill count	56	64	67	36	27

#### **METHANE**

	2017	2018	2019	2020	2021
Methane emissions	3,213	2,967	3,555	3,096	1,791

\*All CH4 volumes are reported in metric tons

#### **EMISSIONS**

		2017	2018	2019	2020	2021
Total gas flared (Mcf)		2,310,677	3,441,041	6,293,047	3,844,412	4,568,937
Total gas vented (Mcf) <sup>E01</sup>		1,358	1,339	760	1899	201
Direct GHG emissions (CC	D <sub>2</sub> e)	2,155,161	2,311,186	2,752,239	2,510,527	2,019,483
	Combustion equipment	1,679,972	1,753,972	1,844,033	1,876,461	1,424,303
	Drilling & completion activity	1,471	235	309	77	129
	Flaring & venting	187,186	281,479	572,035	369,624	354,113
	Fugitive emissions	21,049	11,174	70,819	10,886	2,276
	Process equipment (compressors, tanks, dehys)	26,415	21,302	35,072	29,645	20,188
	Flaring & venting Fugitive emissions Process equipment (compressors, tanks, dehys)	16,241	17,569	13,678	17,462	5,322
	Refining Processes	221,879	224,400	215,222	205,513	211,883
	Vehicle transport	947	1,054	1,071	859	1,269
Direct GHG emissions	ed (Mcf) 2,310,677   ted (Mcf) 1,358   emissions (CO2e) 2,155,161   Combustion equipment 1,679,972   Drilling & completion activity 1,471   Flaring & venting 187,186   Fugitive emissions 21,049   Process equipment (compressors, tanks, dehys) 26,415   Pumps, generators, other 16,241   Refining Processes 221,879   Vehicle transport 947   emissions nt CO2 2,068,784   CH4 3,213	2,228,521	2,647,907	2,422,800	1,967,899	
by constituent	CH <sub>4</sub>	3,213	2,967	3,555	3,096	1,791
	N <sub>2</sub> O	20	28	52	3,844,412 1899 2,510,527 1,876,461 77 369,624 10,886 29,645 17,462 205,513 859 2,422,800	23

 $^{\tt E01}$  Venting occurred primarily during planned maintenance activities

\*All CO2e volumes are reported in metric tons

\*All numbers have been rounded in report

\*All flaring and venting volumes are reported in thousand cubic feet



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