

Our Response to 2022 Priorities

People

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

- Conducted our first global Safety Culture Survey to collect opinions regarding workplace safety, such as identifying whether the safety measures in place are sufficient and determine where additional safety measures should be introduced, sharing best practices and communicating improvement opportunities.
The results of the survey translated into the development and implementation of an action plan.
- Hosted conversations on ESG risks and opportunities relevant for the long-term success of the company with employees at all levels of the organization to learn about ESG topics that were most prioritized by our employees.

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

- Reviewed and revised Hunt's Life Saving Rules (companywide safety protocols) into one global set of rules, to be adopted across the company including Oil & Gas, Power and Energy companies.
- Commenced a Business Process Improvement (BPI) initiative focused on identifying key processes within the organization, updating existing protocols, developing new solutions and removing inefficiencies.

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

- Continued to support the development of our neighboring communities through social investment projects across the globe. Some of the key projects in 2022 include: improving nutrition and reading comprehension in Peruvian children from high Andean communities; constructing and improving playgrounds for children and their families in Romania; improving community water wells that are used for human consumption and irrigation of crops in Kurdistan among other initiatives in partnership with neighboring populations, non-governmental organizations (NGO), and government organizations.

Planet

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

- Supported continuous improvement in our data collection and analysis processes within the company by utilizing an updated reporting matrix to increase efficiency and accuracy of information reported.

Identify opportunities for GHG emissions reduction

- Assessed GHG emissions at business unit level requiring each unique business unit to determine their own GHG emission contributions and identify solutions toward reduction.
- Developed an emissions reduction strategy for North America focused on identifying best practices, implementing new processes and leveraging technology, which has already led to a number of improvements in operating practice.
- Commenced a solar pilot project in Peru to determine the suitability for solar generation at the plant as a method of reducing facility emissions. This project has led to an additional study into the development of synthetic methane through the use of green hydrogen, utilizing solar energy to make green hydrogen and CO₂ utilized from the plant.

Identify potential carbon offset and sequestration opportunities

- Conducted studies into the potential for a Class VI well for geologic sequestration of CO₂ underground. This long-term underground storage reduces CO₂ emissions to the atmosphere. The utilization of a Class VI is a longer-term solution, considering the approval lead times and stringent controls required. This research will continue into 2023.

Direction

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

- Convened over 60 subject matter experts from across the company in sub-committees throughout the year to review Operational Management System (OMS) standards, utilizing company and international best practices to review and implement improvements of our OMS.

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

- Launched an annual speaker series featuring inclusion and diversity subject matter experts to foster global conversation and create awareness of the importance of inclusion and diversity to our continued sustainable operations.
- Empowered our employees to embrace each individual's unique strengths and capabilities to reach optimal business decisions and generate new ideas and creative solutions through leader conversations and trainings.

