



**ESG at Hunt Companies, Inc.**  
**A mission-driven effort led by evolving corporate policies,  
inclusive governance structures, and historical performance**

**ESG Mission**

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

**ESG Vision**

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

**Environmental**

**Sustainable Development Strategy**

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

**Renewable Energy Development**

Hunt and its affiliates have developed, constructed, and financed a variety of utility-scale solar projects in addition to large-scale transmission line infrastructure for renewable energy projects. Hunt has also installed rooftop solar on a variety of military housing assets. Hunt and its affiliates will continue to pursue these opportunities within the renewable energy space.

**Climate Risk**

Hunt is in the process of developing a climate risk assessment and management framework that identifies and quantifies physical risks, regulatory risks, and financial risks associated with climate change. Climate risk will be integrated into our enterprise risk management



system, and due diligence processes with strategies developed to mitigate the risks identified.

### GHG (Greenhouse Gas) Accounting and Carbon Reduction

As part of its annual ESG evaluation process, Hunt does an in-depth GHG accounting of all portfolio and affiliated companies. Understanding our corporate carbon footprint and trends over time inform opportunities to decrease carbon outputs and measure the impact of carbon reduction efforts put in place. Hunt is already utilizing a carbon offset program for corporate travel and is in the process of developing a corporate carbon reduction target. Hunt's sustainable development program will also help achieve a variety of carbon reductions at the asset management level.

### Investing in Climate Tech

Hunt and its affiliates have made and will continue to make venture investments in emerging climate-related technologies both directly and through focused funds. These include but are not limited to investments in technologies related to renewable energy, grid stability, battery storage, water heating systems, and sustainable materials. Innovation in the real asset space is important. These investments give Hunt access to emerging technologies and the ability to pilot technologies to evaluate their value both strategically and from an ESG perspective.

## **Social**

### Employment Policy and Practice Overview

Through our ESG governance process, we are working to improve our human capital and labor resources governance by evaluating policies and practices to determine unconscious bias, areas of improvement in our employment policies and practices, identification of training, and corporate level support for best practices in Human Capital Management. Diversity and Inclusion at Hunt

Hunt has a long-standing history of policies and practices that focus on employee inclusion and encouraging employee engagement and diversity. Hunt's Employee Handbook includes anti-harassment policies, paid maternity and paternity leave policies, employee-friendly benefits and opportunities, ADA Compliance, and much more.

Hunt's Human Resources department has recently implemented a corporate-wide Diversity and Inclusion (D&I) Policy and Program to align definitions, outcomes, and approaches to improving D&I within all of Hunt Businesses. D&I training sessions have been held at the executive level, with employee-wide training programs planned in the near future. Our ESG Governance Process includes an external audit of these policies within each Hunt business and recommendations for improvement which are discussed as part of quarterly board meetings.



## Affordable Housing

Hunt is a developer, syndicator, owner, and asset and property manager of affordable housing communities across the U.S., providing critically-needed, high-quality homes which foster local economic growth and thriving communities. Hunt and its affiliates currently have over 77,000 affordable housing units under management and are among some of the country's top developers and owners of affordable housing. Pennrose, is the 5th largest affordable housing developer in the country and has developed over 265 projects resulting in 18,000 rental housing units since 1971. Envolve, manages over 33,000 affordable housing units and along with Pennrose is one of the largest affordable housing owners in the country. Hunt Capital Partners (HCP) specializes in the syndication of Federal and State Low-Income Housing, Historic and Solar Tax Credits. Since its inception in 2010, HCP has raised over \$2.4 billion in tax credit equity to help fund affordable housing projects in 43 states, as well as the USVI, Puerto Rico and Saipan. Hunt's involvement in the affordable housing market has helped serve a critical social need in communities around the country.

## Hunt Family Foundation

Funded directly by Hunt Companies, Inc. and established in 1987, the Woody and Gayle Hunt Family Foundation supports organizations and initiatives that create a globally competitive Borderplex region, encompassing El Paso County, Texas, Southern New Mexico Ciudad Juárez, Chihuahua, México. The Foundation also supports organizations whose programs elevate our binational, bicultural community's unique assets and opportunities and situate our strengths in conversations about the future of our state and nation. Since the Foundation's establishment, it has supported over 2,777 initiatives from 606 organizations totaling close to \$117.5 million as of December 2020.

## Hunt Heroes Foundation

Hunt Heroes Foundation (HHF) is a non-profit organization that focuses on supporting the military men and women who live throughout this great nation. The HHF supports growth and development by funding projects that address community challenges in the areas of health, education, housing, and overall community support. Its focus is to improve the quality of life for Military Families who sacrifice so much for us day-in and day-out.

## **Governance**

### Hunt Board of Directors

The Hunt BOD has an independent controlling interest, with 58% of the directors serving as external members. The CEO and Chairman of the Board roles are independent with an external board member currently serving as the Chairman, and a non-shareholding Hunt serving as CEO.

ESG Committee



As part of our ESG platform, Hunt has an internal ESG committee comprised of key executives. This committee helps shape ESG initiatives, policies, and practices across the Hunt companies' portfolio to coordinate key corporate functions (Human Resources, Information Technology, Communications & Marketing, Legal, Compliance, Risk Management). Committee members provide input and ongoing guidance related to their respective roles. The ESG committee reports to the Governance Committee of the Hunt Board of Directors.

#### Employment policies (Anti-corruption, Whistleblower, Anti-Harassment)

All Hunt businesses maintain anti-corruption policies that include bribery, money laundering, fraud, transparency, competitive practices, and anti-harassment policies. The Hunt Code of Conduct is extensive in these areas and includes proper channels for employees to report complaints and an established whistleblower policy. The Code of Conduct is acknowledged by all employees. This acknowledgment is required anytime an update is made to it or the Employee Handbook. Through our ESG governance process, we are working to improve governance of these policies through more frequent training, more consistent policies, and corporate level support for best practices in these policies.

