ENVIRONMENT • SOCIAL • GOVERNANCE

What is ESG?

ESG stands for Environmental, Social and Governance and represents the practice of improving a company's performance on environmental and social topics. Similar to Safety, Ethics, Compliance, ESG is a programatic way to improve corporate governance of key topics.

SOCIAL Social criteria look at a firm's business Health & Safety relationships - with employees, Human Rights Governance criteria consider suppliers, clients, and communities. standards for company Human Capital Management The criteria can be used to evaluate Data Privacy leadership, risk controls, and social issues and help the company **Employee Rights** share holder rights. Investors respond more appropriately. will look at accounting method accuracy and transparency, board Environmental independence and **ENVIRONMENTAL** GOVERNANCE diversity, voting criteria asses a rights, ethics, company's energy **Business Ethics Climate Change** conflicts of use, waste, pollution, **Energy Management** Compliance interest, and natural resource **Environment Impact Board Structure** conservation, and executive pay. **Board Composition** of Product Portfolio treatment of animals. Environmental management Compensation The criteria can also be Shareholder Rights Water Use & Sourcing used in evaluating any **Natural Resources Executive Compensation** environmental risks **Biodiversity**, Emissions Anti-Corruption, Bribery

Benefits of a well-designed ESG Strategy:

Employee Motivation

a company might face

and how the company

manages those risks.

Involving your workforce in ESG produces some of the greatest benefits. Engaged employees are more productive, less absent, report higher job satisfaction, recommend their employer, find it easier to promote and endorse the business and have higher retention rates. ESG is also a powerful recruitment tool. Faced with similar job offers, 76 percent would choose the more socially responsible firm.

Attracting Capital

ESG initiatives and transparent communications signal good management and a quality workplace, providing potential for new sources of investment capital Investment firms report greater numbers of socially conscious investors asking for ESG reports and position statements from out of every six dollars managed professionally in the U.S. today is invested using a sustainable and responsible investment (SRI) strategy.

Reputation & Trust

ESG builds goodwill in the community and reduces risk to your operations. It also improves product image, brand name and bolsters your company's reputation as a thought leader in the community. Proactive and transparent communication about your ESG efforts increases trust and provides opportunities for positive recognition.

Community Engagement

Being an active member of the

community allows your company

to stand out as a good corporate

citizen, showing that you want

to be part of the solution. Smart company managers foster

relationships with key community

issues and sensitive to community

broader community, it's important

than company profits. Protecting

to operate is easier to maintain

your company's social license

than to lose and try to regain.

leaders and are aware of local

concerns. In the eyes of the

to stand for something more

Customer Satisfaction

Customers are looking for companies that minimize environmental and social risks and contribute to their quality of life. ESG programs give companies competitive advantages such as increased customer loyalty, more favorable ratings and unsolicited public and private endorsements.

Environmental Impacts

An ESG plan can help you manage your company's environmental footprint to reduce negative impacts on the significant environmental risks by investigating relevant topics and monitoring environmental issues. Consider local, state and national laws; regulations; and written and spoken agreements as it relates to your ESG initiatives. At the very least, every office can establish sustainability practices.

ESG at HUNT

ESG Mission

Hunt Companies, Inc. and its affiliates (the Company) 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 become a leader in corporate responsibility in the sectors and businesses in which we operate and to address and live up to our key stakeholders' expectations through ESG resilience, transparency, and value creation.

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Chicago | Dallas | Denver El Paso | Fort Lauderdale Honolulu | London New York | Washington D.C.