

Hunter Amenities ESG Report

Report for 2024

HUNTER
A M E N I T I E S

Disclaimer

This report will highlight information about our goals, targets, initiatives, commitments, and activities with respect to our sustainability efforts. In these efforts, we may face risks and uncertainties that result from changes in our business, standards by which our achievements are measured, our ability to accurately report information, and assumptions that underlie a particular goal. Because of these and other possible changing conditions—including evolving expectations for ESG responsibility, changes in standards, or the way that progress or achievements are measured—actual results could differ from intended results or from our stated goals. This may lead to changes in, or the discontinuation of, certain goals, commitments, or initiatives.

Statements made in this document about our company, business, or efforts may not apply to all business units at a global level. Due to the nature of the evolving standards through which sustainability is measured, certain areas of measurement are based on assumptions that might change over time, which could mean that the management’s selection of alternative acceptable measurements might result in materially different amounts or metrics reported in this document.

In this report, we have included our sustainability goals, targets, initiatives, commitments, activities, as well as our future operations and long-term strategies—all of which we believe to be forward thinking and built based on being an environmentally friendly organization. Although we cannot guarantee that actual results and outcomes will not differ materially from our forward-thinking statements, we believe that our expected results are based on reasonable assumptions within the realm of our business and operations.

We take no responsibility to update the information contained in this report or to continue to report any information. If you have any questions, please contact esg@hunteramenities.com.

Report Highlights

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Leadership Reflections



John Hunter
Founder

Dear Stakeholders,

Since our founding nearly 45 years ago, Hunter Amenities has remained committed to our vision of becoming the leading global formulator and manufacturer of personal care products. Ambition has always defined our approach—but more importantly, so has action. We continually push beyond expectations, driven by the belief that every connection and opportunity can lead to something greater.

Our growth is rooted in a business model and strategy that set us apart, underpinned by a culture that recognizes people as our greatest asset. This focus has fostered a community grounded in quality, continuous improvement, and a shared drive for excellence—strengthening our capabilities and our competitive edge.

This report offers a snapshot of where we stand today. We are proud of our progress, yet we are also clear-eyed about the work ahead. Our commitment to improvement is unwavering. We believe success lies in challenging ourselves—refining, evolving, and rising to every opportunity. To our customers, employees, partners, and stakeholders, this report reaffirms our promise: we will meet the future with resolve, always striving to do better.

— John Hunter



Dave Lemmon
CEO

At Hunter Amenities, delivering long-term value while making a positive impact on society is fundamental to our business strategy. We recognize the trust our stakeholders place in us, and we remain committed to ensuring our name reflects integrity, innovation, and a deep commitment to sustainability across our value chain.

Rooted in a strong family culture, our company is built on the strength of our community. We continue to foster an engaged workforce by creating an environment that values, supports, and empowers our employees on their personal and professional journeys. This same care extends to the communities where we operate, through our support of environmental and social initiatives—from responsibly sourcing ingredients to implementing sustainable practices in our global manufacturing.

In 2024, we advanced this commitment with a strategic investment in solar energy at our Shantou facility, enabling smarter climate strategies through data-driven insights. We also joined the United Nations Global Compact following the release of our first ESG report—an important milestone in our ongoing efforts to preserve the planet and ensure the longevity of our business.

ESG principles are embedded across our operations, and while we're proud of the progress made, we remain focused on the road ahead. I extend my deepest thanks to our 1,200+ employees, whose drive fuels our mission, and to our customers, suppliers, and stakeholders for their continued partnership. Together, we are building a more sustainable and responsible future.

Thank you for being part of this journey.

— Dave Lemmon



Lisa Gosselin
VP People, Culture &
Sustainability

Thank you for joining us on our continued journey to better understand and address Hunter Amenities’ impact on the environment and the communities in which we operate. This ESG report reflects our commitment to issues that matter not only to our business, but to the broader world we share. I’m proud to support this report, which outlines our strategy, key initiatives, and progress as we work toward our sustainability goals.

With guidance from our ESG Committee, we’ve made meaningful strides. Today, 100% of the bottles we use in production are recyclable—an achievement that speaks to our ongoing focus on reducing environmental impact across the value chain. We’ve also created our full greenhouse gas (GHG) inventory, tracking Scope 1, 2 and 3 emissions to better identify where we can reduce our footprint. Looking forward, we are exploring ways to measure Scope 3 emissions with greater accuracy, alongside continued efforts to enhance packaging sustainability and conserve water.

As we pursue these goals, we recognize that progress requires both innovation and collaboration. That means investing in solutions that can scale across our operations and engaging both our external partners and internal teams. Our success relies on the energy, commitment, and evolving expertise of our people—whose enthusiasm continues to drive our shared mission forward.

Building on the foundation of our inaugural 2023 ESG report, this year’s edition captures the momentum we’ve built and charts the course ahead. We remain committed to transparency, accountability, and creating long-term value for our stakeholders and the planet.

Thank you, as always, for your continued support.

— Lisa Gosselin



Titilope Omidiran
Global ESG Manager

Global impact with local relevance has been our guiding principle throughout this journey. At Hunter Amenities, ESG values are foundational to how we operate. From the beginning, we have believed that business success must go hand in hand with doing what is right—for people, the planet, and profit. Our commitment to ethical practices extends beyond our operations to the partnerships we build with organizations equally dedicated to social responsibility and environmental stewardship.

As a global company, we understand the importance of local environmental impacts at each of our sites. Our sustainability journey is ongoing, and while the road ahead is long, we remain steadfast in our efforts to conserve natural resources, reduce our footprint, and positively contribute to the communities where we operate. We have embedded ESG principles into the core of our business, recognizing that social responsibility is not only a moral imperative but also a strategic driver. This is reflected in our relationships with employees, suppliers, regulators, customers, brand partners, industry associations, and all stakeholders to whom we are accountable.

It has been a privilege to lead this work—witnessing our evolution from followers to leaders in this space. We are proud of the progress we’ve made and deeply grateful for your continued support.

A heartfelt thank you to our Global ESG Committee and volunteer teams around the world. You are the hands and feet of the quality, care, and impact that define Hunter Amenities globally.

We appreciate your partnership on this journey.

— Titilope Omidiran

About us

Established in 1981 in Burlington, Ontario, Canada; Hunter Amenities is an award-winning global formulator & manufacturer of cosmetic and personal care products for the hospitality, travel and retail industries. Founded and actively led by John Hunter, with his sons Dan and Brandon working alongside him, the company continues to thrive from Hunter family leadership and continuity—today and well into the future.

With world-class manufacturing facilities in Canada, China, India, Malaysia, Colombia, Egypt, and Turkey, Hunter Amenities blends artisanal tradition with cutting-edge innovation to craft distinctive brand collections.

Backed by nearly 45 years of expertise, we are a trusted partner delivering innovative personal care solutions to hospitality and retail clients in over 120 countries, including hotels, airlines, cruise lines, gyms, subscription boxes, and beyond.

Our global presence spans 10 offices and a team of more than 1,200 professionals, reflecting our commitment to building lasting trust and delivering excellence at every touchpoint. This presence also comes with the recognition of the impact that we have on the global environment. For this reason, we believe that sustainability must be at the core of our operation; this includes, but is not limited to, our ethical sourcing practices and innovative recycling initiatives.

Hunter Amenities is dedicated to advancing sustainability through innovative products and responsible sourcing. Our commitment to ethical manufacturing drives positive social and environmental impact.

We invite you to join us on our exciting journey to shape the future of hospitality by integrating environmental stewardship and sustainability into the core of our business model.

Who We Are

We aim to provide fulfilling experiences that satisfy the needs of our employees and our clients by elevating the lives of those around us. We believe that encouraging our global team to innovate, with a focus on delivering sustainable solutions, is essential in surpassing the expectations and needs of our partners and communities. Because of this, our ambitions are high, with an ever-expanding vision of becoming the leading solution provider for personal care products globally.

Purpose

To create memorable experiences that elevate everyday moments.

Mission

Empower our people across the globe to create innovative and sustainable solutions that exceeded the diverse needs of our partners and the communities they serve.

Vision

To be the trusted go-to provider of innovative personal care solutions.

Values

Our values are the set of core principles and fundamental beliefs that guide our decisions and behaviors everyday and reflect our commitment to excellence:

- Own It
- Win Together
- Do What’s Right, Always
- Lead with Passion & Courage
- Drive for Excellence



Our Production Cycle

Our Production Cycle



Our Goals & Commitments

Stakeholders



Materiality Assessment

A materiality assessment for Hunter Amenities was created in the 2023 calendar year and is composed of a comprehensive list of topics based on the results from consultations and surveys from employees, customer reviews, ongoing internal sustainability initiatives competitive benchmark reports and discussions with key internal leaders with close connections to our external stakeholders.

In accordance with our values, we place emphasis on the importance of listening, cooperating with, and connecting to our stakeholders. This includes everyone; from our consumers, customers, employees, and shareholders, to our suppliers, lenders, membership associations, government, non-governmental/non-profit organizations—and importantly, our planet.

We place much of our focus on engaging with, and gathering different perspectives from our stakeholders to aid in shaping and progressing our own policies and methods of reporting based on evolving standards.



Materiality Assessment

Importance to Stakeholders	Section	Sustainability Topic	Impact on Company	Priority Level
High	Environment	Energy & Climate Action	High	High
	Environment	Water & Wastewater Management	High	High
	Environment	Waste Management	High	High
	Environment	Packaging, Materials & Chemicals	High	High
	Environment	Sustainability Reporting & Framework Assessment	High	High
	Labour/Human Rights	Community Support	High	High
Medium	General	Progress towards SDGs	Medium	Medium
	General	CSR indicators/KPIs	Medium	Medium
	General	Member of external initiatives	Medium	Medium
	Environment	Biodiversity	Medium	Medium
	Ethics	Corruption	Medium	Low
	Ethics	Information security	Medium	Medium
	Ethics	Conflict of interest	Medium	Low
	Ethics	Fraud	Medium	Low
	Ethics	Money Laundering	Medium	Low
	Ethics	Anti-Competitive practices	Medium	Low
	Labour/Human Rights	Labour Practices	High	Medium
	Labour/Human Rights	Working Conditions	High	Medium
	Labour/Human Rights	Labour Relations	High	Medium
	Labour/Human Rights	Career Management	Medium	Medium
	Labour/Human Rights	Diverstiy, Equity, Inclusion	Medium	Medium
	Labour/Human Rights	External Stakeholder Human Rights	Medium	Medium
	Labour/Human Rights	Health and Safety	High	High
	Labour/Human Rights	Child Labour and Forced Labour	High	High
	Labour/Human Rights	Grievance Procedure	Medium	Medium
	Sustainable Procurement	Policy on RSPO	High	High
	Sustainable Procurement	Supplier Diversity Program	Medium	Medium
	Sustainable Procurement	Policy on Environmental Issues	High	High
	Sustainable Procurement	Policy on Labour Practices/Human Rights	High	Medium
	Sustainable Procurement	REACH	High	High
Low	General	Local Audits	Medium	Low

Alignment with UN Sustainable Development Goals

Sustainable Development Goals (SDGs) are meant to outline an internationally adopted blueprint that aims to achieve a more sustainable future for our planet. Because they allow for better living conditions for all, Hunter Amenities strongly supports this vision and is committed by 2030 to the SDG's focusing on Good Health & Wellbeing, Clean Water & Sanitation, Responsible Consumption & Production, Climate Action, Decent Work & Economic Growth, as well as Industry, Innovation & Infrastructure.

To identify the SDGs that are most relevant to our business and stakeholders, we undertook a materiality assessment in 2023 and are pleased to confirm that we are focusing on the correct SDGs. As communicated by our stakeholders in the assessment, we will aim to contribute to mitigating our climate change impacts by focusing our attention on the SDGs highlighted above and by measuring our progress in moving closer to our achievements.



Keeping in mind our highlighted SDGs, our goal is to guarantee good health and well-being for our workforce, providing access to decent work and economic growth, as well as achieving gender equality in our own operations, comprising of our extended supply chain and surrounding communities. To combat climate change, we will continue to uphold a cautious and responsible attitude by prioritizing environmental sustainability in our corporate agenda.

Our commitments to these responsibilities will be strengthened by a strong partnership with our suppliers and our customers, with materiality assessments being performed annually to ensure they are both up-to-date and accurate.

Our Goals & Commitments



Energy & Climate
Action



Water &
Wastewater
Management



Waste
Management



Packaging,
Materials &
Chemicals



Community
Support



Sustainability
Reporting &
Framework
Assessment

Environmental

	Goal	Target	FY24 Metric	FY23 Metric	Notes	Status
Climate & Energy	<p>Reduce absolute Scope 1, 2 greenhouse gas (GHG) emissions 30% by 2030 from a 2024 base year.</p> <p>Include Scope 3 emissions in our targets as we have more data available aligning to the SBTi.</p>	30%	-	-	<ul style="list-style-type: none">• We continue to make progress towards our 2030 target.• In 2023 we measured our scope 1 and 2 emissions across 10 locations globally. Since 2020 we have achieved carbon neutrality across our Scope 1 and Scope 2 emissions at our Australian operation. The CRI institute has certified Hunter Amenities (Australia) as a LowCO2 (100%) organization. Some of the projects we support are India – Biomass and solar power and China – Wind and solar power and we will continue to source renewable electricity globally for our direct operations.• In April 2024 we installed solar panels at our Shantou plant to help us increase our renewable energy consumption.• We included some scope 3 emissions into our calculations to update our GHG inventory. FY2024 will serve as a more complete base year. See the appendix for more details.	Ongoing
Water	By 2030, we are committed to reducing our water withdrawal from our direct manufacturing sites by 20%, from a 2024 base year, focusing on our high consumption and extremely high water stressed sites.	20%	-	-	<ul style="list-style-type: none">• We continue to focus on efficiency and implementation of water management best practices and execution of capital projects.• Specific objectives were created for our Burlington plant water consumption using intensity metrics.• At our Shantou plant we are utilizing an ultrapure purification process	Ongoing
	Installation of High-pressure spray balls		75% Reduction	-	<ul style="list-style-type: none">• We continue to focus on efficient tools and replaced our valves at major manufacturing locations thus reducing water usage by 75% at one location.	Target Met
Waste	Reduce our industrial waste-to-landfill for all global manufacturing, and distribution sites by 30% by 2030 from a 2024 base year.	30%	-	-	<ul style="list-style-type: none">• We conducted waste audits at two of our manufacturing plants and continue to increase our diversion from landfill rates.• We continue to focus on waste reduction, recycling, and innovative waste management solutions, we are committed to significantly reducing the industrial waste sent to landfill from all our global manufacturing and distribution sites.	Ongoing

Environmental

	Goal	Target	FY24 Metric	FY23 Metric	Notes	Status
Sourcing	We recognize the importance of ensuring ethical practices and sustainability throughout our supply chain. As part of our continuous efforts to address issues that may exist within this complex network, we are committed to driving compliance with our global supplier code of conduct. We require compliance with our global supplier code of conduct at 95% by 2025.	95%	92.4%	92.4%	Achieving 95% compliance with our global supplier code of conduct by 2025 is a critical milestone in our journey towards a more ethical, sustainable, and responsible supply chain. By working collaboratively with our suppliers and maintaining a steadfast commitment to our values, we are confident that we can drive positive change and create lasting impact throughout our supply chain.	Ongoing
	By 2025, at least 50% of our palm-based ingredients (palm oil and its derivatives) will be certified sustainable from RSPO physical supply chains.	90%	38%	45%	Our palm-based ingredients are certified under one of RSPO’s four certification types. We continue to communicate with suppliers, monitor market trends, and adjust purchasing to help mitigate challenges such as market factors e.g. unpredictability, fluidity and market shortness so we can be on target.	Target Met
Packaging	By 2026, 75% of our packaging will be recyclable, refillable, reusable, recycled, or recoverable.	75%	90%	90%	Continuously improving our processes to reduce the environmental footprint of our packaging.	Target Met
	By 2027 increase the amount of post-consumer recycled (PCR) material in our packaging to 30% or more.	30%	10%	25%	We continue to work hard to ensure every element of our packaging is as sustainable as possible.	Ongoing
	Our goal is to have 100% of our forest-based fiber cartons FSC certified by 2026.	100%	100%	100%	Our ambition is to use responsibly sourced paper products whenever possible.	Target Met
	By 2030, reduce the amount of virgin petroleum content in our plastic packaging to 10% or less.	10%	-	-	Continue to incorporate high percentages of post-consumer recycled (PCR) plastics and other recycled materials into our packaging.	Ongoing
Materials & Chemicals-Ingredient Transparency	We developed a glossary of key brands that includes descriptions of the ingredients’ purpose and we have this information published online. We keep updating this document. In 2024, we developed brand sell sheets with all hero ingredients, product claims, and fragrance profiles for our amenity brands.				Apotheke, Aveda, BASD, Beekman, Bumble and bumble, Byredo, Caswell-Massey, Clean, Cote Beauty, FRAMA, John Masters, LAFCO, Le Labo, Malie, MiN New York, Mother Earth, Naturally Serious, Nourish, Olas, Ollie, Pharmacopia, Sachajuan, Sahajan, Sodashi, Source Adage, Thameen London, Treatments, Victor Vaissier, Water Rituals, Zenology, Zents,	Ongoing

Social

	Goal	Target	FY24 Metric	FY23 Metric	Notes	Status
HA Local Cause	Each location will focus on and support at least one social or environmental cause by 2025. We will continue to support local causes across all locations.	100%	60%	10%	We continue to help our global locations to identify and support causes that resonate with their individual local identities. Some of our events in 2024 included: <ul style="list-style-type: none">• Tree Planting and Beach Cleanups – Protecting nature for future generations in Canada.• Food Bank Drive and Shelf Stocking – Supporting local food banks and families in need in Canada.• Feed Halton Distribution Centre – Giving a helping hand in Canada.• Sinterklaas Gifts Donation– Bringing joy to children in the Netherlands.• Soap Aid – Providing hygiene essentials in Australia.• Lunch Giveaway – Sharing meals in Dubai.• Old People Home Donations** – Supporting senior communities in China.• Lunch Packs– Fighting hunger in Singapore.• Quest Golf Day– Supporting causes with heart in Australia.	Ongoing
Employee Safety	We will drive safety to continue decreasing the Reportable Injury Frequency Rate (RIFR) to ensure continued compliance, with a goal of 3.0 by 2025. We met target and reviewed target to 2.	2.0	2.79	6.15	Hunter Amenities has a target to improve our near miss reports to 5/month to have a proactive outlook to incidents occurring.	Target Met
Employee Safety	We began tracking our first aid injury frequency rate (FAIR) with a target of 14 for 2025	14	14.26	-	Reduce our First Aid Instances by measuring our first aid injury frequency rate (FAIR). We continue to take steps to identify and eliminate risk across our operations and engage our employees.	Ongoing
Employee Volunteerism & Giving	We will begin to engage and mobilize employees to contribute to non-profits through sustainability engagement program by completing actions such as donating or volunteering.				We continue to make progress towards our 2026 target through a portfolio of employee engagement initiatives. In 2024 we engaged in a couple of volunteer events across global sites.	Ongoing
Charitable Donations	Hunter Amenities will be a giving organization by supporting local charities with product and monetary donations.	>500,000	>250, 000	>500,000	We continue to support local charities with product and monetary donations at all our local locations. In 2023 we emptied out one of our warehouses as we were relocating thus the discrepancy in quantity donated. 2024 is better picture of our average giving and will continue to increase that amount.	Ongoing
Training & Education	Hunter Amenities is committed to training and development. In 2024 we had a target to launch our learning management system. This platform will allow us to centralize global training for health and safety, quality, HR and leadership.				In 2023 we launched our revised, personal development review (PDR) program for our employees. Two learning management systems Alchemy and Precipio were launched in 2024 and we are now able to deploy global leadership, development and compliance trainings to all our staff.	Target Met
	We are committed to keeping a 100% GMP trained staff record at our facilities.	100%	94%	97%	Annual GMP training with compliance percentages.	Target Met

Governance

	Goal	Target	FY24 Metric	FY23 Metric	Notes	Status
Leadership	Committed to the expansion of leadership development programs.				In 2024 we launched two new learning management system. Alchemy LMS and Skillsoft Precipio were deployed to enable us meet all compliance and leadership trainings for Environmental, Quality, Health and Safety and Human resources.	Target Met
	We are committed to fostering a stronger internal culture of advocacy and inclusion to help employees share their voices, be heard, and collectively affect change.				In 2023, we launched a new digital version of the whistleblower policy. We also implemented a new personal development review process for all employees.	Target Met
Ethics	Committed to human rights, anti-slavery and against child labour.				In 2024 we submitted our first Bill S211 modern day slavery report and had employees signoff on our updated code of business conduct	Target Met

People & Culture

Our People Around the Globe

We are proud to offer exceptional service worldwide through our global distribution network & strategic alliances. Hunter has a worldwide team of over 1,200 dedicated employees.



Hunter Office

- Burlington, Canada (Head Office)
- Cambridge, Canada
- Dubai, UAE
- Indore, India
- Jakarta, Indonesia
- Johor Bahru, Malaysia
- Amsterdam, Netherlands
- Melbourne, Australia
- Miami, USA
- Shantou, China
- Shenzhen, China
- Tianjin, China
- Bangkok, Thailand
- Singapore



Manufacturing Points

- Burlington, Canada
- Cambridge, Canada
- Indore, India
- Johor Bahru, Malaysia
- Shantou, China

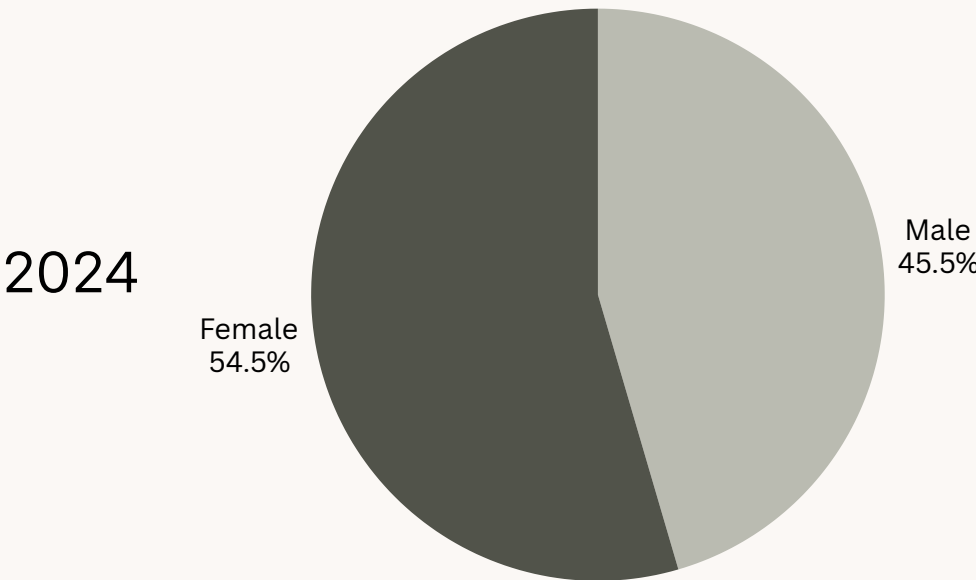
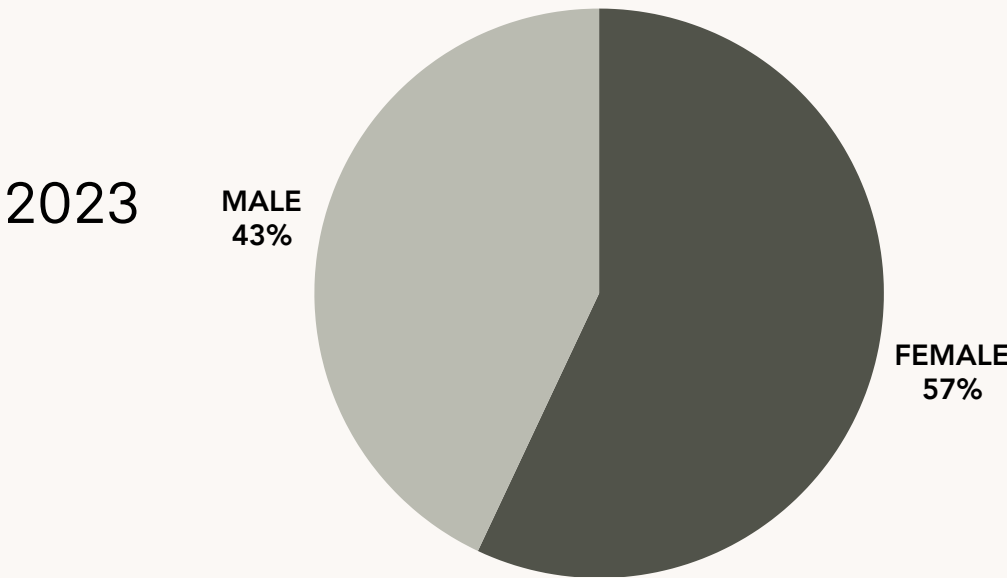


- Secondary
Manufacturing Points**
- Colombia
 - Egypt
 - Turkey

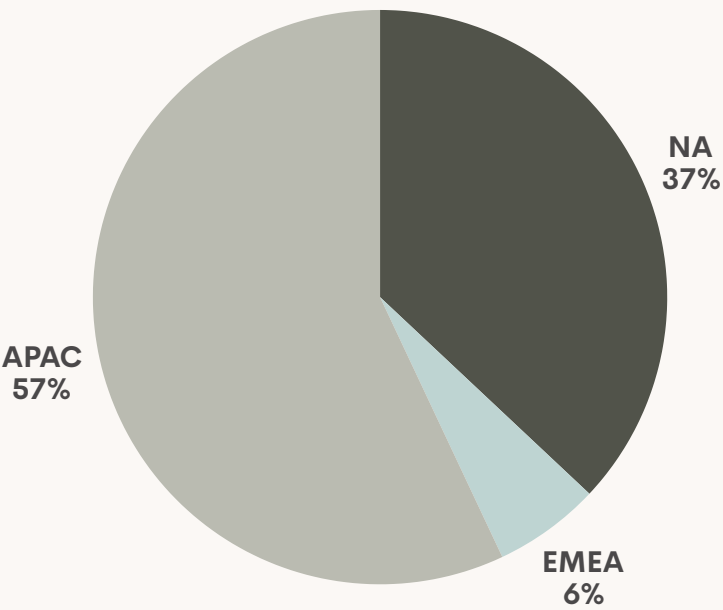
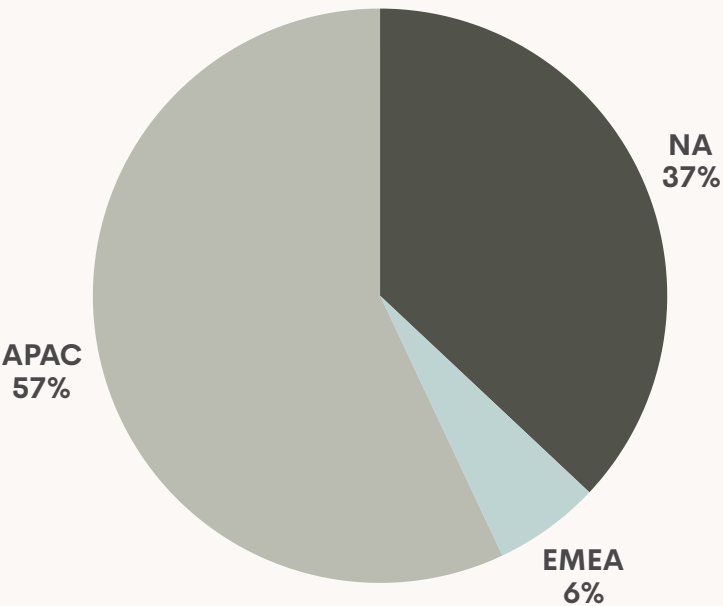


Population

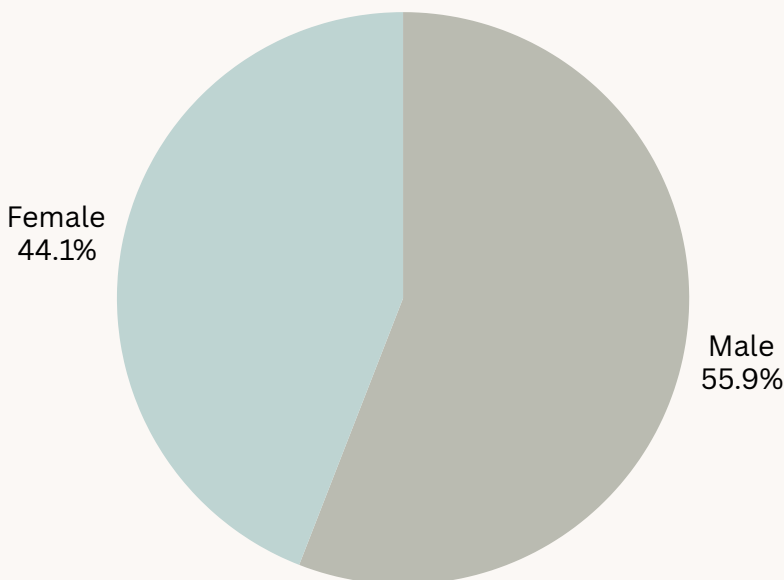
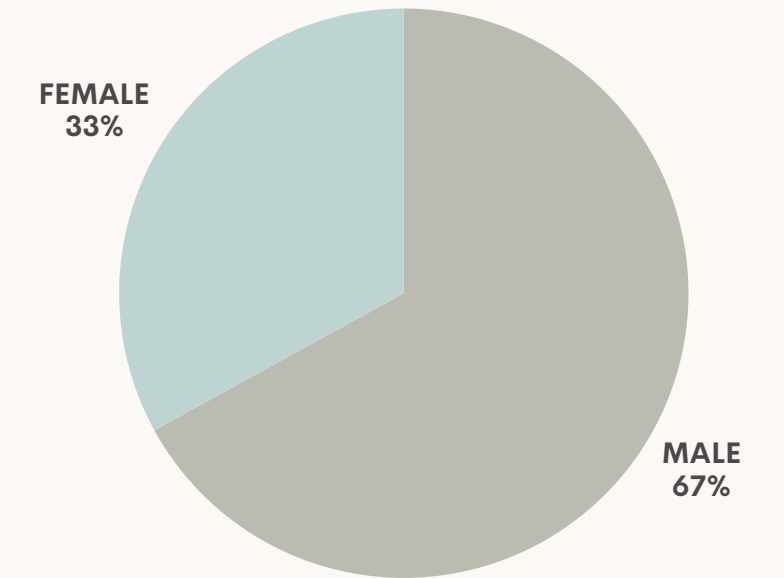
Gender



Location



Executive Positions



Ethics	2024
Percentage of employees trained on anti-corruption	65
Percentage of employees trained on Information Security	69
Number of Whistleblower reports	0
Percentage of employees trained on Child labour/modern day slavery	65
Percentage of employees trained on Code of Conduct	65

- Global Code of Conduct training and sign-offs were launched in Q3 of 2024, hence not a full cycle.

Beach Clean Up



Hunter Amenities



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Seniors Home

On July 13th, 2024, Hunter Shantou team partnered with a local service center to conduct a volunteer service event at the Shantou Jinping District Social Welfare Home. Titled "Supporting Elders, A Journey from the Heart," the event focused on delivering essential items, including toiletries, bedding, and health-specific medications to the elderly residents. We had heart-to-heart interactions with the seniors, checking on their health conditions and organizing activities to uplift their spirits and combat feelings of isolation. This event is not only a simple donation but it shows our determination to serve the community wholeheartedly.



Foodbank



Ramadan Lunch Box UAE



Lunch Prep Singapore



Women's Day at Hunter Amenities



Burlington Food Drive

Every year, along with dozens of other companies, we join together in gathering and donating hundreds of thousands of pounds of food to the Burlington Food Bank. We believe that looking after each other and giving back to the community is an integral part of our business model, and to do so, we need to contribute our part in feeding our neighbours in need. This is especially crucial in times of financial hardships, health concerns, and climate challenges that often impact the most vulnerable individuals in every community.



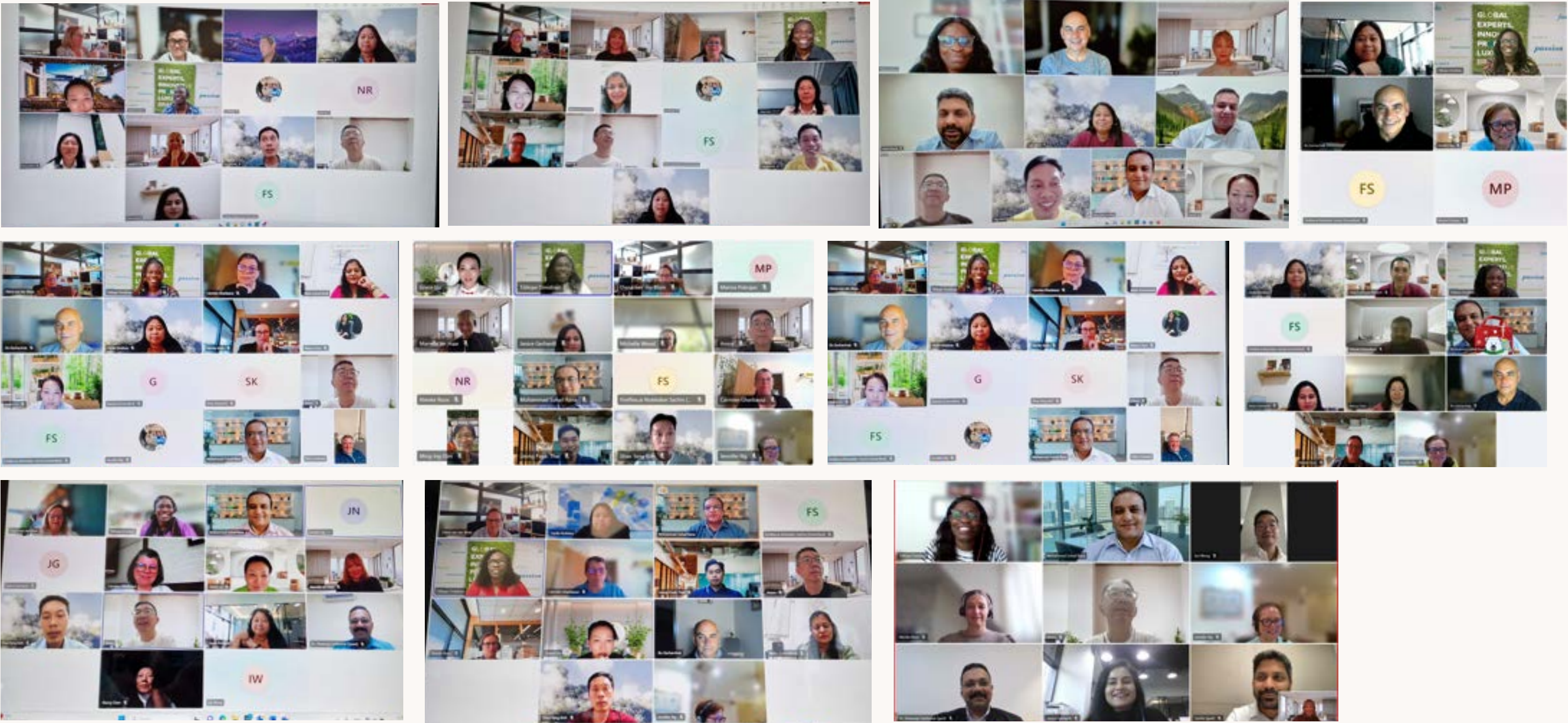
Summer Internship Opportunities

Hunter Amenities is proud to offer a wide range of learning opportunities for students of various academic post-secondary backgrounds through our summer internship programs. This includes hiring students in purchasing, finance, engineering, customer service, IT, as well as ESG for options of 4-months, 8-months, and one year work terms. We believe that equipping the next generation of adults with the knowledge required take on new challenges—particularly in an ever-advancing technological age—is crucial in not only ensuring that our business runs smoothly but is also crucial in finding new ways of conducting smarter and more sustainable business practices in the future for generations to come.



Monthly ESG Committee Meeting - Global

The Hunter Amenities’ ESG Committee meets once a month, every third Monday of the month to discuss the progress that we have made across our global locations. By comparing different approaches to the same ESG scenarios, we can efficiently single out the most effective paths forward that incorporate both our company values, as well as global industry standards that ultimately contribute to the success of our company and the planet.



Monthly ESG Committee Meeting - Burlington

Hunter Amenities’ Burlington ESG Committee also meets once a month, every third Monday of the month to discuss the progress that has been made across our many locations with information gathered from the monthly global ESG meetings. These meetings provide us with an opportunity to look for ways to continuously improve on our ESG goals by gathering the necessary information from our various offices and comparing them to the highest industry standards.



Values Spotlight Award

We are thrilled to share the Hunter Excellence Awards Ceremony, an exciting new tradition that will celebrate the outstanding contributions of individuals across our organization. The Hunter Excellence Awards will take place each year, providing a special occasion to celebrate success in a meaningful way.

The Values Spotlight Award is a global program that recognizes and appreciates those who embody our Company's Values.

With Hunter being a Values-based company, the expectation is that we all work together to bring our five Company Values to life—for this reason, it is important to honour those who go above and beyond in leading with our Company Values.



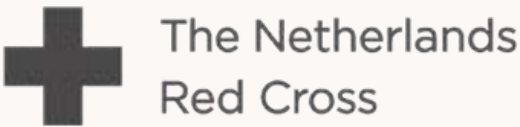
Charity

Hunter Amenities is a proud supporter of various charities and organizations that are strongly focused on making a positive impact on humanitarian and environmental issues.

Some of our partners and their activities include:

- Adam House
- Barbara Reid Public School Fund
- Bargains Group Project Water and Winter Charity
- Bargains Group Project Winter Survival Charity
- Bennet Center Long Term Care Nurses
- Burlington Food Bank
- Canada Center For Skills Development
- Canadian Food for Children
- Chilly Half Marathon
- Clean the World
- Compassion Society
- Dixie Bloor Community Center
- Dundas Community Service
- Give Kids the World Village
- Good Shepard & Halton Women
- Halton Community Living
- Her Majesty’s Races RHLI Cadets
- Hilton Giveaway Donation
- Hope 4 Charities - Kids Camp
- Humane Society
- Joseph Brant Hospital Wellness Week

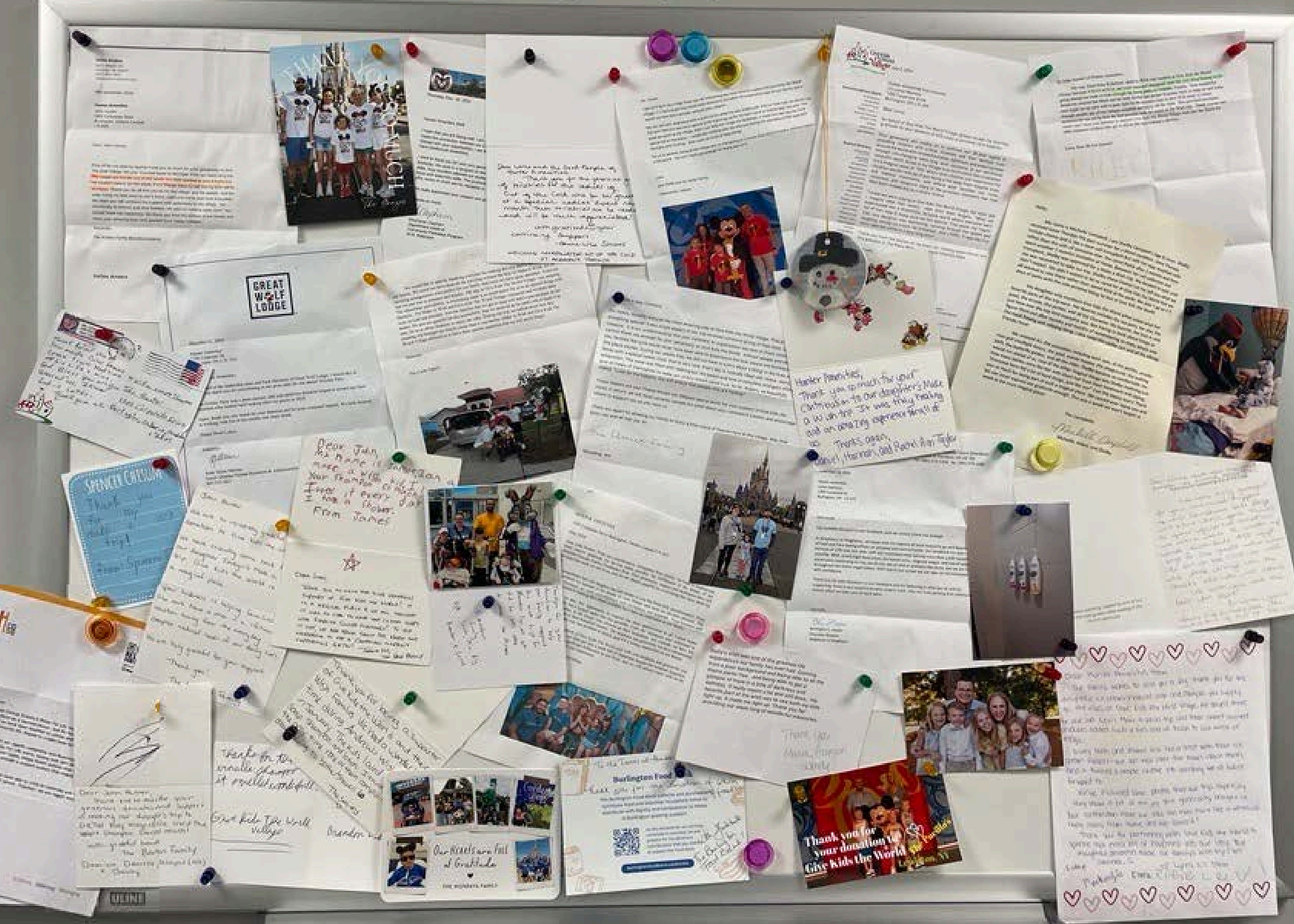
- Mission Services Hamilton
- MM Robinson Community Pathways
- Neighbour to Neighbour Community Charity
- Oakville Hospital Foundation
- Out of the Cold
- Pink in the City Breast Cancer
- Ronald McDonald House
- Salvation Army
- Sew on Fire Ministries Donation - Haiti
- Sexual Assault Support Center Waterloo
- Soap Aid
- St. Joseph’s Lifecare
- SW Ontario Military Families
- The Netherland Red Cross
- The Salvation Army
- United Way Halton/Hamilton
- United Way Hamilton
- United Way Wisconsin (USA)
- Urban Hope London
- VR Pro Chilly Half Marathon
- VR Pro Races Jo Brant Hospital



Clean the World®



Notes of appreciation



Partnerships- Affiliations

American Hotel & Lodging Association

Burlington Chamber of Commerce

CAC - Cosmetic Alliance of Canada

CEPA – Canadian Environmental Protection Act

Cosmetic Executive Women

CRI - Carbon Reduction Institute

C-TPAT - Customs-Trade Partnership Against Terrorism

GEC - Green Economy Canada

Marine Hotel Association

ORHMA - The Ontario Restaurant Hotel & Motel Association

PPG - Partners in Project Green

RCC - Retail Council Canada

UNGC - United Nations Global Compact

WWD - Women’s Wear Daily

Certificates and Awards



Committed to
Environmental, Social, &
Governance

Our Open Approach to ESG Management

Due to our recognition of the vitality of integrating sustainability into our business approach, in the 2023 fiscal year, we appointed the company's very first Global Environmental, Social, and Governance Manager (GESG), who takes the lead in reporting to our Vice President on People, Culture, and Sustainability (VPCS). The VPCS serves on the Company's Executive Leadership Team, which is responsible for managing corporate-wide social responsibility and sustainability initiatives. This includes supporting corporate, brand, channel, and region-led sustainability policies and commitments; as well as leading our ESG reporting and goals governance. Our ESG strategy is further directed by our Environment, Social, and Governance committee, which is composed of volunteers, senior leaders, and subject matter experts on an international scale.

To drive progress towards our shared goals and commitments, the global ESG committee meets monthly to review, harmonize, and accelerate ESG and sustainability initiatives across the business. It is therefore responsible for reviewing the information presented in this ESG report, including the focus areas identified throughout our material issues analysis.

The ESG committee meets monthly and gives quarterly updates to the CEO and our Board of Directors. We therefore drive the parallel integration of ESG across our business through the close partnerships that we have with senior leaders from Finance, Quality Control, Human Resources, Production, Product Management, Research and Development, and Supply Chain, among other functions.

Policies

ESG Policy
Quality Policy
Environmental Policy
Sustainable Palm Oil Principles
Policy
Waste Management Policy

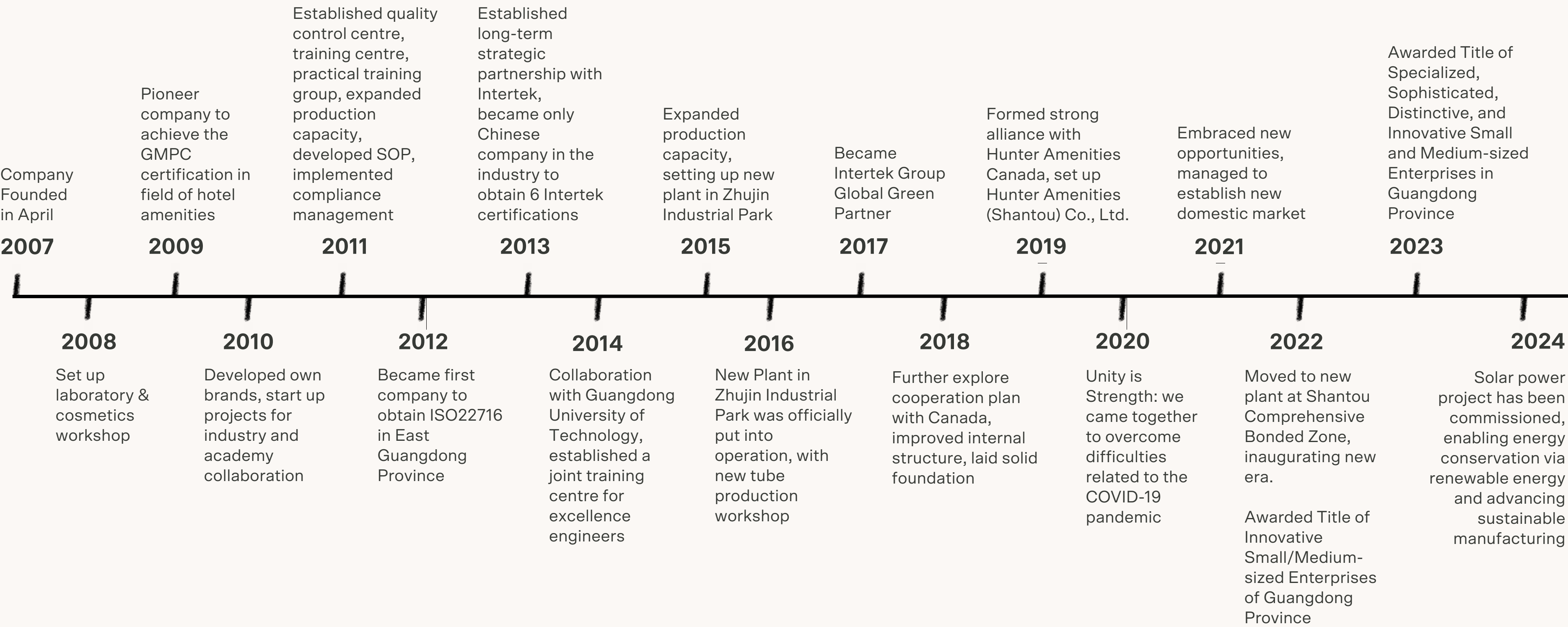
Global Code of Business Conduct
Employee Handbook
Purchasing Policy
Health and Safety Policy
Supplier Code of Conduct
Whistleblower Line
Child Labour Policy

Information Security Policy
Incident Response Policy
Anti-Bribery and Corruption Policy
Cyber-Security Policy
Training Policy

Hunter Shantou



Hunter Shantou Timelines



Hunter Shantou



ECO CERT



HALAL Certificate



Certificate Of
Conformity
(Recycled Material)



Certificate Of
Conformity
(Biodegradable Liquid & Soap)



Carbon Footprint



Forest Stewardship Council



ECM
(Plastic Products Biodegradable)



Workplace Conditions
Assessment



Global Reporting
Initiative



Global Security Verification



ISO22716



GMPC

Kimirica Hunter

At Kimirica Hunter, we are taking initiative by utilizing eco-friendly alternatives to single-use plastic amenities for both our existing clients, as well as our soon-to-be clients. Included in this strategy is the integration of cornstarch, wheat straw, and bamboo to replace our plastic-based amenities. We are committed to eliminating plastic pouches and replacing them with paper alternatives. We also continuously promote and adopt Sugarcane paper and FSC Certified Paper as sustainable alternatives to conventional paper products.

We are launching PCR (Post Consumer Recycled) tubes and bottles to reduce the impact that virgin plastic use has on the ecosystem.

As well, to promote green spaces and the use of plants as effective natural carbon sinks that boost local biodiversity, we routinely plant various plants on the birthdays of our employees.



Hunter Cambridge

Over the past few years, our Cambridge location has partnered with Waste Management to incorporate a new recycling program. The Cambridge location continues to reclaim 98% of all soap scrap from landfill. This is done by one of two methods – either reworked into our processes or donated to Canadian Food for Children. These donations are distributed worldwide – El Salvador, Haiti, Peru, Angola, Sierra Leone, etc.

We have incorporated a Continuous Improvement Team in Cambridge this past year, where we have a robust safety program fostering safe working conditions for all. Hunter Cambridge continues to promote diversity and inclusion working with our partners for temporary labour as well as recruitment from within.

Our employees are well versed in our company values, and a testament to this is the recipient of the Annual Hunter Excellence Award last year, our Cambridge employee - Josh Medieros.



Hunter Cambridge

In 2024, Hunter's Cambridge, Ontario soap bar manufacturing facility reworked 48,000kg, or about 45,000 bars of soap, back into the production process and diverted from landfill.

We saved approximately 80tCO₂e from the landfill through this initiative. The Cambridge facility also utilizes only 5% water in its water efficient production process thereby helping to preserve water.



Earth & Skin Friendly Soap Bars

- Responsibly sourced
- Triple milled Soap bars
- Vegan friendly - made from 100% vegetable soap noodle
- Zero-waste production
- Water conservation production

We are proud to support organizations like Soap Aid and Clean the World, both of which aim to decrease the spread of infectious disease by recycling used hotel soaps into life saving products for impoverished areas around the world. Hunter Amenities donated 10,114 kg of soap to Soap Aid during the 2023 calendar year. By helping to provide these donations, Hunter has had a significant impact on Soap Aid’s humanitarian and environmental goals.



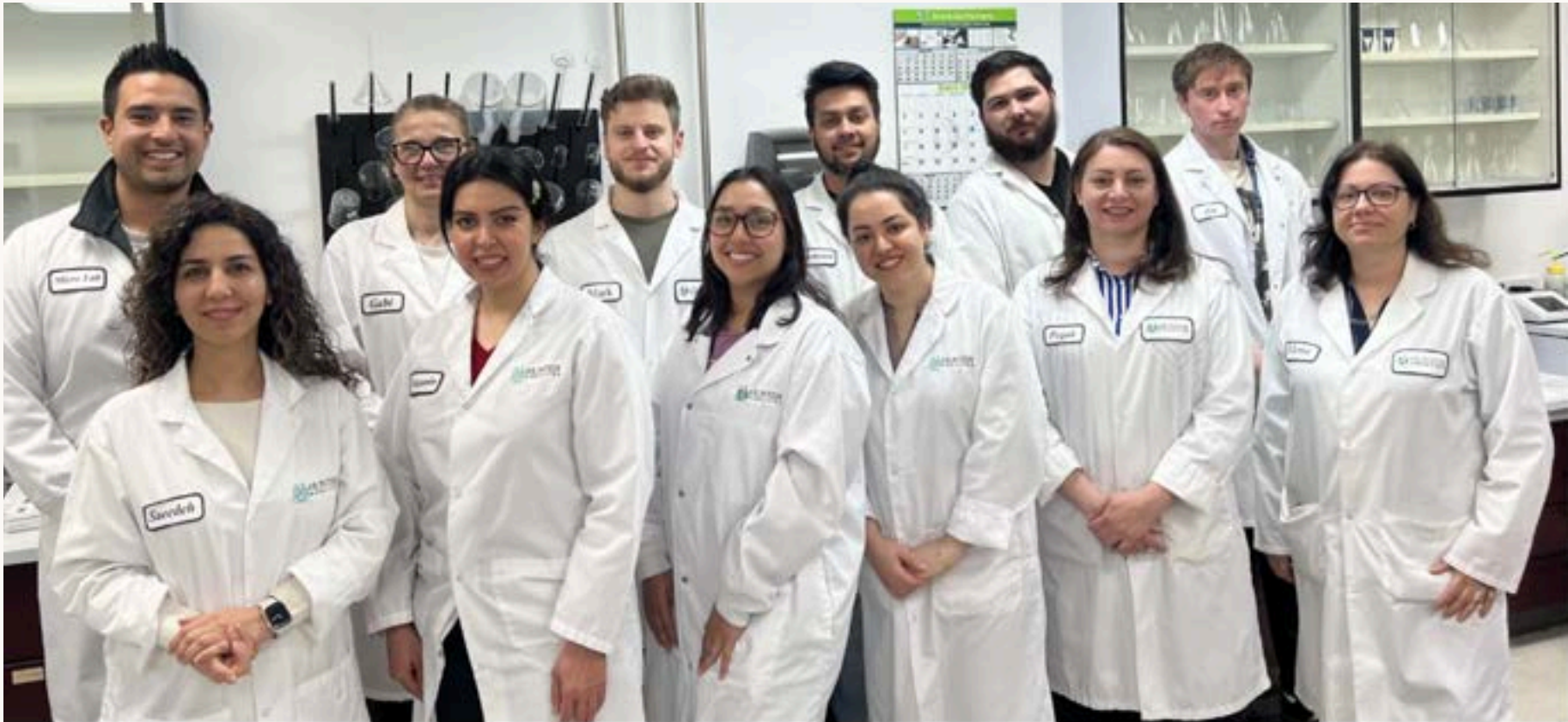
Metric category	Amount
KGs of Soap diverted from landfill by reworking	48,000
New soap bars made	45,000 bars
TCO2e diverted from the earth’s atmosphere	70.56 tonnes
Litres of fuel saved	29,644 litres
Vehicles put off the road	28.8
Kilometres not driven on the road	406,080

Committed to Research & Development

Here at Hunter Amenities, we are committed to the development of solutions that provide our customers with high performance products while simultaneously helping to address the pressing environmental concerns that are being discussed around the world. To highlight this, our Research and Development (R&D) team works daily to develop formulas that integrate sustainability into our practices by protecting essential resources for both current and future generations, while also advancing socioeconomic equity and contributing to global efforts to combat the increasing threats posed by climate change. This is of high importance, as our R&D team often has both direct and indirect environmental and social impacts through the process and results of formula development. To help guide our ingredient selection and formulation decisions, we use our peer reviewed green chemistry methodology so that we can see through the lens of human health, ecosystems, and the environment.

Committed to Quality

The management team at Hunter Amenities is committed to the principles of continuous improvement, and to the implementation and maintenance of our Quality Management System. All Hunter Amenities employees are also committed to and are accountable for producing quality products within a GMP/ISO 22716 environment and are trained to ensure compliance within our Quality Management System. We place emphasis on the fulfillment of our “right first time... every time” organizational goal by focusing our technological and human resources on preventing quality deficiencies, every time. The cooperation and involvement of all personnel within our company is essential for the success of our Quality Management System, and this ongoing commitment helps to ensure that we always remain compliant to the standards applied to consistently manufacture quality products.



Committed to Responsible Sourcing in Our Operations, Procurement, and Supply Chain

We put integrity, safety, and quality first.

We therefore have an unwavering commitment to safety and hold our teams and suppliers to the highest standard of responsibility. Going above and beyond complying with all applicable laws and regulations, we are committed to nurturing a culture of respect, integrity, and fairness—applying to everyone ranging from our employees to our suppliers, business partners, and other third parties. Having this perspective also ensures that all of our partners work together to guarantee that we serve our customers on time, within budget, and to the highest standard of quality. Extending to everyone, our high standards for integrity and compliance are contained and outlined in the Hunter Supplier Code—making clear our expectations and standards for conduct and transparency.

The Hunter Supplier Code of Conduct

Clearly articulate our values, standards, and expectations.

Ensure all partners operate in accordance with our priorities for safe and fair working conditions.

Follow production practices that ensure quality and protect the environment, safety, and rights of all people.

Guided by the HUNTER Supplier Code, we work with suppliers that follow production practices that ensure quality, safety, environmental protection, and the rights of all people.

We proactively engage with suppliers to provide our Supplier Code and ensure they understand our standards and expectations.

Committed to Sustainable Packaging

To attest to our eco-friendly commitments, we have invested in and adopted more sustainable packaging to reduce our environmental footprint.

At Hunter Amenities, we believe that making our packaging 100% sustainable is not only a critical component to advancing our purpose and vision—it’s the right thing to do.

Some of our innovative options include:

- Bio-additive and post-consumer resin (PCR) PET bottles
- 100% recyclable paper; Eco-friendly paper boards
- 100% recyclable bottles
- Transitioned from small to large format bottles
- Extensive range of large dispenser options
- Plastic alternatives - 100% recyclable glass bottles and jars, aluminum tubes
- Outer cartons made from 100% recycled cardboard
- Vegan formulations; and products are against animal cruelty
- Transitioning to FSC-certified corrugate



Eco-Conscious Liquids



Renewable Ink



Recyclable Bottles



Eco-Accessories



Plastic Alternatives



Sustainable Outer Packaging

Committed to Sustainable Accessories

Eco-friendly packaging materials are used in all our dry accessory products—including 100% recyclable pouches and vegetable-based inks. Keeping the environment in mind, we craft our dry accessories with sustainable luxury as the foundation.

- 100% recyclable Kraft paper pouches or paper box cartons
- Wheat straw toothbrush and razors
- All products printed with eco-friendly inks
- Universal minimalist designs that suit any décor



Committed to Sustainable Accessories

Single-use plastic hotel slippers are responsible for a significant portion of CO₂ emissions in the hospitality industry. Primal offers an immediate solution for waste and carbon reduction by providing circular cork slippers that are of the highest quality and that come from naturally regenerative resources.

Hunter Amenities has partnered with Primal Soles to offer a sustainable solution. Acting as distribution partner, we’ve incorporate the world’s first fully circular hotel slippers to replace single-use plastic hotel slippers entirely with a fully circular, eco-friendly slipper.



These slippers are not just any hotel amenity; they are B Corp Certified, Carbon Negative, and endlessly recyclable. There is a system to collect used products, grind them down, and reintroduce them into the production process as sheets, which form the bottom half of the next pair of slippers.



Committed to Ethics & Compliance

We are committed to operating with integrity and set the same high standards and expectation for those who do business on our behalf. At Hunter Amenities, we believe that another foundational concept to our growth and success is that of ethical business conduct. The Hunter Global Code of Business Conduct has been updated and is signed annually by employees serving as a clear guide to act with integrity in all our processes and operations. Our industry leading compliance program includes [Ethicspoint](#)—a confidential whistleblower channel for employees, or partners, to raise issues and concerns at any time if needed.

Our open-door policy and commitment to transparency is exemplified by our integration of [Ethicspoint](#) into our operations. We want our employees and partners to know that their concerns will be heard, and trust that these concerns will be investigated.

Providing multiple avenues to have their concerns heard will allow our employees to feel confident that we will appropriately approach each situation, and that we will strive towards accountability with a commitment to future improvement.

To hold ourselves accountable and therefore demonstrate our commitment to timely investigations, we set a goal in 2023 to achieve an average case closure rate of less than 45 days. Anyone who interacts with Hunter, ranging from customers to suppliers and customers, has access to [Ethicspoint](#)'s hotline and web reporting tool which can be used to provide or update the status of the situations pertaining to the reporting parties.

Committed to Data Security

We recognize that cybersecurity must be taken seriously; to address the ongoing potential threats, we have developed and continue to enhance our cybersecurity risk management programs that serve to protect the security of our computer systems, software, networks, and other technology assets. Our cybersecurity risk management system works to block unauthorized attempts to access confidential information and prevents attempts at disrupting or degrading business operations.

Our security program continues to grow and evolve as we constantly examine the effectiveness and maturity of our cyber defenses through various means; this includes conducting internal audits, targeted testing, incident response exercises, maturity assessments, and industry benchmarking.

In order to adequately safeguard our information and data, we require annual training with respect to the use of technology for employees, contractors, and consultants. This training not only covers how to protect Hunter's information and data, but also incorporates policy and standard controls, security best practices, as well as identifying and reporting potential cyber threats. It is also a part of the onboarding process for new employees, contractors, and consultants who have access to our technology assets.

Committed to Health & Safety (H&S)

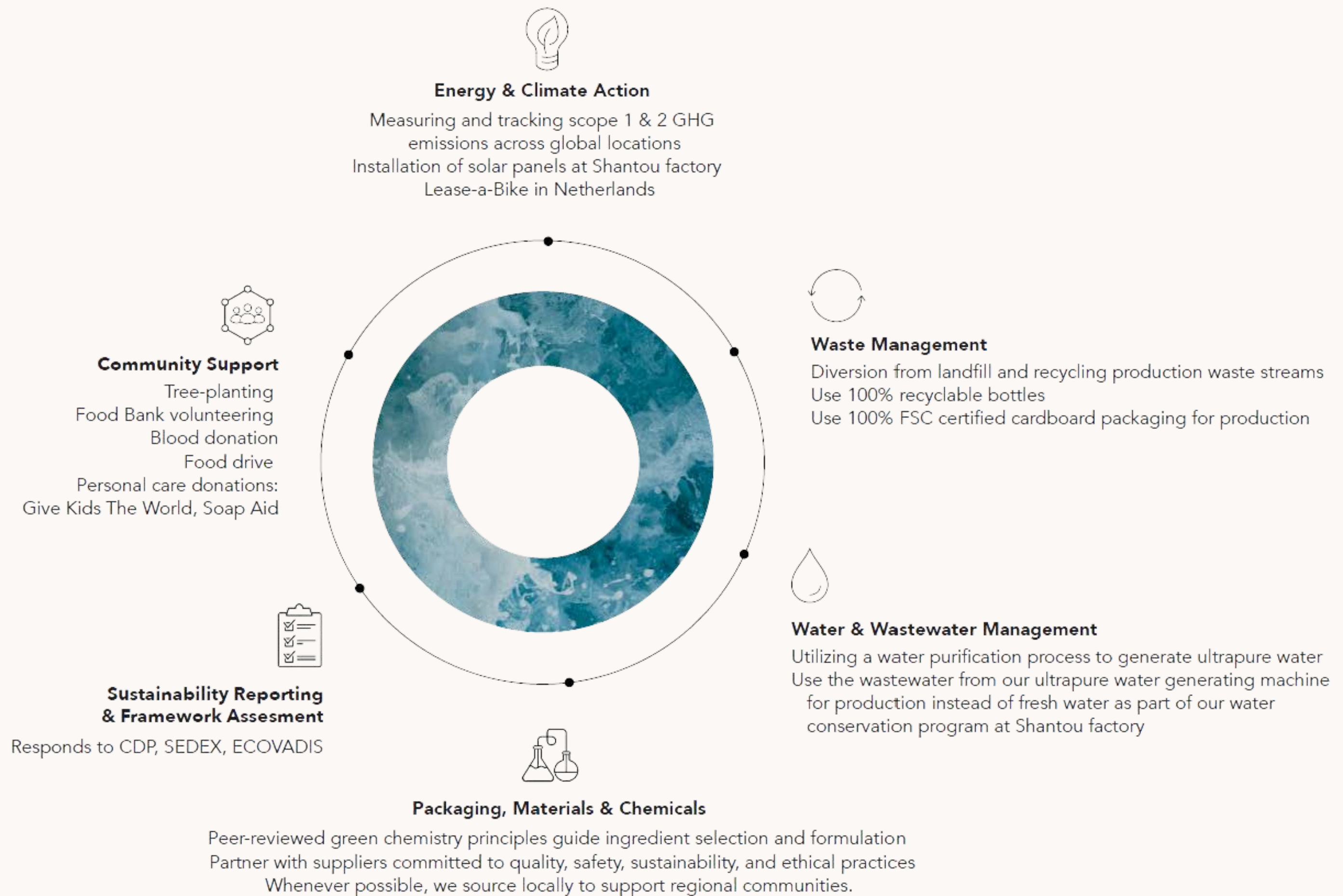
At Hunter Amenities, Environmental, Health, and Safety (EHS) is one of our top priorities as we remain committed to the health, safety, and well-being of all our employees. To keep everyone safe, we have proactive EHS programs that prioritize identifying risks and mitigating the hazards that increase risks to incidents or injury. The health and safety of our employees, the broader community, and the environment in which we live is of paramount importance. It is therefore the duty of everyone—including employees and contractors—to report on any health and safety/environmental concerns. We believe that both management and employees are responsible for engaging in a cooperative effort in addressing H&S when needed.

In 2024, we began to monitor some important H&S factors. Targets for Reportable injury frequency rate were set to reduce our score from 6.0 to 3.0. Our result at the end of year was a score of 2.79. We are now challenging ourselves to a further reduction to 2.0 for the 2025 fiscal year. To measure the total number of recordable injuries per 200,000 hours worked, we track our Reportable Injury Frequency Rate (RIFR), which includes not just the injuries that result in lost workdays, but any and all injuries sustained at the workplace. We also track and monitor our near miss reporting; we aim for a minimum of 5 near miss reports per month.

To help our operating locations manage our internal EHS on a day-to-day basis, we have assembled our own Joint Health and Safety Committee (JHSC) that works to ensure that our policies and practices are clear in reflecting the nature of site-specific work safety. The JHSC develops Hunter-wide policies that serve as a support network for our worldwide community, and as such, performs monthly inspections of facilities to ensure strict compliance from a safety perspective.

Committed to Human Rights

We are committed to conducting our operations in an ethical and responsible manner. By cultivating a culture of respect, integrity, and fairness, we commit to upholding fair labour standards for all employees across all our operating companies and value chains. Threats to human rights are constantly growing and evolving, which means we need to understand and take seriously the various labour and human rights practices across our different suppliers. We therefore engage with our suppliers to ensure that they support international efforts to protect human rights and abolish forced labour, child labour, and human trafficking—among addressing any other human rights issues.



Everyday ESG Strategies at Hunter

“Over the past few years, the Marketing team has actively integrated sustainability principles into how we operate and engage with our audiences - this is ongoing. One key initiative has been the shift toward reusable trade show materials and elements where possible. Our newly designed trade show booth (pop up version) utilizes a modular structure that can be stored, adapted, and refreshed with updated graphics for different events, significantly reducing the waste associated with single-use booth builds. On our larger hard wall builds, elements like travertine islands are stored and re-used vs destroyed.

Similarly, we transitioned to reusable Hunter-branded three-ring notebooks and refillable pens, replacing previous disposable versions and encouraging more mindful resource use across our teams and partners.

In addition to operational improvements, we have invested in high-quality marketing assets, such as professional photography, and storytelling tools, that better communicate our sustainability commitments to our customers and stakeholders. By embedding these sustainable practices into our daily work and brand presence, we aim to support Hunter’s broader environmental, social, and compliance goals, ensuring our messaging authentically reflects the values that we stand for.”

-Marketing Department

“We focus on clean beauty formulations, free from Sulfates, Parabens & Phthalates. We always suggest recyclable components and where possible, we also use a minimum of 25% PCR. Ideally order similar/same shape SKUs at the same time if possible to reduce packaging manufacturing waste and scrap on the vendor end.”

-Retail Team

“Our environmental initiatives include implementing waste reduction strategies by reducing sample testing processes to minimize material usage and waste. We have implemented waste management and proper waste segregation in all our laboratory settings.

To stay true to our environmental and social commitments, we conduct regular employee training sessions on sustainability best practices and ethical quality control procedures. We have also strengthened the diversity and inclusion within our department by fostering equitable hiring and development opportunities.

With respect to our compliance and ethical standards, we have applied stricter protocols for sourcing sustainable raw materials, ensuring regulatory compliance through Supplier Qualification process”

-QA/QC Department

“Moving towards our path to environmental sustainability, we’ve moved away from checks and towards electronic fund transfers. A move that saves us paper, prints and dealing with mailing and courier related fuel spends and carbon footprint. With a big push from IT, we’ve implemented a minimal paper culture- number of prints have come down significantly and we have implemented a culture of ‘Do we really need this print?’

To satisfy our social responsibilities, we’re empowering our younger ‘leaders of tomorrow’ and giving them opportunities to stay connected with the company and find meaningful part-time employment while completing their study term simultaneously.”

-Finance Department

“Our HR team has actively integrated Environmental, Social, and Governance (ESG) initiatives into daily operations to support sustainability, foster community engagement, and uphold strong ethical standards. On the environmental front, we have transitioned to digital platforms by implementing a global compliance training system with electronic signatures and digitizing employment files in Canada. These efforts have significantly reduced paper waste and streamline document management processes.

Socially, our HR team has enhanced internal communication and employee engagement by launching a global intranet site. This platform not only centralizes communication but also encourages volunteerism across the organization. From a governance perspective, we have established a robust framework by rolling out global policies, including a Code of Business Conduct and a Diversity, Equity, and Inclusion (DEI) policy, reinforcing the company’s commitment to ethical practices and inclusive culture.”

-Human Resources

“Our engineering department has made significant strides in enhancing the sustainability of our packaging practices. Environmentally, we have prioritized the reduction of single-use plastics and transitioned to recyclable, biodegradable, or compostable materials wherever feasible. This shift has been supported by rigorous life cycle assessments to ensure that new materials not only reduce environmental impact but also maintain product integrity. Additionally, we’ve optimized packaging designs to minimize material usage and reduce transportation emissions by improving space efficiency. These efforts have contributed to a measurable decrease in our carbon footprint and waste generation.

From a social and compliance standpoint, our team has worked closely with suppliers and regulatory bodies to ensure all packaging materials meet evolving environmental standards and certifications, such as FSC and ISO 14001. We’ve also engaged in community outreach and education initiatives to promote recycling and responsible disposal practices among consumers. Internally, we’ve fostered a culture of sustainability through employee training and cross-functional collaboration, ensuring that packaging innovations align with both corporate responsibility goals and stakeholder expectations. These combined efforts reflect our commitment to sustainable development and regulatory compliance in every aspect of our packaging strategy.”

-Engineering Department

“For APAC marketing, we have had a very holistic approach. Our APAC marketing department has embedded sustainability into our strategy and day-to-day execution, ensuring our efforts reflect our commitment to people, planet, and purpose. We have actively promoted and prioritized environmentally responsible products and packaging across our brand portfolio. This includes marketing ranges with recyclable, refillable, or biodegradable packaging, and spotlighting products that are made using clean formulations, certified natural ingredients, and low-impact production methods. Our campaigns highlight sustainability credentials, helping to educate customers and support our partners’ ESG goals.

We’ve worked closely with purpose-led brands that support community and wellness initiatives, from women-led businesses to brands giving back to vulnerable communities. Our storytelling has focused on amplifying those social missions and ensuring the guest experience is not only luxurious but meaningful. We’ve also supported team-led fundraising and charitable initiatives, including those tied to health, education, and equality.

In an evolving regulatory landscape, particularly across APAC, we have played a proactive role in marketing compliance. This includes adapting content to meet region-specific environmental regulations (e.g. recyclability labelling), promoting products that meet international sustainability certifications, and partnering with suppliers who meet rigorous ethical sourcing standards. We also ensure clear and accurate marketing communications that support customer transparency around ingredients, origin, and certifications.

Our ongoing aim is to integrate sustainability not as a campaign, but as a foundational lens through which we make decisions, choose partners, and bring brands to life.”

-APAC Marketing Department

GHG Emissions

Energy

Scopes 1, 2 & 3

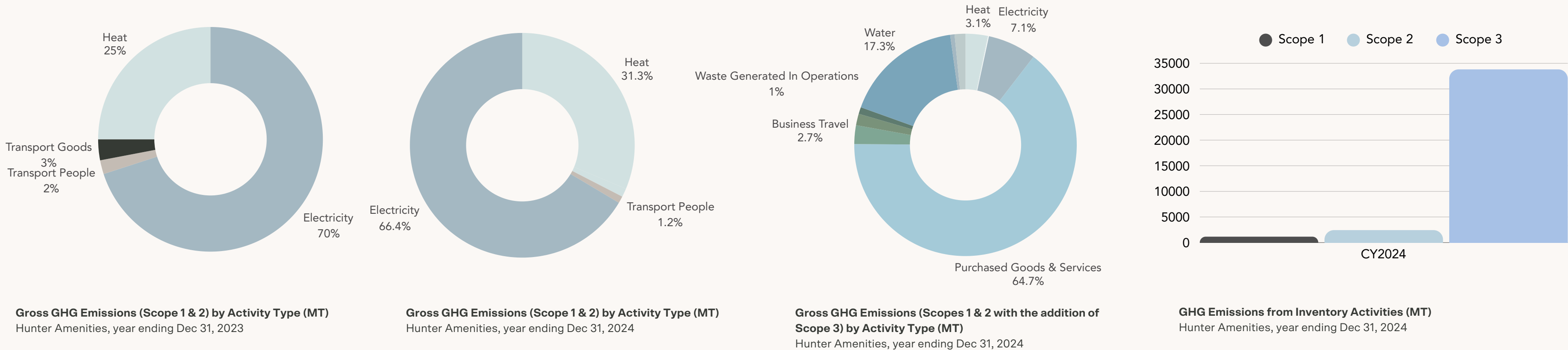
GHG Emissions

Being our most ambitious goal yet, we plan to be aligned with the Science Based Targets (SBTi) framework, meaning that we will modify our emissions by striving toward the Paris Agreement’s goal of keeping global temperature increase below 2°C above pre-industrial levels.

Our 2030 target: to reduce the absolute Scope 1, and 2 GHG emissions by 30% compared to 2023 levels. Additionally, we have included calculations for 7 scope 3 categories to give a better perspective of our impact for the 2024 calendar year. We now have a more complete and improved GHG inventory. Scope 3 targets will be set to align with the SBTi framework. We will update our base year to include all scopes.

To highlight and solidify our ambitious goals, we have:

- Annual GHG emission analysis for our operating companies: to drive continuous improvement and bring attention to efficiency across the entire business.
- Sustainable Production: Our teams evaluate and identify opportunities to reduce energy, GHG emissions, water, and waste—across our major operations.
- Renewable Energy: A multi-faceted approach is in development; including utility contract procurements, on-site renewable energy systems, and comprehensive prospects for clean energy.
- Capital Investments: We support projects that deliver on their promises of meaningful GHG reductions through additional capital funding.
- Third Party Assurance: We ensure that our protocols align with the GHG Protocol Standards by having our GHG inventories and accounting processes reviewed by third party assurance.



Water

Overall Water Risk

Due to the exasperating effects of climate change seen at a global level, water accessibility and availability remain to be one of the most pressing challenges of the 21st century, particularly among developing countries located in the Global South. We therefore recognize the importance of access to safe drinking water for our employees and communities impacted by our operations—clean, sustainable water supplies are vital for human health, industry, agriculture, and energy production.

Geographical location is one of the largest determining factors in understanding water scarcity within a region and as such, it is vital to practice good and sustainable water stewardship for every location in which we operate. We are therefore committed to tracking, evaluating, and reducing our water usage, particularly in regions that are at the highest risk of water scarcity. In 2023, we analyzed water use across our sites to evaluate the relative level of risk to our major operations.

After mapping our major operations in the World Resources Institute (WRI) Aqueduct 3.0 Water Risk Atlas, <https://www.wri.org/applications/aqueduct/>, we determined that 2 (20%) of our major operations are in high-risk locations for water scarcity.

[1] Significant Sites are any Hunter location with 50 or more employees, or that is engaged in any of the following activities: Manufacturing, Packaging, Research and Development, Warehousing or Service.

[2] The WRI Water Risk Atlas is a tool that uses open-source, peer-reviewed data to categorize exposure to water risk based on physical and regulatory risks.

[3] High-risk includes those sites categorized as “high” or “extreme” risk according to the WRI Aqueduct Risk Atlas Tool.

Water Risk Assessment

Priority section of the value chain	Dependency on water resources	Impacts on water resources	Water materiality	Prioritize for water targets
Operations - processing plants with high volume of water withdrawals	HIGH	HIGH	HIGH	YES
Operations - processing plants with high volume of wastewater discharge	HIGH	HIGH	HIGH	YES
Suppliers/distributors	LOW	LOW	LOW	NO
Consumer product use	MEDIUM	LOW	LOW	NO

Water Targets

Water Quality	By 2030, improve water quality by reducing pollution, eliminating dumping, and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater, and substantially increasing recycling and safe reuse at manufacturing locations.
Water Quantity	By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals

Wastewater management

As part of our broader water management, we continue to make progress by reviewing our standard operating procedures and ensuring we adhere to the regulatory permits as required for efficient operations. We have comprehensive preventative maintenance and cleaning protocols. We continue to balance water use during changeovers and equipment cleaning to ensure product quality.

Waste

Waste

We acknowledge the environmental impacts that may be caused by our waste production. We are therefore constantly exploring new pathways in which we can reduce our waste across all stages of our operations. This includes reducing the production of solid waste at our facilities, improving our landfill diversion rate, and reducing the overall amount of waste produced at Hunter Amenities. We currently recycle the cardboard and wooden pallets used for our shipping activities.

We are also exploring eco-friendly packaging alternatives that use fewer materials and generate less waste across the product lifecycle. We launched our eco-accessories sachets made of stone, Barley paper, and 100% biodegradable materials. Staying aligned with our commitments, we will continue to conduct solid waste audits annually to evaluate current operations and to identify opportunities to further reduce our solid waste production.



ESG Committee and Contributors

We would like to acknowledge all of those who have contributed to this Report:

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- John Hunter**, Founder
- Dave Lemmon**, Chief Executive Officer
- Michael Matulick**, Managing Director APAC
- Daan Knoef**, Managing Director EMEA
- Pierre Bitaudeau**, Managing Director ME
- Lisa Gosselin**, VP People, Culture, and Sustainability
- Jennifer Barber**, Chief Financial Officer

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Appendix

This Hunter Amenities 2024 Environmental Report includes all data from 2024 (1 January 2024 – 31 December 2024) relating to Hunter Amenities and is part of the Sustainability Report published in 2025. The information provided in this section serves as a supplement to the report. It presents data aligned with multiple reporting requirements - such as the UN Global Compact (UNGC) Advanced Communication on Progress (CoP) requirements - and is produced in accordance with the GRI Standards: Core Option and SASB industry index. This document provides Hunter Amenities stakeholders with detailed information on the following topics:

Environmental goals, Water, Energy and CO₂, Waste

In accordance with the GRI Standards, this report shows data from year 2024.

GRI 307-1 Non-compliance with environmental laws and regulations

GRI 303-5 Water consumption

GRI 302-1 Energy consumption within the organization

GRI 302-4 Reduction of energy consumption

Reported incidents of non-compliance with environmental laws and regulations:

Reported Incidents	
2023	0
2024	0

Results of 2024 Environmental footprint and process on goals:

	TCO ₂ e	Energy (Kwh)	Water (m³)	Waste (MT)
Total Outcome 2023 *	3,038	8,421,513	85,509	740
Total Outcome 2024	33,812.5	8,944,309	93,060	441
Goal 2030	-25%	-30%	-20%	-30%

*Scope 1 and 2 only

Explanation

Hunter Amenities' Packaging's waste reduction target (-30%) will be largely achieved due to initiatives such as waste reduction planning and on-site recycling of process waste, purchase of 100% FSC certified and recyclable cardboard and installation of a cardboard corrugator at our Burlington plant which produces 68% of our products. We have introduced several eco-friendly accessories and plastic alternatives within our eco-accessory supply, including the use of wheat straw and barley paper packaging. The recently concluded waste audit at our Burlington and Cambridge facilities indicate a 61% and 74% diversion rate from landfill and we will continue to improve on these numbers.

On energy use, we continue to introduce energy efficient processes and installing energy efficient machinery at our Malaysia plant. To help us achieve our energy reductions targets over time, our Shantou factory successfully installed solar panels in April 2024 contributing to our 2024 GHG calculations. Our CO₂ emissions for scope 1, 2 and 3 will continue to be monitored and we are introducing more energy efficient processes in our production to help achieve our reduction target. We continue to use 90% renewable energy for our locations in Canada as is obtainable in Ontario. 17% of the total energy consumption for the Shantou plant was from renewable energy sources. On water consumption, we have begun exploring water efficient processes to reduce consumption. At our Shantou plant we are utilizing a water purification process which uses 65 tons of tap water per day to produce 26 tons of ultrapure water and generates 39 tons of wastewater which is stored for secondary use. We can use the wastewater from our ultrapure water generating machine for production instead of fresh water as part of our water conservation program.

Energy

Hunter Amenities 2024 Calendar Year Carbon Footprint

This report details the greenhouse gas emissions footprint for Hunter Amenities ("Hunter Amenities") during the 2024 Calendar Year, including the breakdown of emissions by source activity and Hunter Amenities’ plan to reduce their emissions going forwards. This report and inventory were compiled in compliance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, Revised Edition.

Analysis

Hunter Amenities measured its greenhouse gas inventory with Carbon Hound for the 2024 calendar year (Jan 01, 2024, to Dec 31, 2024) and recorded emissions of 33,812.48 tonnes of carbon dioxide equivalent (tCO₂e). It is important to note that the emissions are significantly higher due to the addition of Scope 3 calculations in the 2024 calendar year. This is to better align Hunter’s GHG inventory to the SBTi framework and Paris agreement recommendations. Overall, Hunter Amenities’ largest emissions sources were from Purchased Goods & Services (65.8%) and water consumption (17.6%). The following sections present the breakdown of Hunter Amenities’ emissions for their 2024 calendar year by scope. The GHG inventory has been reviewed by Green Economy Canada.

Scope 1

Emissions totaled 1153.059 tCO₂e in Hunter Amenities' 2024 calendar year

Scope 2 - Location Based Emissions

Emissions totalled 2432.88 tCO₂e in Hunter Amenities' 2024 calendar year

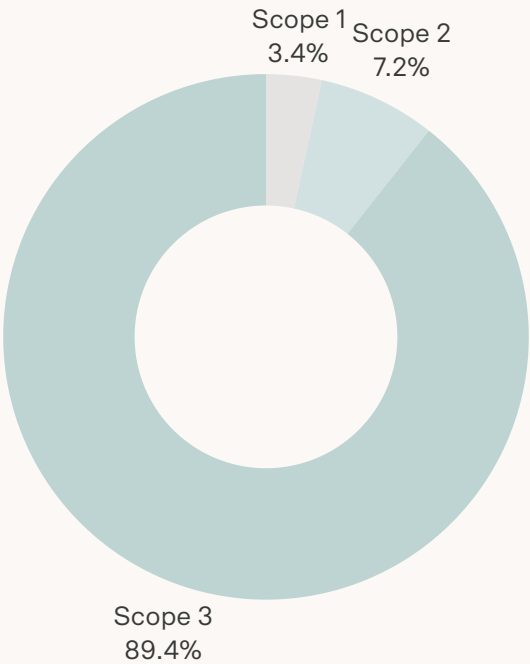
Scope 3

Emissions totalled 30,226.544 tCO₂e in Hunter Amenities' 2024 calendar year.

It is important to note that our overall emissions are larger due to the addition of these Scope 3 emissions in the 2024 calendar year.

Offsets

Hunter Amenities International LTD did not purchase offsets in the 2024 calendar year.



	Emissions (Tonnes CO ₂ e)	
Scope 1		1153.059
Scope 2		2432.88
Scope 3	Types of Emissions	Emissions (Tonnes CO ₂ e)
	Purchased Goods & Services	22,263.736
	Business Travel	321.469
	Capital Goods	577.741
	Waste Generated in Operations	333.396
	Water	5944.645
	Downstream Transportation & Distribution	220.8
	Upstream Transportation & Distribution	564.758
Total Scope 3 Emissions		30,226.544

Water Consumption 2024

Location	Quantity Consumed (m³)
Malaysia	2,198
Netherlands	0.24
Oakville	1,160
Shantou	19,371
Singapore	9.9

Location	Quantity Consumed (m³)
Australia	0.593
Burlington	62,018
Cambridge	577
Dubai	6
India	7,720

Water consumption: Measurements for water are in cubic meters.

It is important to note that over 85% of our water consumption is at our Burlington and Shantou plants. Liquid personal care products also contain over 70% water going into the products. Our Cambridge plant is the most water efficient requiring only about 2% water consumption for production. Our India and Dubai locations are in High Stress water locations but compared to our entire water consumption foot print they account for less than 10%.

Waste

	Non-Hazardous Waste (MT)	Non-Hazardous Waste (MT)		Hazardous Waste (MT)	Hazardous Waste (MT)
Disposal Method	2023	2024	Disposal Method	2023	2024
Landfill	740	441	Landfill	0	0.22
Reuse	514	86	Reuse	0	0.05
Recycling	210	248	Recycling	0	1.03
Composting	0	0	Composting	0	0

Hunter Amenities' waste management practices have improved over the past year. Wood came up as the highest recycled material considering the amount of pallets in our production cycle. Corrugated cardboard emerges as the second most recurrent recyclable material, closely followed by plastic bottles. However, there is a need to institute a diversion program specifically targeting the wet plastic bottles generated during production. Source sorting is integral to mitigating waste generation at Hunter Amenities. Enhancing waste diversion metrics necessitates concerted efforts from all stakeholders. New waste streams and recyclability options need to be investigated. The high discrepancy in landfill waste was due to a large volume of Covid-19 inventory that was land filled and diverted for reuse in 2023.

Sustainability
Accounting
Standards
Board
(SASB):
Metrics

Topic	Metric/Activity	Category
Water Management	<p>(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress</p> <p>Description of water management risks and discussion of strategies and practices to mitigate those risks</p>	<p>(1) 93,060 m³ (2) 8% of our water consumed were used in regions with high water stress.</p> <p>We operate in 8 water efficient locations only 2 of our locations are in water scarce regions. Our Physical risk is high at 1 location with water-intensive operations in a water-scarce region where we have over 50 employees. Our Regulatory risk is medium across 10 locations.</p>
Packaging Lifecycle Management	Discussion of process to identify and manage emerging materials and chemicals of concern	We offer sustainable, recyclable options and use recycled packaging when possible. Optimizing our energy consumption and have objectives to reduce production waste and increase our waste streams to divert more from landfill.
Environmental & Social Impacts of Palm Oil Supply Chain	<p>Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as</p> <p>(a) Identity Preserved, (b) Segregated, (c) Mass Balance or (d) Book & Claim</p>	<p>Total products made from Palm Oil = 7600 MT Mass Balance = 2900 MT 38% of total 40 Raw materials from 13 vendors</p>
Units of products sold, Total weight of liquid products produced		<p>336,813,482 units</p> <p>24,100 MT</p>
Number of manufacturing facilities		3

Contact

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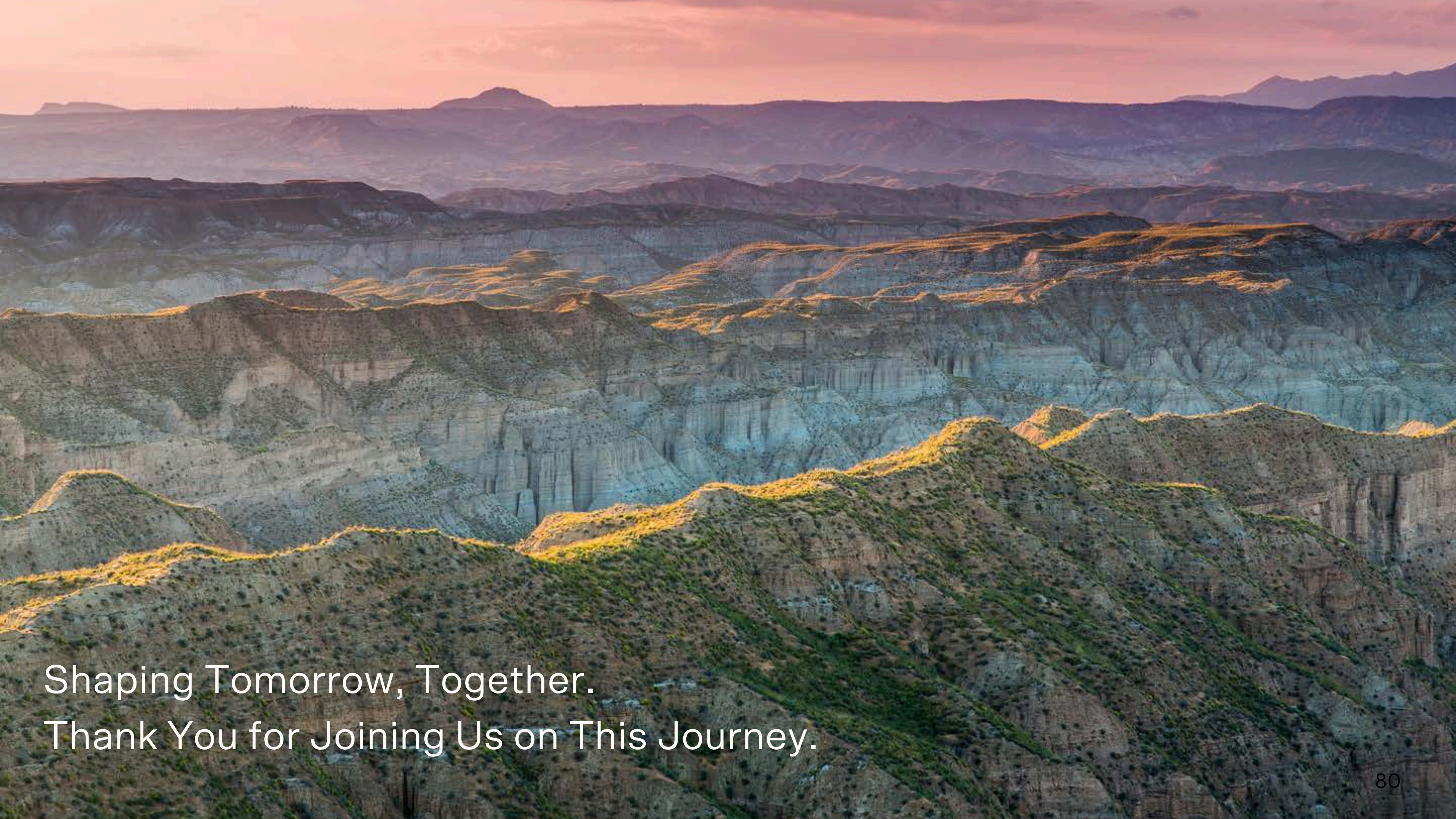
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Shaping Tomorrow, Together.
Thank You for Joining Us on This Journey.