

SASB - Oil & Gas Services (Accounting Metrics)

SASB Code	Accounting Metric	Reported on (2022)	Hunting's Disclosures	Comments
Emissions Reduction Services & Fuels Management				
EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment, and vehicles and (2) off-road equipment	Yes	(1) Vehicle consumption (including diesel and gasoline) and process emissions – Group 3,367 (Unit: Tonnes CO ₂)	Pages 65 and 66 in our Annual Report and Accounts 2022
EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Yes	The Group's Climate Policy was published in January 2020, and was updated in January 2023 (located at www.huntingplc.com), which commits the Board to Group-level monitoring of climate-related opportunities and risks. This Policy acknowledges the global goal to limit global warming in line with the 2015 Paris Agreement, and commits the Group to assisting in the delivery of this ambition through a reduction in its global carbon footprint. Hunting has committed to reducing the absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 50% by 2030 from the levels reported in 2019. In 2019 the Group's total Scope 1 and 2 emissions were 35,874 tonnes, implying a reduction to 17,937 tonnes. Strategies to further lower this target, which may over time include a plan to reach a Net Zero position, will be considered by the Board over time.	Pages 88-100 (TCFD section) in our Annual Report and Accounts 2022. Also, refer to our Climate Policy on our website at huntingplc.com
EM-SV-110a.3	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	N/a		
Water Management Services				
EM-SV-140a.1	(1) Total volume of fresh water handled in operations, (2) percentage recycled	Yes	Fresh Water Consumption - Group 163,000 (Unit: Cubic Metres)	Page 80 in our Annual Report and Accounts 2022
EM-SV-140a.2	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	Yes	Hunting provides products and services to, amongst others, the upstream oil and gas industry, and thus does not engage directly within the scope of core activities relating to the areas of service provision stated within the accounting metric. The Group's primary water consumption is based on supporting property and equipment needs. Hunting has a number of water supplies, some provided by utility networks and some from boreholes drilled at some locations. Wherever possible, we work very closely with our global facilities to ensure we reduce our environmental impact, including water consumption, as we realise the importance of protecting these valuable resources. Similarly, where water is used as part of our manufacturing process, the discharge of waste (e.g. cooling) water, is not discharged into the original water source. Our method is to focus on monitoring our water usage and operational risk, and proactive water management. For example, as part of the regional Environmental and Water Management strategy in the EMEA region, the Fordoun site monitors the water discharged from operational activities twice per calendar year. Additionally, we have a commitment to conserving and protecting freshwater resources whenever possible – from water withdrawal, to use and reuse where possible; whilst contaminated water is collected and disposed of as special waste, destined for further recycling.	Page 80 in our Annual Report and Accounts 2022
Chemicals Management				
EM-SV-150a.1	Volume of hydraulic fracturing fluid used, percentage hazardous	N/a		
EM-SV-150a.2	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	N/a		
Ecological Impact Management				
EM-SV-160a.1	Average disturbed acreage per (1) oil and (2) gas well site	N/a		
EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	N/a		
Workforce Health & Safety				
EM-SV-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Yes	(1) Total Recordable Incident Rate: 0.97 per 200,000 hours, (2) 0 per 200,000 hours, (3) Near-miss Frequency Rate: 0.97 per 200,000 hours, (4) -, (5a) 27,857 training hours completed, (5b) -, (5c) -	Pages 63, 81 and 82 in our Annual Report and Accounts 2022

EM-SV-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project life cycle	Yes	<p>Hunting has defined rules and guidelines for HSE training, protective equipment, and high-risk operations. This is covered by the Group's Health, Safety and Environmental Global Manual that is accredited to ISO 14001 "Environmental Management System" and in accordance with ISO 45001 "Occupational Health and Safety Management System". Hunting's Quality Management System ("QMS") is certified and accredited for these ISO standards. Manufacturing and services are provided by Hunting facilities that are strategically located to serve its customers. All activities, products and services are provided in compliance with the Company's Health, Safety and Environmental policy.</p> <p>In 2022 the new management system "OnBase" became fully operational. OnBase was created as the new application to hold the framework of the Group's Global HSE Management System. The system allows Hunting to continuously enhance it, making it a dynamic management system that adapts to any new requirement at a Group, country and operational level. This is an additional safeguard to maintain compliance with respective regulatory agencies.</p> <p>Hunting recognises that people remain a fundamental component of health and safety, and suitable checks are in place to ensure the integrity of the data collected for OnBase is accurate, legible and uncompromised. This is where regular (refresher) training and ongoing communication play a significant role. Hunting places great emphasis on obtaining employee suggestions in respect of safety. Safety observation cards are (anonymously) collected, and presented and discussed in quarterly management meetings, attended by all levels of the organisation.</p> <p>Safety, Health and Environment is recognised as a top priority right from the top of the organisations, with the Chief Executive personally driving safety engagements, and at least quarterly reporting and reviews at every level of Hunting, right up to the Board.</p>	Pages 81, 82, 84 and 85 in our Annual Report and Accounts 2022
Business Ethics & Payments Transparency				
EM-SV-510a.1	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Yes	<p>Revenues from countries with a Transparency International ("TI") Corruption Perception Score of <25 (\$m) (Revenue numbers taken from our 2021 Annual Report and Accounts)</p> <p>Asia Pacific 3,886,261, Titan 2,135,711, EMEA 418,909, North America 193,559</p>	Page 59 in our Annual Report and Accounts 2021, Pages 64 and 66 in our Annual Report and Accounts 2022
EM-SV-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Yes	<p>At the heart of our success has been an ethos of integrity, which is made up of three core behaviours: honesty, transparency and fairness. This is the way in which we deal with each other, business and trading partners, shareholders, and the communities in which we operate. The Group has comprehensive processes, procedures and codes in place to monitor and risk-assess bribery and corruption, as well as meeting all laws and regulations.</p> <p>Every employee is provided with the Code of Conduct and Hunting expects them to safeguard these standards at all times, and always strive not only to do what is legal, but also what is right. Hunting also provides Code of Conduct training to every employee and the course includes detailed modules on Anti-Bribery and Corruption ("ABC") compliance and risk assessment procedures. The Group also completes a process of assessing each company role and employee for bribery risk – with a central register being maintained of these employees. During 2022, the Group commenced the rollout of a Supplier Code of Conduct to support its ethical trading policies.</p>	Pages 63, 64 and 83 in our Annual Report and Accounts 2022. Also, refer to our Code of Conduct available on our website at huntingplc.com
Management of the Legal & Regulatory Environment				
EM-SV-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Yes	<p>The Group's climate Policy was published in January 2020, and was updated in January 2023. It commits the Board to Group-level monitoring of climate-related opportunities and risks. This Policy acknowledges the global goal to limit global warming in line with the 2015 Paris Agreement, and commits the Group to assisting in the delivery of this ambition through a reduction in its global carbon footprint.</p> <p>The Board of Hunting recognises the importance of a strong governance and regulatory framework to address carbon and climate matters, as well as long-term sustainability. Therefore, in 2021 we saw the formation of the Ethics and Sustainability Committee, the formation of an internal ESG steering group, and a TCFD working group. These groups have a specific remit to review climate and carbon matters, and accelerate the development of a strong sustainability agenda for the Group's senior leadership team to address.</p> <p>In terms of Hunting's Carbon Reporting Roadmap, Scope 1 and Scope 2 greenhouse gas emissions reporting commenced in 2013; in 2019 the Group's carbon reduction and intensity targets were published; in 2020 the initial TCFD disclosures (including governance and physical risk analysis) were published and, in line with UK Listing Rules, in 2021 the Group reported on TCFD disclosures. Hunting engaged Standard & Poor's Trucost to provide assurance services on Hunting's published carbon data. Furthermore, in 2022 the Board approved a new carbon reduction target of 50% from our 2019 base-line year, by 2030. In 2019 the Group's total Scope 1 and 2 emissions were 35,874 tonnes, implying a reduction to 17,937 tonnes. Strategies to further lower this target, which may over time include a plan to reach a Net Zero position, will be considered by the Board over time.</p> <p>To monitor the impact of Hunting's operations on the environment, and in compliance with UK Company Law, the Group collates greenhouse gas ("GHG") data in accordance with the principles of the Kyoto Protocol. Hunting is committed to addressing environmental issues and embedding a low carbon culture within our operating facilities and our employees. Sustainability was at the heart of the decision when choosing to consolidate our Singapore facilities in 2022. The breakdown of our greenhouse gas emissions can be found in our Annual Report. Hunting also submits its greenhouse gas data to the Carbon Disclosure Project (www.cdp.net). The data reported, and carbon dioxide conversion factors used to report the Group's carbon footprint, are based on those published by BEIS and DEFRA in the UK (www.defra.org.uk) and the International Energy Agency.</p> <p>Environmentally responsible initiatives implemented across the Group include (1) energy efficiency solutions including more efficient lighting; (2) water capture and recycling; and (3) waste recycling. These initiatives are continuously enhanced to incrementally reduce the Group's overall carbon footprint and environmental impact.</p> <p>Hunting is a member of a number of industry and trade associated bodies, including American Petroleum Institute, Society of Petroleum Engineers; Aberdeen Renewable Energy Group, Carbon Capture & Storage Association; and Offshore Energies UK.</p>	Pages 60-66 and 80-100 (TCFD section) in our Annual Report and Accounts 2022. Also, refer to our Climate Policy on our website at huntingplc.com .

Critical Incident Risk Management				
EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Yes	<p>Across all its global operations, Hunting is committed to achieving and maintaining our Health, Safety and Environment ("HSE") goals of: No Accidents, No Harm to People, and No Damage to the Environment.</p> <p>We are committed to proactively Identify, Assess, Control and take action to eliminate or minimise hazards, particularly where the potential exists for major accidents e.g. human injury, ill health or harm to the environment. Hunting utilises risk assessments to evaluate (transition) risk, and it is our policy to document these. Subsequently, a number of control systems and instructions within the new Group's Global HSE Manual and Management System, OnBase, are in place to identify and mitigate catastrophic and tail-end risks. OnBase was created to hold the HSE structure for all global Hunting operations, while allowing local procedural and processual frameworks to be created at a region level to meet all applicable laws, regulatory requirements and industry standards.</p> <p>Occupational Health and environment risk is managed in accordance with Hunting's global HSE Policy. This policy is supported by a number of procedures which describe specific risk management processes such as "environmental impact and aspects procedure", "regulated hazardous waste" and "identification and method of dealing with potential hazards".</p> <p>In 2022 Hunting has had no environmental fines or any non-compliance with any environmental laws and/or regulations. We continue to achieve environmental compliance for the accredited ISO14001 audits. It should be noted that Hunting globally has exceeded the global 2022 goal and objective for incident rate.</p>	Pages 69, 81, 82, 84 and 85 in our Annual Report and Accounts 2022. Also, refer to our Local Certifications and global HSE Policy on our website at huntingpic.com

SASB - Oil & Gas Services (Activity Metrics)

SASB Code	Activity Metric	Reported on (2022)	Hunting's Disclosures	Comments
EM-SV-000.A	Number of active rig sites	No		
EM-SV-000.B	Number of active well sites	No		
EM-SV-000.C	Total amount of drilling performed	No		
EM-SV-000.D	Total number of hours worked by all employees	Yes	4.7m hours worked	Pages 63 in our Annual Report and Accounts 2022