

Hunter Engineering Company

Sustainability Report



HUNTER
Engineering Company

Align People and Innovation to Drive Excellence

When It's Made by Hunter, It's Made by the Best



WATCH THE VIDEO

Scan QR code or visit youtu.be/Hvnx4HAWTmo

Hunter Engineering Company started with an American idea that gave birth to an American company.

Lee Hunter founded Hunter Engineering in 1946 after returning from the war. His first invention, the Tune-In Wheel Balancer, was a revolution in the automotive service industry.

In the 1950s, Hunter expanded into wheel alignment, inventing the world's first simplified light beam aligner.

In the ensuing decades, Hunter Engineering continued to lead the industry in innovation by pioneering the use of digital signal processing, computer graphics, and machine vision for wheel alignment and balancing.

Today, as the third generation takes the helm, Hunter Engineering remains a

family company leading the automotive service industry worldwide in wheel alignment, wheel balancing, tire mounting, and inspection technology.

We take pride in our craftsmanship and pride in our product being the benchmark for the rest of the world.

Hunter U.S. Operations — More than 1,000 U.S. Manufacturing Jobs



St. Louis, Missouri
Headquarters

Product Research & Development
Assemble precision imagers
More than 400 employees



Durant, Mississippi
Fabrication

Heavy fabrication & assembly
More than 200 employees



Raymond, Mississippi
Electronics

Circuit boards/wire harness
More than 100 employees



Raymond, Mississippi
Fabrication

Light fabrication & assembly
More than 250 employees

Hunter's Sustainability Initiatives At A Glance



Energy Efficiency

- ✓ Solar energy system installed generating up to 1Kw of power **(2022)**
- ✓ Created HVAC schedules reducing energy usage by 15% using a programmable thermostat **(2020)**
- ✓ New office design featuring occupancy sensors, LED lighting resulting in 35,000+ watts of energy savings **(2019)**
- ✓ Reduced server and PC usage into virtual host sites decreasing energy consumption by 2.5 million kWh annually **(2018)**
- ✓ Reduced energy consumption 20%+ by replacing air compressor units with variable frequency drives (VFDs) **(2014)**
- ✓ Increased lighting quality and intensity at workstations by 60% with efficient T5 fluorescent lights **(2014)**
- ✓ Tankless on-demand hot water heaters in break rooms and restrooms have resulted in energy savings between 45-60% **(2014)**



Water Reduction

- ✓ Constructed rainwater retention systems to mitigate hard surface run-off **(2022)**
- ✓ Water-efficient faucets have decreased water consumption by 70%+ **(2015)**
- ✓ Water-efficient pressure-assist toilets have decreased water consumption by 80%+ **(2013)**
- ✓ Lawn irrigation controllers utilize rain detectors to avoid water use after rainfall **(2011)**
- ✓ Circuit board washer spray nozzles retrofitted to smaller, high-pressure nozzles reducing water consumption by 57% **(2005)**



Waste Reduction

- ✓ Transitioned to Buckeye Eco Cleaning Supplies resulting in 83% less plastic waste **(2022)**
- ✓ Transitioned to Gateway R-Spec trash can liners reducing plastic waste by 18% **(2022)**
- ✓ Mobile app conversion reduced printing by 55% **(2019)**
- ✓ Paper reduction project reduced operations manual printing by 50% **(2019)**
- ✓ Adopted Microsoft® OneDrive to reduce printed materials **(2019)**
- ✓ Paper reduction project reduced paper documents shipped by 58% **(2017)**
- ✓ Carton consolidation project reduced boxes shipped by 43% **(2016)**
- ✓ Recycling initiatives:
 - Single-stream recycling throughout office reducing waste by 43% **(2011)**
 - Factory and office cardboard/paper **(2007)**
 - Electronics scrap (PCs, monitors, electronic boards, etc.) **(1990)**

Hunter Engineering Company provides an ever expanding selection of products enabling our customers to complete tasks in a safe and efficient manner. We also continuously enhance our environmental sustainability initiatives for a healthier and cleaner world.



Manufacturing

- ✓ 85% of steel (16MM lbs. annually) comes from mini-mills, which use recycled content **(since 2014)**
- ✓ Plastics used composed of re-ground materials **(since 2013)**
- ✓ ISPM 15 compliant on packing materials **(since 2009)**
- ✓ Powder coat paint (TGIC Polyester) **(since 2008)**
- ✓ RoHs (lead free) compliant **(since 2003)**
- ✓ Re-usable totes to transport materials **(since 2003)**
- ✓ Recycled packaging used for shipping **(since 1992)**
- ✓ Compliant with all EPA regulations **(since Hunter's founding)**



Bridgeton, Missouri



HQ / Manufacturing
 Research &
 Development



390+ employees

ENGINEERING (75+)

- Software development
- Mechanical design
- Electrical design

PRODUCTS

- Alignment sensors
- Balancer collets
- Final assembly
- Research & testing

Raymond, Mississippi



Electronics
 Fabrication



120+ employees

PRODUCTS

- Electronics
- Circuit boards
- Electronic cables

Raymond, Mississippi



Fabrication &
 Assembly



300+ employees

PRODUCTS

- Revolution™ tire changer
- Alignment consoles
- Wheel balancers
- Cabinets

Durant, Mississippi



Manufacturing



240+ employees

PRODUCTS

- Alignment racks
- Brake testers
- Swing jacks
- Brake lathes

Madison, Mississippi



Consolidated Finished
 Goods Distribution



20+ employees

- 106,000 sq. ft.
- 37 Docks
- 9,000 Products Covering 850 SKU's

Quality Management Certificate

- ✓ ISO 9001:2015 certified
- ✓ **Zero corrective actions** after internal and external audits
- ✓ **Zero changes to existing processes** by any department
- ✓ Quality Management/Continuous Improvement systems implemented over the years allowed us to quickly achieve certification
- ✓ Earned the Mercedes-Benz Quality Management certificate three times, including the highest score of any North American company on 3rd audit



Quality Team

- ✓ Over 55 employees on Quality Team
- ✓ All areas of the factories covered:
 - Receiving inspection
 - In-process inspection
 - Final inspection
- ✓ Hardware/software testing
- ✓ Field service support
- ✓ Warranty Analysis



Hunter Engineering Company's commitment to quality encompasses all aspects of product design, development, engineering, supply chain and manufacturing to produce products that are supported by expert field service and training with the end goal being customer satisfaction.

Lighting Improvement Program

- ✓ Replaced 400+ florescent fixtures with high-efficiency LED fixtures
- ✓ Improved lighting quality in workspace areas
- ✓ Resulted in 35,000 watts of energy savings



Compressed Air Reduction Program

- ✓ Instituted annual compressed air leak audit through third-party industry leader
- ✓ Compressor operation scheduled based on building occupancy rather than running 24/7
- ✓ Identified 16 leaks, which were all repaired
- ✓ Reduced CFM of air consumption by 24%



Solar Energy

- ✓ Installed solar energy system
- ✓ Resulted in generation of 1Kw of power in the IT Server Room



Additional Facilities Improvements

- ✓ Installed occupancy sensors and created lighting schedules for common areas
- ✓ Replaced 1960s-era flame tube boiler with new high-efficient condensing boilers, reducing natural gas usage by 40%
- ✓ Installed 3-layered panels in building clerestory, doubling insulation R-value of previous panels



- ▶ **43% reduction** in boxes shipped — **REDUCES WASTE!**
- ▶ **54% reduction** in scans — **SAVES TIME!**

GROUP	CARTONS SHIPPED		SCANS	
	PREVIOUS	CURRENT	PREVIOUS	CURRENT
Road Force® Elite balancer	5-10	1-5	25-45	8-25
SmartWeight® balancer	4-7	1-3	20-33	8-17
ForceMatch® heavy-duty balancer	7-9	2-4	25-39	10-23
HawkEye® Elite aligner	8-9	2	36-40	12

Road Force® Wheel Balancer



SmartWeight® Wheel Balancer



HawkEye® Elite Aligner



Heavy-Duty balancer group
 implemented in July 2016

Road Force® Elite balancer group
 implemented in August 2016

SmartWeight® balancer group
 implemented in October 2016

HawkEye® Elite aligner group
 implemented in June 2017

No Idling

Established a no-idling policy for vehicles loading and unloading at shipping docks.

Excess or unnecessary truck idling is an inefficient use of diesel, adds costs, and creates additional emissions.

One hour of engine idling...

- uses up to one gallon of fuel without offering any payback in freight movement
- releases over 20 pounds of carbon into the air, which increases health risks to shipper facility personnel as well as the driver and the surrounding community

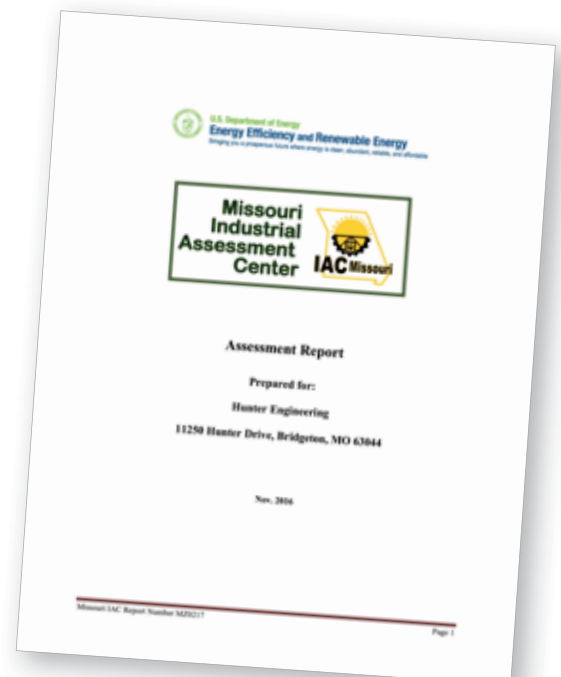


Facilities Assessment

The Missouri Industrial Assessment Center (IAC Missouri) conducted an industrial assessment at the Bridgeton headquarters in St. Louis and the nearby Maryland Heights Service Center.

The team identified 8 formal Assessment Recommendations (ARs) for the Bridgeton location and 7 ARs for the Maryland Heights location.

Meeting these ARs could potentially result in a reduction of CO₂ emitted from the facilities by over 1.4 million pounds annually. Several of the ARs have been implemented.



Averitt



Averitt's current SmartWay score is 1.25 — "Superior". According to the EPA, "A score of 1.25 represents outstanding environmental performance. These Partners already are utilizing most of the commercially available fuel saving strategies and are actively evaluating the latest emerging technologies."

Since joining the SmartWay program in 2004, Averitt has:

- lowered our carbon dioxide (CO₂) emissions by an estimated 27.05%
- reduced our nitrogen oxide (NO_x) emissions by 50.37%
- lowered our particulate emissions by 52.74%

For more sustainability information about Averitt: www.averittpress.com/public/aboutUs/corpSocialResp/environmentalResponsibility.jsp

Old Dominion



Old Dominion's commitment to sustainability includes:

- leveraging new technologies
- training our employees and drivers to utilize new technologies
- keeping sustainability foremost in mind

For more sustainability information about Old Dominion:
www.odfl.com/Content/sustainability.faces

XPO Logistics



XPO has systems in place to ensure all activities, products, and waste materials related to contract logistics operations are responsibly managed. Rigorous environmental policies are evident in areas such as:

- Recycling and waste reduction — facilities recycle paper, cardboard, plastic and electronic waste, and utilize an electronic document repository to reduce paper output. Operations also recycles millions of electronic components and batteries each year.
- Forklift emission reduction — regularly monitor fuel emissions from facility forklifts, taking immediate action if needed. This preventive maintenance program improves vehicle performance while maintaining air quality.
- Distribution center practices — ensure optimal carton size is used for each product (purchasing recycled packaging materials whenever feasible).

For more sustainability information about XPO Logistics:
www.xpo.com/about-us/sustainability



Launched in 2004, through the Environmental Protection Agency's SmartWaySM program, Partner and Affiliate member companies voluntarily commit to meet specific environmental and energy-saving goals and share progress annually with the EPA.

Averitt, Old Dominion, and XPO Logistics are all SmartWaySM Partners.



Inbound Logistics' annual Green Supply Chain Partners list (known as G75), focuses on companies that are leading by example, demonstrating progress over the past few years — via measurable green results, sustainability innovation, continuous improvement, and industry recognition — as they integrate sustainability into their respective enterprises.

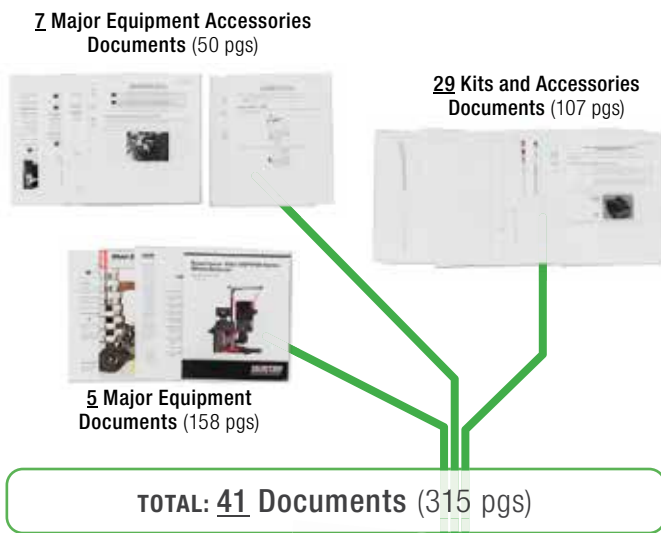
Averitt, Old Dominion, and XPO Logistics have all been recognized by *IL* as Green Supply Chain Partners.

► **Approximately 11.8 acres of trees saved since 2017!†**

✓ **The 2019 paper reduction project reduced operation manual printing by 50%, saving 3.6 million sheets of paper!**

✓ **The 2017 paper reduction project was implemented across 50% of Hunter products shipped, projecting 1.3 million sheets of paper saved annually!**

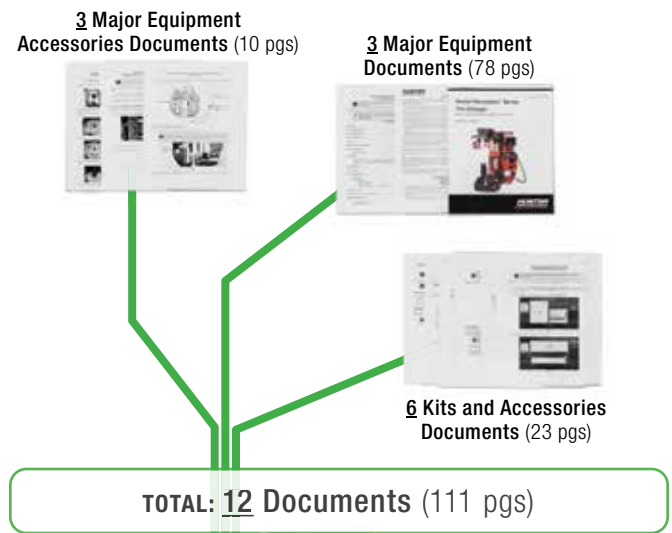
Road Force Elite® (RFE) wheel balancer paper reduction
 implemented mid August 2017



RESULTS:
2 Documents
 (103 Pages)
 = **67%**
Reduction



Revolution™ Tire Changer (TCR1) paper reduction
 implemented mid August 2017



RESULTS:
2 Documents
 (76 Pages)
 = **32%**
Reduction



† One tree (harvested solely for pulp) generates 8,300 sheets of paper.

The average tree is about 40 feet tall with a diameter around 6-8 inches. This also presumes the usable parts of the tree were all dedicated to making pulp. Most pulp for office paper is pine, which also serves as a prime lumber source. In some cases only 28% of a tree is used specifically for pulp. A healthy forest has 40 to 60 trees per acre. If the trees used were harvested solely for pulp production, approximately 11.8 acres of forest has been saved since 2017.

Source: <http://conservatree.org/learn/EnviroIssues/TreeStats.shtml>

► **55% anticipated reduction** in printing through App conversion!

In 2018, Hunter introduced a mobile app for our largest, Corporate-hosted event — the National Sales, Service, and Distributor Meetings. This new app helped to greatly reduce printed material and overall cost.



2022 National Meetings Savings

	No App for Events	App for Events	% Reduction	Cost Savings
Handouts Printed	4,500	100	97%	\$ 440
Brochures Printed	8,000	0	100%	\$ 4,435
Maps Printed	1,000	150	85%	\$ 60

\$4,875



Due to the success of the app, Hunter created a phase-plan to launch an app for all Hunter events, which commenced in 2019.

- Trade Shows
- Sales, Service, and Distributor Training Courses
- Top Sales and Service Representative Rewards Trip
- Hunter National Meetings

Creating an app for all events and distributing materials previously only available in print through the app digitally will result in materials and cost savings.



Overall Annual Savings

	No App for Events	App for Events	% Reduction	Cost Savings
Handouts Printed	10,300	5,100	50%	\$ 520
Brochures Printed	25,000	11,500	54%	\$ 7,425
Maps Printed	1,850	150	92%	\$ 119

\$8,064

Sustainability Initiative: Green Printing Supplies Program



Advertiser Printing Company (St. Louis) provides Hunter with over 50% of paper used company-wide. Advertisers Printing is one of only 50 U.S. printing companies to have earned SGP (Sustainability Green Partner) Certification, the industry standard for sustainability performance.



Advertisers Accomplishments & Programs

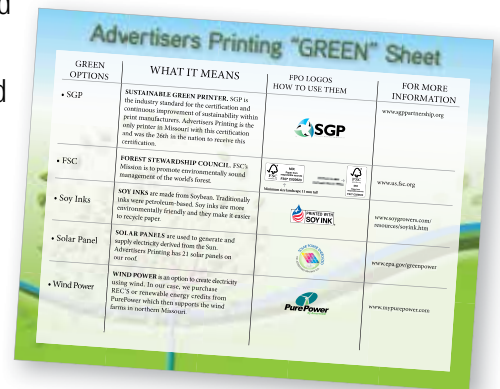
RECYCLING: Comprehensive recycling of ink, paper, metal plates, and other materials throughout operations






LOW-VOC: Only low-VOC (Volatile Organic Compounds) or VOC-free inks and coatings are utilized for printing

ENERGY EFFICIENCY: Company-wide improvements made to facilities and vehicles enhance energy efficiency and utilization, including seven Prius hybrid vehicles and the addition of 25kW solar panels on roof

SCHOOL-SHARE PAPER DONATIONS: Program for recycling and repurposing paper goods at schools

“KNOW BEFORE YOU THROW”: Assists clients with recycling efforts via scheduled pickups of print materials



GREEN OPTIONS	WHAT IT MEANS
 <p>SGP — Sustainable Green Printer</p>	SGP is the industry standard for the certification and continuous improvement of sustainability within print manufacturers. Advertisers Printing is the only printer in Missouri with this certification and was the 26th in the nation to receive this certification. For more information visit www.sgppartnership.org
 <p>FSC — Forest Stewardship Council</p>	FSC's Mission is to promote environmentally sound management of the world's forest. For more information visit www.us.fsc.org
 <p>Soy Inks</p>	Soy Inks are made from Soybean. Traditionally inks were petroleum-based. Soy inks are more environmentally friendly and they make it easier to recycle paper. For more information visit www.soygrowers.com/news-media/soy-ink-seal
 <p>Solar Panel</p>	Solar Panels are used to generate and supply electricity derived from the Sun. Advertisers Printing has 21 solar panels on our roof. For more information visit www.epa.gov/greenpower
 <p>Wind Power</p>	Wind Power is an option to create electricity using wind. In our case, we purchase REC'S or renewable energy credits from PurePower which then supports the wind farms in northern Missouri. For more information visit www.mypurepower.com

Sustainability Initiative:
Sustainable In-House Printing

Hunter supplements its outsourced printing with its own in-house printing department. 100% of paper used in-house is supplied by Midland Paper, a national supplier of sustainable papers.

Midland Papers

Midland Paper has a deep knowledge of the environmental impact of paper in the supply chain. To reduce the impact of paper use on the environment, Midland partners with vendors whose suppliers:

- Adhere to rigorous forest management standards
- Develop and promote the use of renewable energy
- Make appropriate use of recycled fiber
- Provide public information about the environmental impact of all forms of communication
- Promote forest certification in the U.S. and around the world

For more information about Midland Paper: www.midlandpaper.com/sustainability/environmental/

Midland is also a member of the premier global sustainable forestry organizations:



**Programme for the Endorsement
of Forest Certification**
(www.pefc.org)



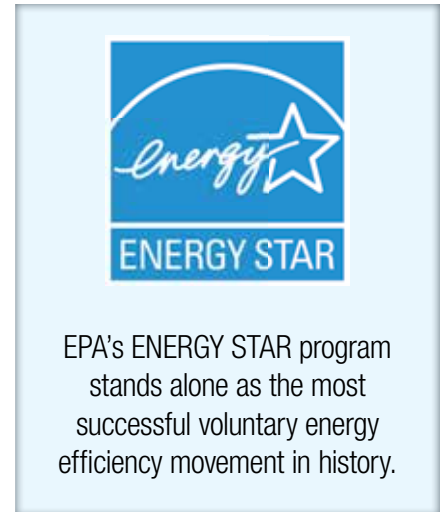
**Sustainable Forestry
Initiative**
(www.sfiprogram.org)



**Forest Stewardship Council®
Certified**
(www.us.fsc.org)

Hunter utilizes approximately 1,250 computers, and 2,500 monitors as well as custom motherboards. 100% of this equipment is energy efficient.

Hunter's Bridgeton and Mississippi plants use fluorescent lights. These lights have been upgraded to efficient T5 bulbs, increasing quality and intensity by 60%.



Elimination of Desktop Printers

Converted to utilization of existing copy machines as centralized printers



Acer EcoDisplay (Acer V246HLBD)

This display has an environmentally friendly design that focuses on recyclability and low power consumption. V6 Series monitors are RoHS compliant and mercury free. Significant power savings due to advanced Acer EcoDisplay technologies and white LED backlighting. More than 10% of the material used in these monitors is post-consumer recycled (PCR) plastic.



ASUS DIGI+ VRM Digital Power Design Motherboards

This motherboard uses the Intel® H61 chipset employing precise digital voltage regulation for the CPU effectively ensuring greater energy efficiency and the best possible PC stability. They use 100% all high-quality solid capacitors which assure a 5,000-hour lifespan — 2.5 times longer than traditional capacitors. They also have back I/O panels made from strong and corrosion-resistant stainless steel giving them a usage life three times longer compared to ordinary panels.



T5 Fluorescent Bulbs

T5 lamps are 5/8" in diameter — approximately 40% smaller than T8 lamps, and almost 60% smaller than T12 lamps. Their smaller size means T5 lamps reduce the amount of materials used in their manufacture, reduce packaging materials needed for shipment, and reduce the potential for toxic substance contamination (including less than 3-5 milligrams of mercury, depending on manufacturer).

Virtualization Initiative

- ✓ Reduced 350+ user PCs into a single virtual host
- ✓ Reduced 600+ servers down to 16 virtual hosts
- ✓ Resulted in estimated power savings of 5.0 million KwH annually —
the equivalent power consumption of 460 homes



EcoAisle Data Center

- ✓ Utilization of Schneider APC EcoAisle technology for data centers
- ✓ Efficiently cools equipment exhaust without cooling surrounding environment



Microsoft® OneDrive

- ✓ All departments utilize Microsoft® OneDrive
- ✓ Reduces printed materials saving paper, ink, and energy



Paper Recycling

Hunter revitalized a single-stream recycling plan which included the installation of recycling bins at over 200 personal workstations and reduced the number of bins dedicated to true waste.

Waste is down 43% since the single stream program's inception.



**46,000+ lbs. of Electronics
Recycled Since 2019!**

Electronics Recycling

Recycling alkaline and lithium batteries prevents potential pollution and recovers valuable materials for reuse, as does recycling small electronics. Ink and toner cartridges are melted down and refined into new cartridges thus reducing the cost of printer ink and keeping millions of cartridges out of landfills.

Hunter implemented a recycling program for batteries, small electronics, ink, and toner. Designated bins are located in three highly visible locations throughout the St. Louis headquarters.

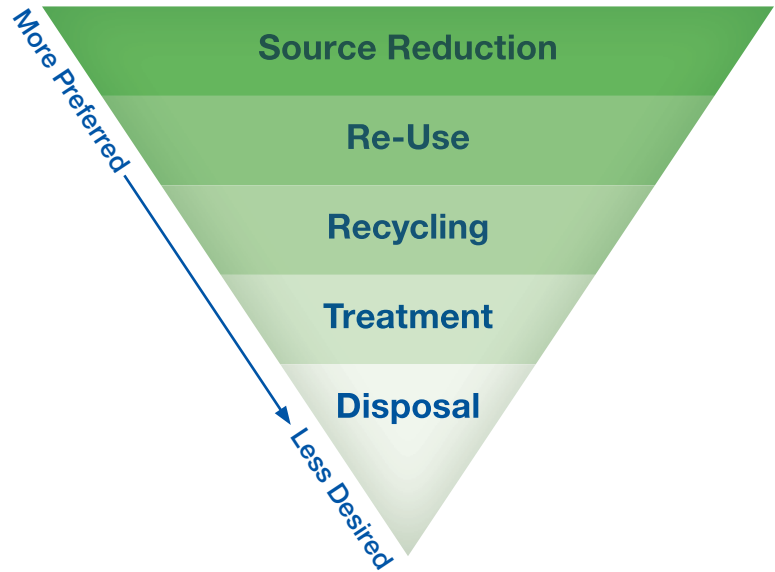
The program is on pace for annual recycling of 3,000+ ink and toner cartridges as well as 500+ pounds of batteries.



Trash Can Liners

- ✓ Transitioned to the usage of Gateway R-Spec Liners, which are produced to the highest industry standards
- ✓ Hunter’s commitment to Source Reduction minimizing the overall plastic sent to landfills by 18%
- ✓ Saved 45% on each box of liners purchased compared to previous supplier

EPA Plastic Waste Management Hierarchy



Competitive-Sourced Reduction Liners

1.0 mil

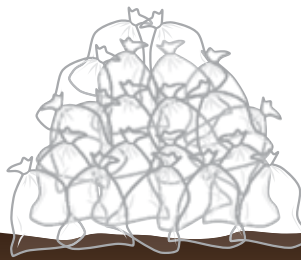
995 million lbs./yr.



Gateway Standard Liners

0.85 mil

845 million lbs./yr.



Gateway R-Spec Liners

0.7 mil

696 million lbs./yr.



“Until we accept the fact that making less waste is more important than recycling, we will flounder in our pursuit of a greener environment.” – www.Waste360.com

Cleaning Supplies

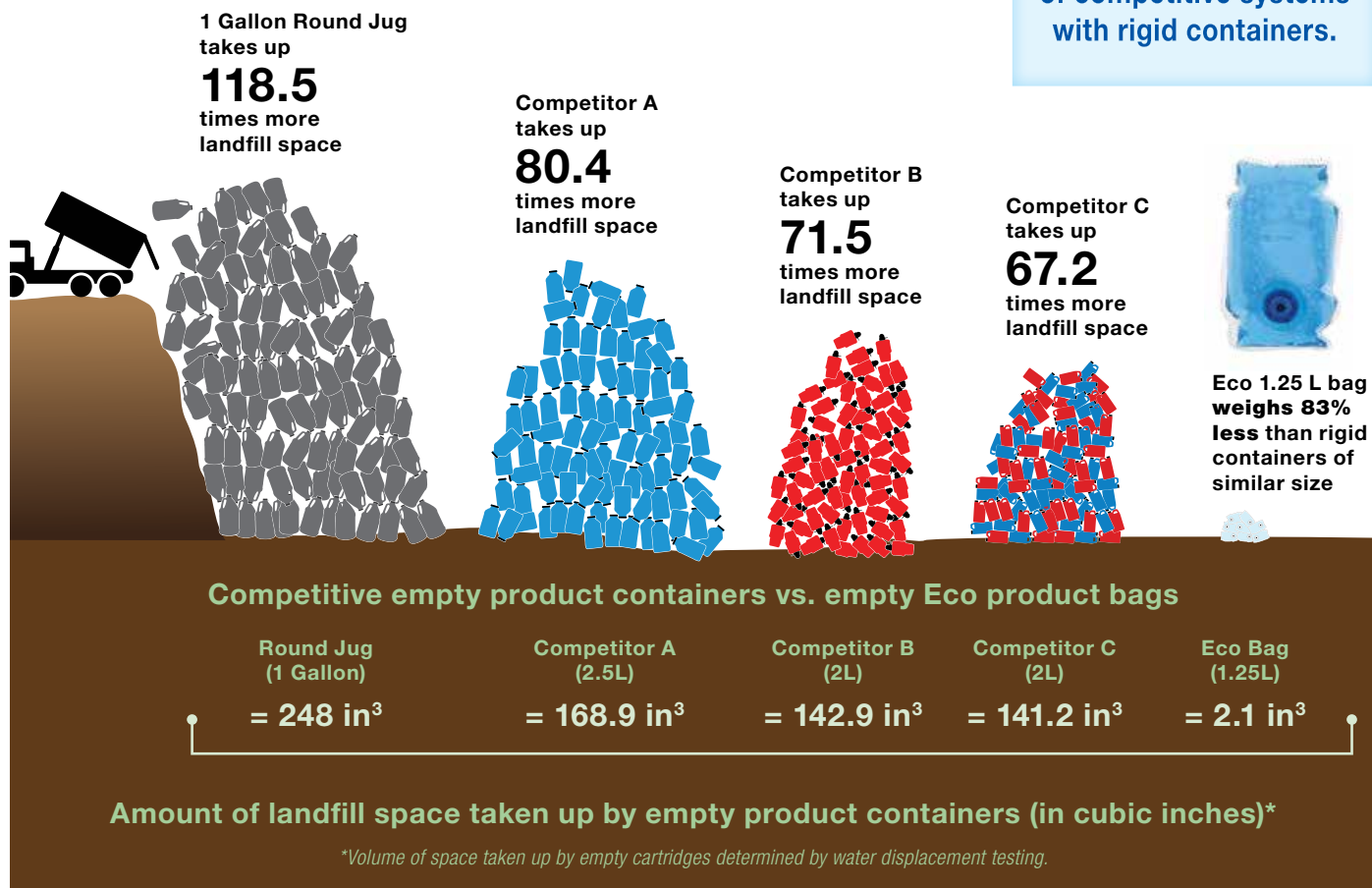
- ✓ Hunter transitioned to the Buckeye Eco® Proportioning Program
- ✓ More effective, safer, economical, and ecologically friendly chemistry
- ✓ Flexible and sustainable packaging
- ✓ Resulted in 83% less plastic waste



Eco 1.25 L Bags

- ✓ Hermetically sealed to ensure no contamination
- ✓ Flexible to eliminate product waste, delivering a 99% evacuation rate
- ✓ Manufactured with 83% less plastic than rigid containers
- ✓ New metering plug in every bag ensures no tip clogging and highly accurate dilution
- ✓ Spillproof to prevent contact with concentrated product
- ✓ Compact size for easy transport and storage

In 2020, Buckeye Eco® customers prevented 28 tons of plastic from unnecessarily entering landfills by choosing Eco instead of competitive systems with rigid containers.



Hunter's newly design office spaces utilize occupancy light sensors and high-efficiency LED lighting. The newly designed areas are also equipped with the most-efficient HVAC units.

Hunter has installed hand dryers as well as water efficient urinals and faucets in several restrooms located at our headquarters. An efficient water dispenser is also utilized in the break room.

By utilizing these and other touchless hygienic technologies, such as Brighton Professional anti-bacterial soap dispensers and Georgia-Pacific EnMotion automatic touchless paper towel dispensers, Hunter is optimizing water consumption, producing less waste, and helping to ensure a healthy staff.



Dyson Airblade™ dB Automatic Hand Dryers

- ✓ Forces up to 9.25 gallons of HEPA-filtered air per second through apertures up to 0.8 mm wide
- ✓ Creates 420 mph sheets of air to dry hands quickly and hygienically in 12 seconds
- ✓ Produces up to 79% less CO₂ than some other hand dryers and up to 76% less than paper towels
- ✓ Globally certified as hygienic by both NSF and HACCP International



Zurn AquaSense® E-Z Flush Automatic Flushing Valves

- ✓ Designed to provide automatic flushing for urinals and to meet or exceed national standards, such as CalGreen® or LEED®
- ✓ Replaces traditional handle operated flush valve improving sanitation and reducing excess flushing to maximize water conservation — in some cases providing 87% water consumption savings over traditional 1.0 gpf (gallons per flush)
- ✓ Provides increased cost savings



Electronic Faucets with Infrared Water Activation Sensors

- ✓ Offers significant options for conservation and hygiene — helping save 70% of the water that would otherwise swirl down the drain unused
- ✓ Touch-free faucets with quick response sensors provide precise, low-flow, metering (as low as 0.2 gallons per cycle)
- ✓ Manufactured by companies who support the LEED Green Building Rating System™ and who partner with the EPA's WaterSense® program



Scotsman Ice and Water Dispenser

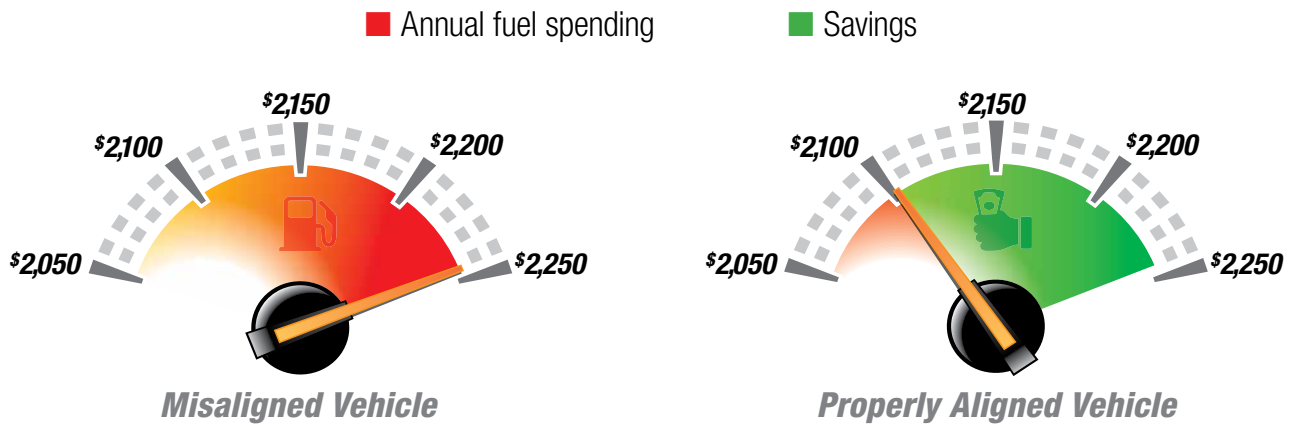
- ✓ Named Partner of the Year by the ENERGY STAR® program
- ✓ The Scotsman Prodigy® line of ice makers is the industry's only proven smart ice machine technology and uses up to 15% less energy and water than traditional ice machines
- ✓ Employees are also encouraged to use their own reusable containers for daily drinking water consumption

Hunter Equipment Provides Sustainable Solutions for our Customers



Economic Benefits

- ✓ Vehicles with wheel alignment conditions can suffer a decrease in fuel efficiency by up to 7%. (U.S. Environmental Protection Agency)
- ✓ Proper alignment prolongs tire life. A vehicle out of alignment can result in premature tire wear.

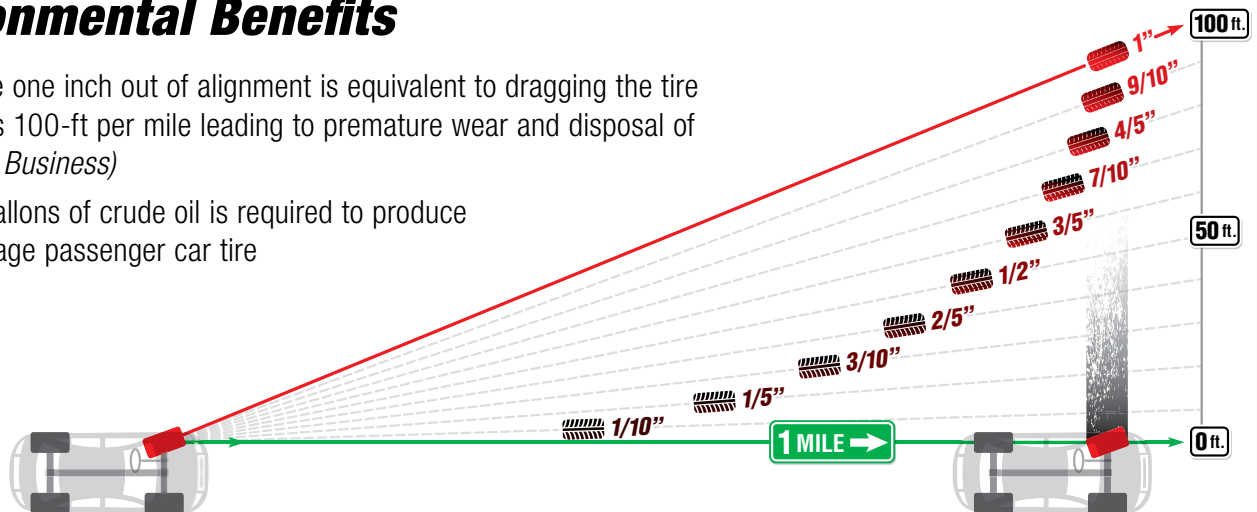


Proper Alignment Maximizes Fuel Economy

Based on properly aligned vehicle traveling 15,000 miles/year with an average of 25 miles/gallon at \$3.50/gallon.

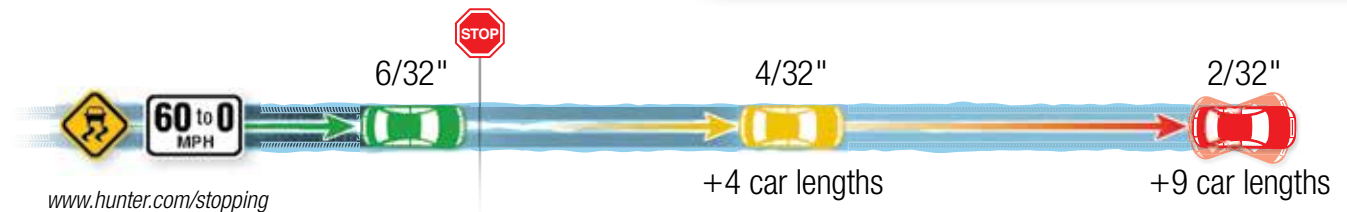
Environmental Benefits

- ✓ A vehicle one inch out of alignment is equivalent to dragging the tire sideways 100-ft per mile leading to premature wear and disposal of tire (Tire Business)
- ✓ Seven gallons of crude oil is required to produce the average passenger car tire



Social Benefits

- ✓ Stop safely in wet conditions
 - The amount of tread on your tire has a direct impact on the stopping distance of your vehicle — in order to prolong tread life, ensure your vehicle is properly aligned.
 - 500 fatalities and 19,000 injuries occur annually in the U.S. from tire-related passenger vehicle crashes. Most of these crashes are preventable. *(National Transportation Safety Board)*
- ✓ Reset all alignment-related sensors



- As vehicle manufacturers equip more vehicles with on-board driver-assist systems, more OEM's now require a steering system reset during alignment service
- Appropriately completing this process safely returns the vehicle to desired condition



Economic Benefits

- ✓ 30% less weight used annually through SmartWeight Balancing Technology®
- ✓ Fastest cycle time in industry
- ✓ **BONUS:** Road Force Elite® collects additional measurements including road force, run out, and lateral force

Estimated Annual Wheel Weight Costs



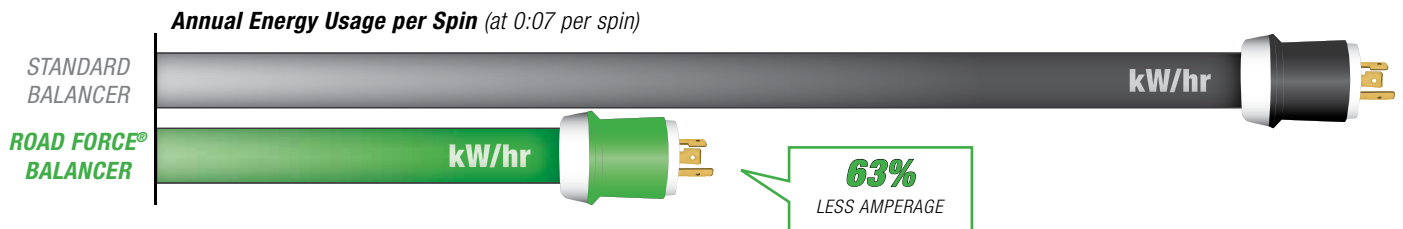
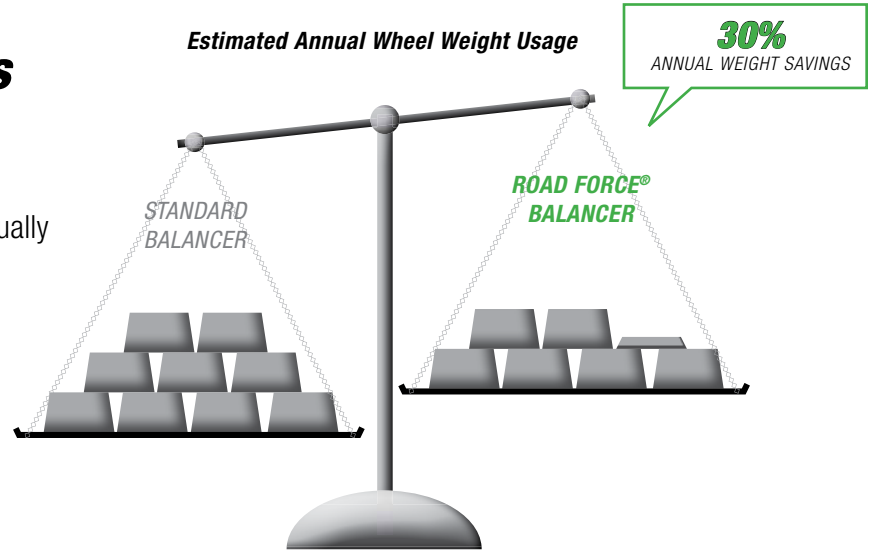
Social Benefits

- ✓ On demand training videos enable operators to quickly become familiar with the equipment
- ✓ Wheel lift reduces likelihood of injury
- ✓ On-board language support in over 25 languages



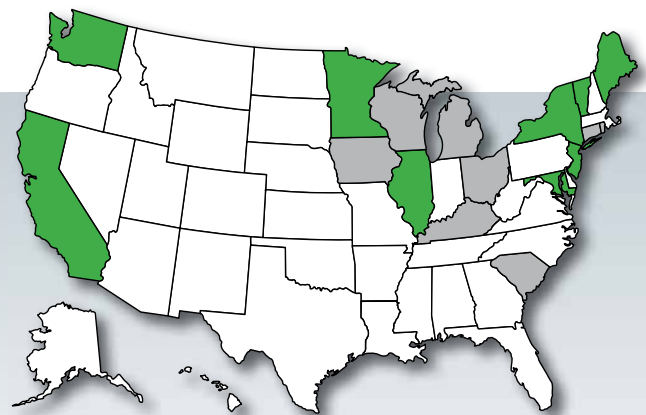
Environmental Benefits

- ✓ 30% less waste contributed to the environment
- ✓ 30% less wheel weights transported annually



Lead-Free Initiative Continues to Evolve

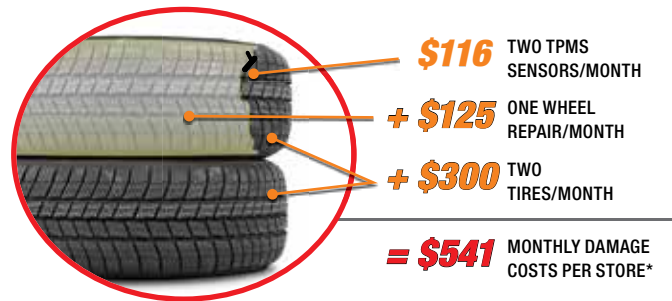
The United States Environmental Protection Agency (EPA) — by its National Lead-Free Wheel Weight Initiative — is encouraging the source reduction of lead in the manufacture, use, and sale of wheel weights.








- ▶ 9 states ban lead wheel weights
- ▶ 7 states have previously introduced legislation to ban lead wheel weights

Economic Benefits

- ✓ Wheel, tire and TPMS protection reduces likelihood of costly damages to assemblies*
- ✓ Time to change tires consistent and 15% faster than typical conventional tire changer

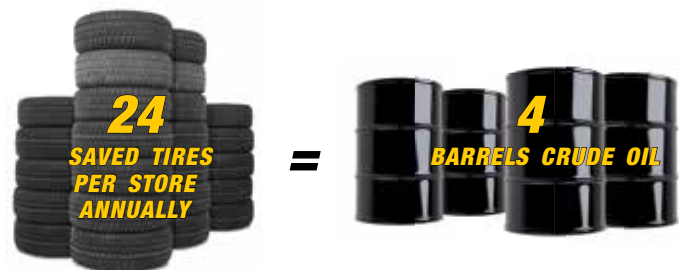


OEM Fitments (2011–2014)

	 LOW PROFILE (under 50 series) 37% of Fitments	 TRADITIONAL 27% of Fitments	 HEAVY ASSEMBLY (over 30" assembly) 14% of Fitments	 RUN FLAT 15% of Fitments	 LARGE DIAMETER (over 20" wheel) 7% of Fitments	
Typical Conventional Time <i>(skilled operator)</i>	2:08	1:20	3:14	4:06	3:59	2:22 avg
Revolution™ Time <i>(any operator)</i>	2:00	1:56	2:00	2:07	2:10	2:01 avg
						15% IMPROVEMENT

Environmental Benefits








- ✓ Reduces likelihood of damaging a tire
 - Tires could be saved from disposal annually across network
 - Saves 7 gallons of crude oil per passenger tire** to generate replacements



* Based on an average of 2 damaged tires, 1 damaged wheel, and 2 damaged TPMS sensors per month.

** Source: Rubber Manufacturer's Association

Social Benefits

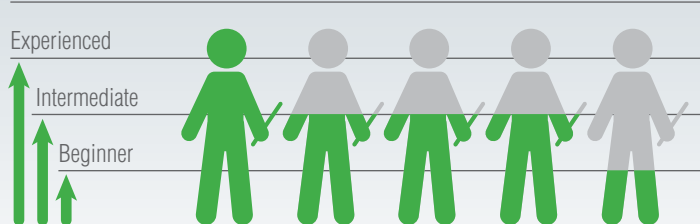
- ✓ User-friendly machine allowing technicians available for tire changing responsibilities regardless of skill level
- ✓ Added safety measures in place reduce likelihood of operator injury
 -  *Position Safety*
 -  *Leverless Safety*
 -  *Lifting Safety*
 -  *Power and Clamping Safety*
 -  *Inflation Safety*
 -  *Tire and Wheel Safety*
 -  *TPMS Safety*
- ✓ On-demand training videos enable operators to quickly become familiar with the equipment
- ✓ Industry's only UL Certified tire changer



Revolution™ Tire Changer Eliminates the Experience Gap

Conventional Tire Changer

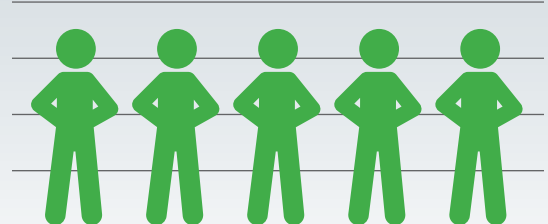
*Equipment is the tool
 and the technician is the tire changer.*



Experience makes the difference.

Revolution™ Tire Changer

*The Revolution™ is the tire changer
 and the technician is an equipment operator.*



All experts in no time.

Economic Benefits

- ✓ Save precious technician time by utilizing the industry's fastest brake lathe
- ✓ Ensure resurfacing is completed correctly the first time preventing wasted rotors and customer comebacks
- ✓ BitMinder™ maximizes life of cutting bits preventing premature disposal



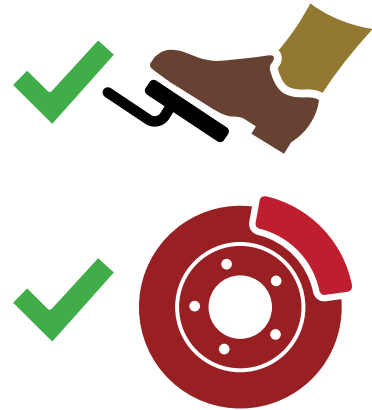
Environmental Benefits

- ✓ Reduce scrapping of rotors by resurfacing existing rotors to often better-than-new conditions
 - Prevents: mining, smelting, casting, machining, and transportation of new rotors
- ✓ Resurfacing of rotors on the vehicle maximizes life of rotors and brake pads
- ✓ Versatility of lathe ensures nearly all rotors can be resurfaced on vehicle to reduce prematurely scrapping rotors



Social Benefits

- ✓ Increased driving satisfaction by eliminating brake shudder, reducing squealing, and improving pedal feel
- ✓ Reliable performance by ensuring full pad contact to rotors enabling brakes to perform as designed
- ✓ Intuitive operation of machine enables safe technician experience
- ✓ Nine on-board training videos simplify operation of equipment into quick, visual step-by-step processes



Hunter is a participant in the Green Business Challenge — a scorecard-driven challenge — providing organizations with a clear and measurable roadmap to more comprehensive green business practices.

- ✓ Delivers “triple-bottom” line results (financial, social, and environmental) to businesses of all types and sizes across the St. Louis region.
- ✓ Supports integration of sustainability measures into everyday operational practices
- ✓ Identifies and adapts strategies that improve financial performance and engage employees in voluntary measures to reduce environmental impacts.
- ✓ Hunter is the only company in the history of the St. Louis Business Challenge to successfully complete achievement levels in three consecutive years:
 - 2016: Apprentice Level Award
 - 2017: Leader Level Award
 - 2018: Champion Level Award
 - 2020: Champion Level Award
 - 2022: Champion Level Award



Chip Hiemenz accepts the award of achievement on behalf of Hunter and its Green Team.

Hunter’s Green Team



Chip Hiemenz

Vice President
Key Accounts



Madeline Gauthier

Director of
Business
Development



Mike Barnes

Print
Manager



Phil Campbell

Web
Designer



Don Riegerix

Custodial
Supervisor



Ryan Troxell

Facilities
Manager



Mark Pinson

Information
Technology

Measurable Elements

- ✓ Replaced over 400 fluorescent, incandescent, and HID lighting fixtures with high-efficiency LED fixtures, saving an average of 80 watts/fixture, totaling near 35,000 watts of energy savings.
- ✓ Created HVAC schedules to reduce energy usage by 15% utilizing a programmable thermostat.
- ✓ Replaced 60s-era flame tube boiler with new highly efficient condensing boilers, reducing natural gas usage by 40%.
- ✓ Added two additional stations for Electronics Recycling; 10,251 lbs. of e-waste recycled in 2022.

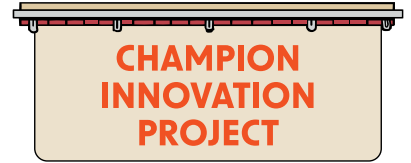


Qualitative Elements

- ✓ Installed occupancy sensors and created lighting schedules for common areas.
- ✓ Installed solar energy system generating up to 1 kWh of power in the IT Server Room.
- ✓ Installed three-layered panels in building clerestory, doubling insulation R-value of previous panels.
- ✓ Constructed rainwater retention systems to mitigate hard surface run-off.
- ✓ Converted to usage of Earth Wise Kraft Napkins replacing a less sustainable alternative.
- ✓ Implemented usage of Diversey J dilution stations, which are Green Seal certified.



2022 ST. LOUIS Green Business Challenge



2022 was an exciting year of sustainability initiatives at Hunter Engineering Company, including proactive upgrades to our facilities and enhancements within our recycling program. The St. Louis Green Business Challenge provides us with guidance and support to be a more sustainable company, resulting in economic, social and environmental benefits.

Chip Hiemenz
 Vice President



is a program of:





HUNTER
Engineering Company