

## **GEOST 2021 Annual ESG Report**


In September 2021, GEOST began to develop a formal Environmental, Social, and Governance (ESG) program following its acquisition by ATL Partners. Initial plans for the program were presented to the Board of Directors in November 2021. Prior to the development of this program, GEOST maintained good practices in several ESG-related areas. We are excited to further build out this program during the coming year in order to fully integrate ESG considerations into our day-to-day decision-making. In this report we share some of our 2021 highlights.

### **1 GEOST's ESG Team**

Jennifer Celi, Senior Director of Contracts & Administration, leads GEOST's ESG program with input and support from the management team. As we move into the first full year with a structured ESG program, GEOST plans to incorporate the assistance of additional team members through regular ESG check-ins and council meetings.

### **2 Environmental Impact Highlights**

GEOST took a number of steps in 2021 to reduce its environmental impact and address key issues of environmental concern.

- GEOST began a carbon offset program through Sustainable Travel International. In this initial year of the program, GEOST offset 59.36 metric tons of CO2 for our employee travel, thus making our corporate flight travel in 2021 carbon neutral. 
- To promote recycling efforts, GEOST made recycling containers available for every office and cubicle, and placed larger recycling containers in all common areas. The recycling containers are collected throughout each week for pickup by a local recycling service provider.
- To reduce the use of paper, GEOST asks all vendors/subcontractors to submit e-invoices only, as well as avoiding paper statements and invoices, whenever possible. GEOST also set all facility printers to automatically print two-sided.

- GEOST strongly promotes videoconferencing to reduce the need for employee travel between facilities for meetings. We also have bike stands available for employees and encourage biking to work.
- To help reduce water consumption, GEOST installed water-saving shower heads in the employee showers.

### **3 Social Impact Highlights**

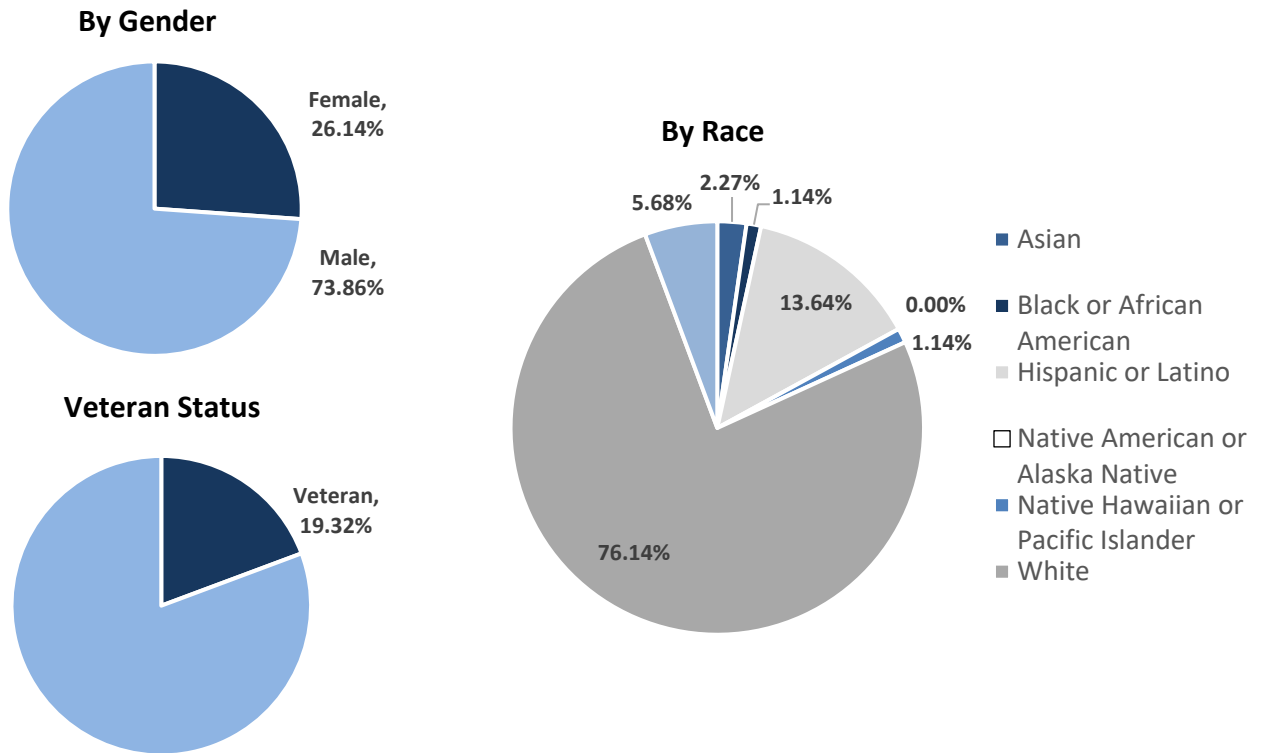
Even before the development of our formal ESG program, GEOST prioritized a safe workplace with opportunities for personal development. We are excited, with the implementation of our ESG program, to improve on and expand our social impact programs in a more structured and effective manner.

#### **Diversity and Inclusion**

GEOST is an equal opportunity employer and is committed to an environment free from discrimination, harassment, retaliation, and sexual misconduct. In 2021, GEOST increased the diversity of its workforce by 9%. In the coming year, we will strive to continue this positive trend. We also intend to measure our workforce composition on a more regular basis throughout the year, in an effort to identify areas of potential improvement.

GEOST has always actively promoted the hiring of veterans. In 2021, we continued to send our job postings to Davis Monthan Air Force Base (Tucson) and Fort Huachuca (Sierra Vista) as we welcome individuals transitioning out of service. Due to COVID-19 restrictions, Fort Huachuca did not host the job fairs that we typically attend there, but we hope those recruiting opportunities return this coming year. We would also like to expand our recruiting efforts to other military sites and recently signed on with a recruiter that specializes in military transition recruiting. We will also reach out on our own to bases outside of Arizona.

Workforce Composition in 2021



Community Involvement and Charitable Giving

While some of GEOST’s usual community involvement activities were put on hold in 2020 and 2021 due to COVID-19, we were still able to contribute in several ways.

In 2021, GEOST continued its practice of sponsoring a student project team through the University of Arizona’s Interdisciplinary Capstone Program. This year’s team consisted of five students who developed a system for measuring microforces and torques. This sponsorship included a \$10,000 contribution to the program, as well as the use of GEOST facilities and GEOST employee mentorship and support throughout the school year.



### American Red Cross

Additionally, GEOST hosted the American Red Cross at our facility for six blood drives in 2021. Given the critical blood shortages, GEOST's employee and family member donations were particularly needed this year. GEOST provides time for all employees to donate, and by hosting the blood drives at our facility, GEOST makes the donation process very convenient.

GEOST also donated more than \$10,000 in 2021 to several local and national charities, including several fallen hero and fallen officer foundations. On 9/11, a group of GEOST employees completed the 9/11 Tower Challenge, an event that honors the first responders and military that lost their lives on 9/11/2001. Participants climbed 2,071 steps representing the 110 floors of the Twin Towers that were ascended by first responders. GEOST sponsored a team and made a \$5,000 donation to the foundation.



GEOST employees and their families gathered again in December to build 80+ bikes purchased by GEOST to support the Marine Corps' Toys for Tots Holiday Toy Drive and the local Love to Give organization. GEOST set out collection boxes leading up to the event so that employees could contribute other toys to go with the bicycles. By the end of the drive, truckloads of donations contributed. GEOST also made a holiday donation of \$5,000 to the local Stuff a Cop Car organization.

## 4 Governance Highlights

GEOST continued to make good governance practices a priority in 2021.

### Regulatory Compliance

As a federal government contractor, GEOST remained up-to-date on all applicable regulations, including the Federal Acquisition Regulations and relevant agency-specific supplements and export control regulations.

Security is a particular focus for GEOST, given the strict requirements of some of our government contracts. In 2021, we focused on a number of security-related actions.

- Completed our annual security team self-inspections for both DCSA and restricted customers, to ensure compliance with all security regulations and adherence to procedures that meet customer policies.

- Inventoried classified materials.
- Maintained personnel records and ensured required training for personnel was completed in a timely manner.
- Participated in a number of industry working groups: NCMS, the Society of Industrial Security Professionals; ISWG, the Industrial Security Working Group; CAISSWG, the Community Associations for Information Systems Security Working Group; and CSSWG, the Contractor SAP Security Working Group.
- Completed security document updates.

### Cybersecurity

In 2021, GEOST continued to work cybersecurity efforts to minimize the vulnerability of our data, hardware, and software.

- Addressed Apache Log4J vulnerability – Atlassian Bitbucket was found vulnerable and that vulnerability was mitigated in December 2021 with no signs of compromise.
- Deployed the Cisco Intrusion Prevention System (IPS) at our two newly leased Tucson facilities, with automatic alerting configured, tested, and implemented.
- Continued efforts towards Cybersecurity Maturity Model Certification (CMMC) attainment, with the internal first pass on controls completed and remediation planning underway.

### AS9100 Registration

GEOST started working toward attainment of AS9100 certification in 2020, and in August 2021, successfully completed the certification audit. Maintaining our certification will require adherence to the AS9100 standards at all times; therefore, we will have to focus on maintaining accurate records, updating documentation as needed, and conducting internal audits in preparation for our annual reviews.

## **5 Conclusion**

GEOST is pleased to share the initial progress of our ESG program and is looking forward to implementing our expanded initiatives in the coming year. Please do not hesitate to reach out regarding our program.

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