

GEOST 2023 Annual ESG Report

This was GEOST’s second year with a formal Environmental, Social, and Governance (ESG) program and we continued to create impact in many important ways. We increased awareness of ESG priorities throughout the company and worked to take ESG initiatives into consideration with day-to-day decision-making. In this report, we share some of our 2023 highlights.

1 GEOST’s ESG Team

Jennifer Celi, Senior Director of Contracts & Administration, led GEOST’s ESG program in the first half of the year prior to transitioning leadership to Kanoe Gantz, Director of Human Resources. GEOST continued to gain input and support from the management team and solicited volunteers across the company to serve on the ESG committee. Volunteers were encouraged to participate in one of the four subcommittees (Environmental, Social-Internal, Social-External, and Governance) to champion the area(s) they resonate with the most. As new employees joined the company, they received invitations to participate on the committee. As of 2023 year-end, GEOST’s ESG committee had seven members.

2 Trident and LightRidge Solutions

On June 23, 2023, LightRidge Solutions acquired Trident Systems, a premier provider of high-performance space electronics and C4ISR solutions. GEOST discussed best practices with business units Ophir and Trident in an effort to share insights and maximize the impact of ESG activities.



3 Environmental Impact Highlights

GEOST took a number of steps in 2023 to reduce its environmental impact and address key issues of environmental concern.

 **SUSTAINABLE
TRAVEL INTERNATIONAL**

- GEOST continued its participation in a carbon offset program through Sustainable Travel International. In 2023, GEOST offset a total of 666.96 metric tons of CO2 for our employee travel, thus making corporate travel carbon neutral for the year.
- To promote recycling efforts, GEOST made recycling containers available in every office and cubicle and emplaced larger recycling containers in all common areas. The recycling containers were collected each week for pickup by a local recycling service provider.
- To reduce the use of paper, GEOST asked all vendors/subcontractors to submit e-invoices only and avoided paper statements and invoices whenever possible. GEOST also set all facility printers to automatically print two-sided.
- GEOST strongly promoted videoconferencing to reduce the need for employee travel between facilities for meetings.
- The company made bike stands available for employees and encouraged biking to work.

4 Social Impact Highlights

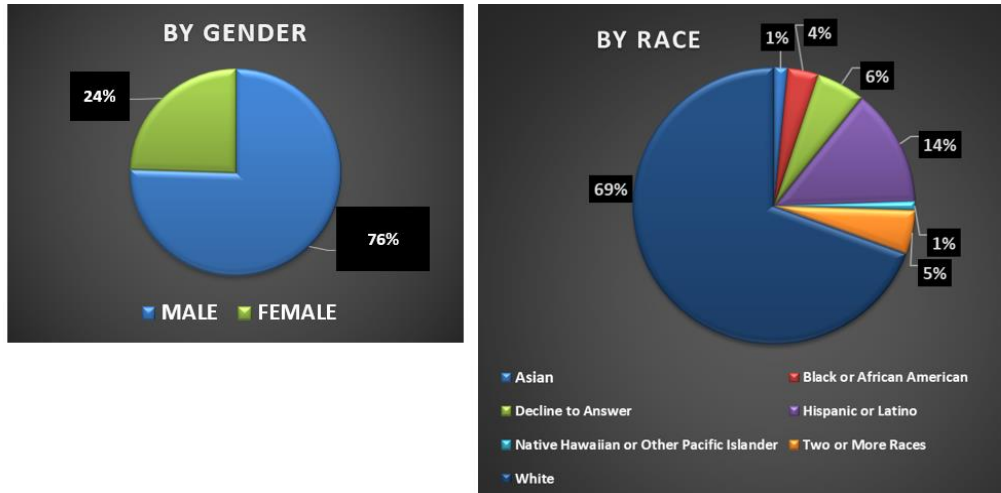
GEOST continued to prioritize a safe workplace with opportunities for personal development.

4.1 Diversity and Inclusion

GEOST is an equal opportunity employer and is committed to an environment free from discrimination, harassment, retaliation, and sexual misconduct. Discrimination or harassment based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status, or on any other legally prohibited basis is unlawful, violates our company policy, and is not tolerated. Any form of retaliation against anyone who has complained of, or formally reported, discrimination, harassment, or sexual misconduct, or has participated in an investigation of such a complaint, regardless of whether the complaint relates to the complaining person or someone else, will not be tolerated, and violates both the company's policy and applicable law.

4.2 GEOST Workforce Composition

In 2023, GEOST monitored workforce composition on a regular basis to identify areas of potential improvement. GEOST continued to actively promote the hiring of veterans resulting in 16% of the workforce having a veteran status.



4.3 Community Involvement and Charitable Giving



GEOST partnered with the American Red Cross to host quarterly blood drives. To encourage participation and make the process convenient, GEOST hosted the events onsite and allowed for paid time when employees donated blood.



Arizona's Department of Child Safety (DCS). Aviva supplied necessity items such as clothing, shoes, blankets, and personal care items.

GEOST held a school supplies drive in support of Aviva Children's Services. Donation boxes were available in the lobbies of M3 Main, GEOST Main, and 5662. For over 40 years, Aviva Children's Services has worked to fulfill its mission to improve the quality of life for children who are victims of neglect, abuse, and poverty and are in the care of

GEOST continued to inspire every employee to be a sustainability champion by providing opportunities to be engaged and participate in professional organizations throughout the community.



In 2023, GEOST strengthened its collaboration with the University of Arizona and became an Industrial Affiliate. This allowed employees to actively engage with students by delivering presentations and talks to enhance their learning experience. This partnership emphasized the importance of bridging the gap between academia and industry, empowering students to learn industry specific knowledge and skills to enhance their future careers.

5 Governance Highlights

GEOST continued to make good governance practices a priority in 2023.

5.1 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 continued to be a particular focus for GEOST, a necessity given the strict requirements of many government contracts. In 2023, we focused on the following security-related actions:

- Completed required DCSA and restricted customer Compliance Assessment & Inspection.
- Participated in AS9100 audit review.
- Updated several policies and procedures to align with CMMC.
- Completed annual update and review of Security policies, procedures, and SOPs.
- Improved and expanded required annual training material.
- 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 including 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.

5.2 Cybersecurity

In 2023, GEOST continued to work cybersecurity efforts to minimize the vulnerability of our data, hardware, and software. Notable activities are as follows:

- Implemented Multi-Factor Authentication to all user access points including cloud and mobile devices, providing an extra layer of security to protect GEOST against unauthorized access.
- Implemented Titus Classification tool to help label and protect sensitive, proprietary, and controlled unclassified information created and disseminated by GEOST.
- Deployed Manage Engine Endpoint Central Cloud to protect all GEOST devices and help mitigate the exploitation of security loopholes.
- Commissioned a new 700TB storage solution to support corporate and development data access, storage, and recovery capabilities.
- Deployed Nessus Security Center across the organization for comprehensive vulnerability scanning, policy compliance auditing, and continuous monitoring.
- Partnered with Artic Wolf for continuous Security Operation Center (SOC) monitoring of GEOST's network for suspicious or malicious activity and provided GEOST Cybersecurity with threat intelligence to help protect against cyber threats and vulnerabilities.
- Enrolled in the National Security Administrations (NSA) cybersecurity services for Defense Industrial Base (DIB) companies that provides Protective Domain Naming System, Attack Surface Management, and Threat Intelligence Collaboration.
- Rolled out 15 new networking appliances that provide better traffic monitoring, network security, and data flow improvements.
- Implemented a feature to mark all emails from outside of GEOST as 'External' to draw users' attention and warn them when an email is from an external source. This encouraged greater scrutiny and increased vigilance.

- Implemented a Phish Alert function into outlook that allows users to report phishing/spam emails to IT and Cybersecurity with the simple click of a button.
- Implemented a software request and vetting process to ensure all new software is free from malicious code, does not tie to bad nation actors, and leans toward affordability and sustainability.

5.3 AS9100

GEOST first received our AS9100 certification in August 2021 and has received periodic audits by an independent third-party registrar on annual basis. We are scheduled for our certificate renewal in 2024 which covers all of the AS9100 requirements. Additionally, we conducted process reviews and formal internal audits to assure the effectiveness of our quality management system on an ongoing basis.

5.4 Supply Chain Management

GEOST continued to incorporate governance into supply chain management to help identify and mitigate risks. In November 2023, CostPoint was implemented for Supply Chain professionals to track and share information, better identify and manage risks, and achieve transparency across the entire supply chain. This new software helped supply chain managers to better monitor, manage, and optimize their efforts.

6 Conclusion

GEOST furthered our ESG initiatives in 2023 and we look forward to achieving new goals in the coming year. We are excited to work with business units across the LightRidge Solutions portfolio to share insights on ways to maximize objectives. Please do not hesitate to reach out regarding our programs.

Prepared By:

Melissa VanBrocklin, Senior Human Resources Generalist (Melissa.VanBrocklin@geost.com)
and Kanoe Gantz, Director of Human Resources (Kanoe.Gantz@geost.com)

Trident 2023 Annual ESG Report

The year of 2023 was Trident's first year with a formal Environmental, Social, and Governance (ESG) program. We continue to increase awareness of ESG priorities throughout the company and working to take ESG into consideration with our day-to-day decision-making. In this report we share some of our 2023 highlights.

1. Trident's Team

Yolanda Dockery, Director of Human Resources, leads Trident's ESG program with input and support from the management team. Aliaa Alyousuf Compensation Benefit Analyst and Serena Farmer, Administrative Assistant also assist to implement the program.

Trident solicits volunteers throughout the company to join and participate when planning social activities through the year. As new employees come onboard, they receive invitations to volunteer and participate in upcoming activities.

2. LightRidge Solutions

In June 2023, Trident Systems, LLC joined LightRidge Solutions. This has offered many opportunities to learn from our sister companies. Prior to the acquisition, Trident already maintained good practices in several ESG-related areas. We highlight many of those initiatives in this report.

3. New ESG Program

During 2023 Trident's ESG program was formalized, policy established, and a ESG team assigned.

4. Environmental Impact Highlights

Trident reduced its environmental impact and address key issues of environmental concern by doing the following:

- Encouraging the use of remote video conferencing where possible to reduce travel related emissions.
- Where travel is required, direct flight options are prioritized. We also encourage carpooling and when multiple employees are on business travel together.

- To promote recycling efforts, Trident has recycling containers available in kitchen and break rooms at the Chantilly and Fairfax, VA offices and the Concord, NH offices. The recycling containers are emptied daily by the local cleaning and recycling service provider.
- To reduce the use of paper, Trident asks all vendors/subcontractors to submit e-invoices only, as well as avoiding paper statements and invoices whenever possible.

5. Social Impact Highlights

Trident prioritizes providing a safe and diverse workplace with opportunities for personal development. In addition to our long-standing educational reimbursement program and technical training, in 2023 we started providing access to the LinkedIn Learning tool for a broader range of professional training.

5.1 Diversity and Inclusion

Trident is an equal opportunity employer and is committed to an environment free from discrimination, harassment, retaliation, and sexual misconduct. Discrimination or harassment based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status, or on any other legally prohibited basis is unlawful, violates our company policy, and is not tolerated. Any form of retaliation against anyone who has complained of, or formally reported, discrimination, harassment, or sexual misconduct, or has participated in an investigation of such a complaint, regardless of whether the complaint relates to the complaining person or someone else, will not be tolerated, and violates both the company's policy and applicable law.

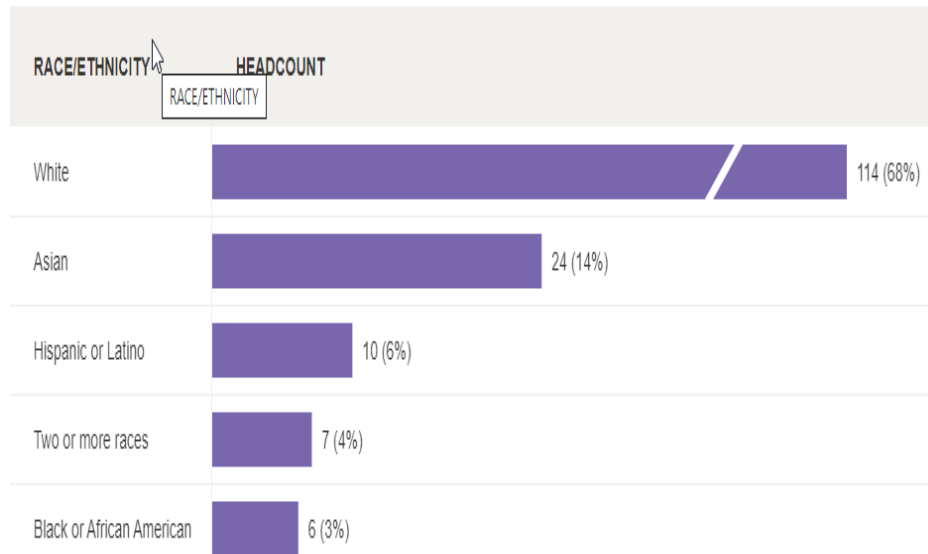
In 2023, Trident monitored our workforce composition, to identify areas of potential improvement. Trident continues to foster an inclusive environment that appreciates the strengths of each generation, promotes collaboration, and ensures operational effectiveness. We continue to ensure the work environment is positive and functions efficiently and understand the common work habits and personalities of employee of different generations.

Trident is also an equal opportunity employer and maintains an Affirmative Action program. We are consistently looking for ways to promote diversity as part of increasing business performance.

5.2 Trident Workforce Composition in 2023

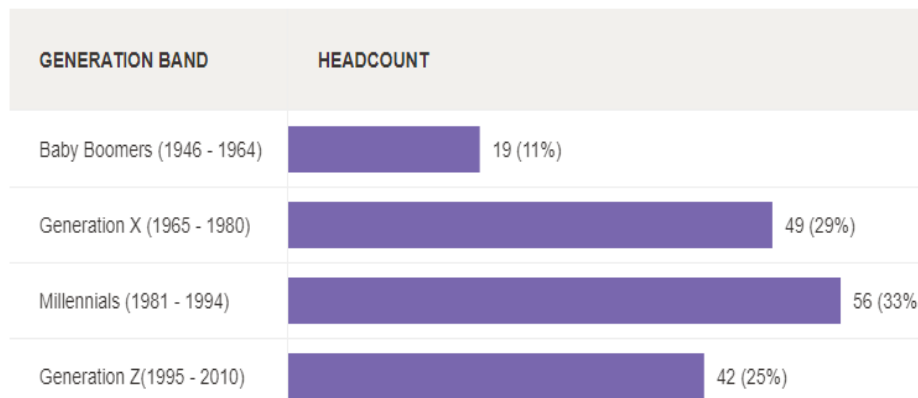
Trident workforce demographics by Ethnicity:

Headcount by Race/Ethnicity from 01/01/2023 to 12/31/2023



Trident workforce demographics by Generation:

Headcount by Generation from 01/01/2023 to 12/31/2023



5.3 Charitable Giving and Community Involvement

Trident has a Charitable Donations and Matching Gift Program that believes in supporting various charitable causes to enhance the success of the communities where Trident operates or where its employees live. To assist employees' charitable giving and augment the impact of their charitable dollars, Trident matches employee's individual charitable gifts up to a cap of \$2,500 per employee per year with a maximum cap of \$50,000 aggregate for the company per calendar year.

In 2023, Trident matched donations to the Alzheimer's Association and the Leukemia and Lymphoma Society Donations on behalf of a few of our employees who donated on behalf of family members and friends.



Also in 2023, Trident donated to the Marine Corp Scholarship Foundation to provide scholarships to military children. We also were participants at the 36th Annual National Area Campaign Celebratory Gala where scholarships were awarded.



In 2023, Trident planned and executed the Toys for Tots Drive where employees cheerfully bring new and unwrapped toys to the office to donate to less-fortunate children during Christmas. Trident continues to be involved in this event yearly.



In an effort to promote employee health and wellness, Flu/COVID/OMIZ Vaccines are administered each year in October at the Trident Fairfax location and vaccine vouchers are given to employees are remote or at other locations.

6. Governance Highlights

Trident continued to make good governance throughout the organization to get consistently great outcomes in 2023.

6.1 Regulatory Compliance

As a federal government contractor, Trident remains up to date on all applicable regulations, including, DCAA standards: the Federal Acquisition Regulations (FAR), AS9100D requirements, and relevant agency-specific supplements and export control regulations.

6.2 Security

Trident continues to provide guidance and/or direction to assist employees in operating in a way that safeguards classified information and adhering to Trident's Security Standard Practices and Procedures. In 2023, we focused on several security-related actions.

All employees are required to complete the following security training (annually):

- 1) Trident Security Training 2024 (specific to Trident facilities and policies/procedures)
- 2) Insider Threat Awareness Training
- 3) Controlled Unclassified Training (CUI)
- 4) OPSEC Awareness Training
- 5) *Derivative Classification Training (Only people with a security clearance)*
- 6) *Establishing an Insider Threat Program for your Company (Only people involved in managing the insider threat program)*

In 2023 Trident's Security Accomplishments were the following:

- 1) Prepared & submitted the Change Condition Package to DCSA as required in as part of joining the LightRidge team.

- 2) Implemented an Access management Policy based on individual flexible work schedules and mission requirements.
- 3) All employees completed the required security training for 2023 making Trident 100% compliant for DCSA Assessment.
- 4) Completed and passed DCSA Assessment Review in June 2023 with DCSA Representative.
- 5) Set up NBIS Account for Trident Systems (new system that tracks personnel security clearances and will be replacing DISS)

6.3 Cybersecurity

Trident continues to protect the company's technology and information assets from unauthorized access, theft, and destruction. In doing so, we ensure all users adhere to the Trident Cyber Security Policy. We also continuously inform and educate company users, employees, contractors, and other authorized users of their obligatory requirements for protecting the technology and information assets of the company.

In 2023, Trident's Cybersecurity Accomplishments were the following:

1. Obtaining 3 year ATO for the ERSA system
2. Firewall Upgrade\Replacement in NH
3. Securing the Production Facility
4. Incident Response and tabletop exercise
5. DIB Cybersecurity Service: Attack Surface Management

6.4 AS9100D Certification

Trident holds an active AS9100D Certification. Maintaining our certification always requires a cultural mindset of continuous improvement along with adherence to the AS9100 standards. Therefore, we continue to focus on standardizing our processes, monitoring, and measuring our performance, ensuring training is available and implemented for all Trident employees, and maintaining accurate records and updating documentation as needed. In 2023, we passed audit successfully.

7. Conclusion

Trident is pleased to share the progress of our ESG program and is looking forward to reaching new goals in the coming year. We are excited to work with our partners at LightRidge Solutions to improve, share insights, and achieve common objectives. We welcome any inquiries or suggestions on our ESG programs.

Prepared By:

Yolanda Dockery, Director of Human Resources and Trident Systems, LLC.

Ophir 2023 Annual ESG Report

This year was Ophir's first full year with a formal Environmental, Social, and Governance (ESG) program and we expanded our program in some important ways. We have increased the awareness of ESG priorities throughout the company and have worked to take ESG into consideration with our day-to-day decision-making. In this report we share some of our 2023 highlights.

1. Ophir's ESG Team

Shandra Alver, VP of Human Resources for LightRidge and Director of Human Resources for Ophir, leads Ophir's ESG program with input and support from the management team. Jennifer Kuehner, HR & Payroll Specialist also assists to implement the program.

Ophir has established a Social Activities Planning Committee and solicits volunteers throughout from the company to join. As new employees come onboard, they receive invitations to participate on the committee. As of 2023 year-end, Ophir's Social Activities program has five members.

2. LightRidge Solutions

In November 2022, Ophir Corporation joined LightRidge Solutions. This offered many opportunities to learn from our sister companies. Prior to the acquisition, Ophir already maintained good practices in several ESG-related areas. We highlight many of those initiative in this report.

3. New ESG Policy

During 2023, Ophir's ESG Policy was formalized. That policy drives our decision-making process in many areas.

4. Environmental Impact Highlights

Ophir took several steps in 2023 to reduce its environmental impact and address key issues of environmental concern.

- To reduce environmental impact through travel, Ophir tracks air and vehicle mileage on business travel and whenever possible books non-stop flights to reduce our carbon footprint. We also encourage carpooling and rent a minimum number of vehicles on business travel.
- To promote recycling efforts, Ophir makes recycling containers available for every office and cubicle, and places 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, Ophir asks all vendors/subcontractors to submit e-invoices only, as well as avoiding paper statements and invoices, whenever possible. Employees are encouraged to only print what is need, and all printers in Ophir offices have been set to print double-sided to reduce paper use.
- Ophir has bike stands available for employees and encourages biking to work.

5. Social Impact Highlights

Ophir continues to prioritize a safe workplace with opportunities for personal development.

5.1. Diversity and Inclusion

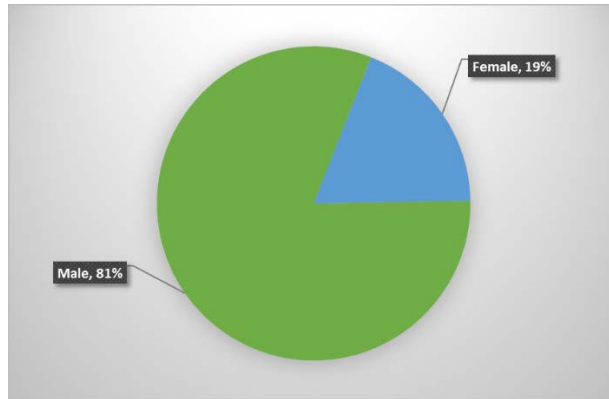
Ophir is an equal opportunity employer and is committed to an environment free from discrimination, harassment, retaliation, and sexual misconduct. Discrimination or harassment based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status, or on any other legally prohibited basis is unlawful, violates our company policy, and is not tolerated. Any form of retaliation against anyone who has complained of, or formally reported, discrimination, harassment, or sexual misconduct, or has participated in an investigation of such a complaint, regardless of whether the complaint relates to the complaining person or someone else, will not be tolerated, and violates both the company's policy and applicable law.

In 2023, Ophir monitored our workforce composition, to identify areas of potential improvement. Ophir has also always actively promoted the hiring of veterans. In 2023, we continued to send our job postings to recruiting service called Diversity Catalyst. They work with diverse organizations and veteran's groups to provide information about job opportunities. In 2023, 12.5% of our workforce are veterans.

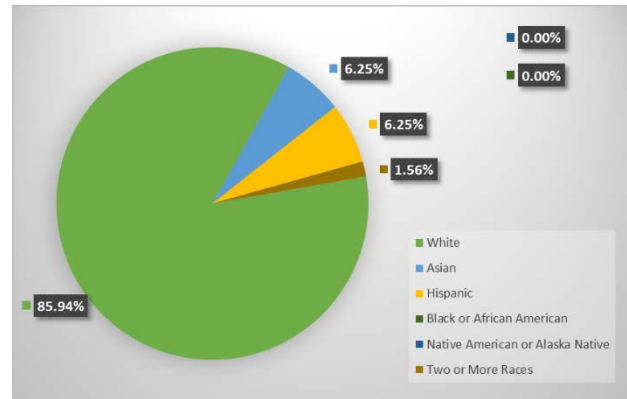
Ophir is also an equal opportunity employer and maintains an Affirmative Action program. They are consistently looking for ways to promote diversity, and as part of their diversity efforts, Ophir offers higher referral bonuses to employees who refer women and minority candidates.

5.2. Ophir Workforce Composition in 2023

By Gender



By Race



5.3. Community Involvement and Charitable Giving

With the help of the Social Activities Committee, Ophir planned and executed a number of activities in 2023. We focused on employee centric activities and community outreach to enhance our culture and overall work and community environment. In 2023, their community outreach efforts included the following:

In 2023, Ophir continued its practice of participating in Precious Child’s “Fill a Backpack” Campaign, which donates new backpacks and school supplies to support Colorado children in need. This ultimately contributes to these children to be able to maximize their academic potential. Ophir continues to be involved in this event yearly.



Additionally, Ophir participated in the American Lung Association’s “Run the Rocks” event at Red Rocks Amphitheatre in Morrison, Colorado in October. We set a fundraising goal of \$1,000. Lung

disease is on the rise and our donations and fundraising efforts help to fund research and provide education and advocacy efforts for lung disease.

In October, Ophir employees hosted a pet food drive for Colorado Pet Pantry. Employees donated virtually through an Amazon Wishlist to give dog and cat food, as well as toys for animals.



Ophir employees made donations to help fund gifts for children who would otherwise go without during the holiday season for Precious Child's Precious "Gift Program".



Our September Flu Shot Clinic promotes health and wellness for employees, as well as accessibility to socially responsible health options.

6. Governance Highlights

Ophir continued to make good governance practices a priority in 2023.

6.4. Regulatory Compliance

As a federal government contractor, Ophir remained up-to-date on all applicable regulations, including the Federal Acquisition Regulations (FAR), AS9100D requirements, and relevant agency-specific supplements and export control regulations.

6.5. Security

Security is a particular focus for Ophir, given the strict requirements of some of our government contracts. In 2023, 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.

6.6. Cybersecurity

In 2023, Ophir continued to work cybersecurity efforts to minimize the vulnerability of our data, hardware, and software. Notable activities include:

- Expanded our cybersecurity work with Arctic Wolf Security Operations Center to include an incident response jumpstart retainer, which allows fast reaction from an incident response team in the event of a breach incident.
- Continued our ongoing active scanning of our network and all traffic to detect data exfiltration, as well as having Arctic Wolf conduct an external scan of our network monthly to highlight any new vulnerabilities.
- Undertook an effort to improve and enhance our system documentation and policy documentation in support of Cybersecurity Maturity Model Certification (CMMC).
- Developed and tested an Incident Response Plan.
- Continued efforts to attain Cybersecurity Maturity Model Certification (CMMC), to include defining our CUI flow, CUI policies, CUI user education, and Data Loss Prevention.

6.7. AS9100D Certification

OPHIR holds an active AS9100D Certification. Maintaining our certification requires a cultural mindset of continuous improvement along with adherence to the AS9100 standards at all times. Therefore, we continue to focus on standardizing our processes, monitoring and measuring our performance, ensuring training is available and implemented for all Ophir employees, and maintaining accurate records and updating documentation as needed.

7. Conclusion

Ophir is pleased to share the progress of our ESG program and is looking forward to reaching new goals in the coming year. We are excited to work with our partners at LightRidge Solutions to improve and share insights into ways to merge objectives. Please do not hesitate to reach out regarding our programs.

Prepared By:

Shandra Alver, VP of Human Resources, LightRidge and Director of Human Resources, Ophir
Jennifer Kuehner, HR & Payroll Specialist