

2024

ENVIRONMENTAL SOCIAL GOVERNANCE REPORT



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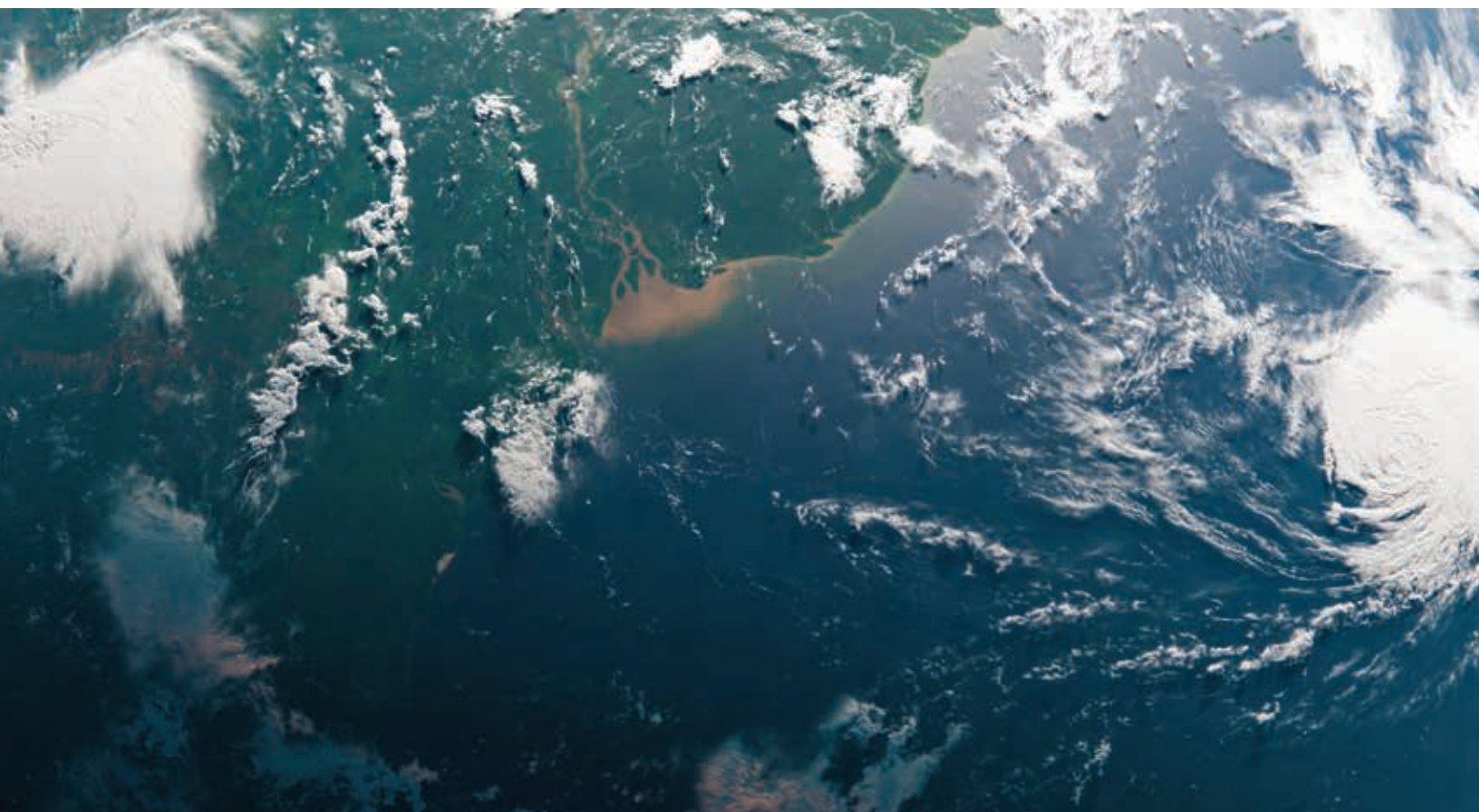
ABOUT THIS REPORT

2024 represents the inaugural year for LRS' ESG report to reflect the consolidated efforts of the entire company portfolio: Trident, Geost and Ophir. The company continues to increase awareness of ESG priorities and works to take ESG into consideration within day-to-day decision making.

In addition, LightRidge Solutions continues to work toward a sustainable and integrated future state by sharing and implementing ESG best practices across the company. This report includes highlights for 2024.

THE LIGHTRIDGE SOLUTIONS TEAM

Nick Weiser, LightRidge Solutions' Chief Human Resources Officer, leads the ESG program with input and support from the management and HR teams. While formal ESG Committees exist only in Geost and Ophir, volunteers are solicited across LightRidge Solutions to support ESG efforts and participate in the planning and execution of events and programs. As new employees onboard, they receive invitations to join committees and/or volunteer and participate in upcoming activities.



ENVIRONMENTAL IMPACT HIGHLIGHTS

LightRidge Solutions took several steps in 2024 to reduce its environmental impact and address key issues of environmental concern.



- To promote recycling efforts, each LightRidge Solutions location provides recycling containers in common areas as well as some offices, cubicles, and kitchen areas. Recycling containers are collected on a weekly cadence by the local recycling services providers.



- To reduce the use of paper, LightRidge Solutions asks all vendors/subcontractors to submit e-invoices only, as well as avoiding paper statements and invoices wherever possible.



- Geost continued its participation in a carbon offset program through Sustainable Travel International. In 2024, Geost offset a total of 129.03 metric tons of CO₂ for employee travel, thus making corporate travel carbon neutral for the year.



- Trident and Ophir continue to prioritize non-stop direct flights for necessary business travel. Carpooling is also encouraged during business travel to reduce the number of rented vehicles.



- Bike stands are provided at Geost and Ophir locations to encourage employees to bike to work when possible.



SOCIAL IMPACT HIGHLIGHTS

DIVERSITY & INCLUSION

LightRidge Solutions prioritizes providing a safe and diverse workplace with opportunities for personal development.

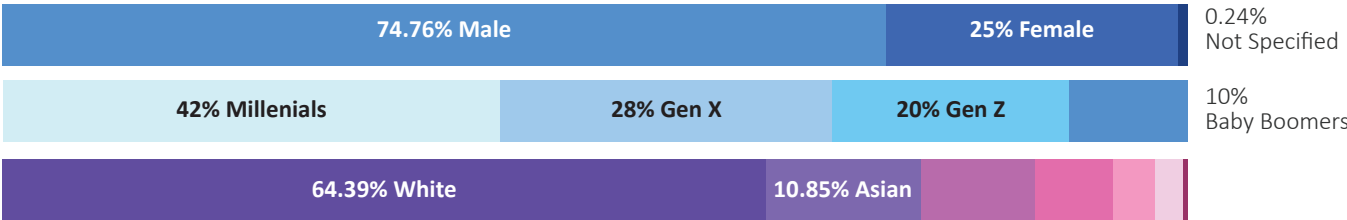
LightRidge Solutions is an equal opportunity employer and is committed to an environment free from discrimination, harassment, retaliation, and sexual misconduct. Discrimination or harassment based on race, religious creed, color, national origin, national origin, ancestry, physical disability, mental 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 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.

LightRidge Solutions maintains an Affirmative Action program and is consistently looking for ways to promote diversity as part of increasing business performance.

In 2024, LightRidge Solutions monitored workforce composition to identify areas of potential improvement. LightRidge Solutions continues to foster an inclusive environment that appreciates the strengths of each generation, promotes collaboration, and ensures operational effectiveness. The company continues to ensure the work environment is positive and functions efficiently and understand the common work habits and personalities of employee of different generations.



WORKFORCE COMPOSITION



0.24% Not Specified • 2.36% Black/African American • 0.47% Native Hawaiian/Pacific Islander

COMMUNITY INVOLVEMENT AND CHARITABLE GIVING

LightRidge Solutions believes in supporting various charitable causes to enhance the success of the communities in which it operates or where its employees live. The company also prioritizes community outreach to enhance company culture and overall community environment. In 2024, LightRidge Solutions' community and charity involvement included:



Consistent with prior years, Trident matched employee contributions up to \$2500 per employee per year with a maximum cap of \$50,000 aggregate for the company per calendar year. In 2024, Trident matched donations made in support of the ASPCA.

Trident continues to plan and execute a Toys for Tots Drive each year. Employees bring new and unwrapped toys to donate to children in need during Christmas.

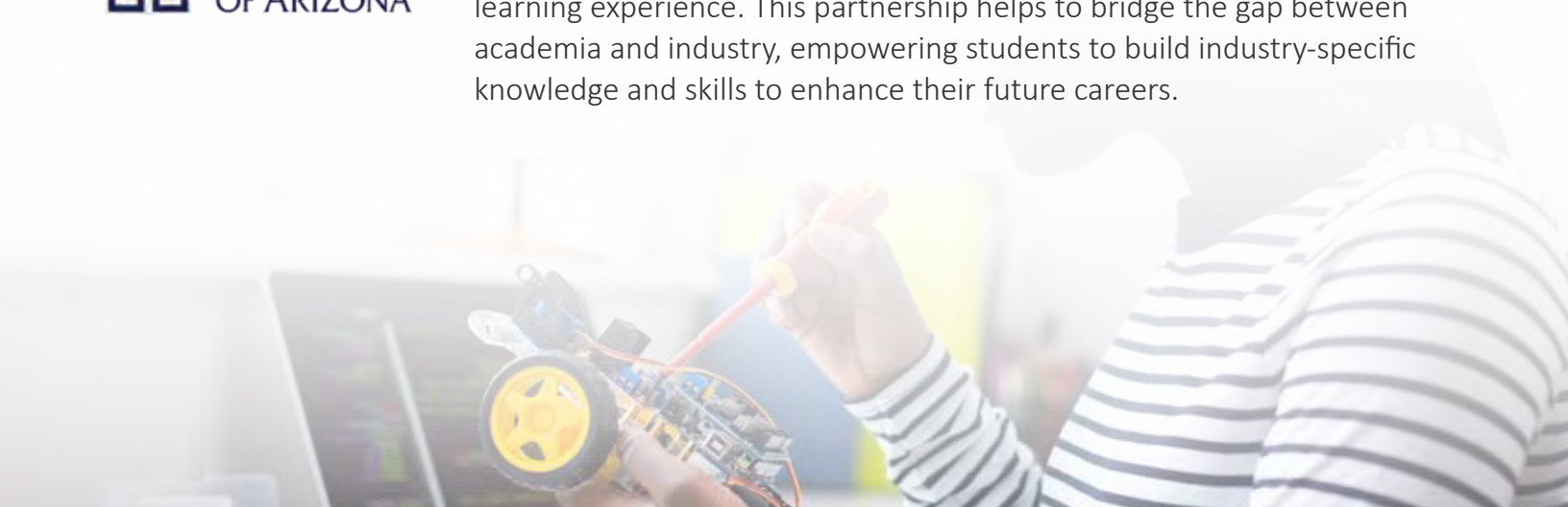


In 2024, Trident was a Silver Level sponsor for the James Madison High School Robotics Team. This sponsorship contributes toward events, materials, equipment, travel, and other necessary expenses for the Madison Robotics team. This partnership connects Trident employees with the community and creates an early pipeline of talent for the future workforce.

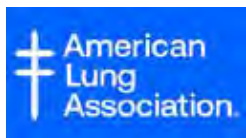
Each year, Geost partners with the American Red Cross to host quarterly blood drives. The blood drive events are held onsite for employee convenience and to encourage participation.



Geost continued to strengthen its partnership with the University of Arizona in 2024. As an Industrial Affiliate, Geost employees can actively engage with students by delivering presentations to enhance their learning experience. This partnership helps to bridge the gap between academia and industry, empowering students to build industry-specific knowledge and skills to enhance their future careers.



Geost held a new event in 2024 in support of the Community Food Bank of Southern Arizona. Employees were able to purchase tickets to pie their colleagues. All proceeds were donated to the food bank.



For the second year in a row, Ophir employees participated in the American Lung Association's "Run the Rocks" event. The event is held at Red Rocks Park and Amphitheater and raises money for the American Lung Association to fund research and provide education and advocacy for lung disease.

Each year, Trident and Ophir hold Wellness Clinics that provide employees with an opportunity to be vaccinated against flu, Covid, and/or pneumonia. Trident also provides vaccine vouchers to employees that are remote or that cannot visit the site for the clinic.



Ophir participated in a Clean Up Day with the Protect Our Rivers organization in celebration of Earth Day. Volunteers picked up trash and debris at Centennial Park along the South Platte River in effort to protect and preserve natural river ecosystems.

In June of 2024, Ophir held a donation drive in support of the Integrated Family Community Services Food Market. The "One Can Feed" drive collected food, hygiene products, and paper goods as well as grocery store gift cards to help stock the shelves at the food market for those in need.





SAFETY PROGRAMS

LightRidge Solutions places a high level of importance on Safety Programs within each business to ensure the safety and wellbeing of employees, as well as compliance with all safety procedures and requirements. 2024 highlights include:

Health and safety plans for all businesses including procedures and training, continuous reviews and updates to ensure proper execution

Timely reporting of any safety incidents as well as implementation of proper tactics to mitigate future incidents; consistent tracking of all safety incidents across LightRidge Solutions

Annual checks and maintenance via external certification process for PPE, eye wash stations, and other employee safety practices

New Hire and Annual Compliance training for Workplace Safety to elevate and teach safety practices

Daily stand-up meetings to discuss safety reminders and metrics; ability for employees to report unsafe conditions or general safety concerns

Bulletins posted with manufacturing and production safety metrics

Business-specific safety processes, policies, and procedures include:

Safety procedures for robotics and robotics testing (Geost)

Laser safety plan and compliance standards (Ophir / Geost)

Cannisters for proper disposal of chemicals and clean up material (Ophir)

Marked containers for approved cleaning agents with Material Safety Data Sheet (Ophir)

Proper process and procedure for transporting dry and liquid nitrogen (Ophir)

O₂ sensors to ensure sufficient oxygen supply in working areas (Ophir)

Electro Static Discharge (ESD) training for electronic equipment handling to ensure damage avoidance and knowledge of ESD zones (Ophir)

Specialized cabinets for storage of expired chemicals between visits from disposal company (Ophir)





GOVERNANCE HIGHLIGHTS

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

Trident, Geost, and Ophir each hold an active AS9100D Certification. Maintaining certification requires continuous improvement and adherence to AS9100D standards. LightRidge Solutions continues to focus on standardizing processes, monitoring and measuring performance, ensuring training is available and implemented, maintaining accurate records, and updating documentation.

AS9100D **CERTIFIED**





SECURITY

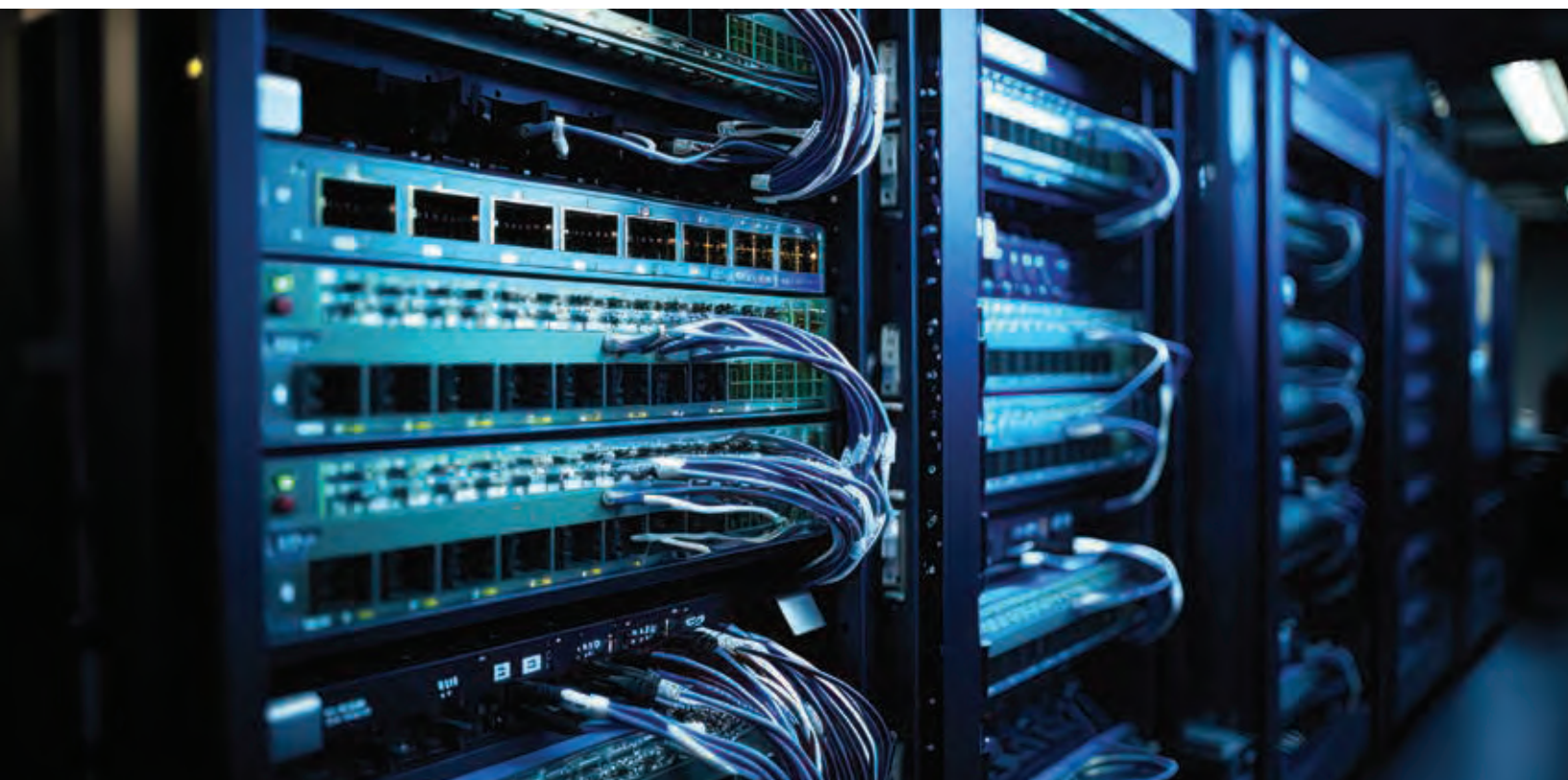
LightRidge Solutions continues to provide guidance and direction to employees for operating in a way that safeguards classified information and adheres to standard practices and procedures. There were several actions that drove a sustained focus on Security in 2024:

- Employee Security Training
- Insider Threat Awareness Training
- Controlled Unclassified Information Training
- Updates to security documents
- Annual security self-inspection for DCSA and restricted customers
- Proper inventory of classified materials
- Training on proper maintenance of personnel records

CYBERSECURITY

In 2024, LightRidge Solutions continued to prioritize cybersecurity efforts to minimize the vulnerability of data, hardware, and software. Moving into 2025, LightRidge Solutions plans to implement the below best practices from 2024 across all three businesses.

- Standard tools, requirements, policies, procedures, education, and training available to all employees
- Internal assessments including: compromise assessment, vulnerability assessment, NIST 800-171 assessment, penetration testing
- Audits for Azure and Office 365
- Continued efforts to maintain Cybersecurity Maturity Model Certification (CMMC)
- Table top exercises completed within IT; plans to broaden to all executives in 2025
- Playbooks for ransomware and compromised emails with steps for remediation
- Phishing campaigns for all employees
- Bag checks for employees leaving the office to check for classified information
- External threat analysis brief to executive team
- Insider Threat Program
- Constant training to ensure LightRidge Solutions is up-to-date on industry standards and working towards all relevant certifications



LightRidge Solutions is pleased to share the progress of the ESG program and looks forward to reaching new goals in 2025, with a focus on improving, sharing insights, and achieving common objectives across Trident, Geost, and Ophir.

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