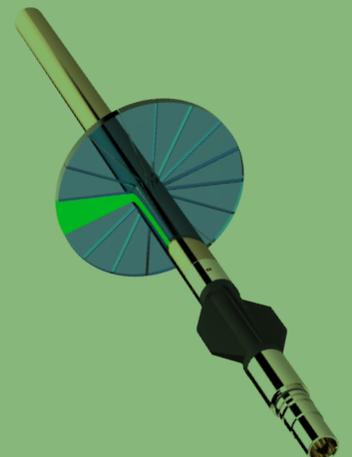




# Sustainability Report

## 2021



INNOVATION WITH EXCELLENCE

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# A Message From Our CEO

**“Innovation with Excellence” is not just our mission, it is an attitude engrained in everything we do. Since Gordon Technologies founding, we have been the industry leader in Measurement While Drilling (MWD) technology.**



**Terry Frith**  
Chief Executive Officer

A handwritten signature in white ink on a dark blue background, reading "Terry Frith".

Our focus on developing robust MWD systems has provided our customers the data and confidence to establish production goals that are far more reliable and more efficient than ever before.

Our technology has contributed significantly to the improvements in horizontal drilling that have demonstrated to be so effective in producing vast amounts of resources in less time, less acreage, and less impact on our overall environment. Our technology is now playing a pivotal role in increasing the supply of Liquefied Natural Gas (LNG) at a very critical time in our world.

In 2021, we began formalizing our Sustainability and Corporate Social Responsibility (CSR) program focusing on our Environmental, Social, and Governance (ESG) management and reporting. The result is our inaugural 2021 Sustainability Report that illustrates our commitment to best practices in ESG. We have established clear goals for ESG and are measuring our attainment and performance to those goals.

**We believe very strongly in robust management systems that provide financial and operational discipline and set expectations for superior performance, including:**

- **Environmental, Health and Safety (EHS)**
- **Quality Management System (QMS)**
- **Supply Chain Management**

This report provides our team at Gordon the opportunity to share the tremendous work we are doing for the benefit of our customers, employees and investors. I am very proud of the work we do and our commitment to being good stewards of our precious natural resources.

# A Message From Our President

**2021 has been a tremendous year of growth for Gordon Technologies. Our industry leading MWD technology and culture of continuous improvement have allowed us to operate in increasingly harsh drilling environments and improve our customers' operating efficiency.**

As the world transitions to cleaner methods of energy production and consumption, our work at Gordon Technologies is playing a pivotal role in that transition.

We help our customers drive operating efficiencies; thereby, saving time, resources and costs associated with drilling long lateral wells. This is important as our economy transitions to using cleaner burning natural gas and liquefied natural gas (LNG). As we are helping our clients improve their operations, we are embracing a commitment to ESG by establishing goals for sustainable growth and ESG best practices.

Our ESG commitments are anchored by strong financial discipline, a rigorous focus on risk management, and living our core values. I would like to thank the entire Gordon Technologies team for continuously challenging the status quo and for working hard to innovate and change for the benefits of our customers, their co-workers, and our investors. It is because of this dedication that Gordon Technologies is positioned to benefit from the tremendous opportunities our industry is providing to produce life changing energy to the world.



**Chris Koranek**  
President

A handwritten signature of Chris Koranek in white ink, set against a dark blue background.

# Our Strategy For Sustainability

## E

### ENVIRONMENT

- Educate and ensure that we do not pollute the environment.
- Provide the resources required to protect the environment.
- Demonstrate genuine concern for the environment through our actions.

## S

### SOCIAL

- Treat our employees as our most valuable assets.
- Ensure that they are properly trained and know our expectations, as well as those of the customer.
- Provide the highest quality resources available, both assets and employees, to provide outstanding customer service.

## G

### GOVERNANCE

- Focus on the continuous improvement of our work product as an organization and as individuals in the areas of safety, protecting the environment, quality, integrity, and responding to the needs of our employees and customers.
- Earn and maintain customer trust and respect through open communication.
- Reflect fairness, respect and the highest quality standards of ethical conduct.

To support our ESG efforts, we have integrated the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI) standards to provide our investors and stakeholders with a comprehensive corporate reporting framework across the full range of enterprise value drivers to measure our sustainability performance. Our disclosures are based on:



SASB - Oil and Gas Services, 2018 Sustainability Accounting Standard

GRI 11: Oil and Gas Sector, 2021 Standards

These standards provide industry-specific disclosure topics and metrics that are tied to our organization's ability to create long-term value for our stakeholders.

**Additionally, these standards address sustainability-related risks and opportunities reasonably likely to affect our organization's financial condition, operating performance, risk profile, market valuation, and cost of capital.**

By modeling our program after and utilizing the frameworks listed, we are confident we are progressing based on industry leading best practices. In Appendix A, we map our disclosures to the GRI standards and the SASB guidelines. As we improve our methods of data collection and reporting, we are committed to providing accurate and transparent data relevant to our company and industry sustainability factors.

# About Gordon Technologies

**Gordon Technologies (GT) is an engineering company providing innovative new technology and services to the oil and gas drilling industry.**



GT is headquartered in Scott, Louisiana with service facilities in Midland, Texas, Minot, North Dakota, Rapid City, South Dakota and Oklahoma City, Oklahoma.



Gordon Technologies was founded in 2014 by Terry Frith and is an independent provider of Measurement-While-Drilling (MWD) technology. MWD technology measures key information near the drill bit and transmits data to the surface without interrupting normal drilling operations.

Horizontal drilling requires precise measurements and information to ensure proper operation of the wells as they are being drilled. MWD aids drilling engineers with real-time information so they can make important decisions.

Gordon's MWD systems create a faster, more robust and more reliable MWD system and are achieving best in class performance.

# About This Report



**We have expanded operations across the country servicing a diverse customer base.**



**We are strong advocates of sustainable business practices and continuous improvement.**

Gordon Technologies has undergone significant growth since its founding in 2014. We have expanded operations across the country servicing a diverse customer base. We are strong advocates of sustainable business practices and continuous improvement. This inaugural Sustainability Report represents a summary of a broader Corporate Social Responsibility (CSR) program that we are developing as a form of self-regulation, ensuring that our company's actions broadly benefit our investors, customers, employees, communities and our environment.

This report highlights our growth and maturity as an organization and our commitment to achieving the goals we have established for future growth and technological innovation. We will achieve these goals while keeping with Environmental, Social, and Governance (ESG) best practices.



# 2021 Highlights

## ENVIRONMENTAL



Established goals for ESG performance



Established ESG key performance indicators



Reduced carbon footprint by 50% on jobs utilizing remote operations



Serviced 1,595 well sites

## SOCIAL

**0.31** Average TRIR rate of 0.31 since 2018

**24K** Provided approximately 24K hours of training

**36%** 36% of our workforce is women and minorities

**+\$20K** +\$20K to local STEM programs

## GOVERNANCE



ESG program aligned with GRI and SASB



Operations managed through a comprehensive Quality Management System (QMS)



Maintain an industry leading Environmental, Health, Safety (EHS) Program



**Environmental** —————

# Our Commitment To The Environment

Gordon Technologies understands the importance of our environment for our long-term sustainability as a company and for the benefit of our stakeholders. We have implemented an Environmental Management Plan to control all potential negative environmental impacts, as well as comply with all relevant regulations and laws associated with pollution control, waste management and environmental quality.



Environmental protection policies based on regulatory requirements, customer needs and community expectations.



Design processes that reuse or recycle waste materials as opposed to the treatment and/or disposal of such wastes.



Ensuring employees are aware of environmental concerns, actions and responsibilities relating to our activities and promote an understanding of the business value of ecologically sustainable operations, through training and communications.



Selection of materials and products that are environmentally friendly.



Design processes that reduce or eliminate waste that may environmentally damage land, air or water.



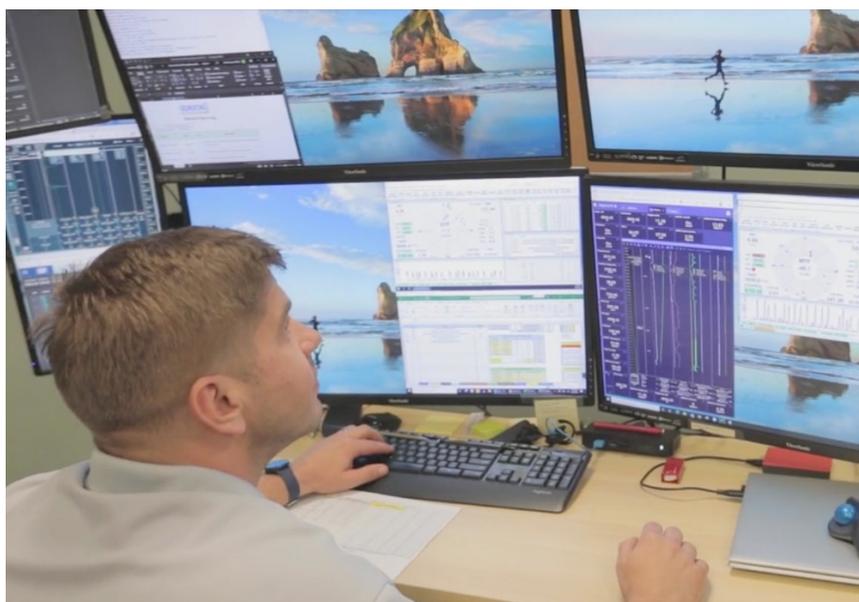
Assess the environmental condition of property and appropriately address possible environmental impacts caused by our operations, if any.

# Fuel Consumption

GT is always looking for opportunities to reduce energy consumption as part of our sustainability strategy. Our reductions are due in large parts to our efforts with remote operations. We have reduced our total fuel consumed by 27% since 2019 and reduce our carbon footprint by up to 50% when remote operations are utilized.

Remote Operations allows for field supervisors to be reduced or fully removed from the wellsite. Rover field operators, a powerful software platform and modern connectivity technology enable remote operators to carry the same power as if they were on the rig site with no sacrifice in service quality.

Not only has remote operations reduced energy consumption, but we have also improved safety performance by removing personnel from the wellsite and helped our customers to meaningfully reduce their operating costs.



We reduced our total fuel consumption by **27%**

We reduce our carbon footprint by up to **50%** when remote operations are utilized.

## ENVIRONMENTAL

Topic	Accounting Metric	Units	2019	2020	2021	SASB(a)
Emissions Reduction Services & Fuels Management	Total fuel consumed	Gigajoules	6,064	5,302	4,424	EM-SV-110a.1
	Percentage of total fuel used in on-road equipment and vehicles	%	95%	95%	95%	EM-SV-110a.1
	Percentage of total fuel used in off-road equipment	%	5%	5%	5%	EM.SV.110a.1

# Emissions And GHG

GT does not have any material Scope 1 or 2 emissions. Our Scope 1 emissions are limited to the office and shop facilities we maintain. All Scope 2 emissions are a result of the electric and natural gas services we procure to operate our facilities. GT does not maintain a fleet of vehicles as a technology provider. Any emissions generated during the use of our products are owned by the client organization.

# Water And Effluents



- ✓ The water used is in a closed system where each wash bay is fully contained and all compromised water is captured and pumped to a storage tank.
- ✓ The water is filtered, biotreated, and recycled in the closed system.
- ✓ We hire a service that comes to our facilities and hauls off the compromised water to their bulk treatment facilities where it is fully treated and repurposed or released following local regulations.



**Social** —————

# Our People

## Diversity and Inclusion

Gordon Technologies' mission is to provide the highest quality service through continuous improvement and the talent of our most valuable assets — our team members.

# 36%

**Gordon currently employs approximately 339 employees, of which 36% are women and/or minorities.**



Employees who are women or minorities



Employees who are men and non-minority

We are proud to recruit from our local community as we usher in the next generation of leaders. We are seeking May 2022 graduates in the fields of Engineering, Technology and Geology to join our team as Entry Level Field Engineers.

Gordon Technologies participated in the University of Louisiana at Lafayette's panel discussion as we took questions and shared valuable industry insights to prepare the graduates for tomorrow's STEM Career Fair.



# Our Commitment To Safety

Gordon Technologies employs a comprehensive Health, Safety and Environmental (HSE) program that governs roles and responsibilities, essential training requirements, company safety standards, personal protective equipment (PPE), safety behaviors, incident investigation and reporting, job safety and environmental analysis (JSEA).

Gordon finished 2021 with a Total Recordable Incident Rate (TRIR) of 0.83. This is an increase from our 2020 TRIR of 0.32.

# 0.83

Total Recordable  
Incident Rate (TRIR)

# 0.31

Since 2018 our TRIR  
has averaged 0.31.

## SAFETY GOALS AND EXPECTATIONS

- 1 Strive to reach our goal of zero incidents
- 2 Continually improve upon the processes that directly or indirectly lead to our goal of zero accidents.
- 3 All injuries and occupational illnesses are preventable.
- 4 No job is so important that we cannot take the time to do it safely.
- 5 Safety compliance is a condition of employment.
- 6 If we have an accident, we will handle it in as prompt and professional manner as possible.
- 7 Strive to minimize employee turnover.

# Our Commitment To Training

Our training program received official accreditation from the International Association of Drilling Contractors (IADC). This process involved an extensive audit of our internal procedures and systems to ensure that our training program met internationally recognized standards of consistency and effectiveness.



**Gordon Technologies provides extensive training to our employees. Our training program(s) are comprehensive with classroom and field-based locations that include subjects such as:**

Employee Handbook and General Policies

Environmental, Health and Safety

Quality Management System

Intellectual Property

**Due to the complexity and advanced technology of our products and services, we conduct technical training on a continual basis in the areas of:**

Downhole Tool System(s)

Surface System(s)

Surface Decoding Software

Remote Operations

# Our Impact On The Community

The team at GT is passionate about giving back to the community and supporting causes we deeply care about.



## #GordonCares #GordonGivesBack

Corporate social responsibility is in our DNA – from the generosity of our people, to the communities we serve. We take pride in our obligation to protect our environment, preserve and promote the health and wellness of employees and serve our communities with good works.

Here are a few of the worthy causes we support:

- Breast Cancer Awareness Month and The Breast Cancer Research Foundation
- Children's Heart Foundation

Gordon Technologies participates in and/or sponsors events with the following:

- AADE Houston Golf Tournament
- OHH - Oilfield Helping Hands



Gordon Technologies is supporting and inspiring the next generation of STEM leaders through donations of tools, connectors, wires and other components to our highly successful local youth robotics team: Team Phenomena 3616.

Team Phenomena 3616 is comprised of 20 students (nine girls and 11 boys) from six area schools and homeschools. At Gordon we understand that the future of our local community is in the hands of our youth, and we are happy to support these types of causes.

# Our Innovations and Contributions to the Industry

**In everything we do, we believe in Innovation with Excellence. We believe in thinking differently, and we thrive on engineering solutions to complex problems.**

Our technology is specifically designed to address the most pressing needs in today's challenging drilling environments, namely MWD failures due to high shock and vibration as well as high temperature environments.

GT and CEO, Terry Frith, have been at the forefront of MWD technology, with the vision to create a faster, more robust, and more reliable MWD system than anything currently on the market. Terry, a veteran of the MWD sector with almost 40 years of experience, holds several key patents in the sector and has developed or helped develop eight different MWD systems throughout his career. Most of Gordon's employees are former Pathfinder personnel, which was created by the merger of Halliburton's Pathfinder with W-H Energy Services' Thomas MWD in 1999 and acquired by Schlumberger in 2010.

2014

Gordon Technologies is founded by Terry Frith with a vision to create faster, more robust, and more reliable MWD system than anything on the market.

2015

The Shock Miser™ is patented, and commercial operations begin. Results are astounding for its ability to mitigate axial shock and transmit a more detectable pulse.

2017

Gordon's Heat Miser™ MWD is released, bringing new high-temp and mems-based electronics technology to the market.

20

Gordon patents new technology, all data rates, longer life and lower operational costs, leading the industry.

Our staff of field engineers and operations support personnel are fully certified and participate in ongoing development programs ensuring continuous personnel education, expertise and capability development. Establishing a culture of innovation and exploration has led to breaking the mold of how typical MWD service is delivered. On-site operators are fully supported by the GT-Remote Operations team located in Lafayette. The Remote Support team works alongside the Sustaining Engineering team who are constantly monitoring ways to optimize operational workflow, enhance product design, and guarantee customer satisfaction.

**GT supports numerous industry associations and advocates for the many benefits our industry provides.**



**SPE - Society of Petroleum Engineers**



**AADE - American Association of Drilling Engineers**



**IADD - International Association of Directional Drilling**



**2018**

Introduces new pulser technology allowing for faster drilling, longer battery life and lower operating costs while maintaining industry in reliability.

**2019**

Gordon reaches 100 active rigs.

**2020**

Gordon acquires Noralis to develop Remote Ops and Geo-Steering capabilities, maintaining its foothold as the leading provider of MWD.

**2021**

Gordon releases Advanced Azimuthal Gamma MWD and Imaging Software, Data Compression, Real-time DWD, Dual Sensor MWD and Realtime Communications with Orbit RSS for Geo-Steering.

## Our Innovations and **Contributions to the Industry** (continued)

**Gordon recognizes that everyday, and with every deployment, we have the unique opportunity to:**



Focusing on the above is what is expected from a service company. But what differentiates Gordon is our approach to each job/run/application.



Every deployment is not only an opportunity to please the client and provide a service, but it's an opportunity to learn, explore, and understand.



Every deployment introduces new environments and exposes our system to new challenges. All of this is captured in Gordon Digital.

# Gordon Digital



**Gordon Digital is our multidimensional advancement initiative that accelerates the delivery of innovation, intelligence, risk mitigation, and proficiency.**

Digitizing the drilling data enables Gordon to reimagine data flow, find new efficiencies and collaborate in entirely new ways with our industry partners. The digitized data is also stored in our Gordon Digital data lake, where we find insight and understanding on complex issues and constraints that were previously misunderstood and even unknown.

Pushing the boundaries of drilling technology is approaching the phase where progress is becoming exponentially more difficult, and this comes at a time when failure is unacceptable. We use Gordon Digital to run virtual and physical simulations allowing GT to rapidly create, test and deploy new capabilities without creating undue risk – stimulating innovation and enhancing exploration. From the data lake, we are augmenting automation with machine learning and spawning artificial intelligence to assist in digital decision confirmation as we refine our processes and push the boundaries of what is possible with our technology. This has been critical in the development of our high temperature and extreme environment tools that are on the forefront of cost-effective high-temperature applications and drive our technology to be suitable for geothermal applications.

## DIGITAL INSIGHT

Transformative maintenance program driven by data. The prescriptive and predictive analytics ensure reliability and performance on every operator's deployment.

## DIGITAL EXCHANGE

The bold solution with a modern architecture that pioneered automated survey data exchange and set the new standard in 3rd party survey QC. The Digital Exchange enables Gordon to reimagine data flow and collaborate in entirely new ways with our industry partners.

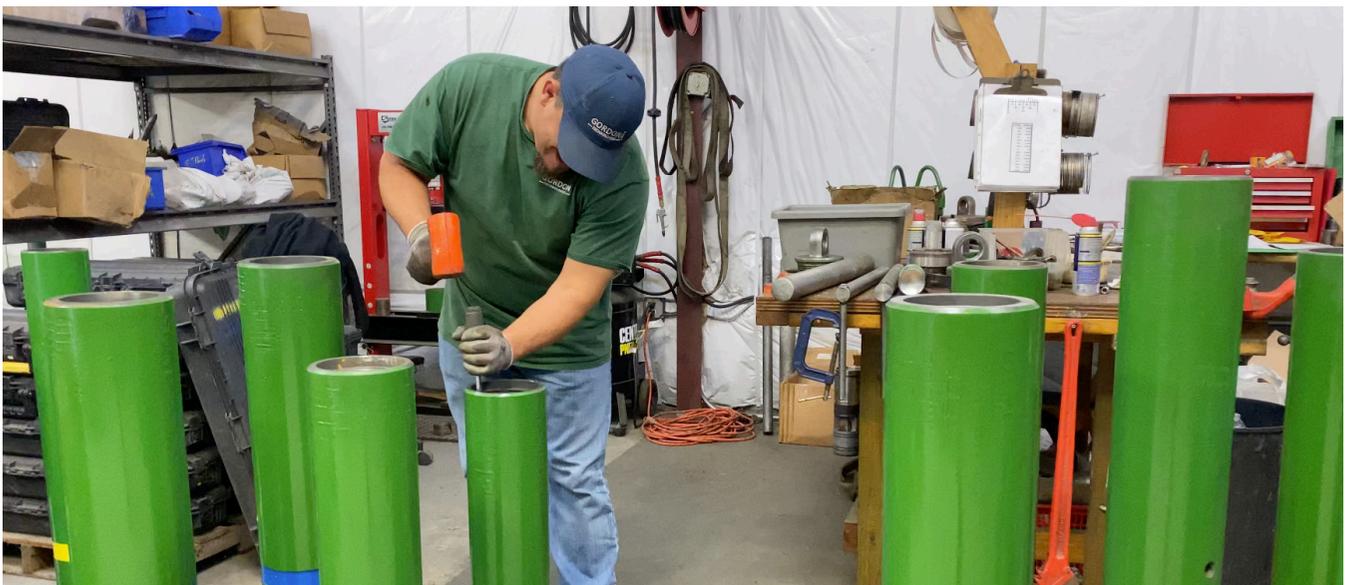
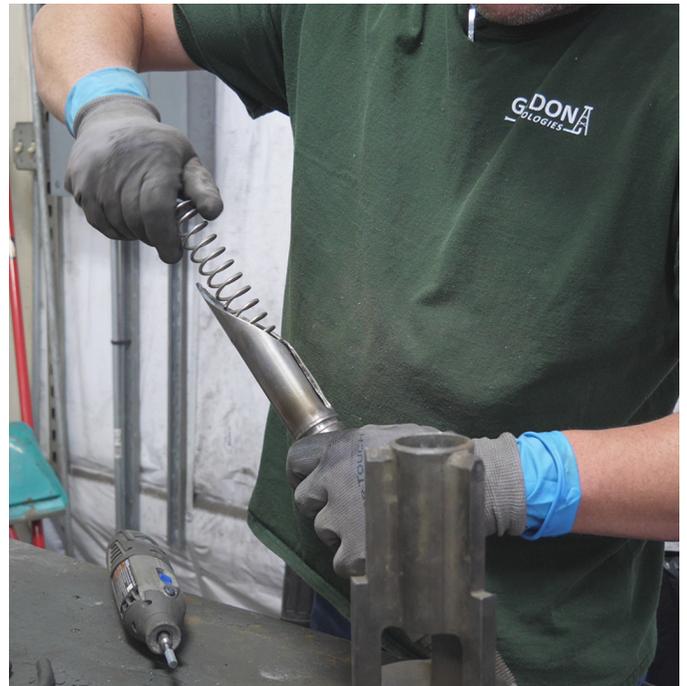
## DIGITAL INTELLIGENCE

Integrated and flexible automation solutions driven through intelligent workflows, machine learning and digital decision support.





In everything we do,  
we believe in Innovation  
with Excellence.



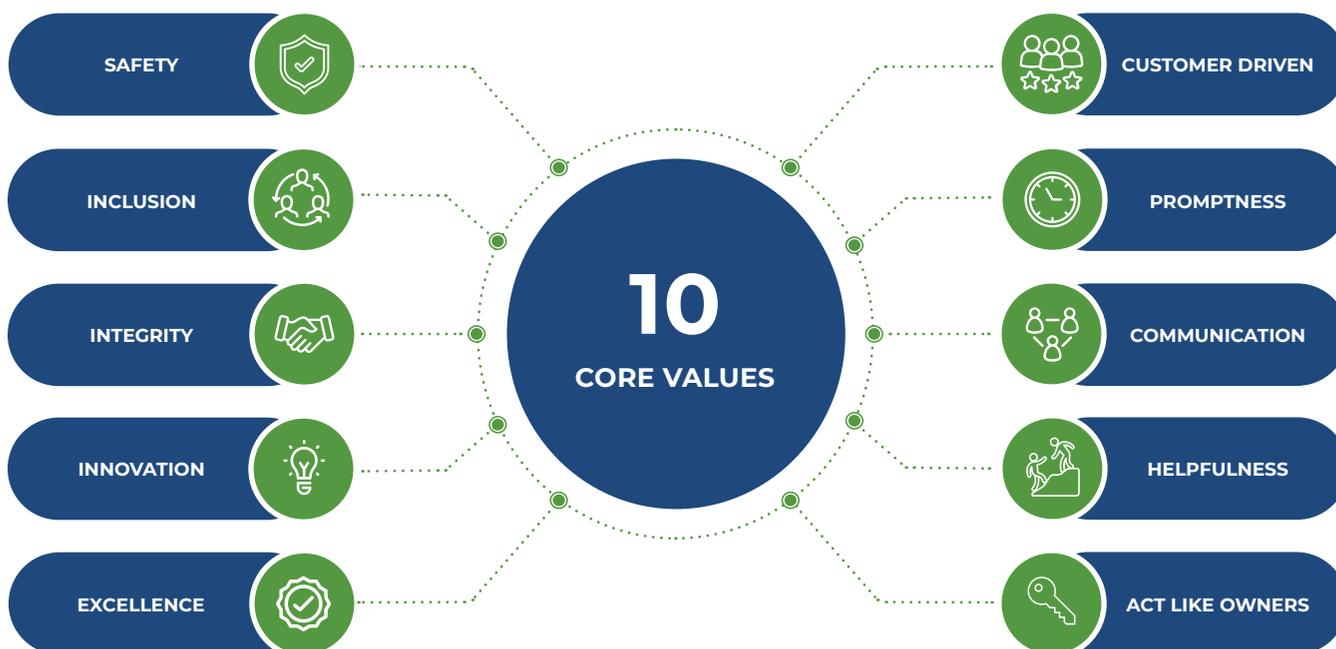


# Governance

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# Our Governance and Business Ethics

We at Gordon Technologies believe that strong corporate governance drives superior business performance, ensures our focus on technology and innovation and creates our desired culture deeply rooted in our Ten Core Values. All employees, regardless of location, responsibility or organizational level are expected to live these values.



**Gordon Technologies is supported by the leadership and capital commitments from Pelican Energy Partners.**

**PELICAN ENERGY**  
— P A R T N E R S —

Pelican Energy Partners is a highly specialized private equity fund led by a group of experienced energy service professionals focused on making strategic investments in energy services and manufacturing companies.

**Our goal is to provide useful and transparent information that fosters trust among our customers, investors, employees, and community. Our transparency aligns with the high expectations of these stakeholders to mitigate potential business risks.**

Gordon Technologies CEO, Terry Firth, is responsible for setting the business sustainability goals and strategic decisions related to the ESG-direction of the company. Gordon Technologies President, Chris Koranek, and Chief Operating Officer, Chris LaPoint, along with the entire senior leadership team, support our sustainability strategy and are committed to maintaining the highest standards of governance and ethical behaviors to ensure compliance to our policies.



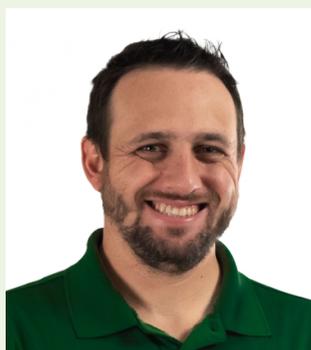
**Terry Firth**  
Chief Executive Officer



**Chris Koranek**  
President



**Chris Lapoint**  
Chief Operating Officer



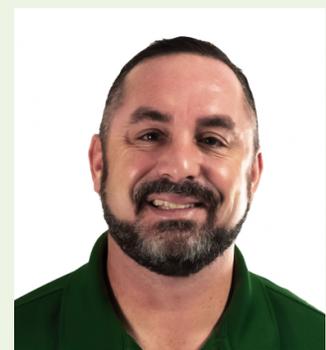
**Ben Frith**  
Vice President of Engineering



**Hunter Simmons**  
R&M Manager/Director of Data  
Analytics



**Gary Laughlin**  
Sr. Petrophysical Advisor



**Martin Campbell**  
North America Sales Manager

# Ethics and Conflicts of Interest

Employees are expected to conform to the highest ethical and legal standards and to refrain from engaging in any activities that are or appear to be dishonest, misleading, create a conflict of interest or which otherwise may interfere with the Company's business or the proper performance of an employee's job duties.

## Anti-Corruption and Anti-Bribery

**Gordon Technologies is committed to conducting business and activities with integrity.**

GT will not engage in corrupt business practices and implement measures to prevent bribery and corruption by any employee, contractors, or other parties representing GT in any part of the world.



Madison Neill, Mechanical Engineer, Myles Lemelle, Pulsar Technician



## **Our Progress and Key Performance Indicators**

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## Sustainability Accounting Standards (SASB)

Topic	Accounting Metric	Code	Gordon Technologies Disclosures
<b>Emissions Reduction Services and Fuels Management</b>	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	EM-SV-110a.1	Fuel Consumption, p. 11
	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	EM-SV-110a.2	Fuel Consumption, p. 11
	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	EM-SV-110a.3	N/A
<b>Water Management Services</b>	(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	Water and Effluents, p. 12
	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2	Water and Effluents, p. 12
<b>Workforce Health and Safety</b>	(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	EM-SV-320a.1	Our Commitment to Safety, p. 15
	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	EM-SV-320a.2	Our Commitment to Safety, p. 15
<b>Business Ethics and Payments Transparency</b>	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-SV-510a.1	Ethics & Conflict of Interest, p. 26
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-SV-510a.2	Ethics & Conflict of Interest, p. 26
<b>Management of the Legal and Regulatory Environment</b>	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-SV-530a.1	Our Commitment to the Environment, p. 10
<b>Critical Incident Risk Management</b>	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-SV-540a.1	GT Health, Safety, Environmental Policies & Procedures Manual, 20-Emergency Action Plan

Activity Metrics	Code	Gordon Technologies Disclosures
Number of Active Well Sites <sup>3</sup>	EM-SV-000.B	1,595
Total amount of drilling performed	EM-SV-000.C	8,538 Meters (000's)
Total number of hours worked by all employees	EM-SV-000.D	726,973 Hours

<sup>3</sup> Note to EM-SV-000.B - The number of well sites for which the entity has provided or is providing (on an ongoing basis) drilling, completion, fracturing, and/or decommissioning services.

# Global Reporting Initiatives (GRI) Standards

## GENERAL DISCLOSURES

Issues	Metrics	Indicators	Gordon Technologies Disclosures
<b>Organizational Profile</b>	Name of organization	GRI 102-1	About Gordon Technologies, p. 6
	Activities, brands, products and services	GRI 102-2	About Gordon Technologies, p. 6
	Location of headquarters	GRI 102-3	About Gordon Technologies, p. 6
	Location of operations	GRI 102-4	About Gordon Technologies, p. 6
	Ownership and legal form	GRI 102-5	Limited Liability Corporation (LLC)
	Markets served	GRI 102-6	Oil & Gas Productions
	Information on employees and other workers	GRI 102-8	Our People – Diversity and Inclusion, p. 14
	External initiatives	GRI 102-12	Our Impact on the Community, p. 17
	Membership of associations	GRI 102-13	Our Innovations and Contribution to the Industry, p. 19
<b>Strategy</b>	Statement from senior decision maker	GRI 102-14	A Message From Our CEO, p.3
	Key impacts, risks and opportunities	GRI 102-15	Our Strategy for Sustainability, p. 5
<b>Ethics and Integrity</b>	Values, principles, standards and norms of behavior	GRI 102-16	Our Governance and Business Ethics, p. 24
	Mechanisms for advocates concerned about ethics	GRI 102-17	Our Governance and Business Ethics, p. 25
<b>Governance</b>	Governance structure	GRI 102-18	Our Governance and Business Ethics, p. 25
	Delegating authority	GRI 102-19	Our Governance and Business Ethics, p. 25
	Executive-level responsibility for economic, environmental and social topics	GRI 102-20	Our Governance and Business Ethics, p. 25
	Conflicts of interest	GRI 102-25	Ethics and Conflicts of Interest, p. 26
	Role of highest governance body in setting purpose, values and strategy	GRI 102-26	Chief Executive Officer (CEO)
	Collective knowledge of highest performance body	GRI 102-27	Our Governance and Business Ethics, p. 25
	Evaluating highest governance body's performance	GRI 102-28	Our Governance and Business Ethics, p. 25
	Identifying and managing economic, environmental and social impacts	GRI 102-29	Our Governance and Business Ethics, p. 25
	Effectiveness of risk management process	GRI 102-30	Our Governance and Business Ethics, p. 25
	Review of economic, environmental and social topics	GRI 102-31	Our Governance and Business Ethics, p. 25
	Highest governance body's role in sustainability reporting	GRI 102-32	Our Governance and Business Ethics, p. 25
	Communicating critical concerns	GRI 102-33	Our Governance and Business Ethics, p. 25
	Defining report concerns and topic boundaries	GRI 102-46	Our Governance and Business Ethics, p. 25
	Reporting period	GRI 102-50	Annual
	Date of most recent report	GRI 102-51	Apr-22
Reporting cycle	GRI 102-52	Annual	
Contact point for report questions	GRI 102-53	Mr. Chris Koranek, President	

## Global Reporting Initiatives (GRI) Standards (continued)

### ECONOMIC DISCLOSURES

Issues	Metrics	Indicators	Gordon Technologies Disclosures
<b>Economic Performance</b>	Direct economic value generated and distributed	GRI 201-1	Approximately \$119M
<b>Procurement Practices</b>	Proportion spending on local suppliers	GRI 204-1	86%
<b>Anti-Corruption</b>	Operations assessed for risks related to corruption	GRI 205-1	Anti Corruption and Anti Bribery, p. 26
	Communication and training about anti-corruption policies and procedures	GRI 205-2	Anti Corruption and Anti Bribery, p. 26
	Confirmed incidents of corruption and actions taken	GRI 205-3	N/A

### ENVIRONMENTAL DISCLOSURES

Issues	Metrics	Indicators	Gordon Technologies Disclosures
<b>Energy</b>	Energy consumption within the organization	GRI 302-1	Approximately 248K Electric (kWh)
	Reduction of energy consumption	GRI 302-4	27%
<b>Water and Effluents</b>	Interactions with water as a shared resource	GRI 303-1	Water and Effluents, p. 12
	Management of water discharged-related impacts	GRI 303-2	Water and Effluents, p. 12
	Water withdrawal	GRI 303-3	Water and Effluents, p. 12
	Water discharge	GRI 303-4	Water and Effluents, p. 12
	Water consumption	GRI 303-5	Water and Effluents, p. 12
<b>Emissions- Greenhouse Gas (GHG)</b>	Direct (Scope 1) GHG emissions	GRI 305-1	Emissions and GHG, p. 12
	Energy indirect (Scope 2) GHG emissions	GRI 305-2	Emissions and GHG, p. 12
	Reduction of GHG emissions	GRI 305-5	Fuel Consumption, p. 11
<b>Waste</b>	Management of significant waste-related impacts	GRI 306-2	GT Health, Safety, Environmental Policies & Procedures Manual, 30 - Hazardous Waste and Operations

## Global Reporting Initiatives (GRI) Standards (continued)

### HUMAN RESOURCE DISCLOSURES

Issues	Metrics	Indicators	Gordon Technologies Disclosures
<b>Employment</b>	New employee hires and employee turnover	GRI 401-1	20%
	Benefits provided to fulfill employees that are not provided to temporary or part-time employees	GRI 401-2	GT Employee Handbook, p. 13
	Parental leave	GRI 401-3	GT Employee Handbook, p. 17
<b>Occupational Health and Safety</b>	Occupational health and safety management system	GRI 403-1	GT Health, Safety, Environmental Policies & Procedures Manual
	Hazard identification, risk assessment, and incident investigation	GRI 403-2	GT Health, Safety, Environmental Policies & Procedures Manual, Various Sections
	Occupational health services	GRI 403-3	GT Health, Safety, Environmental Policies & Procedures Manual, Various Sections
	Worker participation, consultation and communication on occupational health and safety	GRI 403-4	GT Health, Safety, Environmental Policies & Procedures Manual, Various Sections
	Worker training on occupational health and safety	GRI 403-5	GT Health, Safety, Environmental Policies & Procedures Manual, Various Sections
	Promotion of worker health	GRI 403-6	GT Health, Safety, Environmental Policies & Procedures Manual, Various Sections
	Workers covered by an occupational health and safety management system	GRI 403-8	GT Health, Safety, Environmental Policies & Procedures Manual, Various Sections
	Work-related injuries	GRI 403-9	GT Health, Safety, Environmental Policies & Procedures Manual, Various Sections
	Work related ill health	GRI 403-10	GT Health, Safety, Environmental Policies & Procedures Manual, Various Sections
<b>Training and Education</b>	Average hours of training per year per employee	GRI 404-1	Average 128 Hours Per Employee
	Programs for upgrading employee skills and transition assistance programs	GRI 404-2	Our Commitment to Training, p. 16
	Percentage of employees receiving performance and career development reviews	GRI 404-3	100%
<b>Diversity and Equal Opportunity</b>	Diversity of governance bodies and employees	GRI 405-1	Our People – Diversity and Inclusion, p. 14
<b>Local Communities</b>	Operations with local community engagement, impact assignments, and development programs	GRI 413-1	Our Impact on the Community, p. 17

**Gordon Technologies' mission is to provide the highest quality service through continuous improvement and the talent of our most valuable assets — our team members.**



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