



Gordon Technologies'

2023

**SUSTAINABILITY
REPORT**

Table of Contents

- 3. A Message From **Our CEO**
- 4. A Message From **Our President**
- 5. Our Strategy **For Sustainability**
- 6. About **Gordon Technologies**
- 7. About **This Report**
- 8. 2023 **Highlights**

Environmental

- 10. Our Commitment **To The Environment**
- 11. Fuel **Consumption**
- 12. Emissions **And GHG**
- 13. Water **And Effluents**

Social

- 15. Our People **Diversity and Inclusion**
- 16. Our Commitment **To Safety**
- 17. Our Commitment **To Training**
- 18. Our Impact **On The Community**
- 19. Our Innovations and **Contributions To The Industry**
- 20. Our Innovations and **Contributions To The Industry**
- 22. Gordon **Digital**

Governance

- 24. Our Governance And **Business Ethics**
- 26. Ethics And **Conflict of Interest**
- 27. Anti-Corruption And **Anti-Bribery**

Our Progress And Key Performance Indicators

- 29. Sustainability **Accounting Standards (SASB)**
- 30. Global Reporting **(GRI) Standards**

A Message From Our CEO



Terry Frith
Chief Executive Officer

A stylized, handwritten signature in white ink on a dark background. The signature appears to read 'Terry Frith'.

“In 2023, Gordon Technologies continued to lead the industry in technological innovation. Gordon’s technology is increasing operators’ recoverable reserves by allowing operators to cost effectively drill in high temperature environments and drill more accurately in targeted reservoirs. Our technology increases oil and gas production per well by allowing operators to drill longer laterals while also minimizing their aggregate wellsite footprint. Gordon’s technology also allows operators to drill more efficiently, which lowers our customers’ days to drill and lowers the cost of their produced natural gas versus higher carbon sources of power generation such as coal.

Gordon Technologies’ commitment to ‘Innovation with Excellence’ drove us to incrementally improve the temperature tolerance of our high temperature MWD systems with the commercialization of the 165°C MWD in 2018, the 180°C MWD in 2019, the 190°C MWD in 2020 and the 200°C MWD in 2024. Gordon’s perpetual pursuit of perfection and our industry leading experience in high temperature oil and gas drilling has positioned the company well to begin geothermal operations in 2024.

Our 2023 Sustainability Report demonstrates our dedication to ESG practices across Environmental, Health and Safety, Quality Management, and Supply Chain Management. We are proud to lead the industry in championing sustainability and delivering value for all of our stakeholders.”

A Message From Our President



Chris Koranek
President

A handwritten signature of Chris Koranek in a cursive script, rendered in a light green color that matches the background of the header.

"As we reflect on the strides made in 2023, I am extremely proud to say that Gordon Technologies has continued its trajectory of growth and technological innovation, setting new standards in our industry. Our relentless pursuit of excellence in MWD technology and our unwavering commitment to continuous improvement have empowered us to assist our customers in continuing to lower the cost of natural gas and providing a more affordable power source through which to lower carbon emissions.

From 2000 to 2021, US Per Capita CO₂ Emissions decreased by more than 30% while Global Per Capita CO₂ Emissions increased 24%. According to the EPA, 93% of the US reduction was driven by coal to natural gas switching for electrical power generation. The increased coal-to-gas switching was driven by a reduction in cost of natural gas due to the US Shale Revolution. Gordon's high temperature MWD technology uniquely positions the Company to partner with Haynesville and Eagle Ford operators targeting natural gas wells in Louisiana and Texas. In 2023, Gordon estimates it provided MWD services on an average of 40% of the horizontal, natural gas directed rigs in the US. Gordon's technology allows operators to drill these wells at a much lower cost than would otherwise be possible. This in turn, decreases the cost of natural gas and makes natural gas more attractive for utilities as a power source. This coal-to-gas switching decreases carbon emissions through innovation and free market competition and without the need for government subsidies."

Our Strategy For Sustainability



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.



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.



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 bolster our commitment to ESG principles, we have incorporated the guidelines outlined by the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI) into our reporting practices. By adhering to these internationally recognized standards, we aim to furnish our investors and stakeholders with a holistic corporate reporting framework encompassing all facets of enterprise value drivers, thereby facilitating a thorough assessment of our sustainability performance. Our disclosures are grounded in:



SASB - Oil and Gas Services, 2018 Sustainability Accounting Standard

GRI 11: Oil and Gas Sector, 2022 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 MWD services. We specialize in cutting-edge technology and services for the oil and gas drilling industry.

Our headquarters is in Scott, Louisiana, USA, with our newest facility in the UAE's capital, Abu Dhabi servicing the Eastern Hemisphere. Our service centers strategically span across Midland, Texas; San Antonio, Texas; Minot, North Dakota; Rapid City, South Dakota; and Oklahoma City, Oklahoma.

Founded in 2014 by Terry Frith, Gordon Technologies operates independently as a provider of Measurement-While-Drilling (MWD) technology. MWD technology plays a crucial role in measuring essential data near the drill bit and transmitting it to the surface seamlessly, without disrupting normal drilling operations.

In the realm of horizontal drilling, precision is paramount to ensure the wells are drilled correctly. MWD technology equips drilling engineers, geologist, and directional drillers with real-time information, empowering them to make critical decisions on the spot.

Gordon's MWD systems have set new standards for speed, reliability, and performance, establishing themselves as leaders in the field.



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



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

About This Report

Since its establishment in 2014, Gordon Technologies has experienced substantial expansion, extending its operations nationwide to serve a diverse clientele. Embracing sustainable business practices and a culture of continuous enhancement, we stand as staunch advocates for responsible corporate conduct.

This Sustainability Report serves as a snapshot of our broader Corporate Social Responsibility (CSR) initiative, embodying our dedication to self-regulation and ensuring that our actions yield broad benefits for our stakeholders, encompassing investors, customers, employees, communities, and the environment alike.

Within this report, we showcase not only our organizational growth and maturation but also our unwavering commitment to realizing our established goals for future development and technological advancement. We remain steadfast in our adherence to Environmental, Social, and Governance (ESG) best practices, guiding our path toward sustainable success.



2023 Highlights

ENVIRONMENTAL



Executed newly established goals for ESG performance



Exceeded ESG key performance indicators



Reduced carbon footprint by 50% on jobs utilizing remote operations



Serviced 2,432 well sites

SOCIAL

0.3

TRIR rate of 0.34 for 2023 with over 1.19-million-man hours

29K

Provided approximately 29K hours of training

22%

22.4% of our workforce is women and minorities

+\$10K

+\$10K 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 reduce or eliminate waste that may environmentally damage land, air or water.



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.



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



Selection of materials and products that are environmentally friendly.




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

Fuel Consumption

At GT, we remain steadfast in our pursuit of sustainability, continually seeking avenues to diminish energy usage as a core component of our strategic approach. A significant portion of our energy conservation achievements can be attributed to our steadfast commitment to remote operations. Since 2019, we have achieved a remarkable 50.2% reduction in fuel consumption per well serviced.

Our embrace of Remote Operations has empowered us to streamline field operations by minimizing or eliminating the need for on-site supervisors. Leveraging advanced technologies such as Rover field operators, robust software platforms, and cutting-edge connectivity solutions, our remote operators wield the same level of efficacy as their on-site counterparts, all while upholding impeccable service standards. This strategic integration not only enhances operational efficiency but also underscores our dedication to delivering unparalleled service without compromising on 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.

Fuel Efficiency Increases with Growth

2019
Total Wells Serviced

1,116

2019
Fuel Consumed

6,064

2023
Total Wells Serviced

2,432

2023
Fuel Consumed

6,629

50.2%

Reduction in
Fuel Consumed / Well Serviced
Since 2019

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

Large Item Wash Bay Water Treatment



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.

Small to Mid-Size Item Automated Washers

Implemented in Q1 2022 and scaled in 2023 to remote service locations, Gordon introduced solvent-free automatic parts washers.



Limited only by cabinet size, all qualifying components are washed in a fully contained automated wash machine removing and capturing all petroleum products, dirt carbon, and metal shavings.



Increased technician safety through reduced solvent exposure and flying debris.



75% reduction in water consumed by technicians washing parts and hands with the full-capture system and environmentally friendly disposal from local community-based disposal services.



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.

22%

Gordon currently employs approximately 429 employees, of which 22.4% are woman 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 2024 graduates in the fields of Engineering, Technology and Geology to join our team as Entry Level Field Engineers.

Gordon continuously participates in college recruiting events to share valuable insight and answer questions related to employment, careers, and opportunities to make an impact in the oil and gas industry.



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 2023 with a Total Recordable Incident Rate (TRIR) of 0.34 while recording 1,192,085 man-hours. The average TRIR for 2019-2023 was 0.326, well below the industry average TRIR of 0.80 (bls.gov).

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.

0.34

**2023 Total Recordable
Incident Rate (TRIR)**

1.19m

**1,192,085 man-hours
recorded in 2023**

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
Systems(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.

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
- IADD Luncheons and Seminars
- OHH – Oilfield Helping Hands

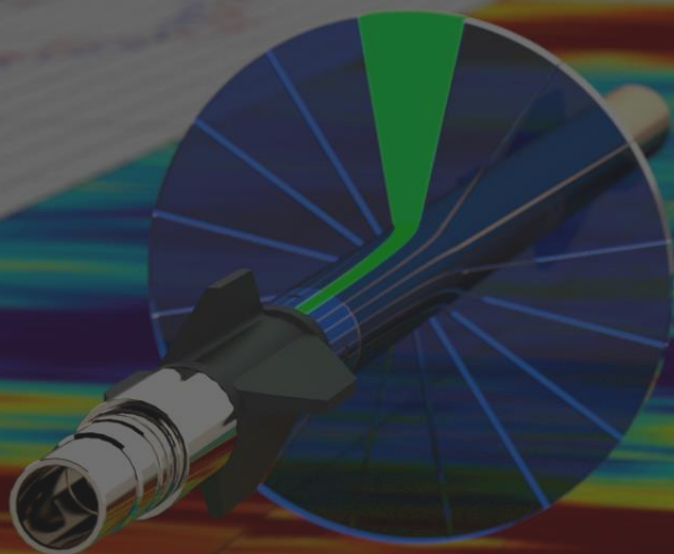
Gordon Technologies is supporting and inspiring the next generation of STEM leaders through donations of tools, connectors, wires and other components to our highly successful local youth robotics team: Team Phenomena 3616. Team Phenomena 3616 is comprised of 20 students (nine girls and 11 boys) from 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.



Our Innovations and Contributions To The Industry

Our team consists of certified field engineers and dedicated operations support personnel. We actively engage in continuous development programs, ensuring a perpetually educated, highly skilled, and capable workforce. This commitment to ongoing learning and expertise allows us to foster a culture of innovation and exploration, revolutionizing the conventional approach to MWD service delivery.

Our on-site operators benefit from unwavering support provided by the GT-Remote Operations team, headquartered in Lafayette. This Remote Support team collaborates closely with our Sustaining Engineering experts, who are dedicated to monitoring and enhancing operational workflows, refining product designs, and steadfastly ensuring customer satisfaction.

2014

Gordon Technologies is founded by Terry Frith with a vision to create a 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.

2017/18

Gordon patents new pulser allowing for faster data transfer and longer battery life.

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

2019

Gordon reaches milestone of 100 active rigs proving operator acceptance and desire for advanced technology.

Gordon service quality differentiations come from our culture of exploration and innovation:



Every deployment is not only an opportunity to please the client and provide a service, but its also an opportunity to learn, explore, and understand



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

GT supports numerous industry associations and advocates for the many benefits our industry provides to those in need



2020

2021

2022

2023

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

Gordon releases Advanced Azimuthal Gamma MWD and imaging software, data compression, Dual Sensor MWD and Real-Time Communications with Orbit RSS for Geo-Steering.

Gordon Technologies partners with Alpha Dhabi Holding PJSC as an additional financial sponsor accelerating international expansion initiatives.

Gordon reaches milestone of 150 kits.

Gordon acquires Paisano Labs solidifying a full suite of LWD offerings.

Expansion continues with new facilities in San Antonio, TX and Abu Dhabi, UAE.

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

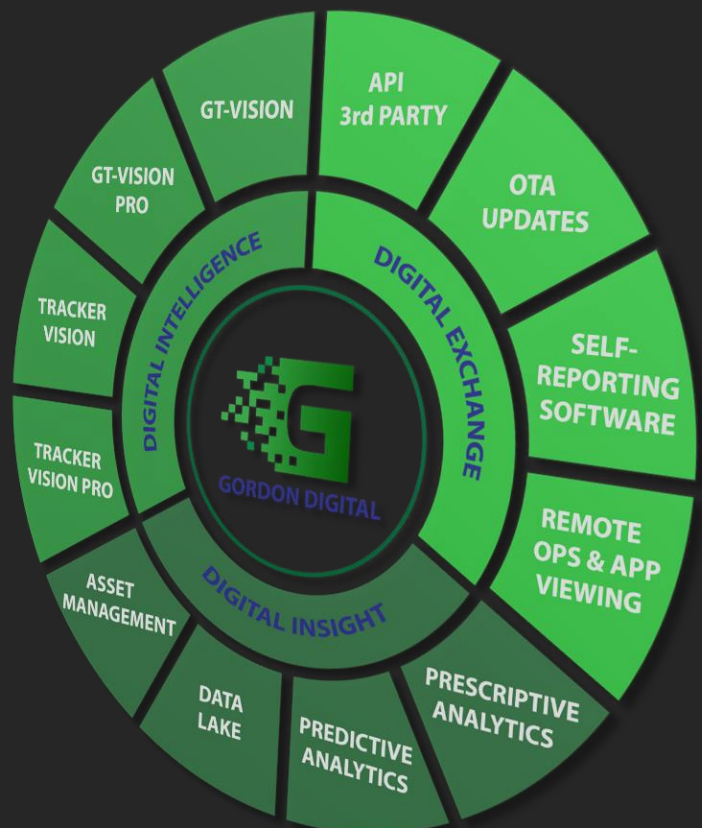
Transformative maintenance program driven by data. The prescriptive and predictive analytics ensure reliability and performance on every operator's deployment.

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.

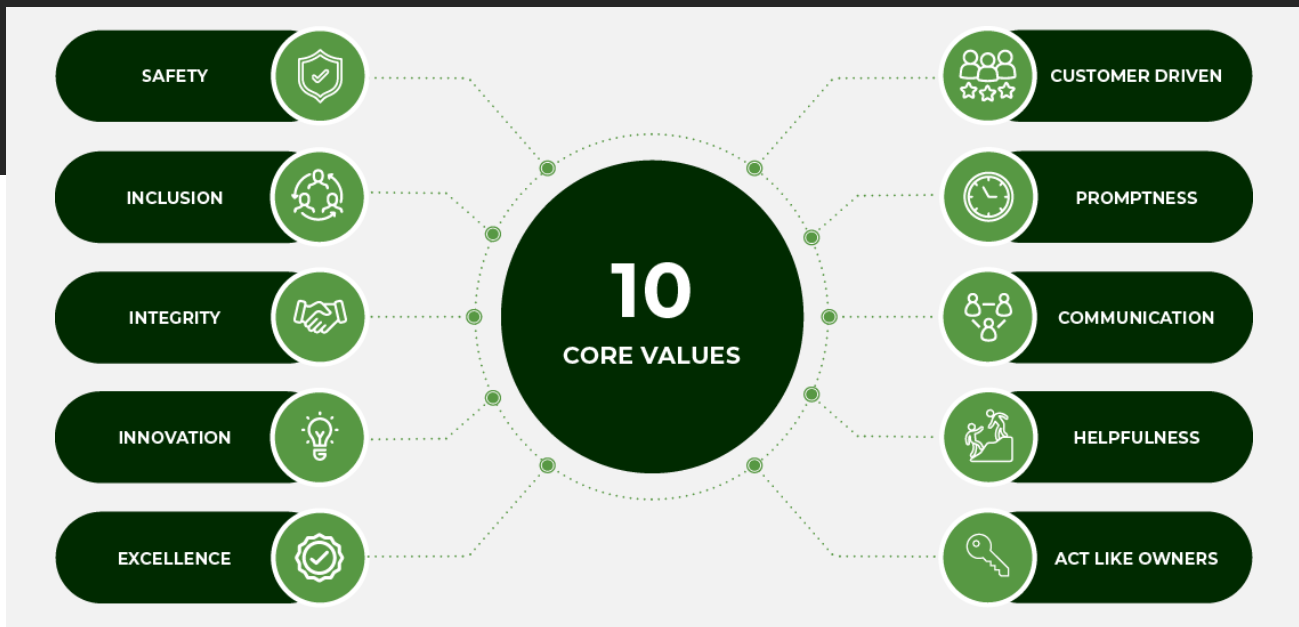




Governance

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 Alpha Dhabi Holdings PJSC and Pelican Energy Partners.



Alpha Dhabi Holding (ADH), the UAE listed conglomerate is one of the fastest growing Abu Dhabi based investment holding companies, with more than 100 businesses spread across healthcare, renewable energy, petrochemical and other industries as well as real estate, construction and hospitality. ADH is a strategic contributor to the UAE economy and is committed to drive continuous growth for its stakeholders through investments in emerging businesses, supporting innovation and diversity.



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 Frith
Chief Executive Officer



Chris Koranek
President



Chris Lapoint
Chief Operating Officer



Ken Barrie
General Manager Middle
East



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

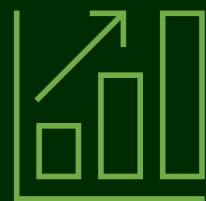
Ethics And Conflict of Interest

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.



Our Progress And **Key Performance Indicators**

Sustainability

Accounting Standards (SASB)

Topic	Accounting Metric	Code	Gordon Technologies Disclosures
Emissions Reduction Services and Fuels Management	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
Water Management Services	(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	Water and Effluents, p. 13
	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts	EM-SV-140a.2	Water and Effluents, p. 13
Workforce Health and Safety	(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. 16
	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. 16
Business Ethics and Payments Transparency	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
Management of the Legal and Regulatory Environment	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
Critical Incident Risk Management	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 ³	EM-SV-000.B	2,432
Total amount of drilling performed	EM-SV-000.C	12,703 Meters (000's)
Total number of hours worked by all employees	EM-SV-000.D	1,160,282 Hours

3 Note **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 (GRI) Standards

Issues	Metrics	Indicators	Gordon Technologies Disclosures
Organizational Profile	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. 15
	External initiatives	GRI 102-12	Our Impact on the Community, p. 18
	Membership of associations	GRI 102-13	Our Innovations and Contribution to the Industry, p. 19
Strategy	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
Ethics and Integrity	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
Governance	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	24-Feb
	Reporting cycle	GRI 102-52	Annual
	Contact point for report questions	GRI 102-53	Mr. Chris Koranek, President

ECONOMIC DISCLOSURES

Issues	Metrics	Indicators	Gordon Technologies Disclosures
Economic Performance	Direct economic value generated and distributed	GRI 201-1	Approximately \$119M
Procurement Practices	Proportion spending on local suppliers	GRI 204-1	86%
Anti-Corruption	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

Global Reporting (GRI) Standards (continued)

ENVIRONMENTAL DISCLOSURES

Issues	Metrics	Indicators	Gordon Technologies Disclosures
Energy	Energy consumption within the organization	GRI 302-1	Approximately 248K Electric (kWh)
	Reduction of energy consumption	GRI 302-4	27%
Water and Effluents	Interactions with water as a shared resource	GRI 303-1	Water and Effluents, p. 13
	Management of water discharged-related impacts	GRI 303-2	Water and Effluents, p. 13
	Water withdrawal	GRI 303-3	Water and Effluents, p. 13
	Water discharge	GRI 303-4	Water and Effluents, p. 13
	Water consumption	GRI 303-5	Water and Effluents, p. 13
Emissions-Greenhouse Gas (GHG)	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
Waste	Management of significant waste-related impacts	GRI 306-2	GT Health, Safety, Environmental Policies & Procedures Manual, 30 - Hazardous Waste and Operations

HUMAN RESOURCE DISCLOSURES

Issues	Metrics	Indicators	Gordon Technologies Disclosures
Employment	New employee hires and employee turnover	GRI 401-1	19%
	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
	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
Occupational Health and Safety	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
Training and Education	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. 17
	Percentage of employees receiving performance and career development reviews	GRI 404-3	100%
Diversity and Equal Opportunity	Diversity of governance bodies and employees	GRI 405-1	Our People — Diversity and Inclusion, p. 15
Local Communities	Operations with local community engagement, impact assignments, and development programs	GRI 413-1	Our Impact on the Community, p. 18



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



818 I-10 South Frontage Road
Scott, LA

Phone: 337.233.1804
Email: info@gordontechnologiesllc.com

www.gordontechnologiesllc.com