

ExoAnalytic
Solutions



20
23

ESG REPORT

ExoAnalytic
SOLUTIONS





**EMPOWERING A SUSTAINABLE UNIVERSE: SOLVING
CHALLENGING PROBLEMS, CREATING INNOVATIVE
SOLUTIONS FOR A BRIGHTER TOMORROW.**





ExoAnalytic Solutions

A MESSAGE FROM THE CEO



Over the past year, Exo has continued to deliver trusted solutions for space domain awareness and mission systems. We are dedicated to defending the interests in space and providing world-class capabilities for optimal sensor and weapon system performance. Additionally, we offer transformational digital engineering and analysis solutions that inform force design and enable the acquisition of dominant weapon systems for decisive advantage in all-domain warfare.

As a company, we prioritize good stewardship, not only for our employees but also for the communities where we operate and the American taxpayer. Being an employee-owned company, every team member is invested in our success and the success of our clients.

Our focus on employee well-being is paramount. We provide competitive compensation, comprehensive benefits, and continuous professional development opportunities. By fostering a positive work environment, we enable our dedicated workforce to deliver exceptional results.

Best,

Dr. Douglas Hendrix
Chair & CEO

Environmental sustainability is a key priority for us. We strive to minimize our environmental footprint through sustainable practices and investments in innovative technologies. By reducing waste, conserving resources, and promoting eco-friendly operations, we aim to be responsible corporate citizens.

Looking ahead, we are confident in our future success. We continuously collaborate with our clients, understanding their unique needs and exceeding their expectations. With a focus on cutting-edge technologies and continuous improvement, we deliver mission-critical capabilities that provide our clients with a decisive advantage in all-domain warfare.

As we move forward, we will continue to invest in research and development, drive innovation, and expand our portfolio of solutions. By leveraging our talented workforce, world-class offerings, and commitment to excellence, we are poised to achieve even greater milestones in the years to come.

Together, we are writing the next chapter of success for Exo. With our unwavering dedication and determination, we will continue to lead the way in the aerospace industry, serving our clients, and shaping a brighter future.

Diversity, Equity, and Inclusion (DE&I)

ExoAnalytic Solutions believes that embracing diversity, fostering equity, and promoting inclusion are fundamental to achieving excellence and creating a thriving workplace. We call ourselves ExoNauts, and we draw strength from the diverse backgrounds, cultures, experiences, and perspectives of our employees. We celebrate the rich tapestry of identities that make up our network, including differences in background, culture, experience, national origin, religion, sexual orientation, gender, gender identity, gender expression, race, ethnicity, age, ability, political views, veteran status, socio-economic status, and more.

As ExoNauts, we are dedicated to cultivating an environment where all employees, partners, and stakeholders are valued, respected, and empowered. We strive to create a sense of belonging and foster a genuine sense of community where each individual's unique contributions are not only acknowledged but celebrated.

To ensure that our values of diversity, equity, and inclusion are more than just words, we are committed to translating them into action. We aim to continuously assess and enhance our policies, practices, and programs to ensure they actively promote diversity, equity, and inclusion. We recognize that this journey requires ongoing reflection, learning, accountability, unwavering commitment to challenging biases and addressing systemic inequities.

As ExoNauts, we are committed to building a future where diversity, equity, and inclusion are not just aspirations but the foundation of our organization. We strive to create an environment where everyone feels a sense of belonging, and where the power of our collective differences drives our success. Together, we will continue to learn, grow, and create positive change within our company and the broader community.



**Celebrating Diversity,
Driving Success**



**Embracing
Inclusion,
Igniting Impact**



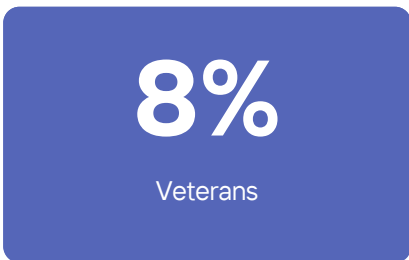
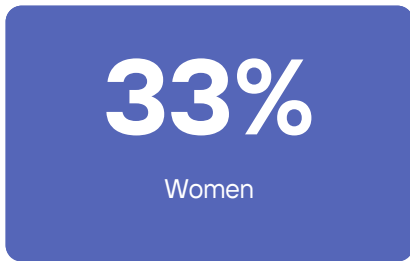
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**Empowering
Equity,
Enabling Growth**

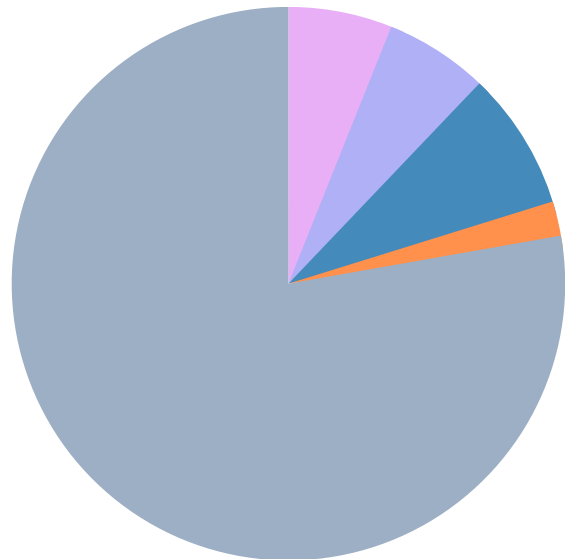


Our Workforce:



Our Total Population

White	77%
Hispanic	8%
Asian	6%
Black	6%
Two or More Races	3%

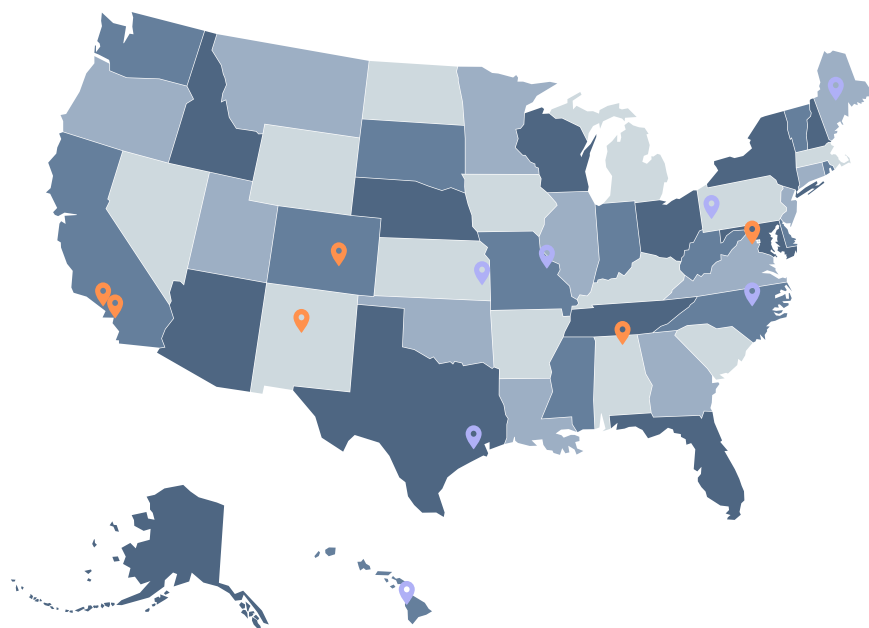


About Exo:

Mission
Systems
Sector

National
Security Space
Sector

Commercial
Space Sector



Office Locations

Albuquerque, NM

Colorado Springs, CO

El Segundo, CA

Foothill Ranch, CA

Huntsville, AL

Reston, VA

Remote. USA

Annual Sales

29.9 Million



Employees

133

Square Feet Of
Floor Space

74k



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Family & Employee Well-Being:

At ExoAnalytic Solutions, we prioritize the well-being of our employees and strive to create a supportive and inclusive work environment that fosters physical, mental, and emotional well-being. As an employee-owned company, we cherish the close-knit community we have built and the shared values we uphold. We understand that our employees' families play an integral role in their well-being and success. When our employees and their families have the tools to care for their well-being, we all thrive. We are dedicated to providing comprehensive support, both within and beyond the workplace, to ensure that our employees and their loved ones feel valued, supported, and empowered to lead fulfilling lives. Here's how we support our ExoNauts:

Comprehensive Health Benefits

We believe that taking care of your health is essential. As part of our commitment to your well-being, we provide the following benefits:

- **Company-paid Medical, Dental, and Vision Insurance:** We offer comprehensive health coverage for employees and their families, ensuring that you have access to quality healthcare when you need it most.
- **Company-paid Disability Insurance:** Our disability insurance program provides financial support if you need to take time off for disability-related matters. Additionally, new mothers can take time to bond with their child while still receiving 60-70% of their pay.

Financial Security and Retirement Planning

We understand the importance of financial security and planning for the future. To help you build a strong financial foundation, we offer:

- **Company Contribution to 401k:** We contribute 6% of your salary into your 401k account, regardless of whether you choose to match it or not. This ensures that all employees, including interns, have a head start in saving for their future.

Employee Assistance Program (EAP)

We recognize that life can sometimes present challenges, both personally and professionally. Our Employee Assistance Program (EAP) provides confidential counseling and support services to help you navigate through difficult times and maintain your well-being.

Flexible Work Schedule

We understand that work-life balance is crucial to your overall well-being. We offer flexible work arrangements to help you manage your personal and professional commitments effectively. We believe that having control over your schedule leads to greater job satisfaction and a healthier work-life integration.

Generous Paid Time Off (PTO)

We value the importance of rest, relaxation, and personal time. From your very first day, you are eligible for our full PTO plan, which provides over 5 weeks of paid time off per year. This allows you to recharge, pursue personal interests, and spend quality time with loved ones.

At ExoAnalytic Solutions, we are committed to continuously improving our employee well-being initiatives. We welcome feedback from our employees and regularly assess our programs to ensure their effectiveness. Together, we strive to create a work environment that promotes the overall well-being of our employees, enabling them to thrive both personally and professionally.



Employee Engagement & Retention:



At ExoAnalytic Solutions, we prioritize employee engagement and recognize its crucial role in fostering a positive work environment. We recently conducted an engagement survey, and we are thrilled to share the remarkable results. With an impressive 83% employee participation rate, we received valuable insights that reflect our commitment to creating a fulfilling and supportive workplace for our employees. We are proud to share the top ten aspects that our employees value the most about working here, as highlighted by our recent survey:

1. Strong Connections with Colleagues: Above all, our employees value the relationships they have built with their coworkers. The close bonds and strong camaraderie they experience contribute to a positive and supportive work environment.

2. Personal Care and Support: Our employees deeply appreciate the genuine care and support they receive from their colleagues. Knowing that someone at work genuinely cares about them as individuals, not just as employees, fosters a sense of belonging and well-being.

3. Effective Teamwork: The ability to work collaboratively and efficiently as a team is highly valued by our employees. They recognize the importance of teamwork in achieving shared goals and appreciate the mutual respect and cooperation within their teams.

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4. Commitment to Delivering Quality Work: Our employees take immense pride in the quality of work delivered by their coworkers. The dedication and professionalism exhibited by their colleagues inspire them to continually strive for excellence.

5. Comprehensive Benefits Package: We prioritize meeting the diverse needs of our employees through a comprehensive benefits package. Our offerings are designed to support their well-being and provide the necessary resources to lead fulfilling lives both inside and outside of work.

96%

Employees Feel There Is Someone At Work Who Cares About Them As A Person And Not Just An Employee

92%

Employees Recommend Exo As A Great Place To Work



6. Recognition of Contributions: Acknowledging and recognizing the contributions of our employees is integral to our culture. We actively appreciate their hard work, achievements, and the impact they make, fostering a culture of recognition and motivation.

7. Open and Transparent Communication with Managers: Employees greatly value the open and transparent communication channels with their managers. This enables them to freely express their opinions, concerns, and ideas, facilitating a culture of trust and collaboration.

8. Strong Recommendation of Exo: Our employees genuinely believe in the positive work environment and culture we have fostered. Their enthusiastic recommendation of ExoAnalytic Solutions as a great place to work reflects their satisfaction and loyalty to the organization.

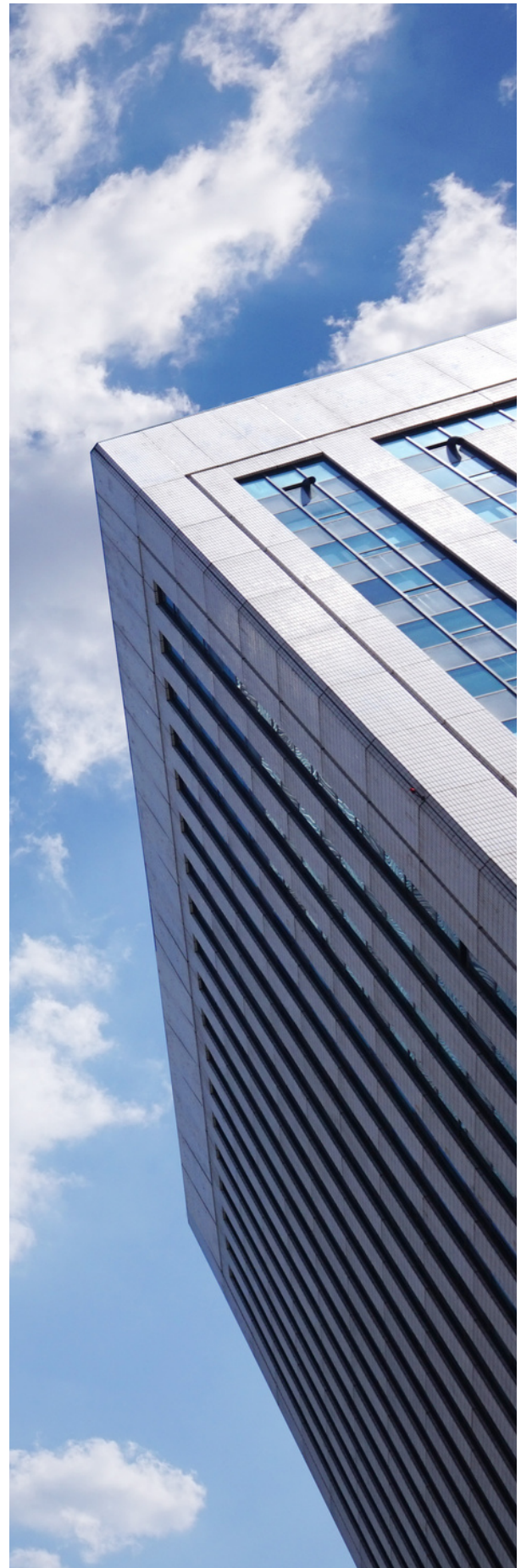
9. Fair and Inclusive Treatment of Employees: Creating a fair and inclusive workplace is paramount to us. Our employees value the equal treatment and opportunities afforded to all, regardless of their race, gender, age, or any other characteristic.

10. Pride in Being Part of Exo: Above all, our employees take immense pride in being part of ExoAnalytic Solutions. They are proud of our organization's mission, values, and the positive reputation it holds within the industry.

These ten aspects, valued highly by our employees, are the very reasons behind our exceptional retention rate. By prioritizing these key elements, we have successfully created an engaging and fulfilling work environment that enables every individual to thrive and contribute to our collective success. These aspects align with the core values and strengths of our organization, making ExoAnalytic Solutions a place where employees choose to build long and rewarding careers.

94.5%

Retention



Introduction

ExoAnalytic Solutions is committed to addressing climate change and minimizing its environmental impact. As part of our sustainability efforts, we have prepared this Greenhouse Gas (GHG) Disclosure, in compliance with the GHG Protocol, to transparently report our emissions and outline our mitigation strategies. This disclosure provides a comprehensive overview of our GHG emissions across various scopes, as well as our progress in reducing emissions and our future goals.

1 Reporting Boundary:

We have adopted a comprehensive reporting approach that covers all relevant sources of GHG emissions associated with our operations. Our reporting boundary includes direct emissions (Scope 1), indirect emissions from purchased electricity (Scope 2), and other indirect emissions from activities in our value chain (Scope 3). This disclosure aims to provide a complete and accurate representation of our carbon footprint.

2 GHG Emissions Summary:

The following tables summarize our GHG emissions for the reporting period January 1 - December 31, 2022. These tables present data for each scope, including the associated emissions sources and their respective emission factors.

Scope 1 Emissions:

Scope 1 emissions represent direct GHG emissions from sources owned or controlled by ExoAnalytic. These include emissions from combustion of fossil fuels, on-site energy generation, and industrial processes.

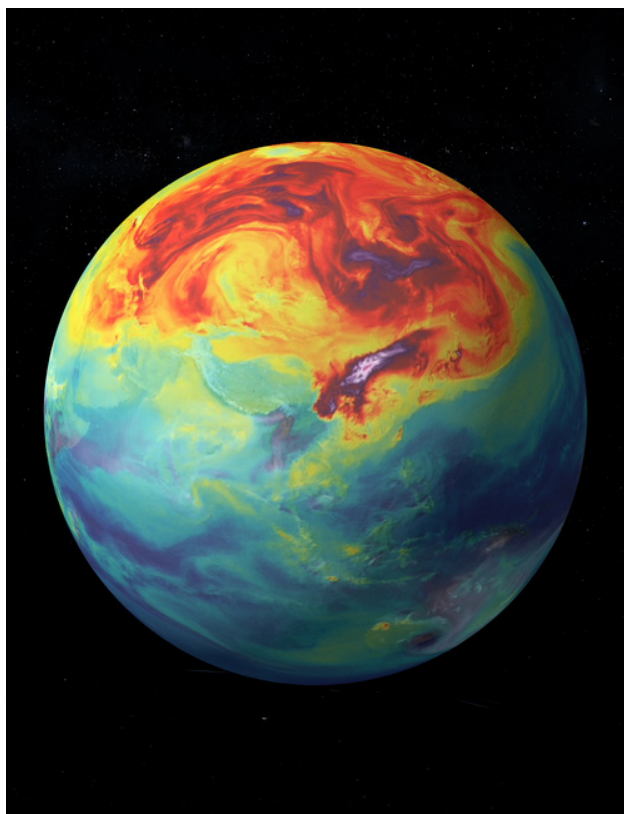
GHG Emissions and Assessment Criteria	Quantity
Scope 1 GHG Emissions Direct GHG emissions occurring from stationary combustion, mobile combustion, and process emissions.	0 Metric Tons CO ₂ e

Scope 2 Emissions:

Scope 2 emissions comprise indirect GHG emissions resulting from the generation of purchased electricity, heating, or cooling consumed by ExoAnalytic Solutions. These emissions are typically associated with the utility grid or other energy providers.

GHG Emissions and Assessment Criteria	Quantity
Scope 2 GHG Emissions (location-based) Indirect GHG emissions from the generation of electricity purchased by ExoAnalytic for office operations.	573 Metric Tons CO ₂ e





Scope 3 Emissions:

Scope 3 emissions encompass indirect GHG emissions that occur outside of our operational control but result from our activities. These emissions may arise from activities such as business travel, employee commuting, procurement, and transportation.

GHG Emissions and Assessment Criteria	Quantity
<p>Scope 3 GHG Emissions</p> <p>Indirect GHG emissions from employee business travel, employee commuting, and waste.</p>	<p>244 Metric Tons CO₂e</p>

3 Emissions Reduction Efforts:

At ExoAnalytic Solutions, we are dedicated to reducing our GHG emissions and mitigating climate change impacts. We have implemented the following measures to minimize our carbon footprint:

- **Energy Efficiency Initiatives:** We have invested in energy-efficient technologies and equipment to optimize energy consumption in our facilities. These efforts include lighting upgrades, HVAC system improvements, and process optimization.
- **Renewable Energy Adoption:** We have increased our use of renewable energy sources, such as solar panels, to reduce our reliance on fossil fuels and lower our Scope 2 emissions.

4 Future Goals and Targets:

We are committed to continuous improvement and setting ambitious targets for emissions reduction. Over the next year, ExoAnalytic is dedicated to actively exploring and implementing measures to reduce our greenhouse gas (GHG) emissions. We recognize the urgency of addressing climate change and are committed to playing our part in mitigating its impacts. During this period, we will conduct a thorough evaluation of our operations, supply chain, and energy consumption to identify opportunities for emissions reductions. Our focus will be on adopting energy-efficient technologies, optimizing processes, exploring renewable energy sources, and engaging our employees and stakeholders in sustainable practices. Through these efforts, we aim to minimize our carbon footprint, contribute to a more sustainable future, and align with global environmental goals. We are excited to embark on this journey and look forward to reporting our progress in our future GHG disclosures.

