

The Power of Employee-Ownership Midway through their careers, Bill Roark and Don Holder had both worked for a highly successful company when it was sold. For months, Roark invited Holder to breakfast and discussed starting a new company with him. Both had felt they had made commitments to valued employees in the past that they were powerless to honor after the acquisition. To prevent a similar situation from occurring in the future, Roark and Holder envisioned a business that would become an employee owned company through which its employees would have better control of their destinies. Through a phone call on his way to the University of Oklahoma for an Alabama Crimson Tide football game, Holder finally accepted Roark's offer to join the startup in early September 2002. The new company started in a modest suite at 2705 Artie St. that included a few offices and a conference room. The night before, "the company didn't even have desks," said Roark, who bought and assembled some desks from Staples and also purchased some used furniture. Since those early days, the company's success has skyrocketed. Torch Technologies has more than 1,200 employee owners and finished 2020 with \$550 million in revenue, making Torch one of the largest federal contractors in the nation. We believe that level of success is achieved by giving every employee owner a stake in the outcome. Torch's 20th Anniversary October 2, 2022 Torch 20 Years Strong Logo Torch Achieves Certified Evergreen™ Status March 7, 2022 Torch achieved Certified Evergreen™ status from Tugboat Institute, recognizing Torch's commitment to remain a privately owned company. Honolulu, HI Office Opened July 1, 2020 Detroit, MI Office Opened January 31, 2020 Waltham, MA Office Opened January 1, 2019 Groundbreaking on New Lab and Solutions Facility April 13, 2018 Pax River, MD Office Opened November 1, 2017 Torch's 15th Anniversary October 2, 2017 Aberdeen, MD Office Opened August 1, 2017 500 Employees July 1, 2016 Albuquerque, NM Office Opened June 6, 2016 TMAA Armament Task Order Added 100+ Employees to Shalimar, FL Location April 8, 2016 Moved Into New Corporate Headquarters Building October 14, 2015 Located at 4090 South Memorial Parkway Groundbreaking on Corporate Headquarters Renovation and New Conference Center: The Freedom Center March 20, 2015 Torch In Action Was Formed August 1, 2014 Service arm of Torch Helps, previously Torch Gives Shalimar, FL Office Opened July 1, 2014 Achieved 100% Employee and ESOP Ownership January 24, 2014 Colorado Springs Office Opened April 3, 2013 Aviation Division Achieves CMMI Level 3 Rating July 12, 2012 250 Employees March 16, 2012 Achieved 100% Employee Ownership December 31, 2011 Passed \$1B in Awarded Prime Contract/Task Order Ceiling March 15, 2011 Optical Research and Calibration Laboratory Opened May 31, 2010 Received ISO 9001 Certification March 10, 2010 Employees Adopted Core Attributes December 6, 2008 Innovation, Cooperation, Expertise, Customer Focus, Excellence, Integrity, and Reliability First Major Prime Award June 30, 2008 SSDD TO 1- \$180M Ceiling Corporate Offices Relocated to 4035 Chris Drive June 30, 2005 Torch Helps Was Established June 16, 2005 Fifty Employees May 31, 2004 Employee Stock Option Plan (ESOP) Was Effective January 1, 2004 First Prime Contract March 12, 2003 Torch Technologies Was Founded October 2, 2002