2026 SUSTAINABILITY REPORT

Teltech Group

Creating Tomorrow's Solutions. Today.

A Message From OUR CEO: Lisa Hanlon

"At Teltech Group, preventing pollution and responsibly stewarding natural resources has long been central to who we are. Since 2021, we have expanded material reduction and reuse initiatives and strengthened our efforts to keep electronics and ICT waste out of landfills—preventing more than 142 million pounds of waste from reaching U.S. landfills. By partnering exclusively with vendors who share our zero-landfill e-waste policy, we ensure sustainability remains embedded across our supply chain.

Since our founding in 1999, we have continued to evolve our Environmental, Social, and Governance (ESG) practices, including programs that encourage employee engagement, wellness, and community involvement. Our team supports meaningful causes through activities such as blood drives, river cleanups, fundraising for children's advocacy programs, and outdoor archery therapy for veterans with PTSD.

Looking forward, Teltech Group is committed to taking bold action on climate change by pursuing net-zero GHG emissions across our value chain by 2030, aligning with the Science Based Targets initiative (SBTi) Net-Zero Standard and the Paris Agreement goal of limiting warming to 1.5°C. We are prioritizing emissions reduction, water conservation, and ongoing ESG training to minimize our footprint and build a more sustainable future.

As we move ahead, we remain dedicated to our employees, our communities, and responsible resource stewardship—and to making a lasting, positive impact together."

Sincerely, Lisa Hanlon CEO, Teltech Group

Company Overview

Teltech Group, founded in 1999 as Teltech Communications, LLC, began its journey partnering with leading wireless service providers as a telecommunications equipment reseller. As a proud Native American, woman-owned business, our success has been built on resilience, dedication, and an unwavering commitment to excellence. These core values remain at the center of who we are, shaping our culture and driving every decision we make today.

Respect
Teltech Group respects the contributions of our team, the requirements of our clients and the world in which we live, work and play. We focus on being a good corporate citizen in the world.

Teamwork
Teltech Group has a culture of teamwork that enhances individual creativity in conjunction with team-focused results. When our team members thrive, Teltech Group thrives.

Diversity & Inclusion
Teltech Group engages diversity of thought and cultures. Diversity and inclusion are our cornerstone for innovative thought and creative solutions.

Core Values

Sustainability
Sustainability is at the heart of everything we do at Teltech Group. Our commitment to sustainable business practices has been recognized year-after-year.

Integrity
We conduct our business with honesty and fairness – not just in the letter of the law, but also in the spirit of the law, while keeping in mind the best interests of our customers.

Accountability
Our team members are accountable to the client and each other to do it right the first time. The Teltech Group name means you can expect the very best in service and products.

Continuous Improvement
We continually research and implement processes designed to make what we do better. Our proactive approach reduces unforeseen challenges and complications, while enhancing the opportunities for positive results.

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Strategic Partners

Diversity Certifications and Memberships


Association Memberships

Vision

Our vision is to be a leader in the creation and deployment of innovative technology solutions that positively impact our world through the utilization of a talented and passionate team who believes there is always a better way to achieve results.

People

Our diverse family of industry veterans nationwide has the expertise to transform networks, manage assets, implement new smarter technologies, and provide alternative cost-effective solutions. Their motto: "Never overcommitting yet always evolving."

Mission

Teltech Group's mission is to create innovative and sustainable solutions that result in our clients' success.
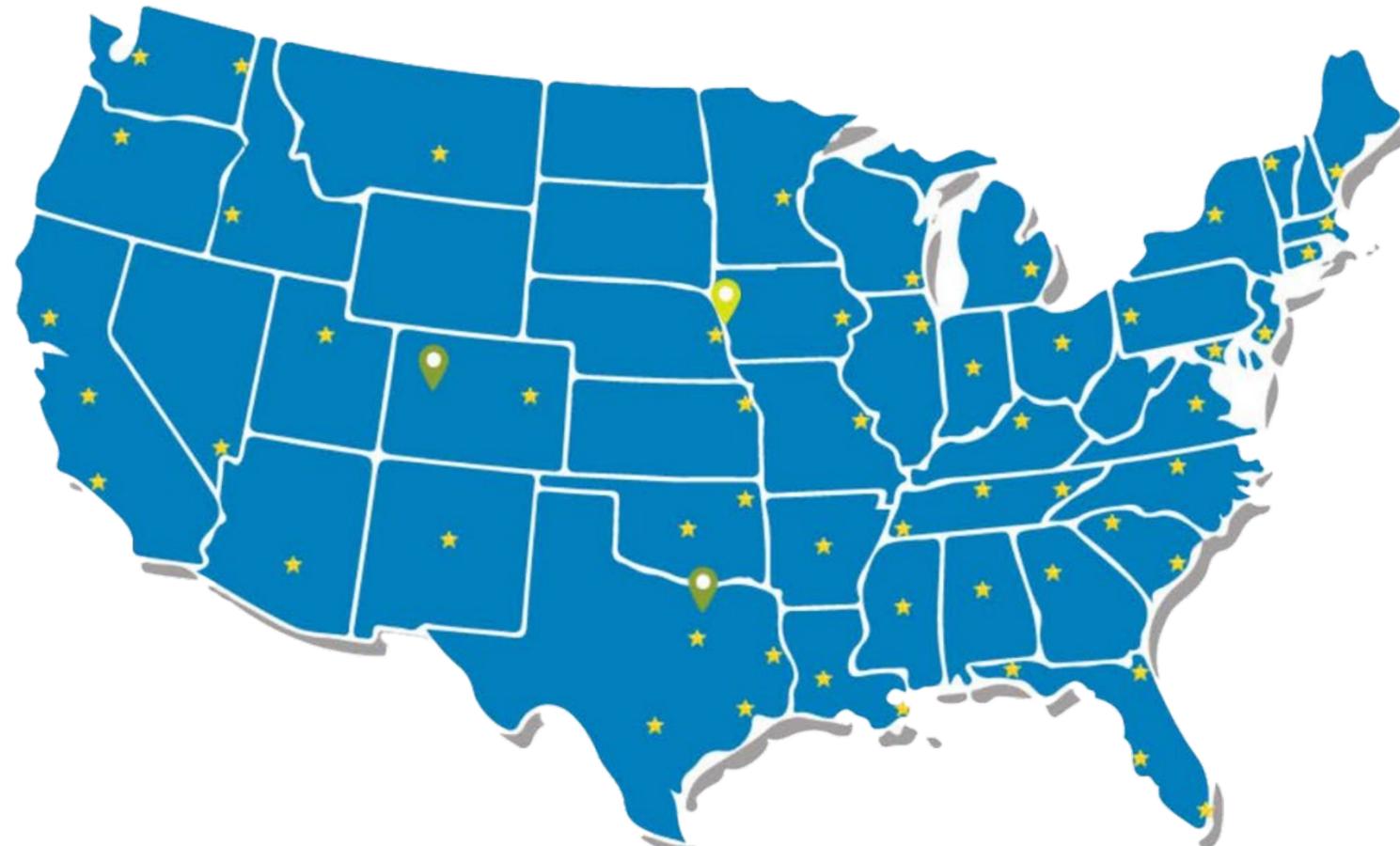
Innovative Products, Services, and Solutions

3PL Forward &
Reverse Logistics/
Supply Chain Solutions

Asset Management

Wireless Network
Design & Deployment

Teltech Group works to empower Native American communities by providing complete RF network designs tailored to individual communities' requirements. For example, the Zuni and Santa Clara tribes in New Mexico now have 5G wireless connectivity.

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Innovative Products, Services, and Solutions

Broadband
Equipment Sales

Network Integration
Services

Private & Secure 5G
Network Services

The COMET portfolio of products offers fast, flexible, and secure private 5G communication solutions, ready for deployment wherever and whenever you need them.

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Environment, Health & Safety, and Social Governance

Teltech Group has built a reputation for leadership and innovation in Environment, Health & Safety (EHS) and Social Governance. We prioritize creating safe, hazard-free workplaces and ensuring the well-being of our employees. Environmental stewardship is a cornerstone of our operations, with sustainability woven into every decision we make. By fostering a culture of inclusion and empowering our employees to actively shape our EHS initiatives, we drive continuous improvement and meaningful impact. For us, these commitments aren't just good business—they're the right thing to do.
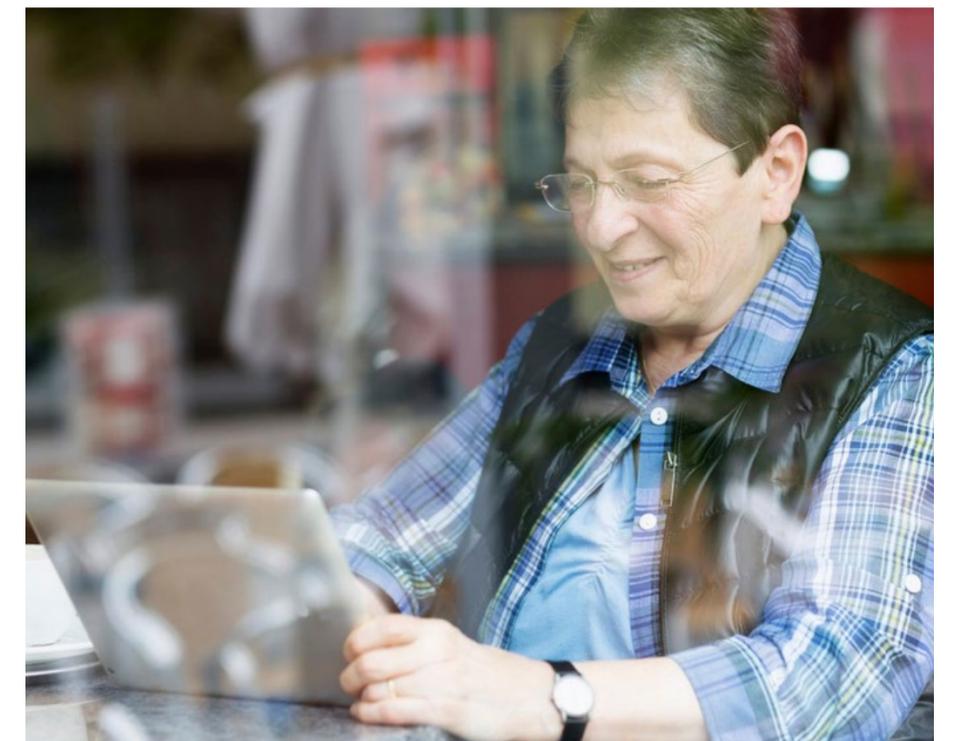
We preserve the environment through our recycling program.
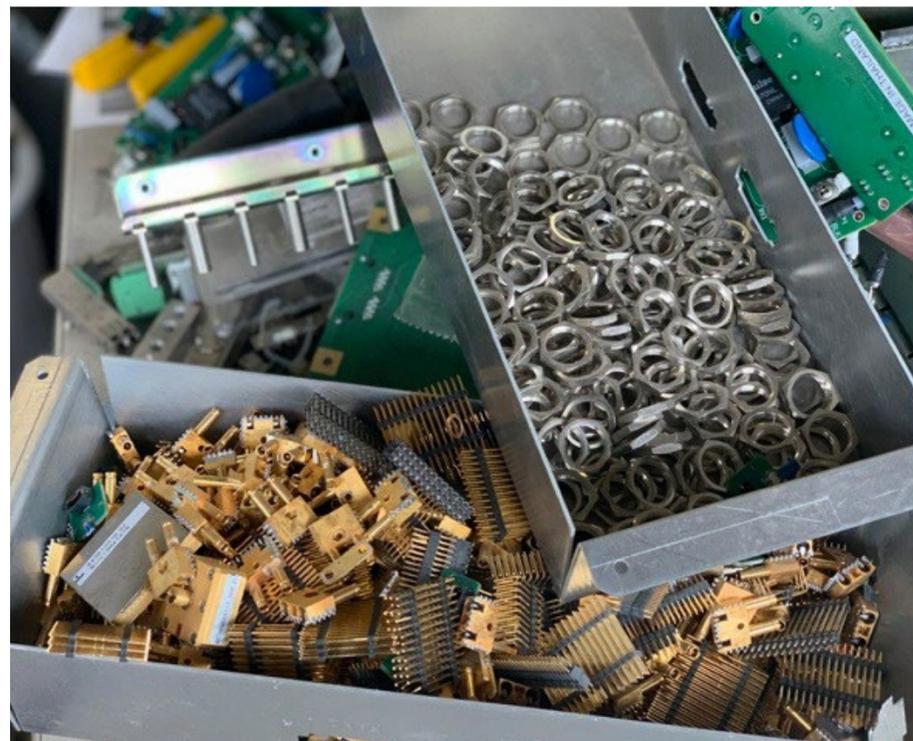
We value employees and their safety.

We care about veterans and underserved communities

Our Commitment to Sustainability

Together, we can shape a greener, more sustainable future for generations to come.

Since our founding in 1999, Teltech Group has remained committed to operating as a sustainable and socially responsible company. We advance green business practices through waste reduction, remote work adoption, supply chain optimization, and energy-efficiency improvements—supporting ongoing progress in emissions reduction, water conservation, and ESG education.

To further address climate change and strengthen long-term resilience, Teltech has committed to achieving net-zero greenhouse gas (GHG) emissions across our value chain by 2030. Our strategy aligns with the Science Based Targets initiative (SBTi) Net-Zero Standard and the Paris Agreement goal of limiting global warming to 1.5°C. Our near-term targets include a 50% absolute reduction in Scope 1 and 2 emissions and a 50% reduction in Scope 3 emissions by 2030, with full net-zero emissions targeted by 2050. We will publish annual progress updates in our Sustainability Report and continue collaborating with partners and suppliers to expand our collective impact.

Commute-Related CO_2e Emissions (2022–2025)
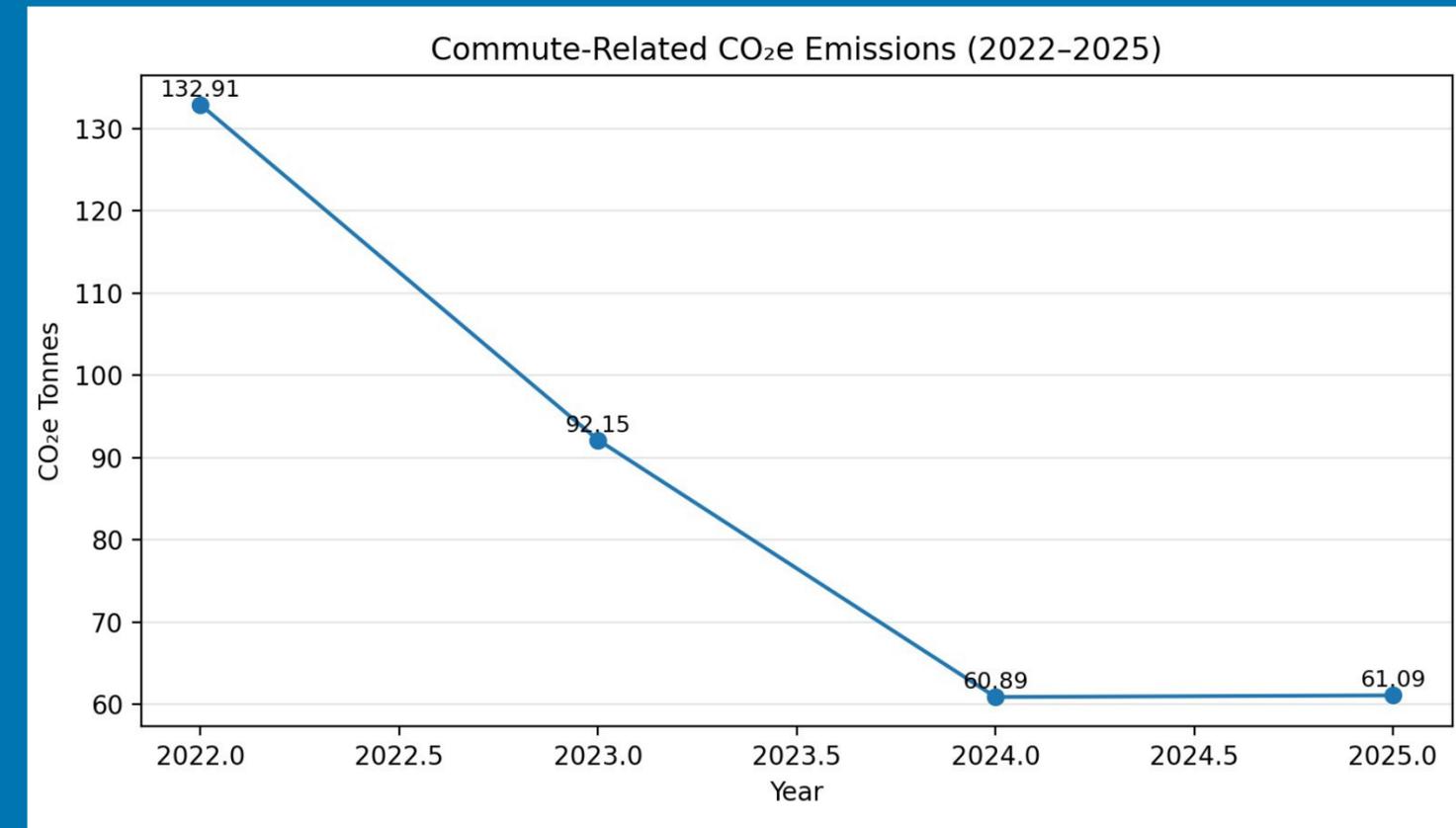
2026 Environment Goals

Reduce Scope 1 and Scope 2 emissions by 10% by 2027.

Reuse boxes, packaging material, and pallets to reduce the purchase of new materials by 10% by 2027.

Recycle substantially more material than we dispose of in landfills.

2026 Projects

Water Reclamation project - collect all water run-off for reuse in other applications.

2022-2025 Net Zero YOY Totals

	2022	2023	2024	2025
Scope1	12.2	10.7	7.5	2.9
Scope 2	478	368	224	165
Scope 3	132.9	92.2	60.9	61.1*

UOM = Metric Tonnes

*Slight headcount growth caused upward tick in CO2 emissions from 2024 to 2025

63.25%

decrease in CO_2 Emissions from baseline year of 2022 through 2025 -- exceeding our Net-Zero goal of 50% by 2030!

Teltech's Integrated Management System

Teltech is committed to customer satisfaction and to meeting or exceeding customer requirements by doing our work right the first time. We drive continual improvement in our integrated quality, environmental and health & safety management system, and in our products and services by:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health.
- Identifying and eliminating hazards and reducing risks.
- Seeking the participation and shared responsibility for health and safety with our workers.
- Our commitment to the prevention of pollution and to responsible stewardship of natural resources.
- Our compliance with legal and other requirements that apply to our operations.

Quality, Environmental, Health & Safety Certifications

Environment

Zero Landfill Initiative

At Teltech, sustainability is a core value. Through our Zero Landfill Initiative, we ensure that electronics and other materials are either recycled or responsibly disposed of, preventing harm to landfills and waterways. We partner exclusively with vendors who share our commitment to zero-landfill policies. Our approach prioritizes resource conservation by reusing packaging materials, breaking down items into their core components, recovering valuable metals, refurbishing functional parts for resale, and recycling all e-waste. To date, we've proudly diverted over 142 million pounds of materials from landfills, setting a standard for environmental stewardship.

Recognized Leader

Teltech has been recognized as an Environmental Gold Leader by the Colorado Green Business Network, (formerly the Colorado Environmental Leadership program). Teltech has also achieved a Silver rating from EcoVadis and won the TIA Sustainability Award for Field Services for three years in a row 2019, 2020, 2021.
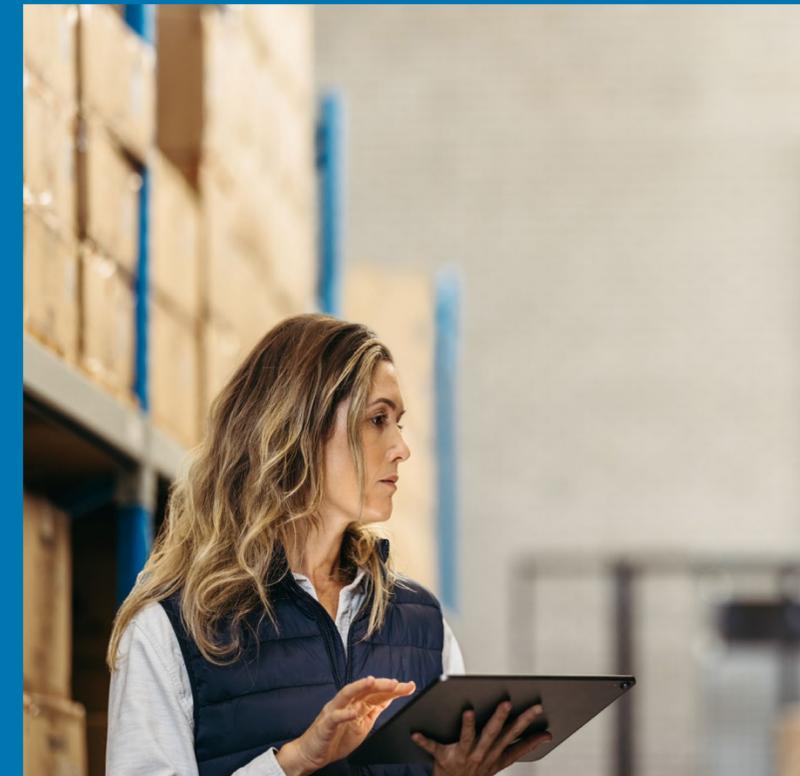
Health & Safety

Teltech EMR Rating
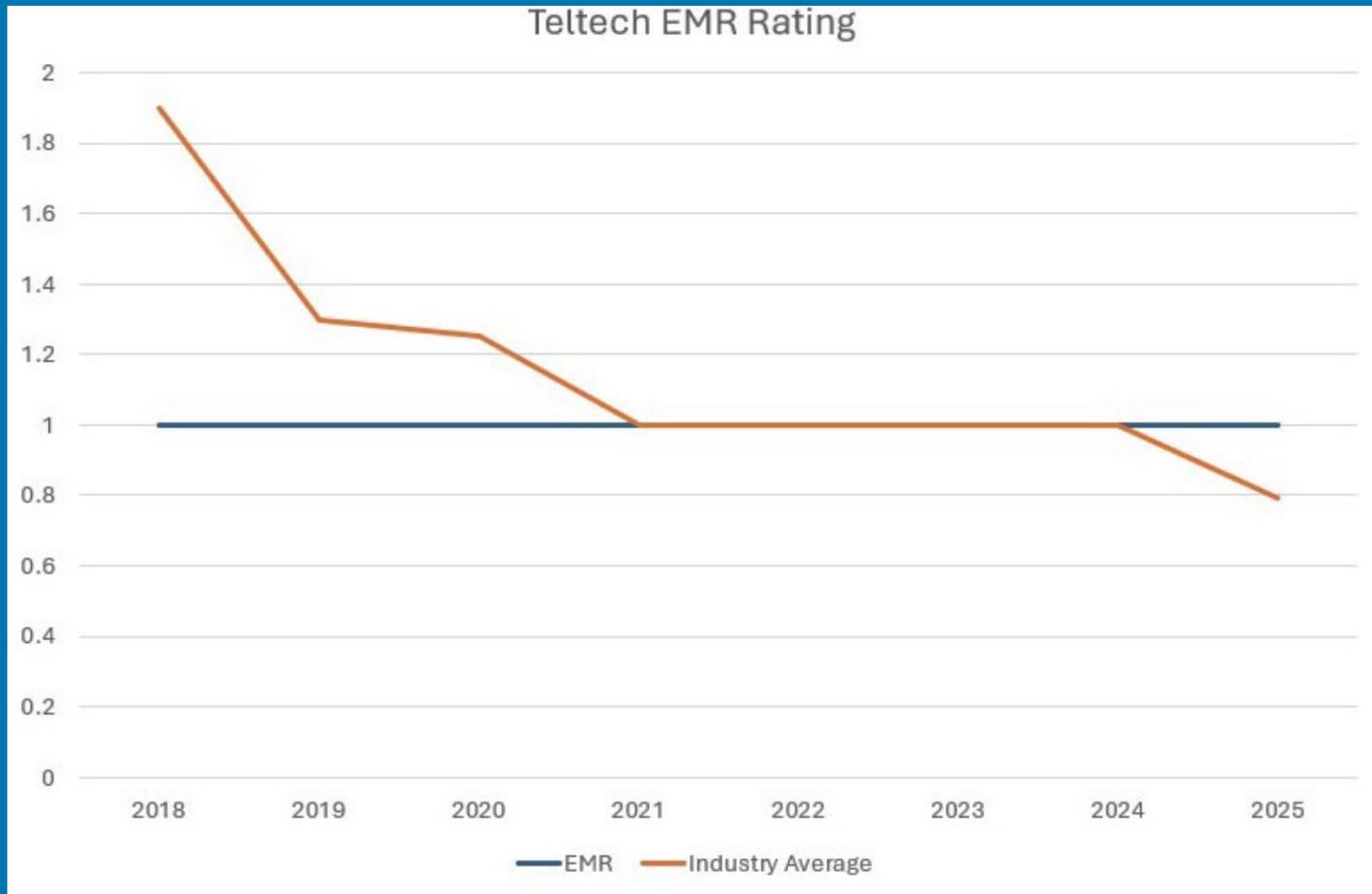
7 years no lost time due to injury as of October 15, 2025 (Texas warehouse) 7 months no lost time due to injury at Crossings.

2026 Health & Safety Goal:

Maintain Safety Rating

EMR<1

(.79 for 2025)

Health & Safety

Health & Wellness

Different health and wellness topics are shared with employees each month with an emphasis on a healthy lifestyle. Events are held to encourage healthy living such as the Cigna Global Fitness Challenge in which employees earned points by logging their activities and completing fitness achievements.

Work Instructions

Detailed work instructions have been developed for all activities that potentially affect worker safety or environmental protection. These instructions have led to increased worker awareness and their impact on safety and the environment. The work instructions were noted as a 'best practice' in a recent ISO 45001 audit.

COVID-19 Protocols

A COVID-19 addendum to our Disaster Recovery / Business Continuity Plan helped us to prepare for the pandemic and protect our employees and customers. Teltech was designated as an essential business and never had to shut down operations during the pandemic.

Emphasis on Training

Every warehouse employee participates in weekly safety training, as well as annual quality, environmental, and health & safety training. Employees also perform their own job hazard analysis and determine the safest methods for job execution.

People & Culture

At Teltech Group, sustainability means more than environmental progress—it includes how we invest in people, build opportunity, and lead with accountability. As a Native American and woman-owned company, we believe strong teams are built through respect, growth, and a shared commitment to serving customers and communities. Teltech's culture is anchored by high standards for ethical behavior, workplace professionalism, and responsible business practices—ensuring our employees, partners, and customers can trust how we operate and how we grow.

Diversity & Inclusion

"Diversity and inclusion are core values of Teltech. We believe the power of diversity and inclusion enriches all of us by exposing us to a range of ways to understand and engage with the world, identify challenges, and to discover, design and deliver solutions."

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Social Governance

Suppliers

Teltech carefully evaluates all downstream vendors on environmental and social criteria. This is done to ensure that our values and high standards for the treatment of employees is also practiced by our vendors.
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To protect the environment and ensure safe and responsible recycling of all electronic waste, we ask all our e-waste vendors to be R2 certified.

Employee Engagement

All new Teltech employees complete onboarding and code of conduct training to reinforce our values, respect for one another, and environmental responsibility. Along with weekly safety training, employees help create and review Job Hazard Analyses to identify risks and determine safe, efficient work methods. They also contribute to work instructions and can recommend process improvements.

Employees may nominate peers for SPOT awards when they go above and beyond and can submit ideas through the Bright Idea program to improve quality, safety, or environmental protection. Implemented ideas earn recognition and a small reward.