2026 SASB REPORT

This Report outlines Telos' disclosure in accordance with the International Sustainability Standards Board's SASB Standards for the Software & IT Services industry for fiscal year 2025, unless otherwise noted.

SASB Standards: Index

Topic	Metric	Code	Disclosure
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Total energy consumed by Telos in 2025 was 11,955GJ (8767GJ electrical / 3188GJ gas). 100% of the electricity consumed was grid electricity. Telos does not currently receive energy from renewable sources.
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Total water withdrawn by Telos in 2025 was 8,444 cubic meters. Based on the World Resources Institute's Water Risk Atlas tool, 100% of Telos facilities are located in low baseline water stress regions.
	Discussion of the integration of environmental considerations into strategic planning for data centre needs	TC-SI-130a.3	Telos does not currently track this information as we do not own or operate data centers.
Data Privacy and Freedom of Expression	Description of policies and practices related to targeted advertising and user privacy	TC-SI-220a.1	This information can be found at: www.telos.com/privacy.
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Telos primarily operates in a business-to-business or business-to-government environment and does not track numbers of individual users whose information may be used for secondary purposes.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	In 2025, Telos did not have any monetary losses as a result of legal proceedings associated with user privacy.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, and (3) percentage resulting in disclosure	TC-SI-220a.4	In 2025, Telos did not have any law enforcement requests for information concerning users of Telos' solutions.

SASB Standards: Index

Topic	Metric	Code	Disclosure
Data Privacy and Freedom of Expression (cont.)	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	Telos' products and services may be subject to export control and sanctions laws, including, without limitation, the U.S. Export Administration Regulations administered by the U.S. Department of Commerce's Bureau of Industry and Security ("BIS") and economic sanctions administered by the U.S. Department of the Treasury's Office of Foreign Assets Control ("OFAC"), European Commission regulations, United Nations Security Council resolutions, and other similar national or international regulations (collectively, "Export Laws"). Telos follows a process to assess products and services against the Export Laws criteria. In addition, our products and services are not distributed to natural or legal persons (i) located, organized, or resident in a country or territory that is subject to a U.S. trade embargo; or (ii) identified on, or owned or controlled by any party identified on, any applicable sanctions or restricted party list, including the Specially Designated Nationals and Blocked Persons List, Foreign Sanctions Evaders List, and Sectoral Sanctions Identifications List, administered by OFAC, and the Entity List, Denied Persons List, or Unverified List, administered by BIS. As a consequence, our products and services may not be available in all jurisdictions and we may cease to provide them if violations of the Export Laws are identified.
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	TC-SI-230a.1	In 2025, Telos did not experience a data breach that had a material impact on the business.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Telos' approach to identifying and addressing data security risks, including the use of third-party cybersecurity standards, is set forth in our public filings with the SEC, including our annual report on Form 10-K and Proxy Statement.

SASB Standards: Index

Topic	Metric	Code	Disclosure
Recruiting and Managing a Global, Diverse and Skilled Workforce	Percentage of employees that require a work visa.	TC-SI-330a.1	As of April 2026, approximately .01% of full-time Telos employees in the U.S. require a work visa.
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	TC-SI-330a.3	As of April 2026, our global gender and diversity group workforce representation metrics are approximately:

	Female		Male		Total	
a) Executive Management	1	0.2%	5	1.1%	6	1.3%
b) Non-Executive Management	35	7.4%	82	17.3%	117	24.7%
c) Technical	59	12.4%	228	48.1%	287	60.5%
d) Other	33	7.0%	31	6.5%	64	13.5%
Grand Total	**128**	27.0%	**346**	73.0%	**474**	100.0%

	Black		Hispanic		White		Other		Total	
a) Executive Management	1	0.2%	2	0.4%	3	0.6%		0.0%	6	1.3%
b) Non-Executive Management	4	0.8%	4	0.8%	86	18.1%	23	4.9%	117	24.7%
c) Technical	66	13.9%	33	7.0%	125	26.4%	63	13.3%	287	60.5%
d) Other	6	1.3%	7	1.5%	38	8.0%	13	2.7%	64	13.5%
Grand Total	**77**	16.2%	**46**	9.7%	**252**	53.2%	**99**	20.9%	**474**	100.0%

Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	In 2025, Telos did not have any monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.

SASB Standards: Index

Topic	Metric	Code	Disclosure
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	From time to time, Telos may experience performance issues and service disruptions that affect the use of our solutions. These issues are rare, and any performance issues and service disruptions that Telos did experience in 2025 did not have a material impact on our business.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	For a description of business continuity risks related to technology disruptions of operations and how these risks are mitigated, please see the Risk Factors identified and described in our annual report on Form 10-K and the Information Security and Risk Oversite section of our Proxy Statement.