

# 2026 ESG SUMMARY

## Introduction

Doyon Technology Group (DTG) is a dynamic and innovative company dedicated to providing cutting-edge technology solutions. As a subsidiary of Doyon, Limited DTG benefits from a robust organizational structure that supports its diverse range of services and initiatives. The company is committed to Environmental, Social, and Governance (ESG) principles, striving to create a sustainable and inclusive future. DTG's commitment to ESG is reflected in its comprehensive recycling programs, efforts to foster a diverse and inclusive workforce, and initiatives to reduce its carbon footprint. By integrating ESG considerations into its strategic planning, DTG aims to drive positive change and contribute to the well-being of its employees, shareholders, and the broader community.

# PART I: ENVIRONMENT

## Environment

### **Doyon Technology Group: Embracing Remote and Hybrid Workforces**

At Doyon Technology Group, we recognize the immense benefits of maintaining a significant remote or hybrid workforce. This approach not only enhances productivity and flexibility but also fosters a diverse and inclusive work environment. By allowing employees to work remotely, we can attract top talent from various geographical locations, ensuring that we have the best minds working on our projects. Additionally, remote work reduces commuting time and costs, leading to improved work-life balance and overall employee satisfaction.

### **Commitment to Recycling**

Our commitment to sustainability is reflected in our recycling initiatives within our offices. Doyon Technology Group is dedicated to reducing our environmental footprint by implementing comprehensive recycling programs. We encourage our employees to actively participate in recycling efforts, ensuring that paper, plastic, and electronic waste are properly disposed of and recycled. By promoting recycling, we aim to create a greener workplace and contribute to the global effort of preserving our planet for future generations.

### **Sustainable Vision for Doyon, Limited**

IT companies like Doyon Technology Group play a crucial role in Doyon, Limited's sustainable vision for the future. By investing in technology and IT services Doyon, Limited is positioning itself for long-term growth and sustainability. The focus on IT and technology aligns with the company's commitment to diversify its portfolio of companies from traditional Alaskan industries such as the oil sector. This strategic shift not only supports the economic development of the region but also ensures that Doyon, Limited remains at the forefront of technological advancements. By leveraging IT solutions, Doyon Technology Group contributes to the overall goal of creating a resilient and forward-thinking organization that prioritizes environmental stewardship and community well-being.

# PART I: ENVIRONMENT

## Scope Emissions

The Scope Emissions section provides an overview of the carbon emissions associated with various buildings within our organization. The data is categorized by building location, eGrid region, usage type, and annual carbon emissions. This information is crucial for understanding our environmental impact and identifying areas for improvement.

### Building Emissions Table

Building	Location	eGrid	Usage	Annual Carbon Emissions (lb)
designDATA Office	Maryland	SRVC	General Office	214,954
Arctic IT Plano	Texas	ERCOT	General Office	25,997
dD Data Center	Maryland	SRVC	Data Center	119,614
Arctic IT Anchorage	Alaska	ASCC	General Office	N/A

# PART II: GOVERNANCE

## Governance

### **DATA Security & Data Privacy**

The DTG-Written-Information-Security-Plan outlines Doyon Technology Group's comprehensive approach to safeguarding confidential information through administrative, technical, and physical measures. The plan includes protocols for identifying and mitigating internal and external risks, designating a Data Security Coordinator, implementing daily operational guidelines, and ensuring secure recordkeeping and access control. It also addresses breach response procedures and emphasizes employee responsibility in maintaining information security. Additionally, the plan emphasizes the importance of protecting against internal and external risks, ensuring secure recordkeeping, and controlling access to sensitive data.

The designated Data Security Coordinator is responsible for implementing and maintaining these measures, training employees, and regularly reviewing the security protocols. It also includes guidelines for handling breaches of data security, ensuring that any incidents are promptly reported and addressed.

The group of companies has no known data breaches or legal proceedings related to the privacy and security of the data of the employees of Doyon Technology Group.

### **Recruitment Policies and Commitments**

At Doyon Technology Group (DTG), we are deeply committed to fostering a diverse and inclusive workforce. Our recruitment and selection processes are designed to attract and hire individuals from a wide range of backgrounds, ensuring that we benefit from a variety of perspectives and experiences. We adhere to strict equal opportunity employment practices, prohibiting discrimination based on race, religion, color, national origin, age, disability, sex, sexual orientation, gender identity, or transgender status <sup>1</sup>. Additionally, we prioritize the hiring of qualified shareholders of Doyon, Limited and other Alaska Native corporations, reaffirming our dedication to supporting the economic and social well-being of our community. Through these efforts, we aim to create a respectful and dynamic workplace where all team members can thrive and contribute to our collective success.

# PART II: GOVERNANCE

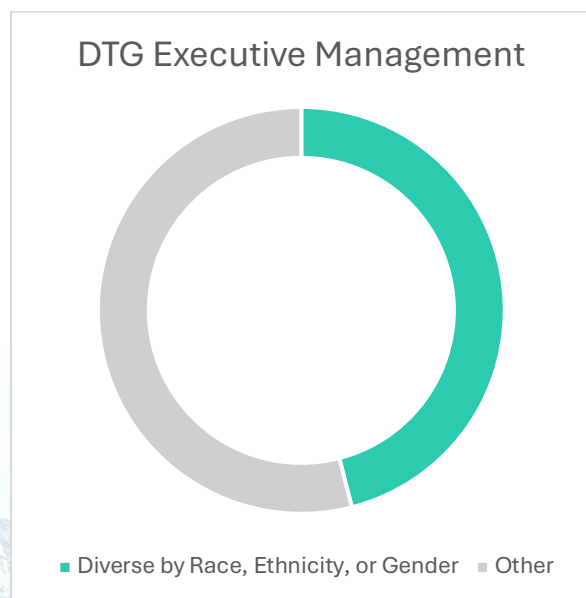
## Utilizing CultureAmp for Employee Engagement

At Doyon Technology Group, we leverage the CultureAmp platform to gauge employee engagement and satisfaction. This powerful tool allows us to collect valuable insights through comprehensive surveys, helping us understand the needs and concerns of our workforce. Leadership is committed to transparency and action; they share the survey results with all employees and take meaningful steps to address the feedback. By actively responding to the insights gathered, we foster a positive and productive work environment where every team member feels heard and valued.

## Workforce Diversity and Turnover Statistics

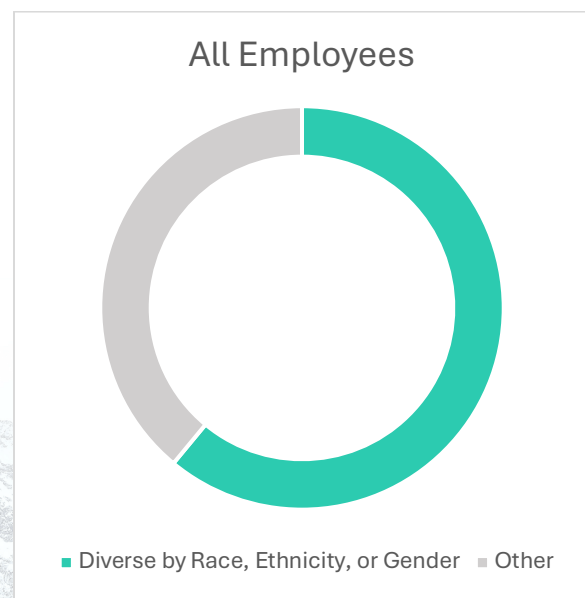
### Percentage of Gender and Racial Ethnic Group Representation: Executive Management

46% of DTG's Executive Management is diverse by race, ethnicity, or gender.



### Percentage of Gender and Racial/Ethnic Group Representation: All Employees

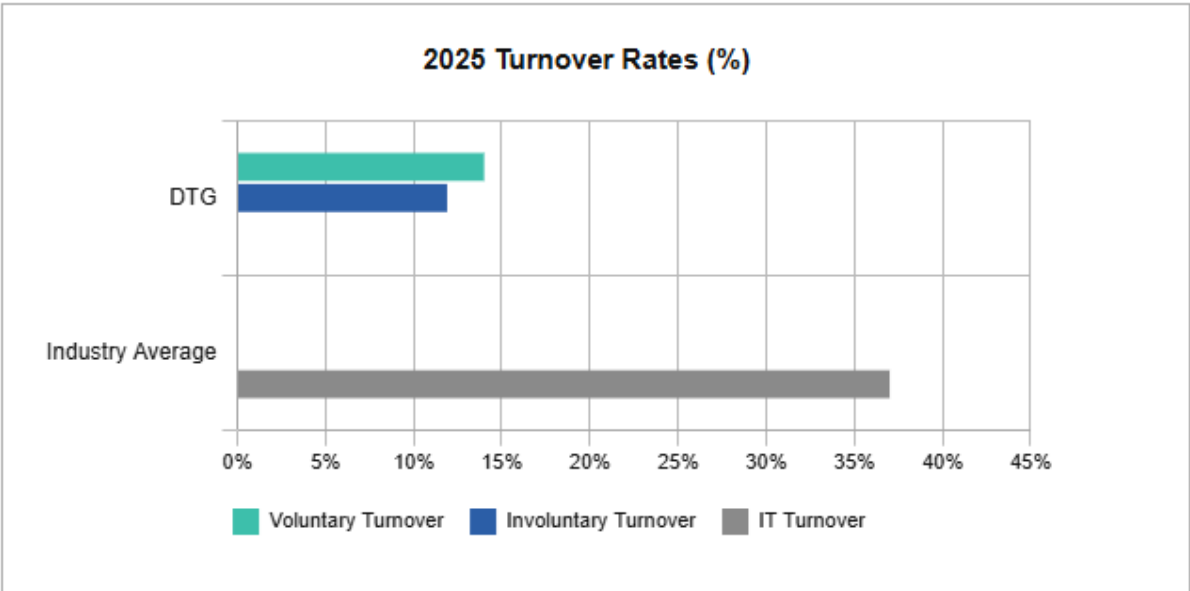
61% of DTG's full time workforce are diverse by race, ethnicity, or gender.



# PART II: GOVERNANCE

## Employee Voluntary and Involuntary Turnover Rates for 2025

DTG’s most recent turnover rate was 25.9% (14% for Voluntary Turnover and 11.9% for Involuntary Turnover) in 2025. This compares to the most recent BLS statistics for the IT industry, which showed on average a 37% turnover in the industry.

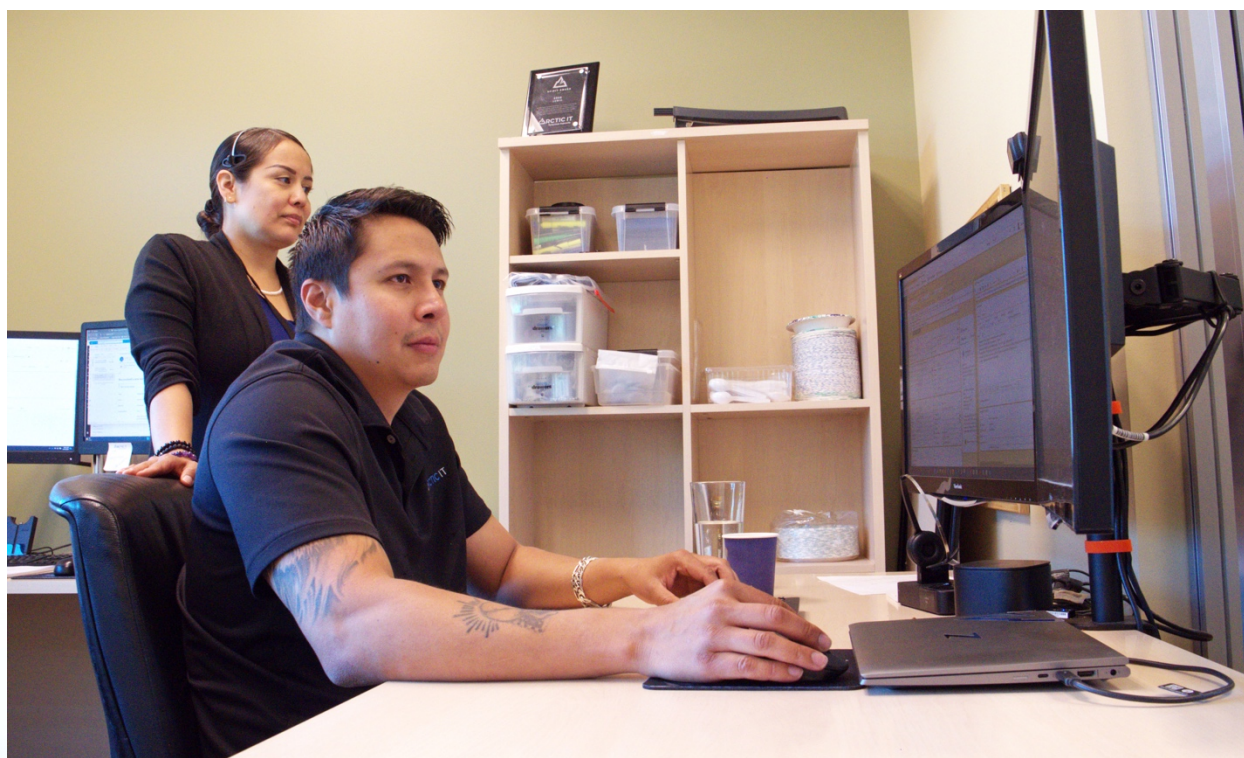


## PART III: SOCIAL

### Social

#### Shareholder Engagement

As part of our social responsibility to foster equity and opportunity, the Doyon IT Academy empowers shareholders through a comprehensive 9-week training program rooted in the CompTIA curriculum. This initiative provides participants with essential IT skills and a pathway to certification, enabling access to high-demand technology careers. By investing in shareholder talent and offering post-training internship opportunities, the Academy strengthens community resilience, promotes economic mobility, and reflects our commitment to inclusive workforce development.



#### Programs for Employees

At Doyon Technology Group (DTG), we are dedicated to supporting our employees and shareholders through a comprehensive benefits program that emphasizes their well-being and professional growth. Our benefits include competitive base salaries and incentive

## PART III: SOCIAL

compensation, paid time off (PTO), emergency medical leave, bereavement leave, parental leave, and volunteer time off (VTO) to encourage community engagement. We also offer health insurance, retirement plans, and tuition reimbursement programs to foster continuous learning and career advancement. Additionally, DTG provides a wellness program to promote physical health and a communications reimbursement to support remote work. These benefits reflect our commitment to creating a supportive and inclusive workplace that values the contributions of our employees and shareholders, ensuring their economic and social well-being.

### **Economic Contributions**

Doyon Technology Group (DTG) plays a pivotal role in generating economic contributions for its parent company, Doyon, Limited. Through its innovative technology solutions and strategic initiatives, DTG drives profitability and growth, which in turn supports Doyon Limited's various cultural programs, donations, and education and training initiatives for native shareholders. The profits generated by DTG are ultimately distributed for the benefit of the native community in the center of Alaska, fostering economic mobility and enhancing community resilience. By investing in shareholder talent and offering post-training internship opportunities, DTG strengthens the social and economic fabric of the region, reflecting its commitment to inclusive workforce development and the well-being of its native shareholders.