STARTEAM GLOBAL Environmental Sustainability Policy — Version 2

Last updated: August 2026
Version: 2
Review cycle: Annual
Applies to: All directors, employees, contractors, and suppliers
Publicly available: Yes

Revision note: This is the second version of the policy. It was updated following SBTi approval on 11 August 2026 to align the climate targets with the official validated target language.

Introduction

STARTEAM GLOBAL is committed to environmental stewardship, climate action, biodiversity protection, and circular economy principles across our operations and value chain. This policy aligns with CSRD (ESRS E1 & E4), IFRS S1/S2, GRI, CDP, UN Global Compact, and the RBA Code of Conduct.

We recognise that a sustainable environment is central to our lives and business. We commit to continuous improvement, transparency, and accountability.

The aims of this policy are to:

- Implement environmental actions across the company
- Monitor environmental performance and improvements
- Communicate environmental initiatives internally and externally

Scope

This policy applies to STARTEAM GLOBAL and defines environmental principles and expectations across operations and supply chain.

Policy Commitments

STARTEAM GLOBAL respects the natural environment and its ecosystems. We commit to:

- Monitoring and managing our environmental performance against defined targets
- Complying with all applicable environmental laws and regulations
- Reducing consumption of natural resources (energy, water, raw materials)
- Maximising recycling and implementing circular economy practices
- Disposing of all waste responsibly, including e-waste through certified channels
- Preventing pollution at source
- Communicating our environmental commitments transparently to stakeholders

Climate Change & GHG Emissions

STARTEAM GLOBAL commits to decarbonisation aligned with the Paris Agreement and the Science Based Targets initiative (SBTi).

Quantitative targets:

Near-term (by 2030, from a 2024 base year):

- Reduce absolute Scope 1 and 2 GHG emissions by 42.0% by 2030 from a 2024 base year
- Reduce Scope 3 GHG emissions from purchased goods and services, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting by 51.6% per square metre of PCB produced (m^2 of PCB) within the same timeframe

Long-term and net-zero (by 2050, from a 2024 base year):

- Achieve net-zero greenhouse gas emissions across the value chain by 2050
- Reduce absolute Scope 1 and 2 GHG emissions by 90.0% by 2050 from a 2024 base year
- Reduce Scope 3 GHG emissions by 97.0% per square metre of PCB produced (m^2 of PCB) within the same timeframe

Renewable energy:

- Source ≥50% of purchased electricity from renewable sources by 2030
- Progress to 100% by 2040

We maintain ISO 14064 certification with annual third-party verification. Where applicable and feasible, emissions data from our calculator verified against ISO 14067 is integrated into customer communications and quotations.

Biodiversity & Ecosystem Protection

STARTEAM GLOBAL recognises the intrinsic value of biodiversity. We apply the mitigation hierarchy: **avoid, reduce, restore, offset**.

Commitments:

- Protect natural habitats and prevent ecosystem degradation
- Avoid deforestation and ecosystem conversion in our operations and supply chain
- Integrate biodiversity considerations into site selection and project planning
- Screen all operational sites for biodiversity risk

Quantitative target:

- Maintain a target of zero deforestation risk across operations and engage suppliers accordingly
- Complete biodiversity risk screening for all operational sites by 2027

We will report annually on biodiversity risk screening results and any restoration activities.

Circular Economy & Resource Use

STARTEAM GLOBAL commits to transitioning from a linear to a circular model.

Commitments:

- Increase recycled content in materials, including copper and packaging
- Maximise reuse and recycling of non-hazardous waste
- Reduce water consumption through efficiency and reuse
- Provide end-of-life recycling guidance to customers, including information on certified WEEE recyclers
- Provide customers with design for recyclability recommendations and guidance on material choices that enable responsible end-of-life treatment

Quantitative targets:

- Maintain **≥95% recycled copper** in laminates and **≥75%** in copper foil
- Achieve **≥95% non-hazardous waste recycling** across all factories and operation sites
- Reduce water intensity (m^3/m^2 PCB production) by **15% by 2028** (2024 baseline)

Supply Chain Environmental Responsibility

STARTEAM GLOBAL expects all suppliers to uphold high environmental and biodiversity standards.

Commitments:

- Suppliers must prevent pollution, avoid deforestation, and manage water and waste responsibly
- Require suppliers to acknowledge the Code of Conduct as part of onboarding
- We conduct regular ESG assessments (EcoVadis or equivalent) and provide free training workshops

Quantitative targets:

- **≥90% of Tier 1 suppliers by spend** to complete an ESG assessment by 2028
- **≥80% of Tier 1 suppliers** to hold ISO 14001 certification or equivalent by 2028
- **100% of high-risk suppliers** (paper, wood, bio-based materials) to provide a deforestation-free declaration by 2028

Pollution Prevention & Hazardous Substances

STARTEAM GLOBAL maintains **100% compliance** with REACH, RoHS, CA Prop 65, and all applicable hazardous substance regulations. We do not use lead-based HASL and monitor emissions in line with applicable legal and operational requirements (VOC, SOx, NOx, particulate matter).

Employee & Stakeholder Engagement

We provide mandatory annual environmental and biodiversity training to all employees. We engage suppliers, customers, and local communities through regular dialogue and collaborative initiatives.

Reporting & Disclosure

STARTEAM GLOBAL is committed to transparent, consistent disclosure of environmental performance.

Reporting alignments: CSRD (ESRS E1 & E4), IFRS S1/S2, GRI, CDP, EcoVadis

Public disclosures:

- Annual Sustainability Report
- GHG Inventory Report (ISO 14064 verified)
- CDP response (Climate and Water)
- EcoVadis scorecard

Responsibility & Review

This policy is the responsibility of STARTEAM GLOBAL Management, overseen by the ESG Committee and coordinated by the Sustainability Manager.

The policy will be reviewed **annually**, and progress against all quantitative targets will be reported in the Annual Sustainability Report.

Approved by:

Daniel Jacob
Owner and CEO
STARTEAM GLOBAL

May 2026