



Environmental Policy

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Owner: Jamie Saveall (VP Operations, ESG & Compliance Lead)

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Mission Statement: Stratavor recognizes its responsibility to minimize its impact on the environment and to contribute positively to environmental sustainability. We are committed to reducing our environmental footprint and continually improving our environmental performance as an integral part of our business strategy. Even as a growing technology company with primarily remote operations, we endeavor to incorporate sustainability into our decision-making. We will work with our clients, suppliers, and other stakeholders to promote environmental stewardship and encourage environmentally friendly practices across our value chain. Our aim is to deliver high-quality services to our customers in a manner that is compatible with protecting the planet for future generations.

Responsibility and Oversight: The Board of Directors is responsible for ensuring this Environmental Policy is implemented effectively. However, environmental responsibility is shared by all Stratavor team members. Every employee, contractor, and partner is expected to be aware of this policy, integrate its practices into their work, and actively look for opportunities to reduce our environmental impact. We will provide guidance and encourage all colleagues to contribute ideas for improvement.

Environmental Objectives: This Environmental Policy sets out our approach to managing and reducing our corporate environmental impact. Stratavor has established the following objectives and commitments:

- **Climate Change and Carbon Footprint:** Strive to achieve net-zero carbon emissions by 2030, aligning with science-based targets. As a largely remote company, our direct emissions are low; however, we will minimize business travel (favoring virtual meetings) and use carbon offsetting or renewable energy credits to mitigate emissions from necessary travel or operations. We commit to measuring our carbon footprint annually (including indirect emissions from data centers or cloud services we use) and implementing reduction strategies.
- **Energy Efficiency:** Promote the use of renewable energy and energy-efficient technology in our operations. For any office space we may use now or in the future, we will seek facilities with green building features and renewable power. We choose cloud and hosting providers that utilize renewable energy for their data centers whenever possible. Our team is encouraged to conserve energy (e.g., turning off equipment when not in use). We will monitor our energy consumption and aim for continuous improvement in energy efficiency.
- **Waste Reduction:** Follow the principles of waste prevention, reduction, re-use, and recycling in a systematic and cost-effective manner. In our primarily digital operations, this includes minimizing paper use (favoring digital documents and signatures), properly recycling electronic waste (such as old laptops or phones through certified e-waste recyclers), and eliminating single-use items. If we hold physical meetings or eventually establish an office, we will implement recycling programs and minimize disposable materials (e.g., using reusable or recyclable supplies).
- **Water Conservation:** Although Stratavor's direct operations have limited water usage, we commit to decreasing water consumption wherever possible. In any office setting, we would implement water-saving measures (efficient fixtures, mindful usage). For remote team members, we raise awareness about water conservation as part of our sustainability culture.

- **Sustainable Procurement:** Integrate environmental considerations into our procurement decisions. We endeavor to work with suppliers and vendors who demonstrate environmentally responsible practices. This might include choosing service providers with sustainability certifications, using products made from recycled or sustainable materials, and avoiding products with excessive packaging or harmful environmental impact. When evaluating vendors (like office supplies, equipment, or services), their environmental performance will be one factor in our decision.
- **Travel and Commuting:** Since Stratavor's workforce is remote, daily commuting is largely eliminated, which greatly reduces our transportation footprint. We will track business travel emissions and set internal policies to avoid unnecessary trips by using video conferencing and other collaboration tools. If/when we organize events or gatherings, we will consider locations and setups that minimize travel needs or allow remote participation.
- **Awareness and Engagement:** Foster a culture of environmental awareness. We provide information and resources to our employees and contractors on how to work more sustainably (for instance, tips on saving energy in home offices, proper e-waste disposal, etc.). Stratavor encourages employees to propose green initiatives and will support practical ideas that will help us operate more sustainably. We may run occasional environmental challenges or training to keep engagement high.
- **Compliance and Beyond:** Ensure compliance with all relevant environmental legislation and regulations in the regions where we operate. While our operations currently have a modest environmental footprint, we stay informed about legal requirements (such as electronic waste disposal laws or energy reporting rules) and ensure full compliance. Our commitment, however, goes beyond compliance to proactively adopting best practices that might not yet be legally required but are socially responsible.

Monitoring and Reporting: We will monitor our performance against the above objectives on a regular basis. This includes tracking key metrics such as energy consumption, carbon emissions (estimated from our activities), and waste/recycling

amounts. The designated sustainability lead will compile an annual report to the Board summarizing our environmental performance and progress toward targets (like the net-zero goal). We will identify areas where we met our goals and where improvement is needed. Stratavor will also revisit targets periodically to ensure they remain ambitious yet achievable, adjusting them as our company grows or technology advances.

Where appropriate, we will communicate our environmental efforts and progress externally – for example, in investor updates or on our website – to demonstrate our commitment to ESG principles. Transparency is important; if we face challenges in meeting a certain goal, we will be honest about it and outline how we plan to improve.

Continuous Improvement: Environmental sustainability is an ongoing journey. Stratavor is committed to continuously improving its environmental management. We will keep abreast of evolving best practices and emerging technologies that could help reduce our impact. This policy, and the objectives within it, will be reviewed at least annually and updated as necessary (for instance, we may set new targets once current ones are achieved or if science-based guidelines evolve). We encourage feedback from employees and stakeholders on our environmental practices and will consider their input in our strategy.

By following this Environmental Policy, Stratavor seeks to operate in an ecologically responsible way that supports the long-term sustainability of our business and the planet.