

Starshot ESG Report 2025

Environmental, Social, and Governance (ESG)

1. Executive Summary

Starshot is committed to responsible, ethical, and sustainable business practices that support long-term value creation for our clients, employees, and partners. As a growing professional services organization, we take a pragmatic and scalable approach to ESG — aligning our commitments with our size, operational footprint, and evolving stakeholder expectations.

This report outlines our ESG priorities, policies, and progress for the 2025 reporting year.

2. ESG Governance & Oversight

- ESG oversight is led by executive leadership, with accountability resting with the CEO.
- ESG considerations are integrated into business operations, vendor selection, and client engagements.
- This report is reviewed annually and updated as the organization evolves.

Policy Framework

- Environmental, Social, and Governance (ESG Policy)
 - Code of Conduct and Ethics
 - Data Protection and Confidentiality Practices
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3. Environmental Responsibility

Our Approach

Starshot focuses on minimizing environmental impact through practical, achievable actions appropriate for a professional services firm.

Key Initiatives

- Digital-first operations to reduce paper usage and waste

- Cloud-based infrastructure and energy-efficient office equipment
- Remote and hybrid work practices to reduce commuting-related emissions
- Preference for vendors demonstrating environmentally responsible practices where commercially reasonable

Progress & Commitments

- Continued reduction in paper-based processes
 - Ongoing evaluation of vendors for sustainability practices
 - Annual review of environmental practices as the company grows
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4. Social Responsibility

Our People

We are committed to fostering a respectful, inclusive, and supportive workplace.

Key Practices

- Equal opportunity employment and fair labor practices
- Safe, inclusive, and harassment-free work environment
- Professional development and skills training
- Flexible work arrangements supporting employee wellbeing

Clients & Communities

- Ethical, transparent client engagements
 - High standards of professional conduct and delivery
 - Selective support for community initiatives aligned with company values
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5. Governance & Ethics

Ethical Business Conduct

- Zero tolerance for bribery, corruption, or unethical practices
- Compliance with applicable laws and regulations

- Clear conflict-of-interest disclosure expectations

Data Protection & Confidentiality

- Responsible handling of confidential and sensitive information
- Secure systems and best practices for data management
- Confidentiality obligations across employees and contractors

Accountability

- Executive leadership oversight of ESG implementation
 - Periodic review of policies and practices
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6. Risk Management & Continuous Improvement

Starshot recognizes that ESG-related risks evolve as the company grows. We commit to:

- Periodic review of ESG risks and opportunities
 - Updating policies and practices in line with business growth
 - Enhancing disclosures as stakeholder expectations increase
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7. Looking Ahead

Over the coming year, Starshot will:

- Continue refining ESG governance as the organization scales
 - Enhance internal ESG awareness and accountability
 - Evaluate opportunities to strengthen environmental and social initiatives in a commercially reasonable manner
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8. Reporting & Contact

This ESG report is published annually and reflects information as of December 2025.

Policy Owner: CEO

Reporting Cycle: Annual

Next Update: 2026