



**NSN GLOBAL SERVICES LLC  
A LIMITED LIABILITY COMPANY REGISTERED IN:**

**DOVER, DELAWARE  
UNITED STATES OF AMERICA**

**Global Environmental, Social, and Governance Policy  
Version 2.0 2026**

## **Preamble and Commitment Statement**

NSN Global Services LLC, as a forward-looking global innovation company focused on transforming education and technology solutions across diverse international arenas, deeply appreciates the integral role of Environmental, Social, and Governance (ESG) frameworks in steering our operations toward enduring sustainability and ethical excellence. Our mission is anchored in reforming inflexible education systems, reallocating investments to achieve heightened effectiveness and efficiency in both private and public sectors, and broadening access to quality education in developing nations. In consonance with these pursuits, this Official Global ESG Framework delineates a thorough architecture for embedding ESG principles into our strategic initiatives, operational processes, risk evaluations, and stakeholder relations. This framework is meticulously constructed to tackle environmental conservation, social responsibility, and governance integrity, thereby reducing vulnerabilities, bolstering adaptability, and amplifying beneficial outcomes for society and the environment. It operates exclusively within the guidelines stipulated by our Operating Agreement, which endures as the preeminent authority dictating the company's organization and duties. Under no circumstances does this framework override, alter, or assume superiority over the Operating Agreement; rather, it furnishes an elaborate schema to actualize ESG imperatives, guarantee conformity with relevant statutes and ordinances, and incarnate exemplary practices in ESG stewardship for organizations within the education and technology spheres across territories encompassing the United States, the United Kingdom, Europe, Australia, and assorted worldwide markets.

Our devotion to comprehensive ESG frameworks emanates from the insight that sustainable commercial methodologies are indispensable for protracted viability amid an epoch characterized by ecological shifts, societal disparities, and intensified oversight mandates. As an entity with extensive undertakings entailing technological breakthroughs and educational overhauls in multifaceted cultural and fiscal milieus, we discern the interdependence of ecological vitality, societal prosperity, and principled administration with our fundamental endeavors. This framework is enlightened by universally esteemed benchmarks, comprising the United Nations Sustainable Development Goals (SDGs), the Global Reporting Initiative (GRI) norms, the Sustainability Accounting Standards Board (SASB) directives, and the Task Force on Climate-related Financial Disclosures (TCFD) endorsements. Through their assimilation, NSN Global Services LLC aspires not merely to abide by progressive juridical terrains but to spearhead ESG amalgamation, cultivating ingenuity that advantages stakeholders whilst augmenting planetary and communal welfare. This manuscript functions as a vibrant pledge, amenable to perpetual scrutiny and enhancement to confront nascent worldwide predicaments, juridical evolutions, and optimal methodologies, invariably in complete deference to the Operating Agreement and with the aspiration of propelling impartial educational ingress via accountable enterprise demeanor.

## **Definitions and Key Principles**

To promote unambiguous comprehension and uniform enactment, NSN Global Services LLC elucidates pivotal terms as ensues: "Environmental" (E) pertains to facets influencing the natural milieu, encompassing climate alteration, resource preservation, biodiversity safeguarding, and pollution abatement. "Social" (S) embraces elements concerning human welfare, including labor entitlements, community involvement, diversity and inclusion, health and security, and human rights advocacy. "Governance" (G) involves the mechanisms, protocols, and conventions for steering and regulating the enterprise, incorporating ethical

comportment, transparency, risk oversight, and adherence to edicts. "ESG Integration" signifies the methodical incorporation of ESG considerations into investment determinations, operational tactics, and reportage. "Materiality" denotes the pertinence of ESG factors to the company's fiscal performance and stakeholder apprehensions. "Stakeholders" incorporate any persons or collectives influenced by our pursuits, such as affiliates, personnel, clientele, purveyors, overseers, financiers, and societies.

The bedrock tenets of this framework are entrenched in globally acknowledged criteria, such as the Principles for Responsible Investment (PRI) and the World Economic Forum's ESG metrics. These tenets encompass holistic assimilation, guaranteeing ESG deliberations permeate all corporate strata; materiality emphasis, prioritizing salient issues via stakeholder discourse and jeopardy appraisals; transparency and divulgence, furnishing precise and opportune ESG data; incessant amelioration, routinely evaluating and refining ESG efficacy; and alliance, collaborating with associates to magnify affirmative repercussions. Juridical conformity is intrinsic, synchronizing with enactments like the U.S. Securities and Exchange Commission's ESG disclosure stipulations, the European Union's Sustainable Finance Disclosure Regulation (SFDR), and analogous international mandates. By embracing these tenets, NSN Global Services LLC not only accomplishes statutory duties but also elevates our contributions to sustainable progression objectives, notably SDG 4 (Quality Education), SDG 13 (Climate Action), and SDG 16 (Peace, Justice, and Strong Institutions), whilst persisting compliant and subservient to the Operating Agreement.

### **Scope and Applicability**

This Global ESG Framework pertains exhaustively to all dimensions of NSN Global Services LLC's undertakings, embracing our Delaware-situated command center, worldwide auxiliaries, collaborative enterprises, and any dominated entities traversing the United States, the United Kingdom, Europe, Australia, and burgeoning locales in Africa, Asia, and Latin America. It envelops ESG amalgamation in strategic scheming, fiscal reportage, supply concatenation governance, technological evolution, educational scheme execution, and stakeholder interplays. The framework obligates all affiliates, overseers, functionaries, personnel, subcontractors, advisors, and commercial associates functioning on our account, mandating them to sustain ESG benchmarks in their engagements. In domains with amplified ESG perils, such as ecologically delicate zones or socially susceptible communities, augmented scrutiny protocols shall be deployed to alleviate prospective repercussions on environs and populaces.

Where regional edicts proffer more rigorous ESG requisites, NSN Global Services LLC shall embrace those, assuring concordance with this framework and the Operating Agreement. This manuscript supplements other intrinsic parchments like our Sustainability Impact Policy and Corporate Governance Policy, sans engendering novel contractual compulsions beyond the Operating Agreement. All encompassed entities must acquaint themselves with the framework via instruction and pacts, with infractions potentially engendering rectifying measures, pact cessation, or other gauges consonant with the Operating Agreement and pertinent labor edicts. This expansive purview guarantees uniform ESG practices, augmenting the trustworthiness and proficiency of our global education endeavors, whilst venerating the Operating Agreement's supremacy.

### **Environmental Framework Components**

The environmental segment of our ESG framework accentuates proactive stewardship to curtail our ecological imprint and foster resilience. We pledge to curbing greenhouse gas emanations consonant with the Paris Accord, via science-based objectives spanning Scope 1, 2, and 3 emanations, incorporating vitality efficacy in technological infrastructures and sustainable conveyance in educational undertakings. Resource husbandry is prioritized, with tactics for water thriftiness, waste diminution, and circular economy tenets in materiel procurement, compliant with edicts like the U.S. Environmental Protection Agency's directives and EU's Circular Economy Action Plan. Biodiversity conservation is assimilated, eschewing operations in shielded precincts and endorsing restoration ventures through alliances.

We integrate environmental jeopardy appraisals into investment resolutions, assessing climate susceptibilities in developing nation schemes. Reportage adheres to TCFD commendations, divulging climate-associated perils and prospects. This element ensures juridical conformity and pioneers eco-innovations in ed-tech, such as low-energy digital erudition platforms, buttressing our mission whilst mitigating environmental perils.

### **Social Framework Components**

The social facet of our ESG framework underscores our devotion to human-centric practices that advance equity and communal well-being. We champion labor entitlements by assuring equitable remuneration, secure laboring milieus, and non-discrimination, in harmony with ILO conventions and edicts like the U.S. Fair Labor Standards Act. Diversity, equity, and inclusion are fostered via recruitment stratagems, instruction, and metrics tracking progress, aligning with SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities). Community involvement is pivotal, with educational schemes in developing nations incorporating local input to address societal exigencies, such as digital schism bridging.

Human rights due diligence, as per our Global Human Rights Policy, is amalgamated, scrutinizing supply chains for ethical labor practices. Health and safety protocols surpass OSHA benchmarks, encompassing mental health sustenance. Social impact appraisals gauge our contributions to educational ingress, with reportage via GRI norms. This component fortifies societal trust, complies with edicts like the U.K. Modern Slavery Act, and amplifies our affirmative role in global education reform.

### **Governance Framework Components**

The governance dimension of our ESG framework fortifies ethical oversight and accountability mechanisms. We uphold anti-corruption policies with zero tolerance for bribery, enforced through training and audits, compliant with the U.S. Foreign Corrupt Practices Act and U.K. Bribery Act. Board diversity and independence are promoted, with evaluations ensuring strategic alignment. Risk management incorporates ESG factors, with oversight by a dedicated committee.

Transparency is achieved through comprehensive ESG reporting, audited independently and aligned with SASB standards. Stakeholder engagement informs governance enhancements. This element ensures robust internal controls, juridical adherence, and ethical decision-making, supporting sustainable growth in our technology and education pursuits.

### **ESG Integration and Metrics**

ESG integration at NSN Global Services LLC involves embedding criteria into core processes, such as investment screening for educational technologies favoring sustainable suppliers. Metrics are defined quantitatively and qualitatively: environmental via emission reductions and energy efficiency; social through diversity indices and community impact scores; governance via compliance rates and board evaluation outcomes. Data collection utilizes ESG software, with baselines established for tracking progress.

Integration extends to performance incentives linking executive compensation to ESG goals. This systematic approach ensures measurable advancement, compliant with SFDR disclosures, enhancing decision-making for global operations.

### **Implementation and Responsibilities**

Implementation is directed by an ESG Steering Committee, comprising cross-functional leaders, reporting to the Board. Responsibilities include: department heads incorporating ESG into plans, the sustainability officer overseeing metrics, and procurement ensuring supplier compliance. Resources encompass budgets for audits, training, and tools, with global harmonization for subsidiaries. Training programs educate all levels on ESG principles, tailored to roles like technology developers focusing on ethical AI.

Partners are engaged via contracts mandating ESG adherence. This configuration guarantees efficacious deployment, juridical conformity across realms, and synergy with the Operating Agreement, propelling responsible innovations in education.

### **Monitoring, Review, and Continuous Improvement**

Monitoring deploys key performance indicators for ESG domains, tracked through dashboards and quarterly reviews, incorporating stakeholder feedback and external benchmarks. Audits, both internal and third-party, validate data integrity, with outcomes reported to the Board and disclosed publicly where apt. The framework is scrutinized annually or post-material shifts, such as regulatory amendments or operational expansions, integrating insights from GRI updates or SDG progress reports.

Continuous improvement entails action blueprints addressing deficiencies, innovation in ESG tools like AI for impact modeling, and collaborations with industry consortia. This cyclical methodology assures adaptability, perpetual conformity with edicts like the EU's Corporate Sustainability Reporting Directive, and progressive elevation of ESG performance, ultimately fortifying our mission to reform education globally through principled, sustainable practices, ever subservient to the Operating Agreement.