



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

**DOVER, DELAWARE
UNITED STATES OF AMERICA**

**Sustainability and Impact Policy
Version 2.0 2026**

Preamble and Commitment Statement

NSN Global Services LLC, as a pioneering global innovation company dedicated to advancing education and technology solutions across international borders, recognizes the profound interconnectedness between our business operations and the broader environmental, social, and economic ecosystems in which we operate. Established with a mission to improve the effectiveness and efficiency of education systems worldwide, our goals encompass reforming stagnant educational frameworks, redirecting investments toward more impactful and efficient outcomes in both private and public sectors, and enhancing access to quality education in developing nations. In pursuit of these objectives, we acknowledge that sustainable practices are not merely an adjunct to our core activities but are integral to achieving long-term success and positive global impact. This Official Sustainability Impact Policy articulates our unwavering commitment to integrating sustainability principles into every facet of our operations, decision-making processes, and stakeholder engagements. By doing so, we aim to minimize adverse environmental effects, foster social equity, and uphold the highest standards of governance, thereby contributing to a more resilient and equitable world. This policy is designed to be comprehensive, guiding our actions in a manner that aligns with international best practices, relevant legal frameworks, and ethical standards, while ensuring compliance with applicable laws and regulations in all jurisdictions where we conduct business.

Our commitment to sustainability is rooted in the understanding that the challenges facing global education—such as resource scarcity, climate change, social inequalities, and technological disparities—demand proactive and responsible corporate stewardship. As a company with subsidiaries and operations spanning multiple continents, including the United States and other regions, we pledge to lead by example in the education and technology sectors. This involves not only reducing our own operational footprint but also leveraging our expertise to empower clients, partners, and communities to adopt sustainable practices. We view sustainability as a dynamic journey, one that requires continuous improvement, innovation, and collaboration. Through this policy, NSN Global Services LLC commits to embedding sustainability into our strategic planning, risk management, and performance evaluation, ensuring that our pursuit of educational reform and technological advancement does not come at the expense of future generations. This document serves as a foundational framework, subject to regular review and adaptation to reflect evolving global standards, scientific insights, and stakeholder expectations.

Definitions and Key Principles

To ensure clarity and consistency in the application of this policy, NSN Global Services LLC defines key terms as follows: "Sustainability" refers to the balanced integration of environmental protection, social responsibility, and economic viability to meet present needs without compromising the ability of future generations to meet their own. "Environmental Sustainability" encompasses practices aimed at preserving natural resources, reducing pollution, and mitigating climate change impacts. "Social Sustainability" involves promoting human rights, diversity, equity, inclusion, community well-being, and fair labor practices. "Governance Sustainability" pertains to ethical business conduct, transparency, accountability, and compliance with legal and regulatory requirements. "Stakeholders" include employees, clients, suppliers, partners, communities, investors, and regulatory bodies affected by or influencing our operations.

The guiding principles underpinning this policy are derived from internationally recognized frameworks such as the United Nations Sustainable Development Goals (SDGs), particularly SDG 4 (Quality Education), SDG 9 (Industry, Innovation, and Infrastructure), SDG 13 (Climate Action), and SDG 17 (Partnerships for the Goals), as well as the principles outlined in the Global Reporting Initiative (GRI) standards and the International Organization for Standardization (ISO) guidelines on environmental management (ISO 14001) and social responsibility (ISO 26000). These principles include precautionary approaches to environmental challenges, promotion of greater environmental responsibility, encouragement of environmentally friendly technologies, respect for human rights, and zero tolerance for corruption. By adhering to these principles, NSN Global Services LLC ensures that our sustainability efforts are not only compliant with laws such as the U.S. Environmental Protection Agency regulations, the European Union's Green Deal directives where applicable, and international treaties like the Paris Agreement, but also exceed minimum requirements to drive meaningful change.

Scope and Applicability

This Sustainability Impact Policy applies comprehensively to all aspects of NSN Global Services LLC's operations, including but not limited to our headquarters in the United States, global subsidiaries, joint ventures, and any entities under our direct control or significant influence. It extends to all employees, contractors, consultants, suppliers, and business partners engaged in activities on our behalf. The policy covers our core functions in education reform, technology innovation, and service delivery, encompassing research and development, project implementation, supply chain management, administrative functions, and client interactions. Geographically, it applies to all regions where we operate, with adaptations made to align with local laws and cultural contexts, ensuring full legal compliance in jurisdictions such as the United States, developing nations in Africa, Asia, and Latin America, and other international markets.

In instances where local regulations impose stricter standards than those outlined herein, NSN Global Services LLC will adhere to the more stringent requirements. Conversely, in areas lacking specific regulations, we will apply best practices to uphold our sustainability commitments. This policy does not supersede any contractual obligations or legal mandates but serves to enhance them by integrating sustainability considerations into risk assessments, procurement processes, and performance metrics. All stakeholders are expected to familiarize themselves with this policy and incorporate its tenets into their daily responsibilities, with non-compliance potentially resulting in corrective actions up to and including termination of contracts or employment, in accordance with applicable labor laws.

Environmental Sustainability Commitments

NSN Global Services LLC is committed to minimizing our environmental footprint through proactive measures that address climate change, resource conservation, and biodiversity protection. Recognizing that our operations in education and technology involve energy consumption, travel, digital infrastructure, and material use, we pledge to reduce greenhouse gas emissions in line with science-based targets aligned with the Paris Agreement's goal of limiting global warming to 1.5°C above pre-industrial levels. This includes conducting annual carbon footprint assessments across Scope 1 (direct emissions from owned sources), Scope 2 (indirect emissions from purchased energy), and Scope 3 (other indirect emissions in our value chain), and implementing reduction strategies such as transitioning to renewable

energy sources for our offices and data centers, optimizing energy efficiency in technological solutions, and promoting virtual collaborations to minimize travel-related emissions.

In terms of resource management, we commit to sustainable procurement practices that prioritize eco-friendly materials, reduce waste, and support circular economy principles. For instance, in developing educational technologies, we will favor hardware and software that are energy-efficient, recyclable, and free from hazardous substances, complying with regulations like the Restriction of Hazardous Substances (RoHS) Directive. Waste reduction initiatives will include implementing zero-waste-to-landfill policies in our facilities, recycling programs for electronic waste, and paperless operations wherever feasible. Water conservation efforts will be integrated into our office management, particularly in water-scarce regions where we operate educational projects, by installing efficient fixtures and monitoring usage. Furthermore, we will engage in biodiversity protection by avoiding operations in sensitive ecosystems and supporting reforestation or conservation projects through partnerships with environmental organizations. These commitments are designed to not only ensure compliance with environmental laws such as the U.S. Clean Air Act and international equivalents but also to innovate solutions that enhance environmental resilience in the education sector, such as developing low-carbon digital learning platforms for remote access in developing nations.

Social Sustainability Commitments

At the heart of NSN Global Services LLC's mission is the advancement of social equity through education, making social sustainability a cornerstone of our policy. We are dedicated to fostering an inclusive workplace that values diversity, equity, and inclusion (DEI), ensuring equal opportunities regardless of race, gender, age, disability, sexual orientation, religion, or nationality. This commitment extends to recruitment, training, promotion, and compensation practices, with regular audits to identify and address any disparities, in full compliance with laws like the U.S. Equal Employment Opportunity Commission guidelines and international human rights standards such as the Universal Declaration of Human Rights.

Beyond our internal operations, we pledge to enhance social impact through community engagement and educational initiatives. By focusing on raising access to education in developing nations, we will prioritize projects that empower underserved populations, including women, girls, and marginalized groups, aligning with SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities). This includes partnering with local organizations to provide technology-enabled learning tools, scholarships, and capacity-building programs. We also commit to fair labor practices throughout our supply chain, conducting due diligence to prevent child labor, forced labor, or exploitation, in accordance with the International Labour Organization conventions and laws like the U.K. Modern Slavery Act. Health and safety are paramount; we will maintain safe working environments, provide mental health support, and ensure pandemic preparedness, complying with occupational health regulations such as those from the Occupational Safety and Health Administration (OSHA). Through these efforts, NSN Global Services LLC aims to create lasting social value, measuring success through indicators like community satisfaction surveys and educational outcome metrics.

Governance Sustainability Commitments

Strong governance is essential for sustaining our sustainability efforts, and NSN Global Services LLC commits to upholding the highest standards of ethical conduct, transparency,

and accountability. Our governance framework includes robust anti-corruption policies, with zero tolerance for bribery, fraud, or conflicts of interest, enforced through mandatory training and whistleblower protections, in compliance with laws such as the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. We will maintain transparent reporting on our sustainability performance, disclosing key metrics in annual reports aligned with GRI standards, and engaging independent audits to verify data accuracy.

Risk management will incorporate sustainability considerations, with regular assessments of environmental, social, and governance (ESG) risks in our operations and supply chain. Board-level oversight will be provided by a dedicated Sustainability Committee, comprising senior executives and external experts, to guide policy implementation and strategic decisions. Data privacy and cybersecurity are critical in our technology-driven business; we commit to protecting stakeholder information in accordance with regulations like the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA), implementing advanced security measures and regular vulnerability assessments. Through these governance commitments, we ensure that our operations are not only legally compliant but also resilient and trustworthy, fostering long-term stakeholder confidence.

Implementation and Responsibilities

Effective implementation of this policy requires clear assignment of responsibilities and integration into our organizational structure. The Chief Executive Officer (CEO) holds ultimate accountability for sustainability outcomes, with the Sustainability Committee providing strategic direction. Department heads are responsible for embedding sustainability into their functions, such as the Technology Division prioritizing green innovations and the Human Resources team overseeing DEI initiatives. All employees will receive annual training on this policy, with performance evaluations including sustainability-related goals.

We will collaborate with suppliers and partners through sustainability clauses in contracts, conducting audits to ensure alignment. Resources will be allocated for initiatives like renewable energy transitions and community programs, with budgets reviewed annually. To facilitate implementation, we will establish cross-functional teams for project execution and leverage technology for tracking progress, ensuring that our efforts are efficient and scalable.

Monitoring, Reporting, and Continuous Improvement

NSN Global Services LLC will monitor sustainability performance through key performance indicators (KPIs) such as emission reductions, diversity metrics, and community impact assessments, using tools like ESG software for data collection. Annual sustainability reports will be published transparently, detailing progress, challenges, and future plans, with stakeholder feedback solicited through surveys and forums.

This policy will be reviewed annually or following significant changes in operations, regulations, or global events, with updates approved by the Board. By committing to continuous improvement, we ensure that our sustainability efforts evolve, remaining relevant and impactful in advancing our mission while maintaining legal compliance and ethical integrity.