

This policy covers more than one jurisdiction and may be subject to variation on a case by case basis in order to comply with local laws and requirements or to follow legal advice. The Company reserves the right to adopt supplemental guidance to be read alongside this policy. This policy should be interpreted in a way that is consistent with local law and, to the extent that it may be inconsistent, local law shall prevail.

Environment policy – Global University Systems

At Global University Systems (GUS), we recognise our responsibility as a leader in education space to protect the environment and contribute to global sustainability efforts.

We are committed to integrating environmental stewardship into all aspects of our business practices, from decision-making to procurement and partnerships. As an organisation that spans many countries across the globe, we aim to foster a culture of sustainability across our network and within the communities we serve.

Objectives

Our environmental policy is designed to:

- Minimise our environmental impact through sustainable business practices.
- Ensure compliance with relevant environmental laws, regulations, and standards in all regions where we operate.
- Collaborate with our institutions to support and amplify their sustainability strategies.
- Promote environmental awareness and education throughout our organisation and partner institutions.

Our Commitments

GUS continually strive to integrate environmental considerations into core business activities by:

1. Sustainable Decision-Making

Environmental impact is a key in strategic and operational decisions so we will work to ensure that sustainability is embedded into the DNA of our organisation.

2. Sustainable Procurement

We will prioritise new suppliers and services that adhere to environmental standards, encouraging eco-friendly materials, low carbon alternatives, and ethical sourcing practices. We will engage with these suppliers and work with existing ones to seek to understand their sustainability goals.

3. Sustainable Operations

By reducing energy consumption where feasible, minimising waste, and managing resources efficiently across our offices, campuses, and facilities, we aim to lessen our environmental footprint.

4. Supporting Institutional Sustainability Strategies

We will collaborate with each institution to develop, amplify, and, where necessary, assist in the implementation of their sustainability strategies. We will also leverage our global network, to

facilitate the sharing of best practices, innovation, and sustainability successes across all institutions (GUS ESG Taskforce Committee).

5. Sustainable Partnerships

We engage in partnerships that align with our sustainability goals, ensuring that third-party collaborations and vendors share our commitment to environmental responsibility.

6. Compliance and Continuous Improvement

We will comply with all relevant environmental laws, regulations and standards applicable to our operations and investment activities. We regularly review our practices to ensure compliance with evolving legal requirements. We will also conduct regular audits of our environmental policies and practices will be conducted to ensure continued improvement and accountability.

7. Monitoring and Reporting

We will monitor environmental performance and publish regular reports (yearly) to demonstrate our progress, including energy consumption, waste management, and carbon footprint reductions.

8. Community Engagement and Education

As an education company, we recognise our unique position to lead by example. We actively promote environmental education and engagement by:

- Raising awareness - providing our staff, students, and faculty with the resources and knowledge needed to engage with sustainability issues.
- Environmental education - encouraging institutions to incorporate sustainability topics into their curricula, raising awareness and fostering the next generation of environmentally responsible global citizens.

9. Commitment to Innovation

We believe that innovation is key to achieving our sustainability goals. We invest in new technologies and initiatives that support the transition to a more sustainable future, from digital learning platforms that reduce resource consumption to operational efficiencies that promote environmental resilience.

Roles and Responsibilities

The Impact Team will review and be responsible for reviewing and updating this policy annually as needed. The Board and legal team at Global University Systems Group are responsible for approving this policy.

Last Updated: March 19, 2025