



Overview of the Foundation

Established in 2010, the Adtalem Global Education Foundation is based in Chicago, Illinois. The private foundation is organized to support charitable, educational and research purposes. Its Sole Member is Adtalem Global Education.

Statement of Policy

The Adtalem Global Education Foundation's activities should reflect commitment to one or more of the following strategic areas:

- Investing to expand access to education, jobs, and careers
- Supporting the development of the communities where we live and work
- Combating inequality and encouraging civic engagement

Structure

The Adtalem Global Education Foundation is a 501(c)(3) organization comprised of a Board of Directors of a minimum of four individuals, each a key company manager or advisor.

The Board of Directors meets at least once a year to review and set policies, procedures and budgets and to oversee the grant making process.

To gain ideas and input from constituency groups and employees, various advisory committees may be formed to review specific types of proposals and program ideas and to make recommendations to the Foundation regarding these proposals. The Board reserves the right of ultimate approval over all philanthropic activities of the Foundation and shall not be bound by the advice or recommendations of these committees in making the Foundation's final support decisions. All program funding and philanthropic resources come from Adtalem, the Sole Member.

Board Responsibilities

The Board will seek to follow a key set of responsibilities and standards in performing its duties for the Adtalem Global Education Foundation. These include:

• Governance

With input from the Sole Member, the Board of Directors is responsible for setting the vision and strategic direction of the Foundation and oversees the policies, operations and finances of the Foundation as set forth in the Articles of Incorporation, the Bylaws and any other supporting documents.

• Grantmaking

The Board will be responsible for the overall design and implementation of the grantmaking activities of the Foundation. The Board will review and approve the grantmaking goals and this Guidelines document on a regular basis, and will proactively seek strategic partnerships that align with the Foundation's focus areas, goals and Sole Member's vision.

• Program Evaluation

The Board will ensure that all programs supported by the Foundation will receive regular reviews for effectiveness and impact and maximize the resources that have been provided for their program efforts. Each Director will attend at least two meetings or events (in-person or virtual) held with Foundation partner organizations—grantees that received funding within the previous twelve-month period—per fiscal year, which runs from July 1 to June 30. The Foundation will provide an annual report,



and share details on program impact in the communities served. This information may be included within the Sole Member's regular report on community impact and sustainability.

• Inclusiveness and Diversity

The Board and the Foundation are rooted in the belief that all activities should demonstrate and promote an understanding and respect for diversity and inclusiveness as absolute necessities in achieving the goals, vision and work articulated by the Foundation. In alignment with Adtalem Global Education's commitment, diversity includes support of all historically underrepresented groups, such as women, ethnic minorities, the LGBTQ community, individuals with disabilities and veterans.

Types of Contributions

Financial grants, program expertise or other in-kind donations may be made to eligible organizations and partners. Research grants may also be made as they relate to the specific areas of focus of the Foundation to benefit the greater communities that we serve.

Areas of Focus

The Foundation will prioritize support to partners and programs aimed at the following:

- Strengthening the pipeline of underrepresented minorities to careers in the healthcare industry and related fields
- Increasing access to quality educational opportunities for underserved populations, with focus on access to higher education
- Addressing healthcare disparities, including gaps in access and quality
- Promoting economic growth through skills-based workforce development and career readiness programming in the healthcare industry and related fields, or that is widely applicable in nature

Programs supporting the healthcare industry will receive preference. In all references above, healthcare is a broad term encompassing physical, mental and

behavioral well-being in both humans and animals.

Partner Requirements

Only nonprofit organizations exempt under Section 501(c)(3) of the United States Internal Revenue Code are eligible to apply. Programmatic impact can provide benefit within the United States or internationally.

All potential partners must hold an introductory due diligence call with a Director or Officer of the Foundation prior to submitting a grant application. Unsolicited proposals will be discouraged. Requests can only be submitted once per the Foundation's fiscal year.

Periodic written confirmation that the grant is being used for its specified charitable purposes—including, but not limited to, mid-cycle and annual reports on grant impact—will be required of all partners.

The Foundation may choose to enter into formal grant agreements for any substantial grants made to charitable organizations. Such grant agreements will provide that the grantee must use the funds only for specific charitable purposes.

Restrictions

The Adtalem Global Education Foundation does not support the following activities:

- Individuals
- Event sponsorship
- Legislators, support of legislation, political organizations or campaigns
- Capital campaigns or endowments
- Religious purpose or sectarian organizations whose programs are limited or exclusive to just one group
- U.S. organizations not exempt under Section 501(c)(3) of the Internal Revenue Code, and not eligible for tax-deductible support
- Activities that would constitute self-dealing
- Organizations that do not foster diversity and inclusion.