

at our heart



As a leading provider of professional talent to the healthcare industry and a premier provider of continuing professional education to the financial services sector, our vision is to create a dynamic global community of lifelong learners. Our commitment to sustainability and ESG initiatives provides us with a clear and meaningful path forward as we work to create a better future for all.

Our Approach to Sustainability Is Built on Three Pillars:

Operating with Purpose and Responsibility

Safeguarding Global Health and the Environment

Empowering Individuals, Impacting Global Communities

2021 Recognition:

- » **Newsweek:** America's Most Responsible Companies
- » **Forbes:** Best Employers for Diversity
- » **DiversityJobs.com:** Top Employer in Higher Education
- » **Inspiring Workplace Awards:** Gold Award for the Diversity and Inclusion Category

Operating with Purpose and Responsibility



We fulfill our mission while adhering to the highest standards of corporate conduct.

Our sustainability work is overseen and actively monitored by our board. In Fiscal Year 2021 we updated our External Relations Committee Charter to incorporate official functions and duties of sustainability and **ESG oversight into the board structure and responsibilities.**

We prioritize the **independence, integrity and diversity** of our board of directors. We continuously administer internal checks, balances and annual procedures to maintain the integrity of the governing body.

Enterprise Risk Management

Our robust system of **enterprise risk management** identifies, organizes, evaluates and responds to risks at an expert level. This approach is an essential component of our operational efficiency and continuity and is a manifestation of our stakeholder-centered culture and mission.

Safety and Security

Our **cybersecurity** program encompasses global information security, assessment, detection, remediation and compliance as well as defining the security controls to protect our infrastructure. We work to ensure that the confidentiality, integrity and availability of student and enterprise data is maintained.

- **An informed workforce is a strong defense:**
In FY 2021, the cybersecurity team sponsored approximately 6,000 hours of training curriculum.
- **Providing critical enterprise safety and security information:** Adtalem Safe, our smartphone awareness app, provides mass notifications and updates regarding potential campus, facility and individual risks. In FY 2021, the app was pivotal in facilitating COVID-19 return-to-work procedures as well as hurricane and crisis management.

Commitments to Our Students

Aligned with our **Student Commitments**, we seek to guide students through their academic experiences and challenges, so they leave our institutions ready and empowered, knowing they are on a journey to excellence. Our third-party review published in January 2021 found that Adtalem is compliant with all 20 of our voluntary Student Commitments.

Our commitment to diversity begins at the board level and carries across the organization (Data as of June 2021.)

BOARD DIVERSITY	
Female	44%
Ethnically Diverse	44%
Gender or Ethnically Diverse	67%

SENIOR LEADERSHIP DIVERSITY	
Female	33.33%
Ethnically Diverse	33.33%
Gender or Ethnically Diverse	55.56%

Senior Leadership Includes CEO, COO, Group Presidents and Senior Vice Presidents (who report directly to the CEO).

GENDER DIVERSITY OF ALL COLLEAGUES	
Female	76.22%

GENDER AND ETHNIC DIVERSITY OF US COLLEAGUES	
Female	79.44%
Ethnically Diverse	35.64%

Safeguarding Global Health and the Environment



Protecting the health of our planet and its people is a vital component of our operations.

One Health Framework

We recognize the interconnection between the health of all beings and the environment. This is exemplified by our collaborative, cross-functional approach among leaders in veterinary medicine, human medicine and the environment to address critical issues facing our collective health.

Embodying the One Health approach:

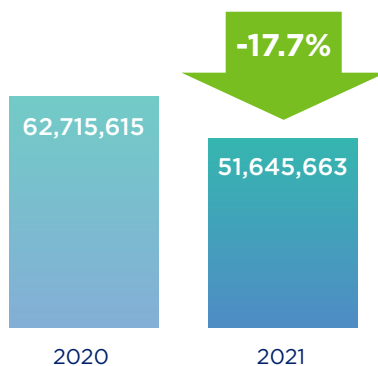
- In FY 2021, we conducted research on invasive species, raised awareness of human impact on the environment, helped to combat illegal wildlife trade and provided COVID-19 response in the communities in which we teach, learn and work.
- Additionally, our Caribbean Center for Disaster Medicine provides a critical function as an education and healthcare resource for communities that face continued threats from climate change, including intensifying hurricanes and resource shortages.

Our Multiyear Environmental Goals

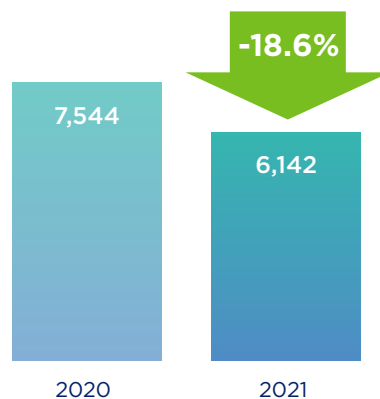
- Achieve a 10% reduction¹ of controllable energy use and greenhouse gas (GHG) emissions levels across Adtalem's US properties by 2024.
- From 2021 through 2024, aim to initiate an average of one renewable energy project per year at an owned location.
- By the end of 2024, implement an enhanced waste and recycling initiative across Adtalem's controllable waste portfolio.²

2021 Environmental Impact

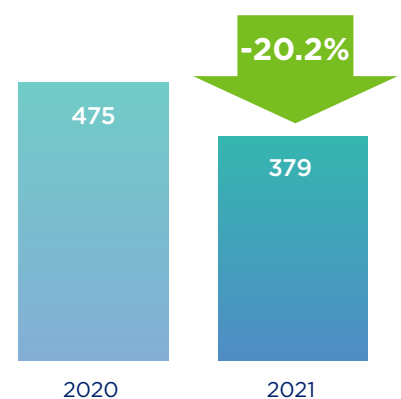
ENERGY USAGE^{3, 4} (kBtu)



GREENHOUSE GAS EMISSIONS^{3, 5} (mtCO₂e)



NON-RECYCLABLE WASTE GENERATED^{3, 6} (Tons)



¹ Compared to 2019 calendar year levels.

² As of June 30, 2021, sites in the controllable waste portfolio include Addison, IL; Boise, ID; Long Beach, CA; Miramar, FL; Naperville, IL; North Brunswick, NJ; Sacramento, CA; and Tinley Park, IL.

³ Fiscal year data covers the periods between July 2019 - June 2020 and July 2020 - June 2021. We recognize that COVID-19 restrictions and reduced occupancy impacted these metrics.

⁴ Our facilities management partner, JLL, estimates that of this total YOY reduction, 9% reduction was the result of implemented ECMs, with the remaining 8.7% reduction due to COVID-related measures.

⁵ Our facilities management partner, JLL, has estimated that of this total YOY reduction, 657 mtCO₂e was the result of implemented ECMs since the beginning of the program, 318 mtCO₂e was from site closures and 427 mtCO₂e was from COVID-19 operations reductions.

⁶ These measurements account for non-recycled waste across Adtalem's controllable waste portfolio, including: Addison, IL; Boise, ID; Long Beach, CA; Miramar, FL; Naperville, IL; North Brunswick, NJ; Sacramento, CA; and Tinley Park, IL; our facilities supervisors have determined that part of the waste reduction is a result of reduced operations during COVID-19 restrictions.

Empowering Individuals, Impacting Global Communities



We seek to create sustainable workforces that represent the communities they serve.

Expanding Access and Addressing Workforce Shortages

We believe that a more inclusive and equitable workforce strengthens economic and societal outcomes. We make a difference in many ways:

- In FY 2021, 86.1% of the total student population of our four degree-conferring institutions identified as female and 45.4% identified as a minority.¹
- Combined, Adtalem's medical institutions, American University of the Caribbean School of Medicine (AUC) and Ross University School of Medicine (RUSM), **graduate more Black physicians** than any US school at more than 100 graduates per year.²
- Chamberlain University is the leading grantor of BSN **degrees to underrepresented minority students** in the country.³ In FY 2021, Chamberlain launched an innovative partnership with LCMC Health to provide access to a forgivable loan education for nursing students in Louisiana's gulf coast region.
- Of all American Veterinary Medical Association accredited schools, Ross University School of Veterinary Medicine (RUSVM) **educates one of the most ethnically diverse populations.**⁴ In FY 2021, RUSVM partnered with MANNRS (Minorities in Agriculture, Natural Resource and Related Sciences) to provide diverse students opportunities into veterinary medicine.
- Becker announced a Cultivating a Diverse and Inclusive Workplace Foundational Certificate designed to introduce the **benefits of integrating true diversity, equity, belonging and inclusion** into the workplace.
- OnCourse Learning hosted numerous activities to continue to **raise awareness** on a variety of diversity, equity and inclusion topics, including women in finance and effective allyship to the LGBTQ+ community.
- ACAMS and the National Association of Black Compliance & Risk Management Professionals, Inc. strive to **remove barriers to entry** for Black compliance professionals.

Investing in Our Communities

We provide support to charitable and civic organizations across the globe that share our values:

FY21 By the Numbers

Total Adtalem
Global Education
Foundation Grants **\$893,316**

Total Adtalem
Corporate Giving **\$354,232**

Listening to Our Colleagues

We value and measure diversity, engagement and inclusiveness throughout the enterprise:

Select Results from May 2021 Engagement Survey

ENGAGEMENT

POC	WHITE	FEMALE	MALE
71%	73%	72%	70%

ENABLEMENT

POC	WHITE	FEMALE	MALE
75%	76%	75%	75%

PSYCHOLOGICAL SAFETY

POC	WHITE	FEMALE	MALE
78%	81%	79%	78%

Where global benchmarks are available, we are typically 5-10% above the benchmark for overall Engagement and Enablement, illustrating our strong focus on the employee experience and eye toward continuous improvement.

POC=People of Color

44% of Adtalem medical school graduates practice in medically underserved or health professional shortage areas.

88% of Adtalem medical school graduates practice in low-income communities.

These rates are higher than US medical school graduates.⁵

¹ Minority group includes the following: Hispanic; American Indian or Alaska Native; Asian; Black or African American; Native Hawaiian or Other Pacific Islander; and two or more races.

² Internal ATGE Data and AAMC; 2020 FACTS: Enrollment, Graduates, and MD-PhD Data.

³ MIPEDS data as reported by Title IV eligible institutions. Underrepresented minority students are those who self-identified as Native American or Alaska Native, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander, or two or more races.

⁴ <https://www.aavmc.org/about-aavmc/public-data>. DVM Student Diversity tab, page 9, URVM representation by percentage.

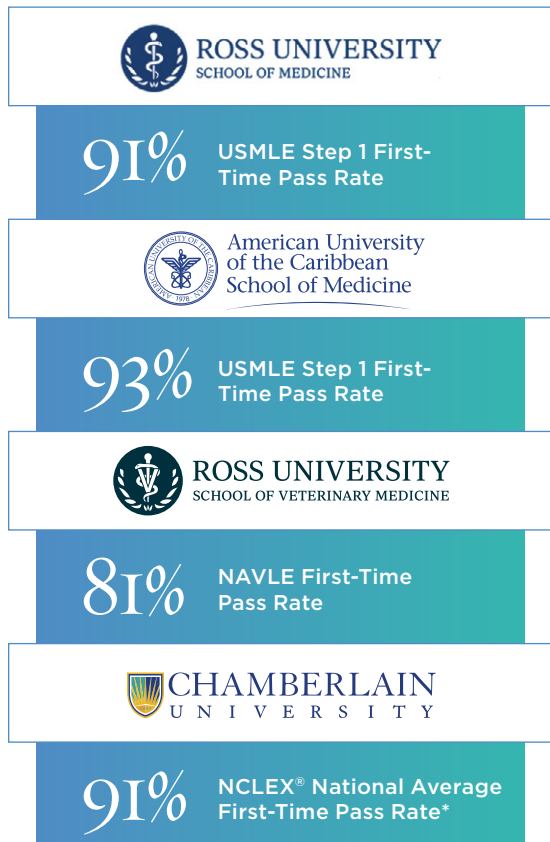
⁵ Robert Graham Center: American University of the Caribbean School of Medicine & Ross University School of Medicine Graduate Mapping Project Final Report; March 2020.

Measuring Our Outcomes

Our success is directly tied to the success of those we serve.

Residency match rates, key licensing exam test scores and low cohort default rates are key performance indicators we use to measure program competitiveness and return on investment.

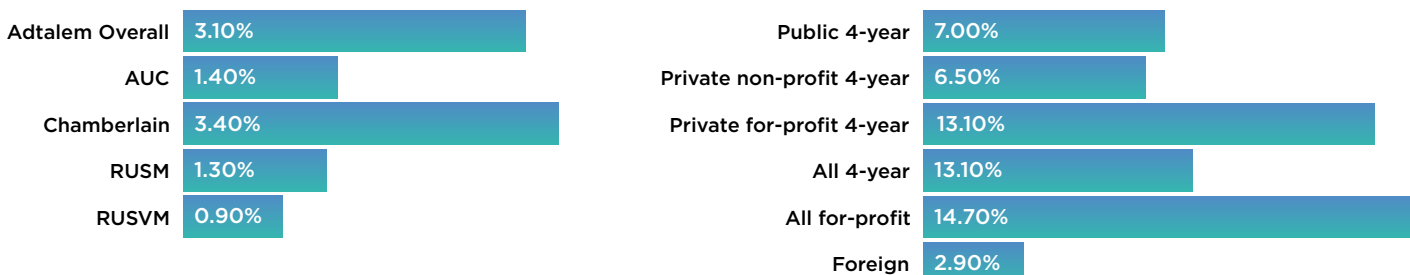
FIRST-TIME PASS RATES



USMLE and NCLEX pass rates represent 2020 calendar year; NAVLE pass rate represents 2019-2020 academic year. All numbers rounded to the nearest whole number.

For calendar year ending 2020, Chamberlain University's average NCLEX® first-time pass rate for BSN graduates was 90.71%

FY17 FINAL COHORT DEFAULT RATES



AUC AND RUSM

graduates

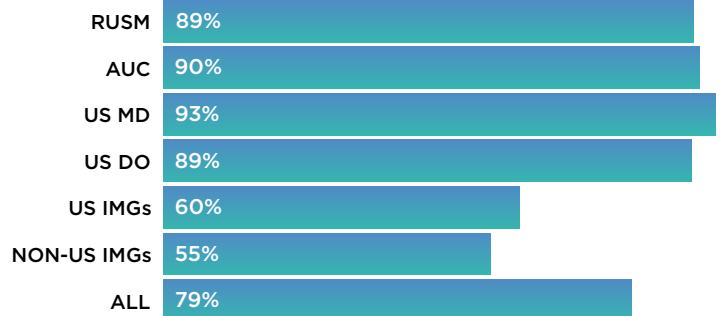
entered primary care residency programs at about

2x

the rate of their US medical school graduate counterparts in 2021.

Primary care includes the following NRMP categories: Family Medicine, Pediatrics, Primary Care Internal Medicine and Primary Care Pediatrics.

MATCH RATES AMONG FOURTH-YEAR MD AND DO STUDENTS 2020-2021



International Medical Graduates (IMGs). Data Source: National Resident Matching Program, Results and Data: 2021 Main Residency Match. Adtalem data has been normalized for consistency with US methodology for comparison purposes and contains residencies attained through the NRMP Main Match and SOAP.

FIRST-TIME RESIDENCY RATE 2020-2021



AUC/RUSM first-time residency attainment rates include additional residencies obtained outside of the NRMP Main Match and SOAP, which differs from the US methodology.