



bridging the gap

2023 SUSTAINABILITY REPORT EXECUTIVE SUMMARY

At Adtalem, we are working together to positively impact the education and healthcare landscapes for the better. We do this by leveraging the collective strength of our institutions to address social disparities and cultivate an environment that supports the overall well-being and prosperity of communities and the world around us. We are bridging the gap between equitable access to high-quality education and systemic change in healthcare. Our talented team members are delivering on our promise to empower students to achieve their goals, find success and make inspiring contributions to our global community.

Who We Are

Adtalem Global Education (NYSE: ATGE) is a national leader in post-secondary education and leading provider of professional talent to the healthcare industry. With a dedicated focus on driving strong outcomes that increase workforce preparedness, Adtalem empowers a diverse learner population to achieve their goals and make inspiring contributions to their communities.



Our Mission

We provide global access to knowledge that transforms lives and enables careers.



Our Vision

To create a dynamic global community of lifelong learners who improve the world.



Our Purpose

We empower students to achieve their goals, find success and make inspiring contributions to our global community.

Sustainability Highlights and Milestones

During fiscal year 2023, significant progress was made across all pillars of our sustainability program. As a vital contributor to the education and healthcare sectors, we upheld leadership in various social impact metrics, maintained our commitment to our established environmental goals and enhanced our reputation as a conscientious employer. Moving forward, we are excited to continue collaborating across our enterprise to further integrate sustainability into our strategy and culture.

SOCIAL

Empowering Individuals, Impacting Global Communities

#1 provider of healthcare education in the U.S. in 2021.

98% first-time residency attainment rate for our 2022-2023 medical school graduates.¹

\$301,700 awarded through the Empower Scholarship Fund to 162 students across all Adtalem institutions.

Vice president of diversity, equity and inclusion and talent management hired to drive a culture of DEI throughout the organization.

ENVIRONMENTAL

Safeguarding Global Health and the Environment

1st solar array upgrade at our campus in Sint Maarten resulted in a combined emission reduction of 51,062.2 kg of carbon dioxide over the last six months of fiscal year 2023.

1st electric vehicle and charging ports purchased at our campus in Barbados.

39,763 pounds of IT equipment recycled across our locations.

GOVERNANCE

Operating With Purpose and Responsibility

Cybersecurity program exceeded the maturity of industry peers in nearly all categories per an independent assessment conducted in alignment with National Institute of Standards and Technology (NIST) framework.

UN SDGs referenced as part of our sustainability strategy.

45% people of color representation among our board of directors.

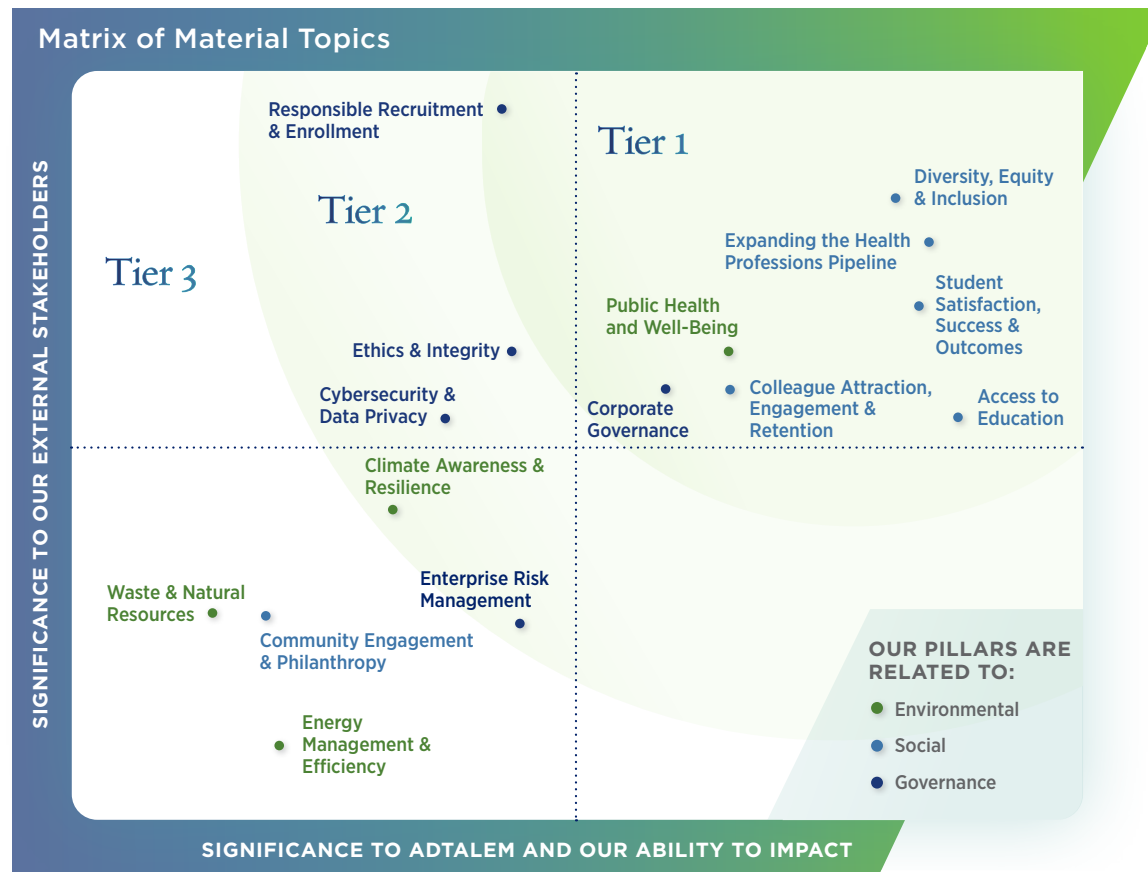
¹First-time residency attainment rate is the percent of students attaining a 2023-24 residency position out of all graduates or expected graduates in 2022-23 who were active applicants in the 2023 National Resident Matching Program (NRMP) match or who attained a residency position outside the NRMP match.

Our Approach and Priorities

Our approach to sustainability is comprehensive, encompassing our commitment to operating as a responsible corporate citizen by addressing corporate sustainability topics that are most important to all our stakeholders, while also enacting broader social impact through our community partnerships and engagements. We remain focused on our mission, values and purpose as these are entwined with our approach to sustainability.

Our Continued Alignment With Key Sustainability Priorities

As part of our commitment to make progress on our sustainability journey, we conducted a materiality assessment in fiscal year 2022 in partnership with third-party sustainability strategy consultants to help identify, define and organize the sustainability topics most pertinent to our business and stakeholders.



Supporting the United Nations 2030 Agenda for Sustainable Development

We are committed to ongoing and transparent progress in our efforts to operate in more sustainable ways. As such, we demonstrate how our priorities and areas of interest can support the [United Nations 2030 Agenda for Sustainable Development](#) that was formulated in 2015. Key to the 2030 Agenda are 17 [Sustainable Development Goals \(SDGs\)](#), which provide a shared and powerful blueprint for how countries, communities, businesses and individuals can help shape a better future for all.

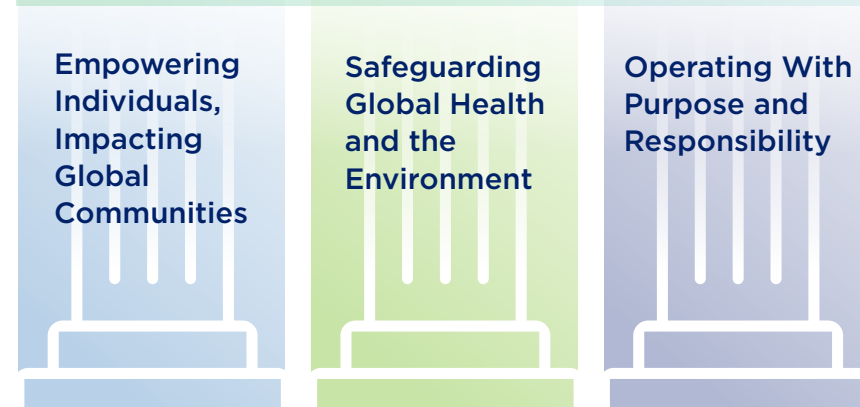


We plan to continue the programs and efforts outlined in this report to help us drive positive impact. Our priorities for the coming year include supporting the following SDGs, which naturally align with our commitments and differentiators:



Our Pillars

Our three sustainability pillars are crucial to bridging the gap for our students, communities and the greater good and health of the world. Each pillar is vital to our sustainability journey.



Empowering Individuals, Impacting Global Communities

As a global, scaled healthcare education enterprise, we are uniquely positioned to bring our purpose to life to address the deep inequities and shortages across the healthcare system. We remain focused on bridging this gap through increased access to education and support for underrepresented students and by working directly with healthcare systems to place qualified healthcare professionals into critically needed positions.

Empower Scholarships Help Make Dreams Come True

The [Empower Scholarship Fund](#) is a key resource through which we support our students. The fund is a separate, nonprofit entity established in 2000 that provides financial support to Adtalem students facing the greatest need and who have a successful academic track record.

In fiscal year 2023, a total of \$301,700 was awarded through the Empower Scholarship Fund to 162 Adtalem students.

Crystal Watson



Crystal Watson is a Chamberlain University student who hopes to become a neuro-oncology nurse practitioner and eventually a Doctor of Nursing Practice to help find a cure for brain cancer. Watson chose her nursing path after her father's diagnosis of stage four brain cancer and witnessing the excellent nursing care he received during his treatment. "This award will positively impact my education in so many ways, and I hope to one day give back to future nursing students," she said.

Grace Pechman



RUSVM student Grace Pechman is living with hearing loss that has historically created challenges for her in the classroom. With the scholarship funds, Pechman can now afford the hearing aids she needs to learn as efficiently as possible. "I look forward to the day when people trust me to care for their pets. I particularly wish to serve animals in the deaf and hard-of-hearing community," she said.

Medical Education Readiness Program (MERP)

We know that some students, through no fault of their own, might not be prepared for the rigors of medical school and need a stronger foundation to be successful in their studies. To address this need, we operate the **Medical Education Readiness Program (MERP)**, which offers a 15-week preparatory course with customized academic assessments and study plans, as well as a supportive and diverse community of expert instructors and peers.

More than **4,000** learners have successfully completed **MERP**



and advanced to an Adtalem medical school.



Adtalem's medical schools look beyond biased measures of preparedness to provide educational opportunity to underrepresented student populations of diverse backgrounds, prior educational experiences and lifestyles. And MERP, as a pathway program, helps close preparation gaps while diversifying our student bodies.

Over the past five years (2019–2023),

881 MERP advancers, including **209**



from underrepresented groups, have graduated from medical school and entered residency positions in the United States. Not only has the program helped learners gain admittance into medical school, but those same learners are filling critical and unmet needs in primary care.

Bridging the Gap: By the Numbers

HEALTHCARE INDUSTRY SHORTAGES

HOW ADTALEM IS BRIDGING THE GAP

NURSES	PHYSICIANS	VETERINARIANS	SOCIAL & BEHAVIORAL HEALTH PROFESSIONALS
Up to 450,000 shortage by 2025. ¹	Up to 124,000 shortage by 2034. ²	Up to 24,000 shortage of companion-animal veterinarians by 2030. ³	Nearly 75,000 additional social work jobs are expected to be available each year between 2021 and 2031. ⁴
#1 grantor of U.S. nursing degrees.	Combined, AUC and RUSM graduate more MDs than any U.S. medical school.	#1 grantor of DVM degrees. ⁵	#1 grantor of research doctoral degrees in psychology and social science.
#1 grantor of BSN, MSN-FNP & DNP degrees to minority students.	#1 provider of Black MD graduates to the U.S. in 2020-2021 compared to U.S. medical schools.	Between FY20-FY22, 1 in 3 RUSVM graduates have been people of color.	More than 1,900 Social & Behavioral Health degrees and certificates granted in 2021-2022 academic year.
-300,000 alumni across our institutions.			

¹McKinsey & Company — May 2022.

²AAMC Report from June 2021: [The Complexities of Physician Supply and Demand: Projections From 2019 to 2034](#).

³Data for U.S. pet healthcare market. Mars Veterinary Health & Animal Health Economics, LLC, "Pet Healthcare in the U.S.," August 2023.

⁴Based on data from the [Bureau of Labor Statistics](#).

⁵American Association of Veterinary Medical Colleges. "2022-2023 Institutional Data Report." December 2022. Based on reported number of graduates in most recent class from AAVMC member veterinary institutions.

Alumni Profile

Advocating for Black Maternal Health

According to the American Medical Association, Black women are three times more likely to die of pregnancy-related causes than white women. RUSM alumna Jessica Shepherd, MD, is an OB-GYN and chief medical officer at Verywell Health. Through her work, Dr. Shepherd uses her expertise to help women understand their health conditions and how to address them appropriately. "For many women, it's fearful to think of pregnancy when there has been such a focus on the bad outcomes that have been seen nationwide," Dr. Shepherd told [ESSENCE](#). "Active participation from the provider, self-advocacy in decisions and plans as well as knowing the best ways to create healthy outcomes are the focus of the discussion."



Our Institutional Pass Rates



88.5% AUC students' five-year cumulative first-time pass rate for the USMLE Step 1 exam from 2018-2022.¹



89% RUSM students' five-year cumulative first-time pass rate for the USMLE Step 1 exam from 2018-2022.²



81% 2021-2022 NAVLE pass rate.



76.4% 2022 NCLEX® pass rate.

¹First-time pass rate is the number of students passing the USMLE Step 1 exam on the first attempt divided by the number of students whose first attempt was in 2018-2022. In order to sit for the USMLE Step 1 exam students must successfully complete the Medical Sciences curriculum.

²First-time pass rate is the number of students passing the USMLE Step 1 exam on the first attempt divided by the number of students whose first attempt was in 2018-2022. In order to sit for the USMLE Step 1 exam students must successfully complete the Medical Sciences curriculum and earn a satisfactory score on the NBME CBSE exam as listed in the student handbook.

Note: there is no equivalent for Walden.

Our Commitment to Diversity, Equity and Inclusion

Diversity, equity and inclusion (DEI) is core to our mission. We are proud to stand for equality and social justice at the enterprise level and across our family of institutions, and we remain committed to equipping a diverse community of learners to be the culturally aware professionals our communities desperately need.

Community Engagement and Philanthropy

As a mission-driven organization, our commitment to serving others goes beyond the classroom. Just as we teach and empower our students, many of whom return to their

communities and help strengthen them, we support charitable and civic organizations across the globe that share our values through grant-making, corporate philanthropy and volunteerism.

2023 Month of Service

Aligned with our focus on encouraging employee volunteerism, we hold an annual “Month of Service,” providing a paid workday for employees to volunteer with a charitable organization of their choosing. Many of our employees, including senior leaders, also lend their expertise to the community. In 2023, 365 colleagues volunteered over 2,100 hours of service, in support of 105 charitable organizations.

Diversity at a Glance

STUDENTS ¹	
People of Color	52%
White	40%
Unknown Race/Ethnicity	9%
Female	83%
Male	15%
Unknown Gender	2%
U.S. COLLEAGUES	
People of Color	37%
White	54%
Unknown Race/Ethnicity	9%
Female	77%
Male	23%

SENIOR LEADERSHIP ²	
People of Color	27%
White	36%
Unknown Race/Ethnicity	36%
Female	27%
Male	73%

BOARD OF DIRECTORS	
People of Color	45%
White	55%
Female	36%
Male	64%

¹Includes all students actively enrolled during FY23 (attempting at least one course that started or ended in that time frame) across our five institutions; “ethnically diverse” is defined as all race/ethnicities except White and Unknown.

May not total 100% in aggregate due to rounding.

²Leaders include our CEO, Group Presidents and Senior Vice Presidents.

Dr. David Pryluck: Leading with Pride

David Pryluck, MD, MBA, loves being a physician. As AUC’s senior associate dean of the Sint Maarten campus, he leads the AUC campus team by fostering an environment that values diversity; promoting student, faculty and colleague engagement and success; and engaging as a socially responsible member of the Sint Maarten community. “As an openly gay physician and leader in healthcare education, the value of diversity of community, thought and medical practice is limitless,” says Dr. Pryluck. “Teaching our students, normalizing and incorporating this education right into the curriculum as a legitimate, vital part of their education provides our students with the correct context and language, and gives them the communication skills to effectively care for this patient population.”



Dr. Elesia Glover: Social Change Agent and Proud Walden Alumna

While living and working in Atlanta, Georgia, **Dr. Elesia Glover**, Walden alumna, founded [Posh Pack](#), a nonprofit dedicated to providing feminine hygiene essentials to students and working to educate elected officials and the public on the importance of alleviating period poverty. “I saw that one in five girls in the U.S. misses school time because of lack of access to feminine hygiene products,” Dr. Glover said. “It ran the spectrum of ages from elementary to high school.” Since its founding in 2018, Posh Pack has been bridging the gap in support and advocacy by providing thousands of period products each year to schools in Georgia, North Carolina, Florida and Virginia. Dr. Glover’s commitment to positive social impact has grown as she continues to increase Posh Pack’s reach.



FY2023 Giving by the Numbers

Total Adtalem Global Education Foundation Grants

\$564,775

Total Adtalem Corporate Giving

\$221,671

Safeguarding Global Health and the Environment

We help protect our planet and people by maintaining efficient, environmentally aware operations and by working to address global challenges such as climate change and disaster management. Demonstrating our commitment to environmental stewardship, in 2020 we launched multiyear environmental goals through 2024 that encompass our strategic approach to reducing our carbon footprint, embracing renewable energy and enhancing waste management practices. Through these goals, we are addressing environmental issues that help safeguard the environment and our communities.

Our Multiyear Environmental Goals and Progress

Goal 1

Achieve a 10% reduction of controllable energy use and greenhouse gas (GHG) emissions levels across Adtalem's U.S. properties by 2024.

Progress: Throughout fiscal year 2023, we continued implementing energy conservation measures, such as installing light timers, updating water heaters and replacing HVAC systems. These measures have allowed us to reduce energy and emissions by 23.1% and 32.6%, respectively, from our 2019 baseline.¹

¹FY23 usage reports data from direct-paid utilities only. Energy usage increased slightly year over year, as new campuses were added to the data set. Fiscal year 2023 data includes sites in the following locations: Addison, IL (two sites); Boise, ID; Chicago, IL (two sites); Columbia, MD; Downers Grove, IL; Miramar, FL (two sites); Naperville, IL; North Brunswick, NJ; Pearland, TX; Phoenix, AZ; Sacramento, CA; Tinley Park, IL.

Goal 2

Aim to initiate an average of one renewable energy project per year at an owned location from 2021 through 2024.

Progress: During the year, AUC completed its first solar array upgrade in Sint Maarten. The upgraded system of 184 panels has a total capacity of approximately 76 kilowatt peak (kWp). During the last six months of fiscal year 2023, the system successfully reduced carbon dioxide emissions by 51,062.2 kilograms while providing an average monthly energy cost savings of \$2,475.

Goal 3

Implement an enhanced waste and recycling initiative across Adtalem's controllable waste portfolio by the end of 2024.

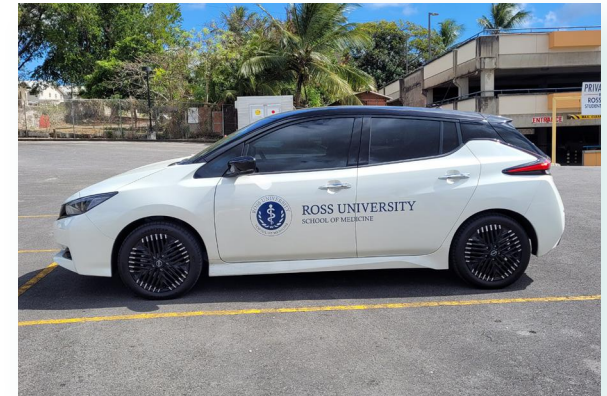
Progress: In fiscal year 2023, we further advanced our waste and recycling initiative by completing comprehensive waste audits for our owned U.S. facilities² with the help of a third-party environmental consultant.

²North Brunswick, NJ; Addison, IL; and Tinley Park, IL.

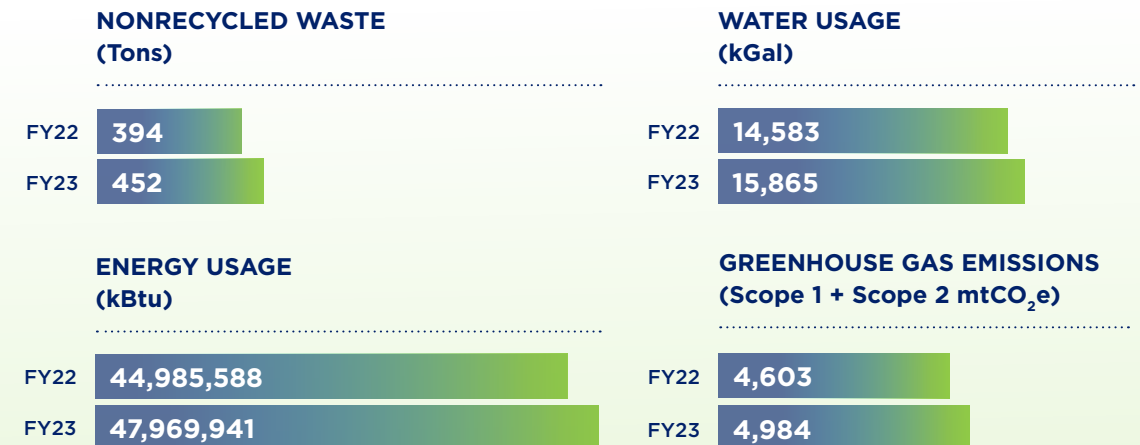
Encouraging Climate-Friendly Commuting

We recognize that vehicular emissions, particularly in single-passenger vehicles, can be a substantial contributor of greenhouse gas emissions. During the year, our RUSM security team introduced its first electric vehicle and installed two on-campus charging ports available for colleagues who drive electric vehicles.

Additionally, we offer full-time colleagues who commute to Adtalem locations and campuses a benefit program that incentivizes the use of public transport and carpooling. Participating colleagues can save pretax dollars to offset the cost of subway, commuter train, ferry and carpool transit.



2023 Environmental Impact³



³FY23 usage reports data from direct-paid utilities only. Energy and utility usage increased slightly year over year, as new campuses were added to the data set. Fiscal year 2023 usage data includes sites in the following locations: Addison, IL (two sites); Boise, ID; Chicago, IL (two sites); Columbia, MD; Downers Grove, IL; Miramar, FL (two sites); Naperville, IL; North Brunswick, NJ; Pearland, TX; Phoenix, AZ; Sacramento, CA; Tinley Park, IL.

Embracing a Multidisciplinary Approach to Health and Well-Being

By expanding access to education, our family of institutions educates the next generation of leaders and trains them to solve complex problems at the intersection of animal, human and environmental health. This approach is exemplified by the One Health framework, an interdisciplinary approach to education, innovation and impact.

Our collaborative, cross-functional approach researches the interrelationships of humans, wildlife and the physical world while allowing our students and faculty to address critical issues facing our collective health around the globe. The One Health approach embraces a holistic view of the connectedness beyond our everyday interactions. Our students, educators and alumni collaborate, teach and learn to provide expertise across a spectrum of subjects. Their insight drives the inclusive problem-solving necessary to address highly complex issues such as natural disaster management, the spread of infectious diseases across species and food security.

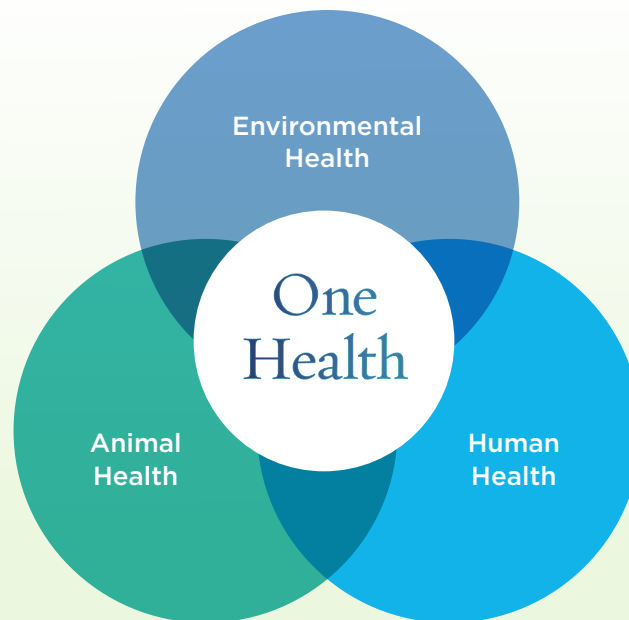
Advancing One Health Through Education and Research

As a leading educator of veterinarians with a strong commitment to health equity, RUSVM supports the One Health approach by providing students with immersive educational experiences, enabling them to effectively manage the animal, human and environmental health continuum in their careers.

RUSVM is partnering with Chamberlain University to offer a [Graduate Certificate](#) designed to advance career knowledge for veterinary and healthcare professionals and offering an online-based **Master of Science by Coursework in One Health** (MSc One Health) [degree program](#) designed to equip veterinarians, animal scientists, social scientists, environmentalists and medical and biological students with a comprehensive understanding of the integrated framework.



Interdisciplinary Approach: Supporting Health for All



RUSVM and AMLC Come Together Under One Health

In May 2023, RUSVM proudly welcomed the 40th Scientific Meeting of the Association of Marine Laboratories of the Caribbean (AMLC) to St. Kitts and Nevis. The five-day event, hosted partly on RUSVM's campus, fostered discussions among global professionals focused on critical topics like the current outbreak of coral diseases, coral restoration efforts, sargassum bloom, use of remote sensing and other techniques for coastal and marine science, and sustainable coastal development and conservation. The meeting also provided an opportunity to connect students, established scientists, policymakers, practitioners, and others with an interest in marine science under the meeting's theme: Connecting Coastal and Marine Ecosystems Through Science and People. Five RUSVM faculty and staff members helped organize the conference, and RUSVM students, faculty and staff participated in the event by holding interactive research presentations and providing volunteer support.



ROSS UNIVERSITY
SCHOOL OF VETERINARY MEDICINE

"Now more than ever we realize that we're all connected, especially from our perspective as an institution that believes in One Health," said an RUSVM faculty member. "It's important to consider that we all live in these ecosystems and our location in St. Kitts and Nevis allows us to see that interconnection between coastal and marine ecosystems."

Operating with Purpose and Responsibility

A crucial element of our Growth With Purpose strategy is a commitment to operational excellence. Our enterprise must be grounded in a strong foundation of corporate governance, ethics and risk management and guided by a stable and strategic perspective. We thrive on the spirit of mutual support, and our practices provide us with the capacity to make thoughtful, informed decisions that benefit our enterprise and our stakeholders.

A Reimagined Responsible Marketing Strategy

Student-Centric: We aim to elevate our understanding of what our students and prospects need and want to hear from us.

Impact-Focused: We prioritize activities that drive new student enrollment based on their potential impact, including organic demand, performance media, web experience and database engagement.

Data-Driven: We test, learn and pivot based on our assessments of the efficacy and incrementality of our tactics and investments.

Ensuring Responsible Recruitment and Enrollment

Our work toward bridging the gap and creating access to education for all begins with ensuring that our recruitment and enrollment procedures provide prospective students with ample information, support and resources to make an informed choice about enrolling at one of our institutions.

Our [Responsible Marketing and Communications Statement](#) codifies our commitment to marketing our products and services, and to maintaining transparency and compliance in all of our advertising messages and promotional communications.

Enterprise Safety and Security

Maintaining a safe and secure environment across our institutions and facilities is a top priority, and our Enterprise Safety and Security (ESS) team helps us uphold this responsibility to our global stakeholders. Consistent with our purpose-driven mission, we take a broad approach to ensuring the highest levels of safety and security, with a focus on continuous improvement.

Zero Harm Safety

Initiative: All institutions have successfully adopted Zero Harm, and increased awareness has led to a more engaged community on the topic of mitigating hazards before they cause incidents. As a result, we are receiving more timely reports of injuries, which provides us with the opportunity to ensure care can be delivered in a timely manner and hazards promptly addressed.



Security Improvement Plan: As part of our ongoing process of assessing our current programs, services, solutions and risks, we have established a framework that acts as a foundation for developing increased security capabilities.

Our initial findings from 2020 indicated that some of our program elements were unmet, nonexistent or did not meet company guidelines. As a result, we implemented numerous efforts and initiatives related to program management, governance, risk management and compliance.

Responsible Supply Management Organization

The strength of our Supply Management Organization (SMO) comes from its team members, who are dedicated to reducing risks and creating value for Adtalem through contract review, risk review, sourcing events or pricing negotiations. The SMO also reviews policies and updates them as needed to ensure that our supplier practices are ethical. We continue to underscore the importance of supply chain diversity through enhanced transparency in our internal reporting.

During fiscal year 2022, we implemented a third-party risk management software system, which helped us begin assessing risk and tracking compliance for new suppliers in fiscal year 2023. In April 2023, we initiated a backlog project to assess the risk of all current suppliers. As a result of this newly refined process, we were able to assess 61.4% of active suppliers, both new and backlogged, in fiscal year 2023, and are on track to meet our long-term, internal project goals.



Cultivating a Diverse Board of Directors

We strive to maintain a diverse board with the optimal mix of skills, expertise and experience in order to deliver long-term value to our shareholders and maintain our commitment to helping our students succeed. Our directors' diverse skills, qualifications and viewpoints strengthen the board's ability to provide effective and balanced oversight as fiduciaries on behalf of our shareholders.

A recent comprehensive review, in alignment with the NIST 800-53 cybersecurity framework, concluded that Adtalem's cybersecurity program exceeded the maturity of industry peers in nearly all categories.

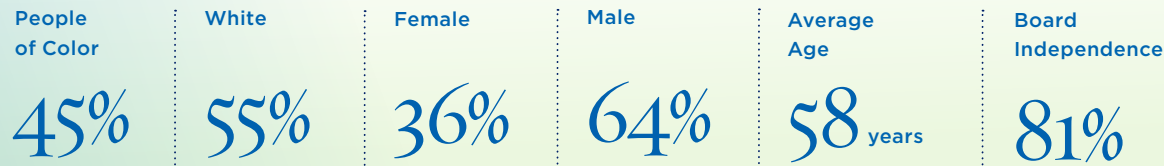
Enterprise Risk Management

We uphold our responsibility to our stakeholders to ensure the highest degree of safety and security by maintaining a robust enterprise risk management (ERM) framework. The ERM framework identifies, evaluates, mitigates and monitors risks at the enterprise level. The program's focus on collaboration among various leaders creates stronger partnerships and synergies for the organization.

Cybersecurity Oversight

As a recognized enterprise risk, cybersecurity is positioned accordingly within our organizational structure. The Audit and Finance Committee of the board of directors provides primary oversight, but the full board is also involved in discussions and decisions regarding cybersecurity. We understand the important responsibility to safeguard information about our students, employees, institutions and operations.

Board Diversity and Independence¹



¹Out of 11 members
Data as of June 30, 2023

Navigating Enterprise Risk: From Identification to Reporting

- 1. Risk Identification**
Identify and prioritize key enterprise risks using our risk-tiering methodology and our enterprise risk prioritization heat map.
- 2. Risk Evaluation**
Evaluate the most material enterprise risks and perform deep-dive analysis of the drivers and root causes.
- 3. Risk Mitigation**
Develop appropriate risk responses to mitigate each key driver of the enterprise risk.
- 4. Risk Monitoring**
Create and monitor risk metrics as part of the risk appetite development process. Regularly monitor, identify and escalate emerging risks before they materialize.
- 5. Risk Reporting**
Provide periodic, tailored ERM reporting to various audiences, including key functional leaders and board-level committees (as applicable).



Read more about our progress to date in our [2023 Sustainability Report](#).

