

# SOCIAL RESPONSIBILITY FACT SHEET



## DIVERSITY COMMITMENT

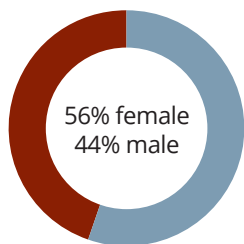
American Public Education Inc. (APEI)

We are committed to an inclusive workplace that embraces and promotes diversity. APEI values the unique contributions made by people with diverse backgrounds, experiences and perspectives, and believes that greater diversity of thought throughout the organization will lead to more informed decision-making and exceptional business outcomes.

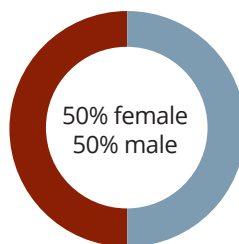
In furtherance of our Workforce and Labor Rights policy, we plan to:

- Establish measurable objectives for achieving ethnic and gender diversity in the workplace. Those measurable objectives, and our progress in achieving them, will be assessed and reported on as appropriate.
- Employ recruitment techniques intended to attract a diverse group of employees, including those from under-represented groups.

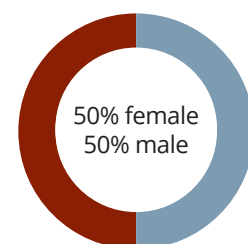
### GENDER BREAKDOWN



APEI Board of Directors



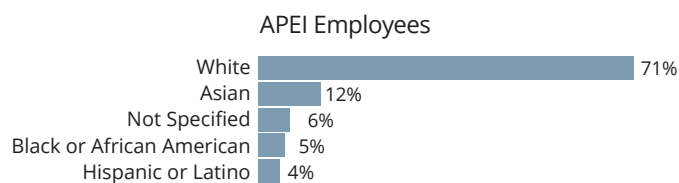
APEI Executive Leadership



APEI Employees

### ETHNICITY BREAKDOWN

APEI welcomed a new female director to the board of directors in 2020. Currently, the board has one minority board member and five directors are female, including APEI's CEO.



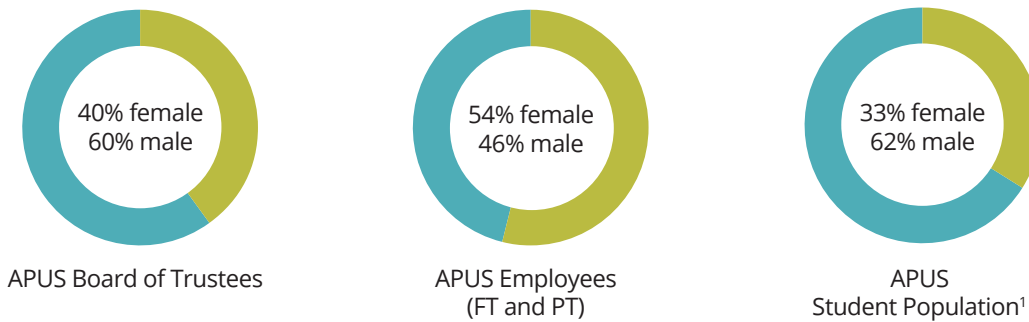
# SOCIAL RESPONSIBILITY FACT SHEET



## DIVERSITY COMMITMENT

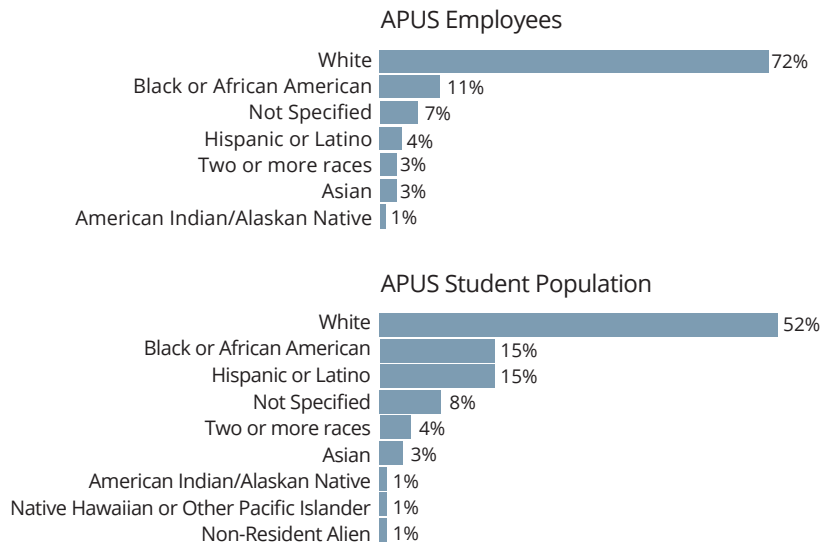
American Public University System (APUS)

### GENDER BREAKDOWN



### ETHNICITY BREAKDOWN

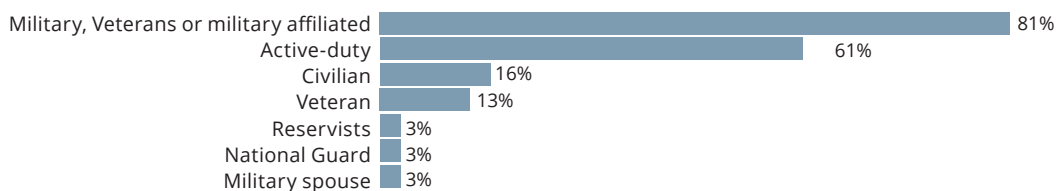
APUS welcomed a new minority board member in 2020. Currently, the board of trustees has two minority members and six female directors.



**97%** of respondents indicated that they are at least moderately satisfied with their APUS education  
n=6,804

**92%** of respondents indicated agreement that the APUS mission statement reflects their experience  
n=6,804

### STUDENTS BY MILITARY AFFILIATION



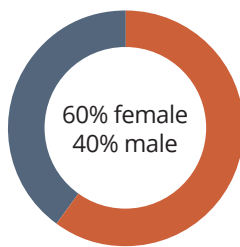
All data as of December 31, 2020, except as noted.  
1. Approximately 5% of APUS student population did not report gender.

## DIVERSITY COMMITMENT

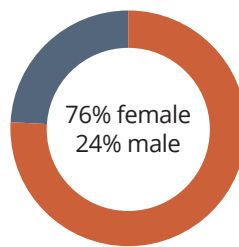
### Hondros College of Nursing (HCN)

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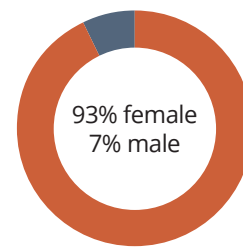
#### GENDER BREAKDOWN



HCN Board of Directors

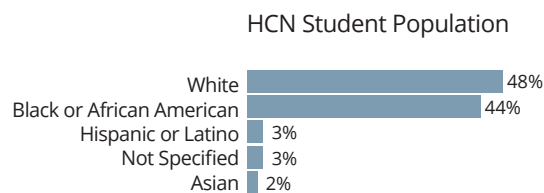


HCN Faculty and Staff



HCN Student Population

#### ETHNICITY BREAKDOWN



- HCN's board of directors has three female directors.
- 27% of HCN's faculty and staff self-identity as ethnically diverse.

## HEALTH AND SAFETY METRICS

**Health and Safety strategy statement:** for faculty, students and employees: We recognize our greatest resource at APEI is our people; our faculty, students and employees. Their health, well-being and success continue to inform our definition of success and who we are as a company. We recognize the need for safety in everything we do.

### American Public Education, Inc. (APEI) and Subsidiaries Health & Safety Metrics

#### APUS Health and Safety Metrics



0

workplace injuries, arrests, fatalities or known occupational diseases in 2020<sup>1</sup>

#### HCN Health and Safety Metrics



0

workplace injuries, arrests, assaults, fatalities or known occupational diseases in 2020

#### APEI, APUS and HCN Compliance



0

reported non-compliance with Code of Vendor Conduct

1. APUS reported one domestic violence event at a non-campus property in El Paso in 2020. All data as of December 31, 2020, except as noted.