

Impact at Training The Street

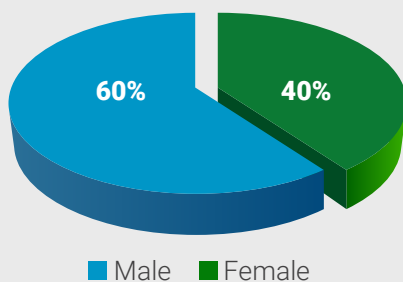
2022 ESG Report

People first...

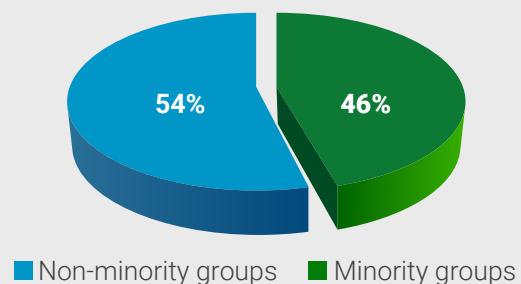
We are in a people-intensive business. At Training The Street (TTS), we recognize that we are better when our team is diverse, engaged, and respected.

- 0** – Number of reported discrimination / harassment incidents
- 76%** – 2022 Diversity, Equity and Inclusion (DEI) Climate Survey response rate
- 81%** – 2022 Employee engagement survey response rate
- 92%** – 2021 DEI Climate Survey response rate
- 0** – Number of workplace injuries and illnesses
- 0** – Total days lost to workplace injuries / illnesses
- 10** – Average employee training hours in 2021

Gender Diversity



Racial Diversity



Keeping data safe and secure...

We recognize that we are stewards of personal information belonging to our customers, their employees, and our employees. We take this role very seriously.

- 0** – Number of data security incidents in 2021
- 0** – Number of complaints received regarding privacy-related concerns in 2021

Focus on the planet...

We are focused on the impact of our operations on the planet. To that end, we have begun measuring key indicators and working toward plans to reduce our impact.

Reducing printed materials to reduce our impact:

90.3% – Reduction in printed materials 2019 - 2021ⁱ

89.1% – Reduction in printed materials per student in live instruction settings

Our carbon footprint:

Greenhouse Gas Emissions ⁱⁱ	Metric Tons CO2e	Emissions/Employee
Scope 1	0	0
Scope 2	25	0.5
Scope 3	100	2.0

Commitment to DEI within TTS...

TTS is in the midst of a 5-year DEI strategy launched in 2020 with the formal publication of our DEI commitment. Our efforts include an active DEI committee, education and communications, updated policies and practices, volunteer opportunities supporting external DEI initiatives, and workshops for Black, Indigenous and People of Color (BIPOC) and first generation college students. We know that our differences make up the core of our strength.

Commitment to access...

TTS has worked with a host of non-profit organizations over the last two years as we work to level the playing field for people from historically marginalized communities. Since 2020 we have served over 1,000 students through direct partnerships with non-profits and support of our clients' diversity initiatives. We've provided access to self-study materials. Over 20% of our instructors have been mentors, led sessions, or volunteered with DEI partners.

Nonprofit partnerships...

TTS partners with many organizations to provide training and resources to support historically underserved populations:



Except as indicated, we have used 2021 data in preparing this summary.

ⁱBased on printing costs. We have compared 2021 to 2019 to provide a meaningful comparison given the COVID disruptions in 2020.

ⁱⁱ For 2021 we have estimated our emissions based on assumptions consistent with the Greenhouse Gas Protocol and EPA guidance. Our scope 3 estimate incorporates business travel, employee commutes, remote employee emissions, and procurement of printed materials. Since our financial results are not public, we have reported emissions per employee as a measure of emissions intensity rather than using revenue as a denominator.