

2026

Corporate Sustainability Annual Report

Advancing Trust, Opportunity, and Impact Worldwide



A Message from our CEO



Stuart Udell
CEO, Prometric

At Prometric, trust is the foundation of everything we do.

Each year, we enable millions of individuals around the world to demonstrate their knowledge, advance their careers, and unlock new opportunities through secure, high-stakes assessments.

As our global footprint continues to grow, so too does our responsibility to our clients, our employees, and the communities we serve. Sustainability is an important part of how we meet that responsibility.

This report represents a significant step forward in formalizing and communicating our approach to sustainability across Environmental, Social, and Governance (ESG) priorities. While our journey continues to evolve, we are committed to building a structured, transparent, and accountable program that aligns with the expectations of our stakeholders and supports long-term value creation.

We recognize that our clients increasingly expect partners who demonstrate strong sustainability practices. We are focused on meeting and exceeding those expectations—while continuing to deliver the trusted testing and assessment solutions they rely on.

We look forward to building on this foundation and sharing our progress in the years ahead.



Our Approach to Sustainability ▶▶

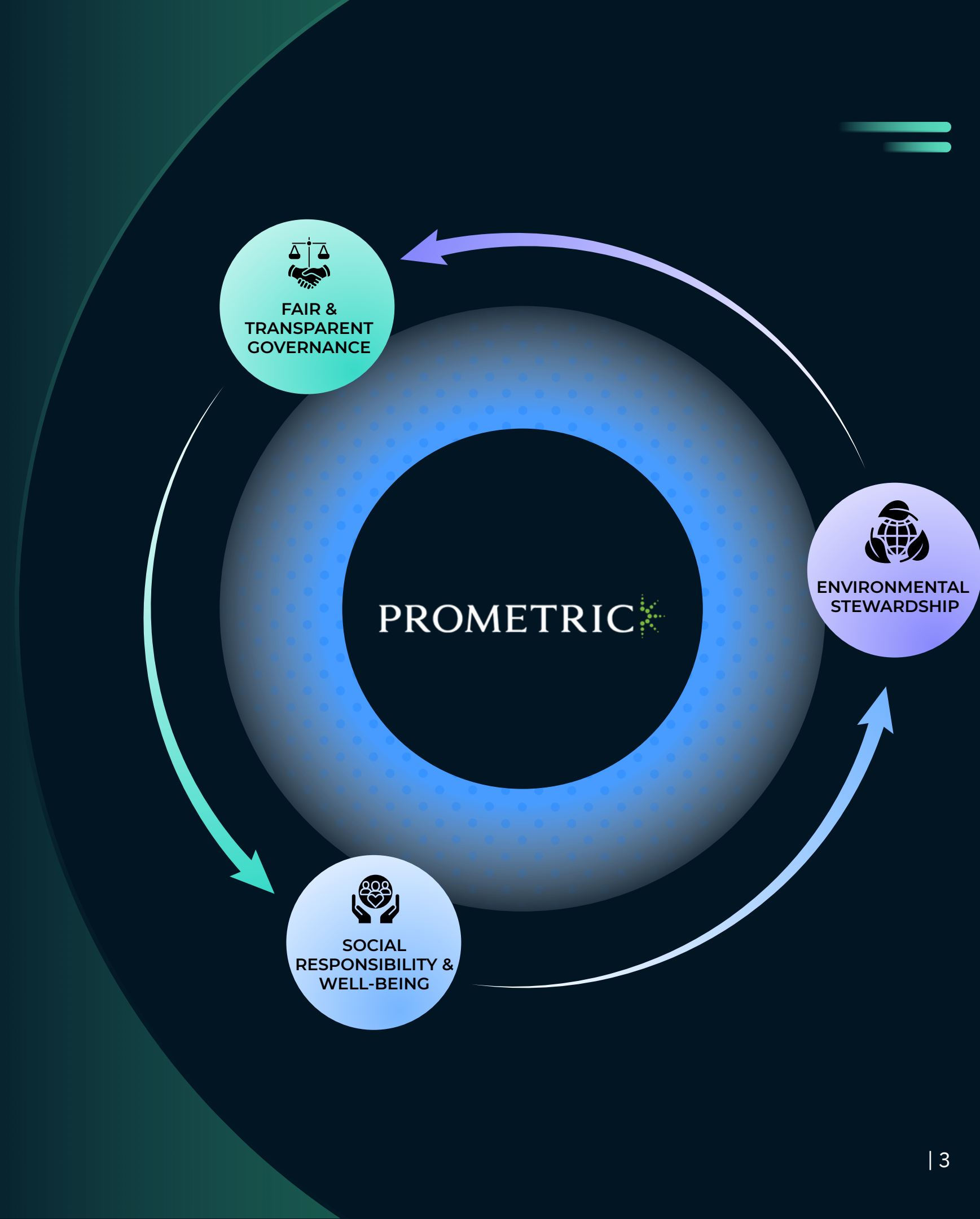
Sustainability at Prometric is grounded in our mission to expand access to opportunity while operating responsibly and ethically at a global scale.

We define sustainability through an ESG framework— **Environmental Stewardship, Social Responsibility & Well-Being, and Fair & Transparent Governance**—and integrate these principles into our core business strategy.

Rather than treating sustainability as a standalone initiative, we embed it into:

- Operational decision-making
- Risk management
- Client engagement
- Long-term business planning

This approach enables us to align sustainability efforts with measurable outcomes, meaningful impact, and the evolving expectations of our stakeholders.



Three Pillars of Sustainability



Together, these pillars guide how we operate, innovate, and deliver value to our stakeholders.



Environmental Stewardship

Reducing our environmental impact through responsible operations and resource management.



Social Responsibility & Well-Being

Supporting our employees and advancing equity, access, and opportunity for the individuals and communities we serve.



Fair & Transparent Governance

Upholding the highest standards of ethics, security, and accountability across our global operations.

Guiding Principles

Our approach to sustainability is driven by **five** core principles.

01 Environmental Responsibility

We incorporate stewardship of the natural environment into business decisions.

02 Diversity, Equity, & Inclusion

We prioritize equitable and inclusive practices across our workforce and operations.

03 Ethical Integrity

We act with transparency and maintain the highest ethical standards.

04 Expanding Access to Learning

We leverage our global reach to reduce barriers in education and certification.

05 Empowering Experiences

We create testing environments that support fairness, accessibility, and real-world success.





Environmental Stewardship

As a global services organization, Prometric is committed to managing its environmental impact in a responsible and practical way.

Our approach focuses on continuous improvement across our operations, with an emphasis on efficiency, resource management, and reducing our overall environmental footprint.

We recognize that our environmental impact is influenced by our facilities, operational processes, and supply chain, and we are actively working to integrate sustainability considerations across each of these areas.





Key Environmental Focus Areas



Climate & Carbon Management

We reduce greenhouse gas emissions by expanding renewable energy use, improving operational efficiency, and advancing toward our commitment to achieve net zero emissions by 2050.



Sustainable Facilities

We embed sustainability into our facilities by promoting energy-efficient operations, responsible resource use, and environmentally conscious practices across offices, test centers, and remote work environments.



Waste & Resource Management

We reduce our environmental impact by promoting waste prevention, responsible materials management, and recycling, while ensuring the safe handling and disposal of potentially hazardous materials across our operations.



Energy & Water Use

We incorporate sustainability into our operations by promoting responsible energy and water use, focusing on efficiency, reducing waste, and supporting resource-conscious practices across facilities.



Travel & Transportation

We integrate sustainability into business travel by prioritizing lower-emission transportation options and promoting responsible, efficient practices to reduce overall environmental impact.



Social Responsibility & Well-Being



At Prometric, our impact begins with people.

From our employees to the millions of test-takers we serve each year, we are committed to creating experiences that are fair, inclusive, and empowering.

We recognize that access to testing and certification can be a critical step toward career advancement and economic opportunity. We are proud to play a role in supporting that journey globally.



Key Social Focus Areas



Diversity, Equity & Inclusion

- Commitment embedded across hiring, operations, and service delivery
- Policies supporting diverse talent recruitment and inclusive workplaces



Employee Experience

- Programs supporting wellbeing, development, and engagement
- Global workforce supported by clear policies and resources



Accessibility & Fairness

- Advancing equitable access to testing across our programs and services
- Designing testing environments that remove barriers and promote fairness



Global Impact

- Supporting clients that advance education, licensure, and workforce credentials
- Delivering testing solutions that expand opportunity worldwide



Fair & Transparent Governance

Trust is central to Prometric's business.

We operate in highly regulated environments where security, integrity, and compliance are essential—and our governance practices reflect that responsibility.

We are committed to maintaining strong oversight, ethical practices, and transparency in how we make decisions and operate across our business.





Key Governance Focus Areas



Ethics & Conduct

- Code of Business Conduct and Ethics guiding all employees
- Global policies addressing anti-bribery, fraud, and ethical conduct



Risk Management

- Corporate Sustainability Committee providing oversight
- Regular reporting to leadership



Data Security & Privacy

- Robust cybersecurity and data protection policies
- Safeguards designed for the demands of high-stakes testing



Business Continuity

- Disaster recovery and business continuity planning
- Incident response protocols and operational safeguards



Speak-Up Culture

- Whistleblower policy and confidential reporting channels
- Commitment to transparency and accountability

Building a more sustainable future



Prometric recognizes that sustainability is an ongoing journey. As expectations evolve from clients, regulators, and partners, we are committed to:

- Expanding ESG reporting and transparency
- Enhancing measurement and target-setting
- Aligning with emerging global frameworks
- Continuing to integrate sustainability into core business operations



Policies & Resources

Prometric's sustainability approach is supported by a comprehensive set of policies and programs, including:

- Carbon Reduction Plan
- Environmental & Climate Policies
- Sustainable Procurement Policy
- Code of Business Conduct and Ethics
- Data Security & Privacy Policies
- Risk Management Framework
- Whistleblower Policy



For more information, please visit www.prometric.com