



**SUPPLEMENTAL CORPORATE  
SOCIAL RESPONSIBILITY REPORT**

**2024**

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## INTRODUCTION

Grand Canyon Education (GCE) released its inaugural Corporate Social Responsibility (CSR) Report in March 2024, highlighting key information and achievements from GCE's 2023 Proxy. This 2024 Supplemental CSR Report includes any new disclosures or updates encompassing the 2023 calendar year, as well as reaffirming our commitment to our goals. GCE is publishing this CSR update for 2024, with stakeholders able to anticipate a full CSR Report following the release of the 2025 Proxy in the spring.

In recent years, corporate emphasis on environmental and social responsibility has steadily increased. GCE is proud that these values have been central to our mission for years. Our services are essential in helping our university partners maintain affordable tuition, accelerate students' degree completion and address critical workforce shortages. These efforts go beyond corporate goals; they are meaningful contributions to pressing societal needs.



At GCE, our vision is rooted in the aspiration we share with our partners: the transformative power of higher education to improve lives. We champion student success and are dedicated to preserving and enhancing the legacy of each institution we collaborate with for generations to come. We are committed to leading in social responsibility and human capital development, which are principles embodied at the highest levels of our organization. Our CEO and other executive officers lead these efforts, with a portion of their compensation linked directly to our success in these areas. Grand Canyon Education, incorporated in 2008, is a publicly traded education services company that currently provides services to 25 university partners (as of 2023). GCE is uniquely positioned in the education services industry, in that its leadership has 30 years of proven expertise and leadership in providing a full array of support services in the post-secondary education sector. For more information about Grand Canyon Education, Inc., visit the company's website at [gce.com](https://www.gce.com).



## ADDRESSING CRITICAL SKILLS SHORTAGES

We are dedicated to helping our university partners and their local communities address skills shortages in critical areas such as health care, teacher education, science, technology, engineering and math. In doing so, we help nurture socially responsible future professionals capable of making positive CSR impacts in their respective fields.



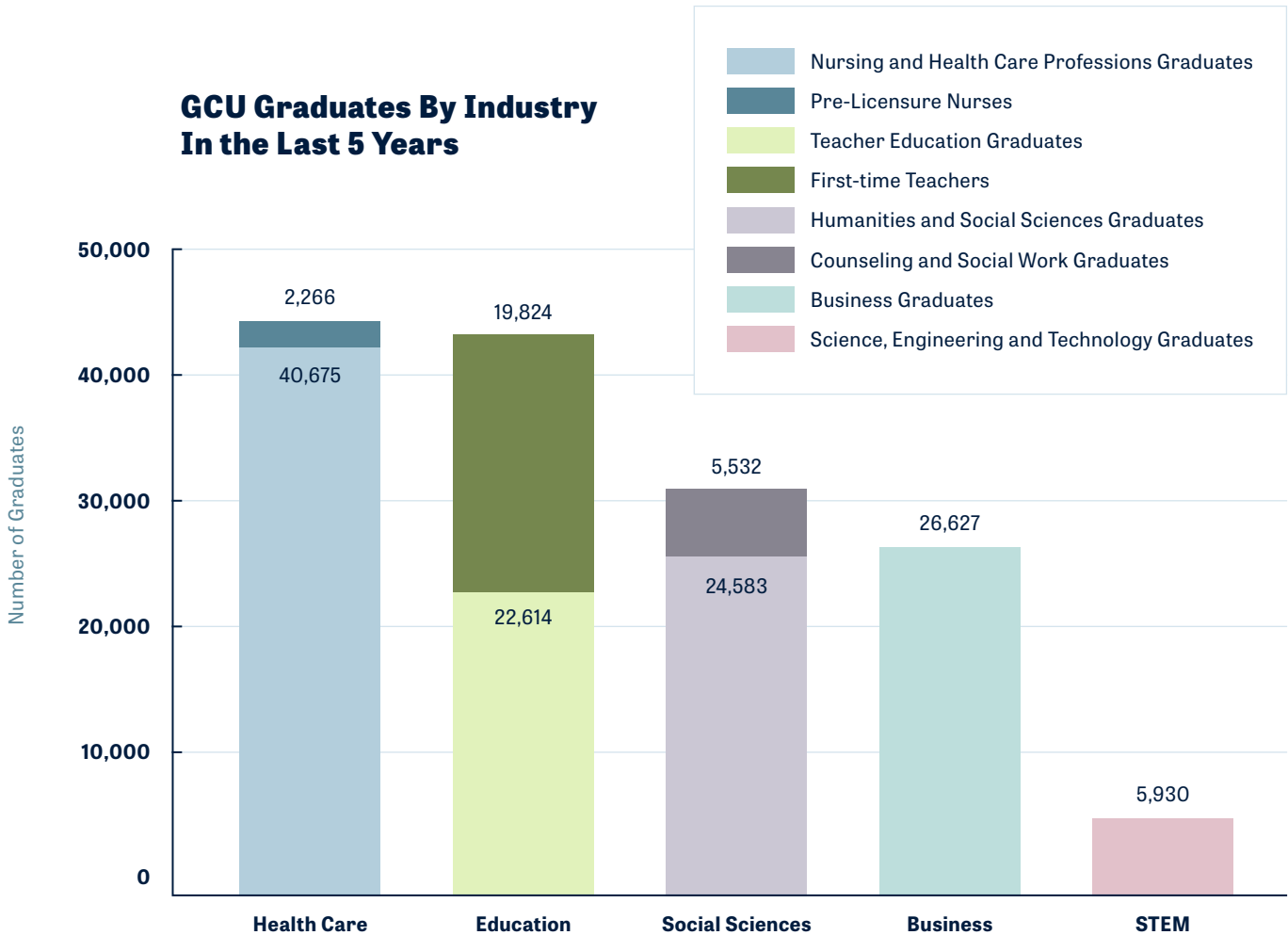
# 14,114

**Nursing and Occupational  
Therapist Graduates  
In the Last 5 Years**

*Graduates as of Dec. 31, 2023.*

For instance, the United States is currently experiencing significant workforce shortages among teacher educators and nurses. GCE has worked closely with Grand Canyon University (GCU) to deliver nationwide teacher education, largely online. This helps those who live in remote areas or who want to change their current career to become teacher educators. GCE's processes and technology allow GCU to help its students gain the required in-class student teaching assignments and help its faculty observe them anywhere in the country. Since 2019, GCE has been working in partnership with a growing number of top universities and health care networks across the country, offering health care-related academic programs at off-campus classroom and laboratory sites. In fact, as of Dec. 31, 2023, there have been 14,114 high-quality, career-ready nursing and occupational therapist graduates from our partner universities, which include GCU and hybrid partners, who have entered the workforce ready to meet the demands of the health care industry.

In the last five years, GCE has been instrumental in helping 154,328 students to graduate through our largest university partner, GCU. Of these, 42,438 have graduated with teacher education degrees, including 19,824 as first-time teachers. In the nursing and health care professions, 42,941 students have graduated, 2,266 of those being pre-licensure nurses. In other industries, we accounted for 30,115 graduates with humanities and social sciences degrees — including 5,532 with counseling and social work degrees, 26,627 with business degrees and approximately 5,930 with science, engineering and technology degrees. These values were calculated at the end of GCE’s Q4 2023 period which ends Dec. 31, 2023.



*Graduates as of Dec. 31, 2023.*

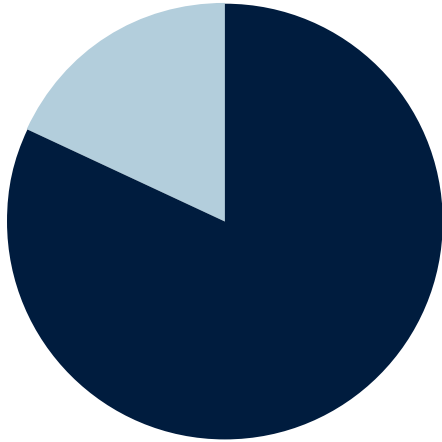
## SCOPE 1 AND 2 EMISSIONS

GCE is committed to meeting its climate disclosure obligations per California’s legislation. Given the business that we operate and with a large work-from-home workforce, our emissions and pollution levels are already low. We remain



## TRAINING DATA

We provide robust support beginning with new hire orientation and onboarding, continuing through to advanced training curricula and compliance modules delivered through various media, including face-to-face sessions, online learning modules and webinars. We closely monitor interactions between staff, students and prospects to ensure adherence to internal procedures. In 2023, GCE spent \$2,532,965 on formal training programs.<sup>1</sup> GCE provided training



**82%**  
**Employee Training Participation**

*Averaged 23 Hours of Formal Training*

*As of Dec. 31, 2023.*

in the categories of Title IX, Harassment Prevention, Family Education Rights and Privacy Act (FERPA), Privacy Act, Active Threats, DISC Assessment training, manager training, leadership training, monthly university development counselor (UDC)/university development manager (UDM) trainings, new hire training and enrichment training. In 2023, 82% of GCE employees received formal trainings, which does not include student workers, and each employee received 23 hours of formal training on average.

<sup>1</sup> *This includes training salaries and contract expenses.*

## CSA QUESTIONNAIRE RESULTS

In 2021, GCE was approached by S&P Global representatives to complete the Corporate Sustainability Assessment (CSA) given its focus on CSR. The CSA rigorously evaluates sustainability criteria for a vast global landscape of more than 10,000 companies. In each year of its participation, GCE has been an industry leader. Our company scored 29 (out of 100) in the 2024 S&P Global Corporate Sustainability Assessment, with a score of 100 (out of 100) in the following criteria: Board Gender Diversity, Board Average Tenure, Management Ownership, Government Ownership, CEO-to-Employee Pay Ratio, Tax Reporting, Effective Tax Rate, IT/ Cybersecurity Measures, Discrimination and Harassment and Human Rights Commitment (CSA Score as of Aug. 16, 2024). Our company ranked in the 92nd percentile in the Diversified Consumer Services Industry in the S&P Global Corporate Sustainability Assessment as of Aug. 16, 2024.



## ADDRESSING ARTIFICIAL INTELLIGENCE (AI)

GCE currently uses AI in a number of ways including to help its university partners answer administrative and academic questions from its students and to improve the services it provides. As the capabilities for AI increase, GCE is committed to taking an ethical, responsible and transparent approach regarding its usage. Although AI can give companies a competitive edge, there is considerable risk present if this AI technology is inappropriately used. GCE is working to develop an AI Policy available for GCE Employees which will be published on the Intranet and will highlight the guidelines GCE will be adopting to ensure our organization can balance innovation with corporate responsibility and governance.

## CSR POLICIES AND HELPFUL LINKS

For additional information ahead of the full publication of GCE's CSR Report in Spring 2025, we invite you to explore the helpful policies and links provided below:

[GCE Whistleblower Policy](#)

[GCE Code of Conduct](#)

[GCE Human and Labor Rights Policy](#)

[LOPE Corporate Governance Principles and Practices](#)

[GCE Environmental Policy](#)

[GCE Environmental Disclosure](#)

[GCE Insider Trading Policy](#)

[GCE Board and Committee Self-Assessment Questionnaire](#)

[Cybersecurity Risk Management and Governance](#)







**GRAND CANYON** EDUCATION