



LIVING OUR VALUES

A Responsible Business for a Sustainable Future



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WELCOME

A photograph of three people, two women and one man, gathered around a wooden table. The woman on the left, with dark curly hair and glasses, is holding a tablet and looking at it. The woman in the middle, with light brown hair, is looking at the tablet with her hand on her chin. The man on the right, with a beard and plaid shirt, is also looking at the tablet. The background is a blurred office or meeting room.

It's with great pleasure — and a genuine sense of pride — that I introduce you to Skillsoft's first annual Impact Report.

One of the reasons I came on board as CEO in 2021 was because I recognized Skillsoft as a business that can make the world a better place.

At Skillsoft, we have a purpose: to propel organizations and people to grow together through transformative learning experiences. And, we are committed to being a Responsible Business for our customers, our Team Members, and society at large. But, many organizations are saying that right now. What exactly do those words mean to us?

In our case, our shared values fuel our efforts to become a Responsible Business. At Skillsoft, we are...

- *One Team*
- *Open and Respectful*
- *Curious*
- *Ready*
- *True*

Our purpose, along with these values, serves as the North Star that keeps the entire Skillsoft workforce on track. We're doing the work internally to make ourselves better and more responsible corporate citizens. We are taking steps toward a more sustainable future through a strategic focus on and commitment to principles of ESG: environmental, social, and corporate governance. And, the solutions we sell enable customers around the globe to pursue the same mission-driven work.

With its global sustainable development goals (SDGs), the United Nations has provided a blueprint for peace and prosperity for people and the planet, now and into the future. Many of the SDGs — such as quality education, reduced inequalities, decent work and economic growth, and gender equality — are intrinsically woven into the very solutions we offer, enabling us to keep our purpose close to our product.

And, as a World Economic Forum (WEF) Associate Partner, Skillsoft is playing a pivotal role in the Reskilling Revolution with the mission to advance prosperous, inclusive, and equitable economies. We are in a unique position to help the WEF to accomplish its goal of providing one billion workers and adult learners with skills and economic opportunities by 2030.

I'm proud to lead Skillsoft, a team of people committed to clear and meaningful values that underscore everything we do for our customers, our community, our shareholders, and each other.

I invite you to read on to learn more about our ESG journey and values-based responsible business, and to share in our vision for the future.



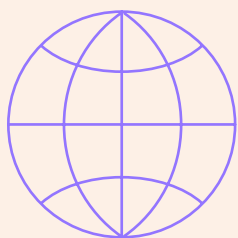
A stylized, handwritten signature in black ink that reads "Jeff".

Jeffrey R. Tarr
CEO, Skillsoft

OUR ESG JOURNEY



At Skillsoft, we are proud to be a company in which our purpose and product align, a place where employees behave ethically and act responsibly towards people and the planet we share. We are on a sustainability journey together.



WE'RE REDUCING OUR PHYSICAL FOOTPRINT AND HELPING THE PLANET

SINCE MARCH 2020:

61% facilities closed

56% reduced footprint

10% facilities decreased
in size

19% reduced footprint

60%+

of Skillsoft's total footprint
reduced in 2 years

BUILDING A MORE SUSTAINABLE FUTURE

Climate change and social injustice make headlines every day.

Organizations must hold themselves accountable, ensuring their policies and practices benefit customers, employees, shareholders, and the greater community. If we are to effect lasting and meaningful change now and in the future, we need to embrace sustainability principles and guidelines for both the greater good and more responsible business.

At Skillsoft, we are an inherently digital company. We've delivered online learning for decades, with a largely digital supply chain of knowledge workers and content. We enable customers around the world to be more responsible in the way they train their workforce, reducing their carbon footprints by curtailing unnecessary travel, printing, and other activities that can tax natural resources. And, we support those customers to advance their own understanding and expertise in ESG practices — whether that's through our Diversity, Equity, and Inclusion curriculum, our Corporate Sustainability learning journeys, or our Global Code of Conduct Solution.

Developing meaningful ESG goals and programs is a journey we have already started, and one we are intent upon continuing.

Sustainability and ESG principles tie into our core values at Skillsoft. We encourage Team Members to work remotely, and our learning solutions are developed, produced, and delivered with minimal environmental impact. Our entire team has made a commitment to one purpose: to propel organizations and people to grow together through transformative learning experiences.

In its Insight Report, "[Upskilling for Shared Prosperity](#)," the World Economic Forum (WEF) focused on the potential rewards of upskilling at scale. In fact, it found that wide-scale investment in upskilling has the potential to boost GDP by \$6.5 trillion by 2030. And, upskilling could lead to the net creation of 5.3 million new jobs by 2030.

That's why today's leaders must become the voice of the workforce and the architects of company cultures that value, reward, and benefit from ongoing learning. They must champion the



GREEN BUSINESS IS GOOD BUSINESS

70%+ would choose to work at a company with an environmental agenda

40% would take a pay cut to do so
Fast Company

Skillsoft commits to developing specified sustainability goals. In addition, we commit to developing relevant, up-to-date content that emphasizes ESG, and diversity, equity, and inclusion (DEI) topics, and helps our customers and employees develop their skills and make an impact in these areas.

democratization of learning, making reskilling and upskilling more accessible to all. We are proud to help them do just that.

In this way, we will all play a role in building a global workforce that is truly sustainable, one that provides equitable opportunity and financial security for all.

SAMPLE RELEVANT SKILLSOFT COURSES



SUSTAINABILITY AND RESTORING OUR EARTH



BUILDING A STRATEGIC COMMITMENT TO SUSTAINABILITY



MANAGING SUSTAINABILITY: FIRST STEPS TO FIRST CLASS



THE POWER OF SUSTAINABLE THINKING

ONE TEAM

We can only succeed when we
unite under one mission.



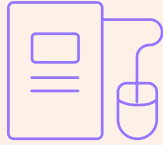
Together, we commit to understanding the business and its goals, and how we move that forward. We see across silos, we help before it's needed, and ask before it's impossible. We each own the responsibility and we all share the credit.

In 2022, the Skillsoft Team Members spent nearly

12,000 HOURS

learning and completed more than

10,000 SKILLSOFT COURSES.



TOP BADGES EARNED BY SKILLSOFT TEAM YEAR TO DATE*



- Becoming an Accountable Professional
- Expert Insights on Accountability
- Developing a Personal Accountability Framework
- Social Engineering
- Leadership Insights on Setting and Managing Priorities

SKILLSOFT UNLEASHES POTENTIAL

Our solutions advance careers, create jobs, build businesses, and improve lives. They enable employers and employees to grow.

For more than 20 years, Skillsoft has been a digital learning solutions innovator. By its very nature, our industry has helped organizations reduce their carbon footprints by curtailing unnecessary travel, printing, and other activities that can tax environmental resources. We've helped customer organizations digitally transform and support distributed workforces. And, we've had the honor of training millions of people.

Today, our purpose is to propel organizations and people to grow together through transformative learning experiences.

The learning experiences that we deliver are built on a portfolio of best-in-class content, a platform that is personalized and connected to customer needs, world-class technology, and a broad ecosystem of partners. More and more customers today are migrating away from traditional on-site or off-campus in-person courses to our sustainable digital solutions.

Skillsoft's more than 2,000 employees work together as one team. Because no matter where each of us sits, we share something enormously important.

We believe every person has the potential to be amazing.

And, that there's a better way to bring out the best of what they already have in them. Through learning. We know this because we live it.

LEADING — AND LEARNING — BY EXAMPLE

Like our customers, we're always evolving — making sure individuals, teams, and enterprises have exactly what they need, when they need it, to unleash their edge and grow. It's a mission we share and take to heart.

Simply put, we believe in the power of learning.



“Skillsoft has built a powerful, environmentally friendly platform that enables people to grow in ways they never thought possible — both personally and in their careers. Not only does Skillsoft Percipio positively impact the environment, but our ESG and DEI content has the potential to positively influence every decision our learners make regarding the environment, diversity, and equality.”

APRATIM PURAKAYASTHA
CHIEF PRODUCT AND TECHNOLOGY OFFICER,
SKILLSOFT

That’s why you’ll find so many of us pursuing our own learning journeys. Like Skillsoft Team Member Murali, who consumed 350 pieces of learning content, including courses, books, and audio books. Or Gianna, who’s earned 117 digital badges. Or Jennifer, who completed the Marketing Manager Aspire Journey.

Leveraging Skillsoft’s personalized, immersive, and accessible learning platform, our team is always transforming, acquiring new skills to help themselves — and the organization — grow.

SAMPLE RELEVANT SKILLSOFT COURSES



**BUILDING AND
LEADING TEAMS**



**LEADING A
CROSS-FUNCTIONAL
TEAM**



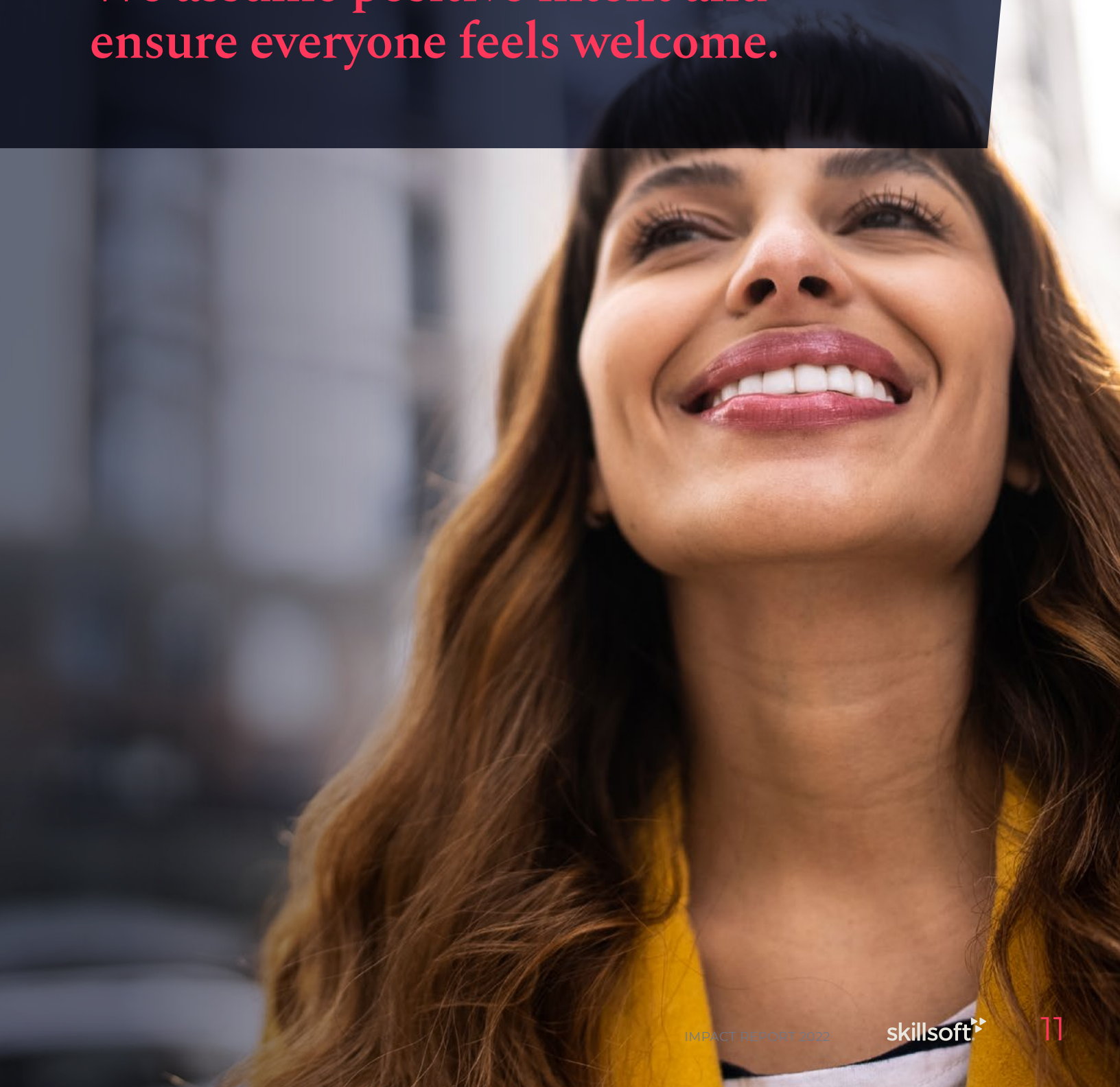
**WE THE LEADER:
BUILD A TEAM OF
EQUALS TO DRIVE
CREATIVITY AND
INNOVATION**



**COLLABORATE:
THE ART OF WE**

OPEN AND RESPECTFUL

We assume positive intent and ensure everyone feels welcome.



We treat others the way they — and we — would want to be treated. And, we seek a diversity of perspectives in planning and then commit to action as a group.

SKILLSOFT EMPLOYEE ADVISORY GROUPS (EAGS)

**FEMALE LEADERS OF
SKILLSOFT:** Women's
Leadership Community

SUPERBIA: LGBTQIA2s
Community

UNITY: Underrepresented
Racial Groups Community

WE ARE ABLE: Disabilities
and Neurodiversity Community

**WOMEN'S INITIATIVE FOR
NETWORKING AND SUCCESS
(WINS):** Professional
Women's Community

LEADING INCLUSIVELY LEADERCAMP

- **12,000+** people from 36 countries registered
- **300%** attendance over industry norm
- Participants from all business sizes
(ENTERPRISE **39%**,
MID-MARKET **17%**,
SMALL BUSINESS **44%**)

ADVANCING EQUITY AT SKILLSOFT

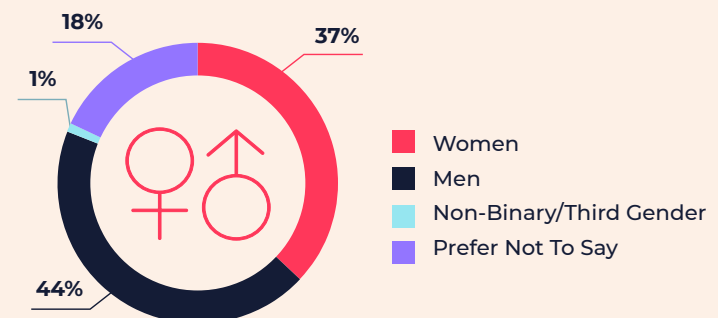
Employing a diverse workforce that brings a variety of experiences, ideas, and perspectives is very important to us. We're making progress, but recognize that we still have work to do.

Skillsoft is in the process of implementing a variety of diversity recruitment initiatives. We're benchmarking our current diversity employment applications and hires, which will inform program goals and next steps.

Each of our job posts is currently distributed to 200+ diversity sites and 15,500+ local community organizations that work with women, minorities, older workers, individuals with disabilities, veterans, and other candidates for visibility.

We recognize that just as important as our best intentions are action, follow-through, and accountability. Therefore, we commit to measuring our progress — and measurably improving, year over year.

GENDER AT SKILLSOFT*



DEI: ENCOURAGING MEANINGFUL CHANGE

In the summer of 2020, just months into a pandemic and economic downturn, we saw sweeping social justice movements emerge. Thousands of protests around the world sparked a global conversation and call to action on the pervasive issues of racial discrimination, bias, and inequity.

Skillsoft partnered with renowned executive coach La'Wana Harris to design and deliver an interactive, blended learning

*Based on a representative sample.



“It’s not about telling people what to say or not to say. We start with where you are and build forward based on your unfiltered worldview. Discomfort is a powerful gateway to discovery and innovation.”

LA'WANA HARRIS

CERTIFIED EXECUTIVE COACH

AUTHOR, DIVERSITY BEYOND LIP SERVICE:

A COACHING GUIDE

FOR CHALLENGING BIAS

experience around DEI. Given the overwhelming need around the globe, we opened the Leadercamp — essentially an engaging, interactive bootcamp for leaders at all levels — to anyone, in any role, at any organization, customer or not. Within days, it was apparent that there’s a worldwide thirst for this topic. Working with Harris and other diversity experts, Skillsoft soon built an entirely new set of DEI courses to address the changing world in which we found ourselves. This year so far, Skillsoft’s DEI courses have been completed by more than 315,000 unique learners. The top three DEI courses completed include: Workplace Diversity, Equity, and Inclusion in Action; Becoming a DEI Ally and Agent for Change; and Understanding Unconscious Bias.

SKILLSOFT INCLUSION COUNCIL

The first step in Skillsoft’s journey toward systemic diversity, equity, inclusion, and belonging. The Council guides our global efforts, helping to create positive change for our internal and external stakeholders and communities.

RECOVERING FROM THE PINK PANDEMIC

Virtually every person on Earth was affected by rapid change, disruption, and loss due to COVID-19. However, the pandemic disproportionately impacted marginalized populations around the world, among them Black, Indigenous, People of Color, geriatric, economically disadvantaged communities, and women+.



Skillsoft responded quickly, publishing two 360 Reports ([Forging New Pathways for Women’s Careers](#) and [Many Shades of the Pink Pandemic](#)), developing a [five-part course](#) for Skillsoft, and outlining a recovery plan for individuals and organizations based on four connecting paths: women, allies, organizations, and society.

“We’re working to align our learning programs with the real-life needs of an increasingly hybrid workforce — including women’s leadership training from Skillsoft. I honestly think this has been a total game changer for our employees and our organization. When women change, everything around them changes for the better.”

CHERIE HICKS

**DIVERSITY AND INCLUSION LEARNING LEADER,
TRANE TECHNOLOGIES**

SAMPLE RELEVANT SKILLSOFT COURSES



**BUILDING A TEAM
CULTURE ON A
REMOTE TEAM**



RISE INTO ALLYSHIP



**LEADING
INCLUSIVELY**



**HOW A VALUES-
BASED APPROACH
ADVANCES DEI,
MIT SLOAN
MANAGEMENT
REVIEW**

*Based on a representative sample.

CURIOUS

We think — and believe —
that knowledge is power, and
humility is the learning engine.



We're willing to stand in the shoes of others to see our work and ourselves more clearly. We come to work each day and check our assumptions and ditch our preconceptions. And, we're relentless, asking, "Why?" until we get to the root of the answer.

SKILLSOFT INDIA'S #LEARNFORACAUSE

By completing Skillsoft courses, employees in India gave back to charities battling hunger and improving access to education.

With the help of **17** participating organizations, Skillsoft donated **16,128** meals, and sponsored the education and employment of **100** young women. And, participants completed more than **10,000** hours of Skillsoft Percipio learning.



"Having Skillsoft as a partner, we believe that iamtheCODE is now well-positioned to meet its ambitious goal of enabling one million young women and girls to code by 2030. Our young learners are using the iamtheCODE 12-week Blended Curriculum to learn how to code and gain digital and soft skills. Decoding the UN's Sustainable Development Goals through the Skillsoft Percipio app is historic and pioneering, therefore, giving access to our coding content to the most marginalised girls will improve their digital lives."

LADY MARIÉME JAMME
FOUNDER,
IAMTHECODE

CURIOSITY DRIVES US TO LEARN

All learning starts with curiosity. It drives us to learn about — and empathize with — others. Curiosity inspires our social responsibility. Our team has an insatiable appetite for new information, new perspectives, and new skills. Each person at Skillsoft benefits from the same immersive — and transformative — learning experiences we deliver to millions of learners at customer sites around the globe.

Curiosity is the key to learning. And, learning is the key to opportunity.

In fact, that's why Codecademy from Skillsoft was originally founded: to enable anyone in the world to learn the skills they need to succeed in the 21st century, to create a world where anyone can build something meaningful with technology, and everyone has the learning tools, resources, and opportunities to do so. In fact, Codecademy has taught more than 50 million people to code since 2011.

We believe in the life-changing impact of learning.

PREPARING THE WORLD'S GIRLS FOR GREATER OPPORTUNITIES

iamtheCODE is the first African-led global movement to mobilize governments, the private sector, philanthropic foundations, investors, and civil society to drive sustainable development for women, girls, and youth in marginalized communities across the world. A fundamental pillar of iamtheCODE's work is the empowerment of women and girls worldwide, aligning with the UN 2030 Agenda for Sustainable Development to improve economic outcomes for women and girls and the World Economic Forum's Reskilling Revolution.



Concurrent with International Women's Day, iamtheCODE launched its digital learning platform powered by Skillsoft in Africa's largest refugee camps. There, tens of thousands of young girls will have online access to one of the world's richest and most intuitive learning interfaces. The curriculum focuses on teaching four core, in-demand programming languages (HTML, CSS, JavaScript, Python), as well as skills development in wellbeing, design, innovation, leadership, and entrepreneurship.

TRANSFORMING 10,000 VOLUNTEERS INTO CHAMPIONS

Transforming lives, opening hearts, and encouraging a more inclusive world through the power of sport is what Special Olympics is all about. Not just for their six million global athletes with intellectual disabilities, but for over one million coaches and volunteers who show up and give their all.

Historically, volunteer training has been tackled at the last minute. But, this year, the Special Olympics USA Games made it a priority. Skillsoft helped deliver an interactive online training program addressing the whole volunteer experience — from safety to athlete engagement to customer service. And, perhaps most importantly, athletes had input in the training. Many of the modules highlighted their personal insights and stories.

Custom training enabled by Skillsoft empowered USA Games volunteers with the confidence to step up and “shine as one.” In turn, the athletes were free to shine themselves, supported by a team of 10,000 champions — their volunteers.



SUPPORTING CSR INITIATIVES — OUR OWN AND OUR CUSTOMERS'

Giving back has always been a focus for Skillsoft and we take Corporate Social Responsibility (CSR) seriously ourselves. Today, it's a privilege to help so many organizations dedicated to helping others:



CODE LIKE A GIRL



i am the **CODE**

Make-A-Wish
UNITED KINGDOM

SAMPLE RELEVANT SKILLSOFT COURSES



FUNDRAISING FOR SOCIAL CHANGE



THE RESPONSIBLE CORPORATION IN A GLOBAL ECONOMY



LEADING ACROSS CULTURES



EXPERT INSIGHTS ON EMOTIONAL INTELLIGENCE

READY

We expect change and prepare for it always.



We iterate to relentlessly improve and learn from mistakes instead of trying to perfect things all at once. We focus on solving problems instead of amplifying them. And, we instinctively explore, experiment, and openly receive new ideas.

TOP 5 SKILLSOFT COURSES COMPLETED YEAR TO DATE*

1. Application Security Awareness & Validation
2. Secure Application Architecture & IAM
3. API Security
4. The Open Web Application Security Project (OWASP)
5. Cloud Security Fundamentals: Cloud Application

TOP 5 SKILLSOFT DIGITAL BADGES EARNED YEAR TO DATE*

1. Application Security Awareness & Validation
2. Secure Application Architecture & IAM
3. API Security
4. OWASP Top 10 List Items
5. Cloud Security Fundamentals: Cloud Application Security

TOP 5 SKILLSOFT ASPIRE JOURNEYS TAKEN YEAR TO DATE*

1. Virtual Work in the New Normal
2. Leadership Development Core Journey
3. First Time Manager Journey
4. Product Management Journey
5. Delighting Customers with Design Thinking

READY WHEN DISRUPTION THREATENED BUSINESS CONTINUITY

Skillsoft became a trusted partner and leader when work was disrupted by COVID-19. By providing access to business continuity skills, valuable guidance, and ongoing support, we helped leaders and learners prepare for — and respond to — unparalleled change.

We quickly developed a digital Business Continuity Program Learning Center, including informative articles from experts, microlearning videos courses, engaging “Work from Home” and “Back to Work” handbooks for managers and their teams, and more. We made all these tools available — at no cost — not just to Skillsoft customers, but to the greater business community as well.

LEARNING IS KEY TO DIGITAL TRANSFORMATION

Although it caught some companies (and nearly entire industries) off guard, the past two years sent a clear message. Digital transformation, a concept we’ve been discussing for years, isn’t a theoretical future state.

Digital transformation is here, now, whether an organization is ready or not. In some cases, the confluence of extreme circumstances since 2020 have accelerated digital transformation by years. For many, this means new investments in technology, changes in staffing, distribution, sales, or service.

For virtually all, it means a new or renewed emphasis on learning.

PREPARING THE WORKFORCE OF TODAY FOR THE ECONOMY OF TOMORROW

In recent years, the word “sustainable” has become ubiquitous. It usually refers to recycling policies, green practices, and decreasing carbon footprints. But, just as important is building and nurturing a sustainable workforce, one that can meet today’s needs and the challenges and opportunities of the future. That’s why professional development has emerged as something employers must provide employees, and why, in turn, making the most of continual learning and skilling is something employees must deliver back to employers.



“We all collectively work to learn from each other as much as we can, and we put that back out there to everyone. And that’s what ultimately will help us all succeed.”

MATTHEW NOTO
SKILLSOFT LEARNER CYBER SECURITY
MANAGER AND SECURITY GURU,
BLACK KNIGHT

“Employee retention is a challenge for any organization, especially right now. We not only develop custom learning journeys in Percipio; we ensure everyone has a path for growth and development and we allow them to fill those gaps in knowledge, by growing themselves in a convenient, fun, and recognized way.”

RICH BAKER
SKILLSOFT CUSTOMER ENTERPRISE
LMS ADMINISTRATOR,
BLACK KNIGHT

Specific skills — both hard skills and power skills — are in-demand for both employers and employees.

And with today’s tight labor force, a “build and bridge” strategy is becoming equally important if not more so than a “buy strategy” when it comes to a skilled workforce. No wonder so many organizations around the globe — like our customer [Black Knight](#), the leading provider of integrated software, data, and analytics solutions across the homeownership life cycle — are building out a sustainable skills marketplace based on a foundational culture of learning.

SAMPLE RELEVANT SKILLSOFT COURSES



ESTABLISHING
EFFECTIVE VIRTUAL
TEAMS



MICROSOFT
TEAMS



YOUR WORK FROM
HOME LIFE



SOCIAL ISOLATION
DURING COVID-19,
MAYO CLINIC

TRUE

We earn the trust of the people
we work with every day.



We have pledged to do right by others, even — and especially — when it's hard. We keep the promises we make to our customers, to our learners, and to each other. And, we do the right thing even when no one is watching.

3 PILLARS OF AN EFFECTIVE COMPLIANCE PROGRAM



IMPROVES SAFETY OUTCOMES



REDUCES RISK



GROWS REVENUE

“When I think of the word true, it is anchored in doing what you say you are going to do when you say you are going to do it, and how you say you are going to do it ... consistently. Being true requires authenticity and consistency; it requires your actions to match your words and your intentions to match your actions.”

ASHA PALMER
SVP, COMPLIANCE SOLUTIONS,
SKILLSOFT

Learn how customers could achieve

317% ROI

by deploying compliance training. [Download the Forrester Research report now.](#)

A COMPLIANCE CULTURE THAT PROTECTS AND EMPOWERS

New, emerging risks; accelerating regulatory changes; global customers demanding accountability; and corporate reputations — and revenues — hanging in the balance. The compliance landscape increases in complexity each year. Today, compliance has evolved from a cost center to a strategic investment. One that will become even more critical as organizations adopt ESG policies.

Skillsoft helps more than 1,800 organizations transform their compliance training programs from a mandate to a mindset. With critical and timely programs, like Environmental Health and Safety, Workplace Harassment, Privacy and Cybersecurity, Ethics, Incident Preparedness, and Global Code of Conduct, employees are empowered to do the right things for the right reasons.

THE TOTAL ECONOMIC IMPACT™ OF SKILLSOFT COMPLIANCE

Skillsoft recently commissioned Forrester Consulting to conduct a Total Economic Impact (TEI) study to examine the potential ROI enterprises may realize by deploying our compliance training solution.

The study determined that using Skillsoft compliance solutions provided organizations with significant benefits — including \$3.37M over three years versus costs of \$807K, adding up to a net present value of \$2.56M, and an ROI of 317 percent.

SKILLSOFT CODE OF CONDUCT TRAINING

A Code of Conduct provides the foundation for an organization's compliance program and corporate culture. Employee misconduct is four times more likely to be observed in organizations with weak ethical cultures as compared to organizations with strong ethical cultures. Cultivating the right mindset in every employee is necessary not only to avoid the costly consequences of violations, but also to promote a high-performing environment in which individuals — and, by extension, the business — can thrive.

At Skillsoft, we understand that educating employees on a company's Code of Conduct is essential for reducing the company's exposure to risk.

Pairing highly-engaging video content with instructional material and skill-building questions, Skillsoft's Global Code of Conduct Solution helps customers establish a baseline of core values. It enables employees to identify risks associated with a broad spectrum of compliance issues and understand their role in avoiding violations. Our solution helps companies build and reinforce lawful and ethical cultures.

INTEGRATING ESG PERFORMANCE ACROSS SKILLSOFT

At Skillsoft, we have an obligation to continually improve ESG across our internal operations, product and solutions development, delivery, and customer service. We support customers to advance their own understanding and expertise in ESG practices. We follow international labor laws, promote fair and equitable hiring practices, and deliver best-in-class DEI content. And, our strong governance and training help minimize corporate risk.

Skillsoft's governance structure is designed to promote transparency. Our ESG Steering Committee comprises leaders in human resources, product, marketing, procurement, legal, compliance, sales, and other areas, including oversight by our Board of Directors. The Committee meets regularly to guide Skillsoft's ESG efforts and reports up to the Board on the organization's strengths and opportunities.



OUR STRENGTHS

- Together, we live out our values — using them as a guide for how to conduct ourselves in all areas of business.
- We are transparent about our ESG efforts and deeply committed to the journey we are on.
- Skillsoft's courses empower employees and customers to realize their respective ESG journeys.
- The Board is committed to the principles of integrity, accountability, judgement, responsibility, and high performance.
- Our Board Chair and all directors serving on our core committees are independent.

OUR AREAS OF FOCUS

- We enhance our Code of Conduct, holding employees and third-parties accountable to high standards.
- We ensure our employees remain free to do their jobs without fear of harassment.
- We monitor and manage emerging cybersecurity risks related to business, and customer security and privacy.
- We strive to continuously critique, enhance, and improve our corporate governance program.

SAMPLE RELEVANT SKILLSOFT COURSES



**ETHICAL HACKER:
INCIDENT
RESPONSE**



**DEVELOPING
YOUR BUSINESS
ETHICS**



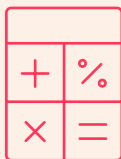
**ZERO TRUST
SECURITY**



**MANAGING A
CRISIS**

SKILLSOFT **AT-A-GLANCE**





SKILLSOFT BY THE NUMBERS

72%

of Fortune 1,000

82

million learners worldwide

154

countries

31

languages

“Penn State is preparing to launch our first-ever, University-wide diversity education program with approximately 38,000 employees. Skillsoft launched the new DEIA courses right as we were selecting courses, and we were so pleased with the content. We've used the opening segment in the Workplace Diversity, Equity, and Inclusion in Action to preview the content with various audiences and it always gets great feedback. All nine of the courses in our three-part series are Skillsoft content.”

CHRISTY HELMS

SR. DIRECTOR,

TALENT MANAGEMENT

PENN STATE HUMAN RESOURCES

SKILLSOFT SUPPORTS GLOBAL SUSTAINABILITY EFFORTS

At Skillsoft, we're working toward a brighter, more sustainable future for all, aligning ourselves with the efforts of the United Nations, the World Economic Forum, and other organizations.

Our learning experiences are designed to help unleash human potential. This, in turn, enables individuals to set — and reach — higher goals, to advance economically, to increase their financial security, and to better provide for themselves and their families.

Learning has proven itself to be an invaluable tool in the pursuit of improved diversity, genuine equity, and meaningful inclusion. We are proud that the work we do can help so many people in so many places around the globe.



SKILLSOFT COURSES HELP LEARNERS DEVELOP IN-DEMAND SKILLS

Top courses completed by Skillsoft customers in 2022 include topics ranging from **API SECURITY** and **AGILE PRINCIPLES AND METHODOLOGIES**, to **COMMUNICATING WITH CONFIDENCE** and **DEVELOPING YOUR EMOTIONAL INTELLIGENCE**



Top Aspire Journey completed by Skillsoft customers year to date is the **FIRST-TIME MANAGER JOURNEY**



12,416,456
badges earned
year to date





THE WORLD IS LEANING INTO LEARNING

50%+

cite opportunities for growth and development as the main driver for changing employers or roles.

80%

saw higher engagement, faster performance, and better work outcomes as a result of additional training.

84%

note that team-based, collaborative learning experiences enhance cohesion among colleagues.

91%

of leaders and managers say that team-based collaborative learning allows employees to share knowledge and ideas.

LEARN MORE ABOUT SKILLSOFT

WELCOME TO AN OPEN FUTURE

Fresh ideas plus new ways of working and unlocking your potential.

SKILLSOFT PERCIPPIO VIDEO

Skillsoft's intelligent learning platform helps adapt, evolve, grow, and thrive.

PERSPECTIVES

Enjoy complimentary on-demand event access.

CASE STUDIES

How organizations in every industry make learning a powerful competitive edge.

THE EDGE PODCAST

Guests engage in thought-provoking conversations on learning and growth.

DIVERSITY, EQUITY, AND INCLUSION LEARNING CENTER

Find valuable tools on this timely topic.

SKILLSOFT BLOG

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ABOUT SKILLSOFT

Skillsoft (NYSE: SKIL) delivers transformative learning experiences that propel organizations and people to grow together. The Company partners with enterprise organizations and serves a global community of learners to prepare today's employees for tomorrow's economy. With Skillsoft, customers gain access to blended, multimodal learning experiences that do more than build skills, they grow a more capable, adaptive, and engaged workforce. Through a portfolio of best-in-class content, a platform that is personalized and connected to customer needs, world-class tech and a broad ecosystem of partners, Skillsoft drives continuous growth and performance for employees and their organizations by overcoming critical skill gaps and unlocking human potential.

Learn more at [skillsoft.com](https://www.skillsoft.com).

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