Alliant University

Public Benefit Annual Report 2025

This report is intended to fulfill the 2025 reporting requirements of Alliant University, Inc., a California Benefit Corporation, under California Corporate Code §14630. This report will be delivered to the shareholders of Alliant University, Inc., and will be posted on the University's website, alliant.edu.

Alliant Public Benefit

What is a Benefit Corporation and Why Does It Matter?

B Corps are Mission-Driven Companies that Balance Purpose and Profit

Certified B Corporations™ measure more than profit. These companies meet verified standards for social and environmental practices.

Our most challenging problems can't be solved by governments and nonprofits alone. For-profit businesses play a critical role in shaping our future. B Corps are for profit companies that meet high standards of social and environmental performance, transparency, and accountability.

B Corps use the power of business to do more than seek profit. They use their profits and growth to positively impact their stakeholders — and the planet.

B Corp Declaration of Interdependence

We envision a global economy that uses business as a force for good. This economy is comprised of a new type of corporation — the B Corporation — which is purpose-driven and creates benefit for all stakeholders, not just shareholders.

As Certified B Corporations and leaders of this emerging economy, we believe:

- That we must be the change we want to see in the world.
- That all business ought to be conducted as if people and place mattered.
- That, through their products, practices, and profits, businesses should aspire to do no harm and benefit all.
- To do so requires that we act with the understanding that we are each dependent upon another and thus responsible for each other and future generations.

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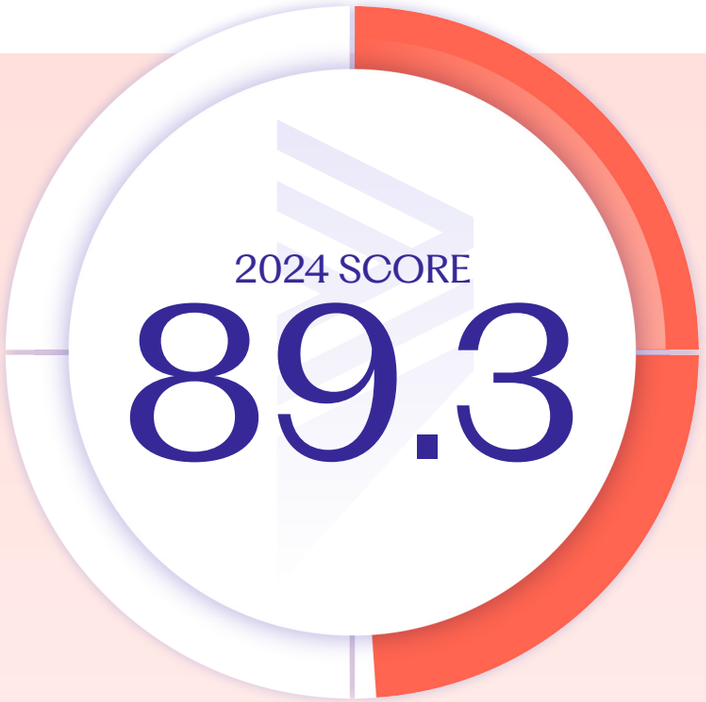
Results of B Lab Third-Party Evaluation



Alliant earned a score of 89.3 in the 2024 B Lab Assessment, **75.4% greater** than the median B Lab Assessment of 50.9.

Alliant University	89.3
B Corporation Certification Qualification	80/200
Median B Lab Assessment	50.9/200

Governance

OVERALL SCORE 17.4

Faculty and Staff

OVERALL SCORE 14.3

Community

OVERALL SCORE 15.9

Environment

OVERALL SCORE 14.5

Students

OVERALL SCORE 27.0

For Fiscal Year End Date: June 30, 2024

Public Benefit Standards

California's Benefit Corporation statute defines "general public benefit" as "material positive impact on society and the environment, take as a whole, as assessed against a third party standard."* Alliant has selected an Impact Assessment developed and scored by B Lab, an independent, non-profit organization establish to promote and evaluate corporations' efforts to solve social and environmental problems. B Lab has certified 2,778 companies, across 50 industries, in over 60 countries, as "B Corps."

Alliant is in the process of finalizing the B Lab Assessment Version: Service with Significant Environmental Footprint/ Education/250–999 Employees to as part of the re-evaluation process. Cal. Corp. Code §14601(a)(3)(C)

Credibility of Third-Party Standard

Alliant has no connection or affiliations with B Lab, the entity that established the third-party standard, nor with its directors, officers, or material owners. To the knowledge of the Board of Directors, none of its members, owners, or officers of the corporation has any relationship with B Labl that might materially affect the credibility of the objective assessment of the third-party standard. §Cal. Corp. Code 14603(a)(5)

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Alliant's General Public Benefit Scores

Alliant University

IMPACT AREA

Governance

Learn what your company can do to enhance policies and practices pertaining to its mission, ethics, accountability and transparency.

OVERALL SCORE 17.4

IMPACT AREA

Faculty and Staff

Learn what your company can do to contribute to your employees' financial, physical, professional, and social well-being.

OVERALL SCORE 14.3

IMPACT AREA

Community

Learn what your company can do to contribute to the economic and social well-being of the communities in which it operates.

OVERALL SCORE 15.9

IMPACT AREA

Environment

Learn what your company can do to improve its overall environmental stewardship.

OVERALL SCORE 14.5

IMPACT AREA

Students

Learn what your company can do to improve the value that you create for your direct customers and the consumers of your products or services.

OVERALL SCORE 27.0

Disclosure Questionnaire

Identify any potentially sensitive industries, practices, outcomes or fines/sanctions of your company that are not explicitly called out in the rest of the assessment.

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Alliant's Governance Outcomes

Built around mission, accountability, and transparency

- Alliant consistently incorporates social and environmental impact into decision-making because we consider impact important to organizational success.

- Our Board reviews social and environmental performance at least annually and includes independent oversight.

- Mission lock protections help preserve Alliant's public-benefit purpose over time, regardless of role changes.

- Ethics and transparency are supported by annual conflict-of-interest questionnaires, audits, financial controls, and public impact reporting.

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Alliant's Faculty and Staff Outcomes

Supporting faculty and staff through flexibility, growth, and inclusion

- Alliant emphasizes an inclusive, healthy work-life environment for faculty and staff, including strong benefits and PTO policies.
- Employee handbook policies cover non-discrimination, anti-harassment, pay, benefits, training, leave, grievance processes, and labor protections.
- Workers have access to professional development, subsidized education, and flexible work options such as telecommuting and flex-time.
- Formal feedback and complaint mechanisms help Alliant hear from employees and improve workplace practices.
- By monitoring attrition and employee engagement, Alliant has a basis for improving our workforce over time.

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Alliant's Community Outcomes

Creating value in communities through service and inclusion

- Alliant serves as a community anchor through education, employment, and civic participation.

- Our mission explicitly includes improving lives in diverse cultures and communities. We achieve this through volunteer opportunities, local economic interaction, and civic engagement as core themes.

- Inclusive hiring and workplace practices (including leadership diversity) help broaden access and opportunity while reflecting the communities we serve.

- Alliant engages in public forums, academic research, and public resources related to social and environmental performance.

- Alliant screens suppliers for governance and labor expectations and applies its code of conduct to outsourced staffing services.

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Alliant's Environment Outcomes

Active stewardship today, long-term ambition tomorrow

- Conservation practices are in place for energy, water, and waste, with some formal tracking systems still developing.

- Alliant has adopted low-flow fixtures, low-volume irrigation, recycling and hazardous waste disposal programs, and preferred purchasing for facilities.

- Alliant uses energy-efficient building measures, encourages virtual meetings, and supports lower-footprint commuting practices.

- Achieving carbon neutrality by 2030 remains a strong institutional aspiration.

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Alliant's Students Outcomes

Ensuring quality and equity in student outcomes

- For Alliant, the customer story is the student story, with an emphasis on academic quality, equitable outcomes, and broad access to opportunity.

- Alliant offers an expanding range of degrees, accredited programs (including new specialty accreditation by CSWE and CCNE), student services, and support for diverse student groups.

- Alliant's mission reinforces service, leadership, and learning as critical to the student experience.

- In essence, student success (with its subsequent workforce readiness and community leadership) is Alliant's core public benefit outcome.

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Assessment Evaluation

Strengths and Opportunities for Growth

Alliant shows credible strength in six of seven areas of public benefit: mission alignment, governance oversight, ethics, transparency, workforce support, and community-facing impact.

A clear path for Alliant to deepen pursuit and foster continuous improvement includes more formal stakeholder engagement, more complete target setting, and stronger measurement of outcomes over time, particularly regarding:

1. **Environmental Monitoring**
2. **Waste Tracking**
3. **Satisfaction/ Engagement Analysis (Students, Faculty, and Staff)**

Shareholders owning **5%** or more of the outstanding shares of Alliant University, Inc. as of June 30, 2022:
Bertelsmann: 100%

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