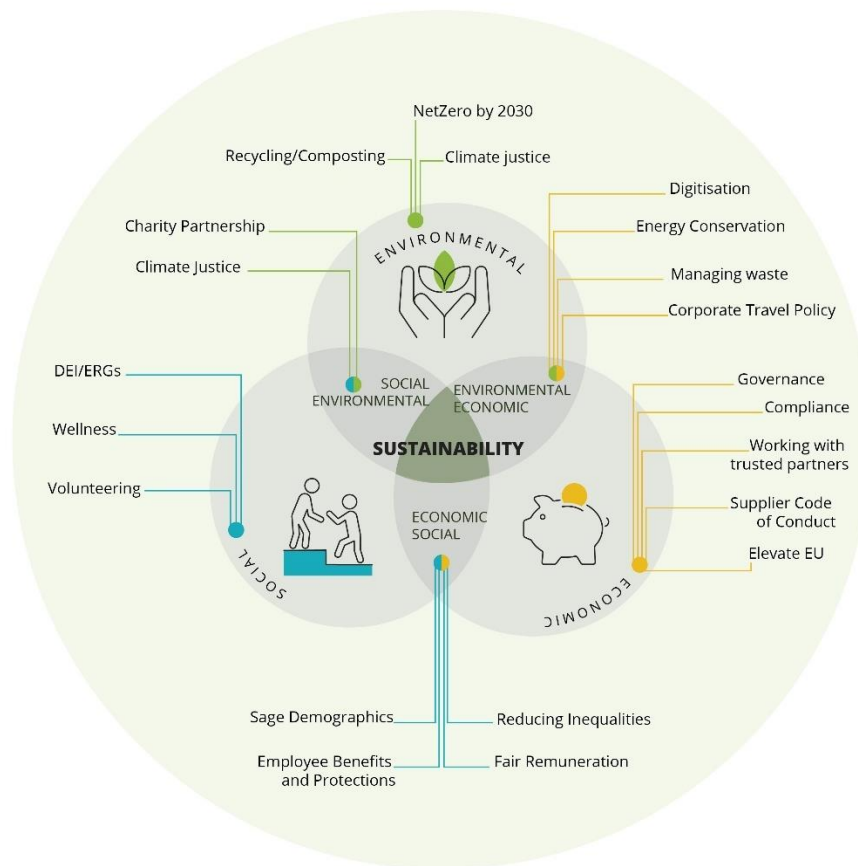


Sustainability Charter

At The Myers-Briggs Company, we work to empower people to lead more successful and fulfilling lives. As a Certified B Corp™ and responsible employer and business, we can achieve this by making our operations sustainable. We are committed to protecting people and planet, minimising any negative impact from our operations, and pursuing positive impact, for the good of our stakeholders - our employees, customers, shareholders, communities, and the planet. We are actively working on our social and economic sustainability credentials and in the environmental sphere, have pledged NetZero by 2030 along with other B Corps.



We commit to improving sustainability across our business, including:

1. Social sustainability - developing our social justice work, employee protections and wellness, and fostering community links:

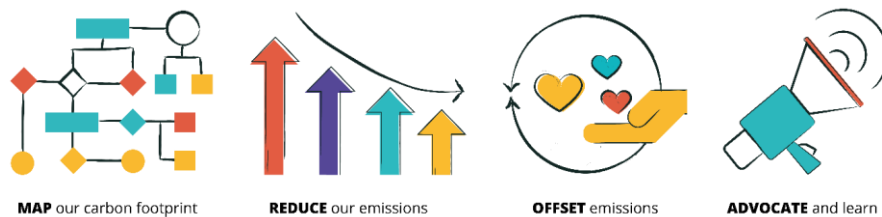
- Developing engagement, diversity, equality and inclusion amongst our employees and in our places of work,
- Promoting equalities across our workforce and reducing inequalities,
- Working for the good health and wellbeing of our employees,
- Providing equal opportunities and quality growth and development,
- Fostering community links, engaging in local and larger societal issues and improvements, and
- Supporting under-privileged groups and demographics through use of our products and services and through our charitable partnerships.

2. Economic sustainability - building our business for financial growth, compliance and accountability

- Ensuring we operate in an ethical, fair and compliant way in how we conduct our business, including responsible consumption and production,
- Strengthening our own compliance and governance position through ensuring our supply chain is compliant, ethical and responsible, through our Supplier Code of Conduct and Purchasing process
- Being transparent and accountable, and
- Developing our business so as to contribute to an equitable, inclusive and regenerative economy.

3. Environmental sustainability - as part of our Green Plan, continuing our work to reach net zero emissions by 2030 or before, by exploring and adopting where practical:

- Annually mapping our carbon emissions and continuing work to reduce these emissions, Using science-based targets (SBTi) where applicable, including:
 - Reducing corporate travel
 - Managing our energy consumption
 - Increasing our use of green forms of energy
 - Managing our waste production and elimination,
- Reducing our print materials and moving to digital products,
- Reporting to staff and other stakeholders on initiatives,
- Educating ourselves and advocate to our customers/ stakeholders on environmental issues,
- Carbon offsetting emissions we cannot eliminate through trusted providers (shipping, energy),
- Carbon offsetting remaining emissions through offsetting projects, taking a climate justice approach, partnering on projects elected by employees, and
- Working with trusted partners in the climate change field to learn, advocate and act.



We commit to reviewing this Charter and our work on a periodic basis, through work with our B Corp Global Team and our Global Leadership Team.

March 2023