



ETS GLOBAL PHILANTHROPY

2025 Global Philanthropy Impact Report

Making a difference together,
supporting the communities where we live and work.



Dear Friends and Valued Supporters,

In 2024, I shared how Global Philanthropy at ETS was entering a new era, one grounded in our mission — advancing the science of measurement to power human progress. In 2025, that evolution becomes even more intentional as we align our work with ETS’s Human Progress Commitment: readying more than 100M+ people for the next generation of jobs by 2035.

This commitment is both ambitious and necessary. Around the world, learners and workers are navigating unprecedented shifts in technology, opportunity and mobility. Our role, our responsibility, is to ensure that no one is left behind as the future of work accelerates. This year, we embraced that charge by expanding access to skills, strengthening pathways to employment and investing in communities across the U.S. and around the world.

A core part of this work remains our support for literacy and reading programs, the foundation of every learner’s journey. From early grade reading initiatives to adult literacy partnerships, we invested in programs that build confidence, unlock opportunity and open doors to long-term economic mobility.

We also strengthened the ETS Scholarships program, which continues to support students who demonstrate resilience, promise and a commitment to learning. Through financial assistance, mentorship and our annual student retreat, scholars gain the networks and skills they need to thrive, reminding us why this work matters.

Our commitment to local communities remained equally strong. Through volunteerism, community grants, and partnerships addressing food insecurity, youth development and educational access, ETS employees showed what it means to live our mission every day.

And our global footprint continued to expand. Through ETS offices across Asia, the Middle East, Europe, Africa and the Americas, we activated local teams who understand the unique needs of their communities. This global-local model allows us to

scale impact with cultural relevance and agility — ensuring our support is not only far-reaching, but truly meaningful.

We achieved all of this as ONE ETS. Colleagues across business units, centers of excellence and support services stood with us — codesigning programs, volunteering time and championing initiatives that reflect our shared belief in human potential. This collective spirit is what makes our work possible. It is also what makes it enduring.

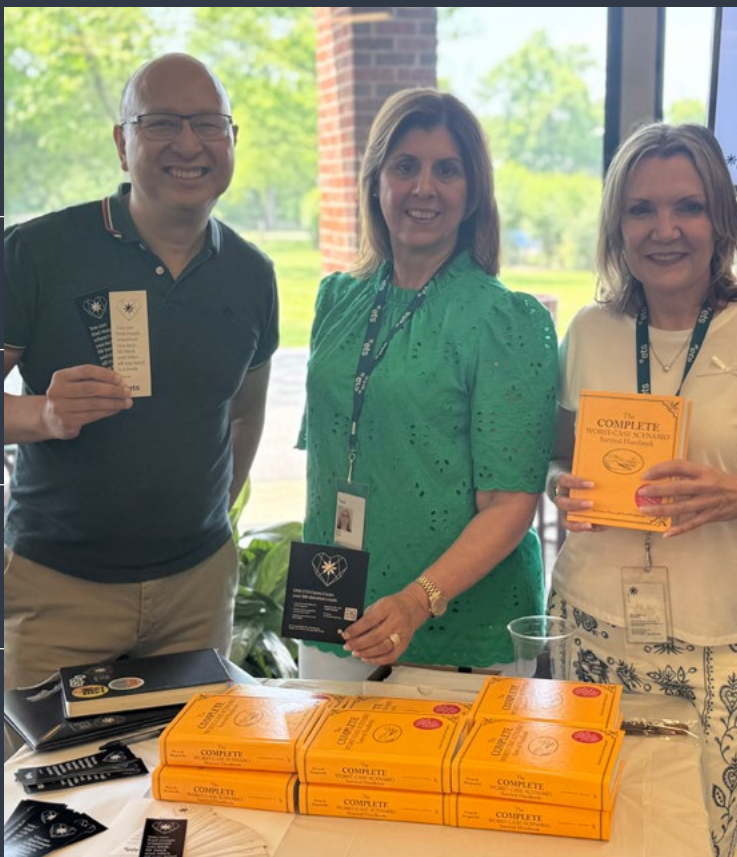
As you read this year’s Impact Report, I hope you see what I see: a community of employees, partners, educators and learners moving with purpose toward a more promising future. A future where readiness is not a privilege, but a right. A future where 100 million people, and many more beyond them, have the skills and confidence to thrive in the jobs of tomorrow.

Thank you for being part of this journey and for building pathways to progress — together.

A handwritten signature in black ink, appearing to read 'Jobert E. Abueva', with a long horizontal flourish extending to the right.

Jobert E. Abueva
AVP, ETS Global Philanthropy

2025 ETS philanthropic initiatives



SCHOLARSHIPS

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Scholarships



2025 Scholarships

In 2025, ETS awarded 14 scholarships worth a total of \$174,000. Each scholarship was gifted under one of five programs:

Trenton Central High School Scholarship

Presidential Award for Historically Black Colleges and Universities Students

Lenora M. Green Scholarship

Lillian M. Lowery Scholarship

Robert “Bob” Moses Scholarship

**14 SCHOLARSHIP RECIPIENTS
RECEIVED AWARDS TOTALING**

\$174,000



Student leadership retreat

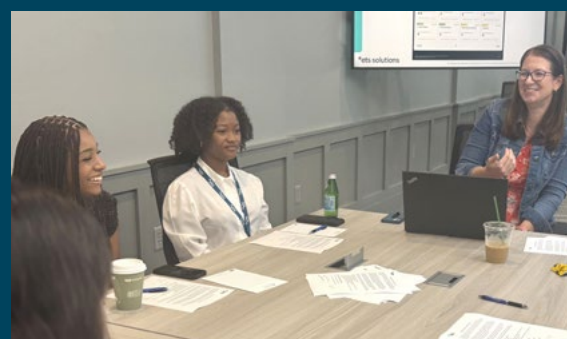
In addition to the financial awards, ETS welcomed scholarship recipients to the ETS Student Leadership Retreat, held July 21–24. This immersive experience was designed to strengthen academic success and prepare students for their professional journeys, empowering them to reach their full potential.

To honor these outstanding scholars, ETS also hosted a Recognition Reception, celebrating their remarkable achievements and commitment to excellence.

Working with Futurenav®

As part of a new initiative for 2025, scholarship recipients received complimentary access to ETS’s Futurenav assessment in the weeks prior to the retreat. The assessments provided valuable insights into scholars’ strengths and areas for growth, helping them prepare for meaningful conversations during the event.

At the retreat, participants engaged with experts who guided them through their Futurenav assessment results. This personalized support enabled scholars to identify opportunities for improvement, build confidence and develop strategies to enhance their academic performance.



“The suite of ETS Futurenav assessments provided valuable insights into scholars’ strengths and areas for growth”

Global philanthropy



In-kind donations

Beyond monetary grants, ETS provided meaningful in-kind support to nonprofit partners by donating surplus furniture, equipment and office supplies worth: \$14,000. This helped community organizations reduce administrative costs and redirect vital funds toward their missions and services.

\$308,000

THE TOTAL VALUE OF MONETARY GRANTS GIVEN IN 2025



In-kind use of facilities

ETS also served as a community anchor by offering its campus facilities at no cost for nonprofit fundraisers, trainings and events. An action valued at \$4,000. Gifting campus space strengthens the infrastructure of our local partners, ensuring they have the professional space and resources necessary to deliver sustainable educational and social support. Ultimately, by investing in the capacity of these organizations, ETS extends its impact far beyond its own programs to help build more resilient communities where all learners can flourish.

\$18,000

THE TOTAL VALUE OF IN-KIND DONATIONS AND USE OF FACILITIES



New Jersey State Teacher of the Year

Since 2001, ETS has proudly sponsored the New Jersey State Teacher of the Year Program, an initiative that celebrates excellence in the classroom and elevates the teaching profession. Central to this partnership is the ETS-funded six-month sabbatical, which allows the honoree to serve as an ambassador for education across the state and nation.



The 2025 honoree

ETS recognized Gillian Ober of Park Avenue Elementary and Freehold Intermediate School as the 2025-2026 New Jersey State Teacher of the Year. An expert in English as a Second Language (ESL), Gillian is celebrated for viewing multilingualism as a “superpower” and for her pioneering use of technology, such as AI-generated visual aids, to ensure grade-level content is accessible to all learners.

Through the ETS-provided sabbatical allowance, Gillian will spend the first half of 2026 collaborating with the New Jersey Department of Education — visiting classrooms and representing the state at national conferences. The partnership with New Jersey State Teacher of the Year enables ETS to actively support visionary educators, who bridge opportunity gaps and inspire the next generation of students.

Gillian Ober

Park Avenue Elementary and Freehold Intermediate School

2025-2026 NEW JERSEY STATE TEACHER OF THE YEAR



Employee giving and volunteering



Employee giving and volunteering metrics

Our employees generously donated time and money to support causes they are passionate about in the U.S. and around the world.

Volunteer program

Total volunteer hours recorded: 1,846

Financial impact of all volunteer hours: \$56,000¹

Giving program

Number of nonprofits supported: 291

Average donation amount: \$662

Total value of donations: \$151,000

Top five organizations supported by ETS employee donations

1. UNICEF
2. Global Hunger Project (The Hunger Project)
3. Kids in Need of Defense (KIND)
4. Environmental Defense Fund
5. International Rescue Committee (IRC)

Top five organizations supported by ETS volunteer hours

1. Rise Against Hunger
2. Little Free Library
3. Trenton Area Soup Kitchen (TASK)
4. Community Action Service Center
5. American Cancer Society, Inc.

Funds supported by ETS employee donations

Employees donated to focused giving funds benefitting nonprofits in the U.S. and around the world supporting crises and special initiatives.

- Celebrating World Teacher's Day Fund
- California Wildfire Disaster Fund
- Fund for Global Good
- Joy of Giving Fund
- Pages of Possibilities Fund

¹Financial impact of volunteer hours calculated based on 1,846 total volunteering hours and a value of volunteer time equivalent to \$34.79/hour. Source: Independent Sector. (2025). Value of volunteer time. Do Good Institute, University of Maryland.

ONE ETS Cares: Making a difference together



ONE ETS Cares is ETS's global giveback program, empowering employees to create meaningful impact in the communities where they live and work. Through this initiative, the ETS community comes together to support global and local causes that matter to them — whether through monetary donations, volunteer opportunities or community drives.

The ONE ETS Cares program reflects ETS's commitment to social responsibility and making a positive difference worldwide.



Employee giving expansion

As ETS's footprint expanded globally, our employee giveback efforts grew alongside with ONE ETS Cares worldwide employee giving. At launch, employees were provided with \$10 credit grants to support an organization of their choice.

A total of **890 employees** donated to 291 charities, including **27 international nonprofits** in countries such as India, Great Britain, Canada, France, Argentina, Nigeria and Ukraine.

Martin Luther King Day of Service

Forty-six ETS volunteers participated in a hands-on service project supporting Rise Against Hunger, an international nonprofit dedicated to addressing food insecurity through sustainable community empowerment and the distribution of nutritious, shelf stable meals.

46 volunteers

10,000 meals

TO HELP COMMUNITIES EXPERIENCING SEVERE FOOD SHORTAGES

Together, volunteers prepared and packed 10,000 meals, which were shipped to Zambia to help communities experiencing severe food shortages. This effort reflects ETS's ongoing commitment to advancing equity and opportunity — locally and globally — by supporting initiatives that strengthen human potential and meet urgent community needs.

Building on the success of this initiative, ETS will expand this effort in 2026 with higher impact targets and broader employee participation. Future engagements will scale the number of meals prepared and deepen partnerships with trusted nonprofit organizations, reinforcing ETS's commitment to sustained, measurable community impact through hands-on service.



Learning Ally partnership

ETS partnered with Learning Ally to support students who struggle with reading. Learning Ally is a US.-based nonprofit dedicated to solving the literacy crisis by providing accessible learning tools, including human-narrated digital audiobooks, that serve over 2.4 million students and 645,000 educators.

During a hands-on service project, 27 volunteers from the Global Marketing & Innovation team experienced a literacy simulation to understand the challenges students face, followed by vital Quality Assurance (QA) reviews. Staff screened 35 audiobook titles for accuracy and clarity — a critical final step in the production process.



27 volunteers



Why it matters to ETS

This initiative is important to ETS because it removes barriers to learning and supports innovation in education. By leveraging employee talent to develop accessible educational resources, ETS fosters a culture of service that empowers learners everywhere, creating solutions that expand opportunity for millions of students nationwide.

35 audiobook titles

SCREENED FOR ACCURACY AND CLARITY

Back-to-School Drive

During the annual ETS Back to School Drive in August 2025, Princeton-based employees donated \$5,800 in supplies to support local students and educators.

The initiative provided 65 fully stocked, grade appropriate backpacks and additional classroom essentials to **RISE of New Jersey**, an education and social service organization serving 1,200 children annually.

Through donations and volunteer hours spent organizing materials, the ETS team demonstrated its commitment to expanding educational opportunities and uplifting the greater Trenton community.



\$5,800

DONATED IN SUPPLIES TO SUPPORT LOCAL STUDENTS AND EDUCATORS

Sending words of encouragement to students

ETS volunteers extended the reach of the annual Back-to-School Drive by preparing 154 Encouragement Envelopes for local students. These personalized packets, each filled with uplifting messages and notes of support, were designed to inspire learners as they embarked on a new school year.

By pairing essential tools like backpacks and notebooks with heartfelt words of encouragement, employees helped foster the confidence and emotional well-being necessary for academic achievement.

65 fully stocked backpacks

PROVIDED TO RISE OF NEW JERSEY

Joy of Giving

From October 2–8, 2025, ETS employees in India and across the globe united for Joy of Giving Week, a tradition rooted in India’s Daan Utsav festival. As part of the ONE ETS Cares philanthropy framework, team members supported local nonprofits and under-resourced communities through monetary donations, in-kind gifts and volunteer service.

This initiative holds profound significance for ETS, as it scales a tradition led by India-based teams into a worldwide effort, strengthening ETS’s global culture of service. Ultimately, these collective acts of kindness reinforce the belief that localized service can drive a powerful, universal impact.

Thanksgiving Turkey Dinner Drive

ETS employees assembled and donated 104 complete Thanksgiving dinner baskets — each including a \$25 gift card — along with four large boxes of additional food items to support families served by the **Trenton Area Soup Kitchen (TASK)**.

TASK provides meals, social services and community support to individuals and families facing food insecurity across the Trenton region. This annual effort reflects ETS’s commitment to uplifting local communities and ensuring that families have access to nourishing, dignified holiday meals.



104

**THANKSGIVING DINNER
BASKETS DONATED**

Pages of Possibilities: Gift of Reading

Ten cross-enterprise teams from ETS and PSI launched Little Free Library book-sharing boxes in under-resourced communities across New Jersey, California, Alabama and South Carolina.

Volunteers personally constructed, decorated and stocked these libraries with nearly 300 employee-donated books, ready for installation at local schools and nonprofits.



Building libraries and teams

The Marketing Office strengthened team cohesion through a volunteer build event, constructing and decorating six Little Free Library boxes for designated “book deserts”. Transforming team collaboration into a sustainable literacy resource.

Among the beneficiaries were the Boys & Girls Club of Mercer County, which provides vital out-of-school programs and The Children’s Home Society of New Jersey, an organization dedicated to child welfare and family support.

6 Little Free Library boxes

BUILT BY THE MARKETING OFFICE

Pages of Possibilities: Gift of Reading

Gifting books in Hyderabad, India

As part of the Pages of Possibilities: Gift of Reading initiative in 2026, employees at the ETS-GCC Hyderabad site donated 152 books to local students, marking one of the enterprise's largest single-site contributions. This effort directly supports young learners accessing the newly inaugurated library at Zilla Parishad High School (ZPHS) in Gachibowli.

The high-quality resources and reading materials donated by the Hyderabad team will help foster strong literacy foundations, remove barriers for first-generation learners and create pathways toward long-term human progress and opportunity



152 books donated

TO LOCAL STUDENTS IN HYDERABAD



Holiday food drive

PSI employees in Olathe, Kansas came together for the 2025 holiday season to support Harvesters, the regional food bank serving Kansas City. Led and coordinated by SPHERE, PSI's employee driven community engagement group, the team saw strong participation from approximately 15–20 employees and successfully collected eight large boxes of food — providing meaningful support to individuals and families experiencing food insecurity.

8 large
boxes of food

DONATED TO FAMILIES IN KANSAS CITY



Making local impact

Supporting a regional organization like Harvesters aligns with ETS's philanthropic priorities, which encourage global employees to participate in charitable initiatives where they live and work. This enterprise-wide call to action emphasizes local impact — inspiring employees to volunteer, donate goods and uplift nonprofits in their own communities while reinforcing ETS's commitment to expanding opportunities for those in need.

ETS's philanthropic priorities encourage global employees to participate in charitable initiatives where they work and live, emphasizing local impact.





Learn more about ETS Global Philanthropy: www.ets.org/globalphilanthropy

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