



Supporting Higher Education Access and Completion

In 2022, through our ongoing partnership with Thurgood Marshall College Fund, our charitable arm, The Sallie Mae Fund awarded nearly

“ My plight of growing up in a socioeconomically disadvantaged home sparked my interest in higher education to better my environment. I am a first-generation college student who relies heavily on the generous giving of scholarship donors such as Sallie Mae to be able to continue the pursuit of my educational goals.



\$1 MILLION IN SCHOLARSHIPS

to help underserved and underrepresented students access and complete higher education.



Denerick Simpson
Savannah State University
Master of Public Administration

Bridging the Dream Scholarship for Graduate Students recipient



Volunteerism and Giving

Giving back to communities where we operate and our team members live, work, and serve.

\$71 million

provided in new investments to support low- and -moderate income housing in Utah – home to Sallie Mae Bank.

\$385,000

contributed in grants to advance social justice and remove barriers to higher education access and completion.

\$70,000

given through our employeee matching gifts program.

Organizations We Partner With





Reducing Our Environmental Footprint

GHG EMISSIONS INVENTORY

Completed our first comprehensive greenhouse gas emissions inventory to identify opportunities to reduce future impact.

SIGNED ZERO-WASTE AGREEMENT

Highlighted our dedication to sustainable practices with a commitment to our waste management and recycling provider.



Supporting Our Workforce

We help our team members grow, thrive, and feel empowered to bring their full selves to work each day.

Provided more than

\$250,000

tuition reimbursement in 2022 for courses or degrees related to their job.

Provided more than

12,000

hours of primary parental leave and nearly 5,000 hours of secondary parental leave to team members in 2022.

Offered up to

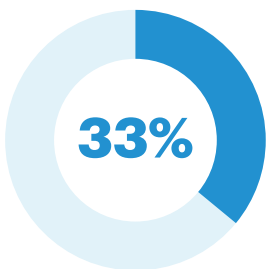
\$10,000

in adoption reimbursement and recognized as one of the **100 Best Adoption-Friendly Workplaces** by The Dave Thomas Foundation for Adoption.



Powering Responsible and Ethical Corporate Governance

We set high standards and expectations for the ethical conduct of our leadership, employees, and business.



Our Board of Directors is comprised of 33% women and has been recognized for its diversity



I'm consistently impressed and feel fortunate to be surrounded by such an amazing and diverse group of Directors. Together with the company's Executive Leadership team we're charting a course for Sallie Mae that's squarely aligned to the company's mission while upholding responsible, ethical, and diverse governance.



Carter Franke
Chair of Sallie Mae's Board of Directors

This report has been prepared in accordance with the principles and disclosures of the Global Reporting Initiative (GRI) Standards: Core Option, and covers topics for all entities included in our financial statements. The GRI Standards are the most widely used framework for sustainability reporting in the world. We also considered the recommended disclosures in the Sustainability Accounting Standards Board (SASB) Consumer Finance Standard when determining the contents of this report. SASB's mission is to help businesses around the world identify, manage and report on the sustainability topics that matter most to their investors. The SASB and GRI disclosures included in our report are highlighted in the SASB Index and GRI Content Index. The highlights and metrics shared in this report represent calendar year 2022, but when possible, we provide multi-year trend data. All financial information is presented in U.S. dollars. If you have any feedback on this report or our ESG initiatives, please email ESG@SallieMae.com with comments or suggestions.