



OCCUPATIONAL HEALTH & SAFETY POLICY

American Public Education, Inc., together with its subsidiaries (APEI or the company), is committed to providing physical and virtual workplaces and learning environments that are safe, healthy, and productive. APEI provides regular, and at least annual, safety training to its employees, and works to reduce the risk of workplace accidents.

APEI is committed to identifying, evaluating, and addressing safety risks and emerging trends through regular assessments and to ensure compliance with applicable legal and regulatory requirements.

Employees. APEI recognizes the duty of the employee to identify hazards. The company supports and encourages active participation in identifying, analyzing, and mitigating hazards and offering suggestions or ideas to improve APEI's health and safety efforts.

APEI's students and employees should observe general safety principles at all times. Any hazardous condition, injury, accident, security incident, or illness in the workplace or on campus should be reported in a timely manner to a supervisor, faculty member, or Human Resources, for further review, resolution, and mitigation of potentially unsafe conditions.

Administrative and Academic Facilities. APEI's Facilities or Security Department, as applicable, will establish procedures to timely and effectively communicate and maintain the safety of building occupants in the event of emergencies, incidents, projects, and other activities that may impact the health and safety of building occupants. The health, productivity, and enjoyment of building occupants will also be considered in building maintenance and construction in accordance with the Americans with Disabilities Act.

Emphasis on Wellness. APEI recognizes that a positive professional experience is, in part, driven by the overall health and well-being of its employees. APEI encourages employees both to maintain a positive work-life balance and to advance in their profession. In addition to attractive healthcare and continuing education benefits, APEI commits to providing employees with family and medical leave, health and nutrition education, fitness programs, counseling services, and financial and legal resources to help employees and their families live a happier and healthier life.

Safety Equipment. APEI values the reduction or elimination of safety hazards to lessen the need for personal protective equipment. In certain situations, such as in academic labs, students and employees may be required to use safety equipment, clothing, devices, and materials for personal protection.

Review. The APEI Board of Directors, in partnership with the executive leadership team, has responsibility for oversight of APEI's occupational health and safety policy and performance. APEI values the ideals set forth herein and encourages vendors, consultants, and strategic partners to adopt these or similar values.

Questions or concerns regarding this policy and instances of non-compliance may be reported to the company's Human Resources or Legal department, or anonymously through APEI's confidential Alertline, which can be accessed by dialing 866-648-0636 or at www.apei.ethicspoint.com.

This policy will be periodically reviewed and updated.

Date: November 19, 2025