

Fact Sheet

Environmental, Social and Governance

HMH was acquired by Veritas Capital on April 7, 2022. Unless otherwise noted the information in this Environmental, Social and Governance (ESG) Fact Sheet is reflective of achievements from January 1, 2022 – December 31, 2022.

Our Purpose

We bring learning to countless students and teachers—transforming lives, supporting communities, and making our society more open, just, and inclusive for all. Our mission directly aligns with the [United Nations Sustainable Development Goal 4](#), to “ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.”

We measure company success not only in profits but in our social impact. Only when we perform well can we achieve our guiding purpose and improve the lives of teachers and students around the world.

HMH: A Great Place to Work

We believe high performance starts with our people. We remain focused on our critical equation for success:

Employee Success + Customer Success = Company Success, all grounded in [our mission and our values](#).

DIVERSITY, EQUITY AND INCLUSION (DEI): HMH’s nine Employee Resources Groups (ERGs) foster a diverse culture of belonging that is aligned with our mission. HMH’s Office of Equity & Inclusion and our cross-functional DEI Council guide and champion our [companywide DEI initiatives](#).

2022 Highlights:



1,380 employees volunteered



Employees logged over 5,300 volunteer hours



Approximately 15,290 students served through employee volunteerism



37% of employees participated in nine Employee Resource Groups



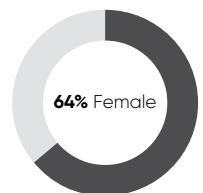
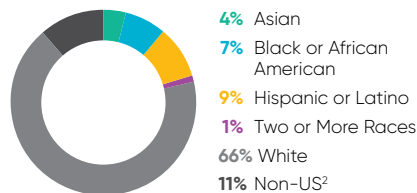
Corporate Equality Index score of 100, earning a “Best Place to Work for LGBTQ+ Equality” designation by the Human Rights Campaign Foundation



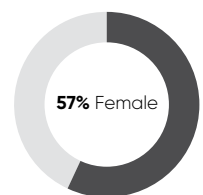
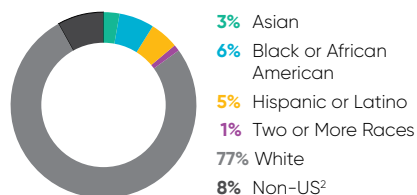
Our sustainable paper practices resulted in saving approximately 80,799 trees

OUR EMPLOYEE COMMUNITY: We are committed to attracting, developing and retaining talent to build a diverse, equitable and inclusive organization.

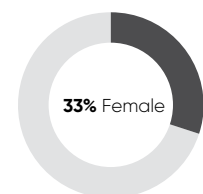
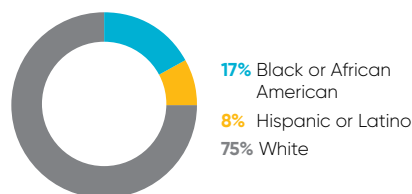
All Employees¹



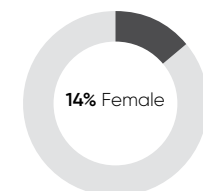
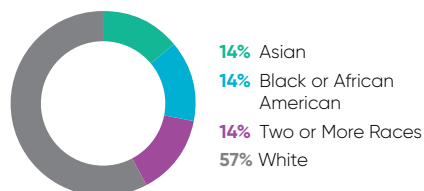
Management Positions



Executive Leadership Team



Board of Directors



¹ Additionally in 2022, 2.4% of employees voluntarily noted they have a disability and 0.8% of our domestic workforce were in the protected veteran population. In 2021, 7% of employees identified as LGBTQ+ in an optional companywide employee survey. While we did not gather this data in 2022, we plan to ask employees to provide this data on a voluntary basis in 2023.

² At this time HMH does not collect ethnicity information for non-US employees.

WORLD-CLASS EMPLOYEE ENGAGEMENT: In 2022, 90% of HMH employees completed our annual Gallup employee engagement survey. HMH ranked in the top 10% of companies who utilize Gallup's Q12 benchmark for overall employee engagement, marking five years of consecutive growth.



EMPLOYEE SAFETY: We're dedicated to creating workspaces that promote employee wellness and safety and we comply with the Occupational Safety and Health Act (OSHA). In 2022, there was a total of 26 work-related injuries, zero work-related fatalities and zero days lost due to injury.

Governance

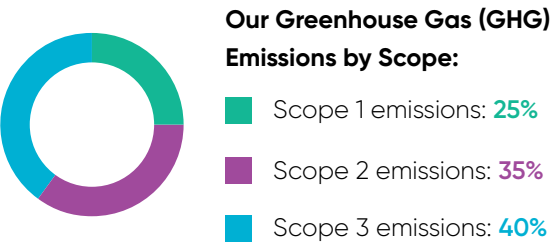
In collaboration with Veritas Capital, HMH's Board of Directors and the ESG Council, comprised of Executive Leadership Team members and other leaders from across the business, oversees the development and implementation of our ESG strategy.

DATA PRIVACY AND SECURITY³: HMH is committed to protecting personal data. HMH is a proud signatory of the Future of Privacy Forum/Software & Information Industry Association (SIIA) Student Policy Pledge. HMH Board of Directors provides oversight of cybersecurity risks. In 2022, there was one attempted ransomware attack, which was unsuccessful, and 100% of employees participated in HMH's annual security awareness training.

Sustainability

HMH is committed to making environmentally responsible choices to serve students and educators for years to come. Each year we seek to expand our sustainability program to meet the challenges of today's world.

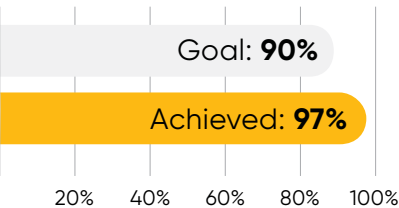
HMH'S CARBON FOOTPRINT



Scope 1	Direct emissions from HMH-owned or controlled sources
Scope 2	Includes our indirect emissions from the generation of purchased electricity
Scope 3	Includes all other indirect emissions that occur in our organization's value chain

COMMITMENT TO RECYCLING: In 2022, 94% of the waste generated at HMH distribution centers and warehouses was recycled.

RESPONSIBLE PAPER USAGE: Target of 90% of HMH purchased paper for education products to be manufactured with no less than 10% recycled fiber – Achieved: 97%



TRANSPORTATION: We aim to transport our products in an environmentally conscious way. In

HMH saved
920,194
pounds of CO₂
(equivalent of the electricity to charge 50,772,786 smart phones) by managing our carbon footprint

HMH saved
511,855
pounds of CO₂ (the equivalent of planting 275 acres of forest) by participating in the Environmental Protection Agency's SmartWay program.

³ HMH's Privacy Policy, Privacy Policy for Pre-K-12 products and Privacy Policy (GDPR) provide additional information related to our data privacy and security standards. Houghton Mifflin Harcourt® and HMH® are trademarks or registered trademarks of Houghton Mifflin Harcourt. © Houghton Mifflin Harcourt. All rights reserved