

FACT SHEET

HMH Environmental, Social and Governance

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 also 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](#).



- **Employee Engagement:** We remain committed to cultivating a culture where all feel valued and highly engaged in the work that they do. Last year, our employee population grew significantly through the acquisitions of NWEA® and Classcraft™. Nearly 90% of employees, including those welcomed from the acquisitions, participated in our 2023 Gallup employee engagement survey, which is a critical tool to obtain direct feedback and support employee success.
- **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 [company-wide DEI initiatives](#).

2023 HIGHLIGHTS



1,779
employee volunteers



Employees logged
7,246
volunteer hours



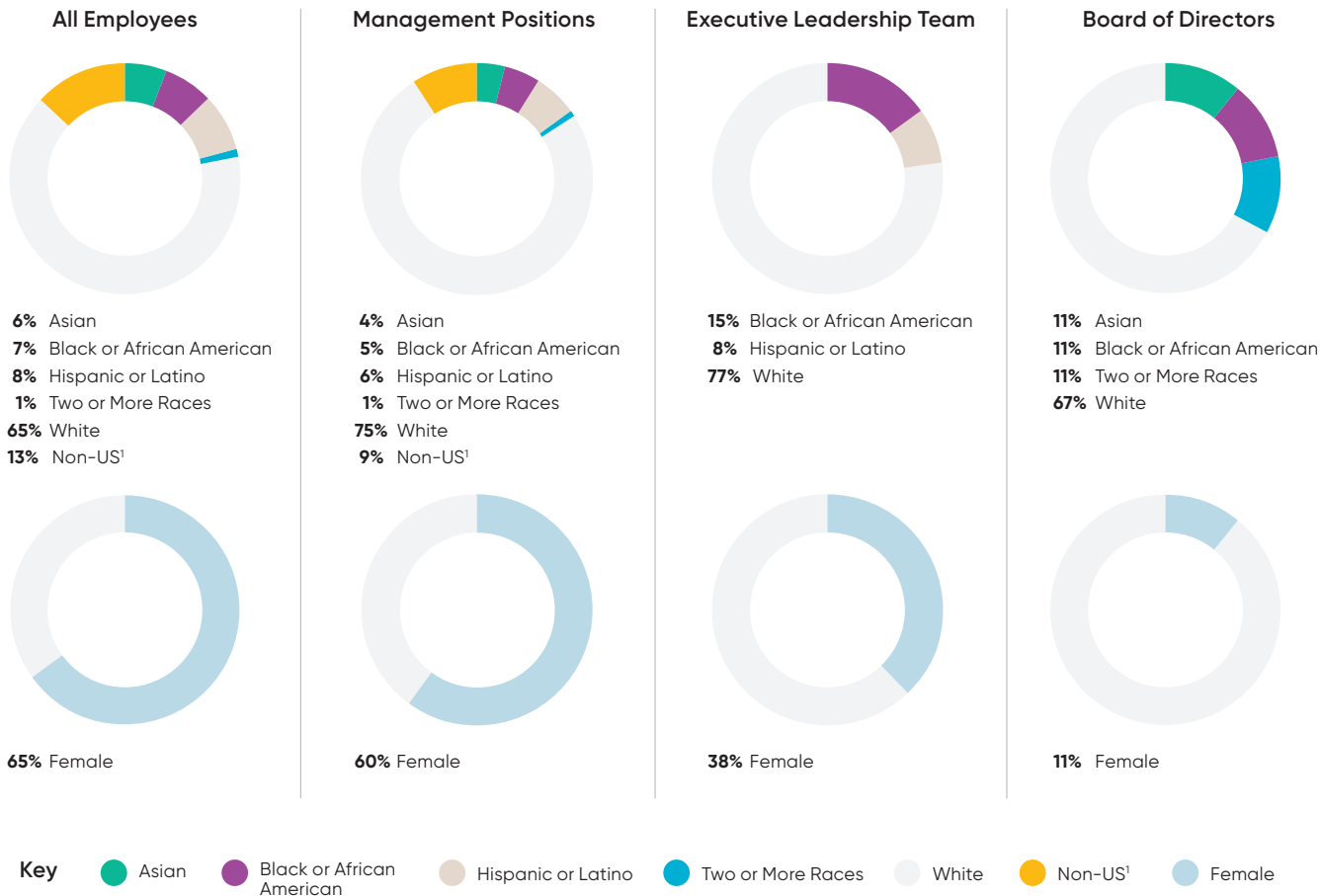
Approximately
16,081
students served through
employee volunteerism



35%
of employees
participated in 9 Employee
Resource Groups

OUR EMPLOYEE COMMUNITY

We are committed to attracting, developing and retaining talent to build a diverse, equitable and inclusive organization. Additionally, 8% of employees have voluntarily identified as LGBTQ+, 1.4% have voluntarily noted they have a disability and 0.4% of our domestic workforce are in the protected veteran population.



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 2023, there was a total of 13 work-related injuries, 15 days lost due to injury and zero work-related fatalities.

¹ At this time HMH does not collect ethnicity information for non-US employees.

² 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.

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 evolution and implementation of our ESG strategy.

Data Privacy and Security²

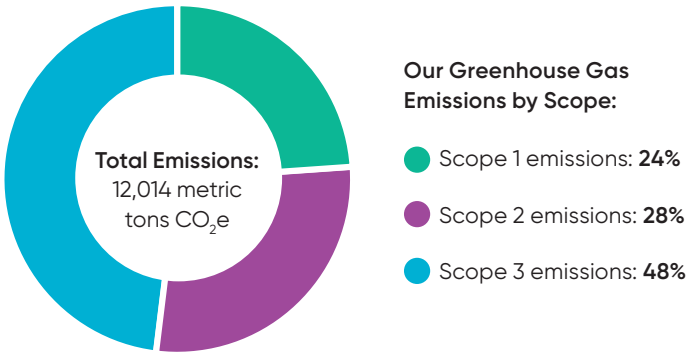
HMH is committed to protecting personal data. HMH is a proud signatory of Future of Privacy Forum/Software & Information Industry Association (SIIA) privacy pledge. HMH Board of Directors provides oversight of cybersecurity risks. In 2023, there were zero ransomware attacks and 100% of employees participated in HMH's annual security awareness training. HMH has achieved ISO 27001 certification for our Information Security Management System, underscoring our unwavering commitment to maintaining the highest standards of information security and safeguarding the confidential data of our customers and stakeholders.



SUSTAINABILITY

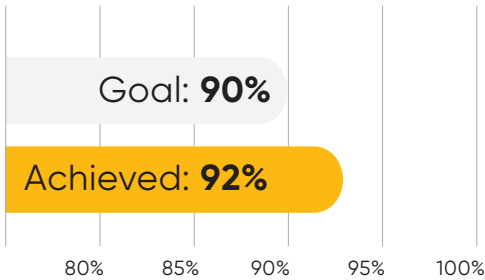
HMH is committed to making environmentally responsible choices to serve students and educators for years to come. Each year we seek to expand the scope of our sustainability program to meet the challenges of today's world.

HMH's Carbon Footprint



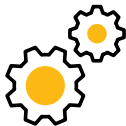
Scope 1	Direct emissions from HMH-owned or controlled sources
Scope 2	Includes our indirect emissions from the generation of purchased electricity
Scope 3	Includes all other indirect emissions that occur in our organization's value chain

Responsible paper usage: Target of 90% of HMH purchased paper for education products to be manufactured with no less than 10% recycled fiber—**Achieved: 92%**



Approximately
45,197
trees saved as a result
of our sustainable
paper practices

Transportation: We aim to transport our products in an environmentally conscious way. In 2023, HMH saved 3,675,557 pounds of CO₂ (equivalent of the electricity to charge 202,803,181 smart phones³) by managing our carbon footprint through intentional transportation methods.



Over
90%
of the equipment used
in our warehouses and
distribution centers
is battery-powered,
helping to minimize our
environmental impact.

³ Savings equivalency is calculated using the Environmental Protection Agency's [Greenhouse Gas Equivalencies calculator](#)