



Corporate Responsibility Fact Sheet

HMH helps educators create **growth for every student**. Our innovative solutions, research and partnerships are all aimed at simplifying educators' lives and improving student outcomes. We partner with educators and create lasting momentum so that all students can reach their full potential.

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.

Our employee community

Being a high-performance organization starts with our people. We strive to create an environment where all employees can do their best work and measure our success through our critical equation: **Employee Success + Customer Success = Company Success**. HMH is committed to maintaining an inclusive culture where everyone belongs and can be successful. We aim to create and cultivate an employee community

and company culture that reflects the diverse demographics and perspectives of our customers and employees.


Employee Engagement: We value employee feedback, and take insights from our annual Gallup employee engagement survey to help us continuously improve. In 2024, nearly 90% of employees participated in our annual Gallup employee engagement survey. Overall employee engagement as measured by Gallup's Q12 model increased from 4.09 to 4.16 year-over-year, placing us in the **79th percentile** compared to other companies in our industry. This positive trend reflects our commitment to innovation and team integration at HMH.

Open to everyone, HMH's 11 **Employee Resource Groups** (ERGs) are employee-led groups formed around shared experiences and backgrounds to create community and a sense of belonging. Our ERGs support personal development, strengthen our culture and create space for employees to bring their whole selves to work.


2024 Highlights

 **1,842**
employee volunteers

 **7,628**
employee volunteer hours completed

 **16,688**
students served through employee volunteerism

 **36%**
of employees participated in 11 Employee Resource Groups

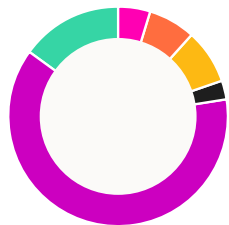
 **46,933**
trees saved as a result of our sustainable paper practices

Note: the number of students served and the number of trees saved are both approximate.

2024 employee demographics

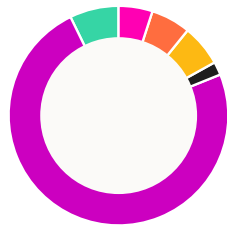
HMH is committed to attracting, developing and retaining employees dedicated to building an organization in which everyone belongs and can be successful. We do this by growing our talent pipeline through partnerships with external recruitment partners and relationships with organizations such as Historically Black Colleges and Universities (HBCUs).

All employees



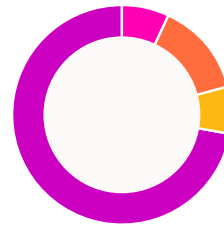
5% Asian
7% Black or African American
8% Hispanic or Latino
2% Two or more races
63% White
15% Non-US¹

Management positions

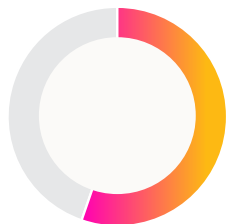


5% Asian
6% Black or African American
6% Hispanic or Latino
1% Two or more races
75% White
7% Non-US

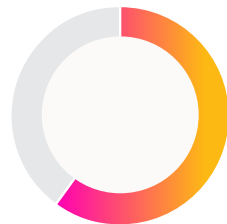
Executive leadership team



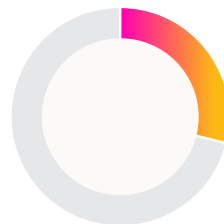
7% Asian
14% Black or African American
7% Hispanic or Latino
72% White



61% Female



60% Female



29% Female

● Asian
 ● Black or African American
 ● Hispanic or Latino
 ● Two or more races
 ● White
 ● Non-US
 ● Female

Additionally, 6% of employees have voluntarily identified as LGBTQ+, 1.6% have voluntarily noted they either have or previously had a disability and .5% of our domestic workforce are in the protected veteran population. As of December 31, 2024, the HMH Board of Directors was 100% male and zero percent female; 10% of Board members were Black or African American; 10% were two or more races; and 80% were white.

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 2024, there were a total of 14 work-related injuries, 143 days lost due to injury and zero work-related fatalities.

Governance

HMH's Corporate Responsibility Council, comprised of leaders from across the business, provides strong governance over HMH's overarching corporate responsibility strategy, in collaboration with Veritas Capital. Our Corporate Responsibility Council, Board of Directors, and Executive Leadership Team ensure our actions are in line with our values.

Data privacy and security²

HMH is committed to protecting personal data. HMH is a proud signatory of the Future of Privacy Forum/Software & Information Industry Association (SIIA) privacy pledge. HMH Board of Directors provides oversight of cybersecurity risks. In 2024, there were zero ransomware attacks, and 100% of employees completed HMH's annual security awareness training.

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

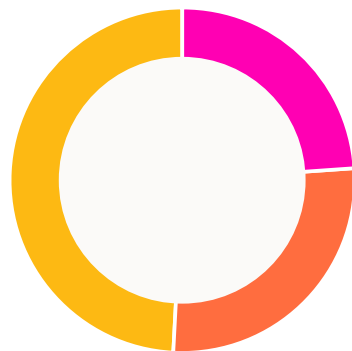
² HMH's [Privacy Policy](#), [Privacy Policy for Pre-K products](#) and [Privacy Policy](#) (GDPR) provide additional information related to our data privacy and security standards.

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

Our Greenhouse Gas (GHG) emissions by scope:



- Scope 1 emissions: **24%**
- Scope 2 emissions: **27%**
- Scope 3 emissions: **49%**

Total emissions: 11,216 metric tons CO₂e

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: We set a target of 90% of HMH purchased paper for education products to be manufactured with no less than 10% recycled fiber and we surpassed that target, achieving a 98% rate.

Our sustainable paper practices resulted in saving approximately **46,933** trees.



Transportation: We aim to transport our products in an environmentally conscious way. In 2024, HMH saved **1,824,362** pounds of CO₂ (equivalent of the electricity to charge **66,902,054** smart phones³) by managing our carbon footprint.



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

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