



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.

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.

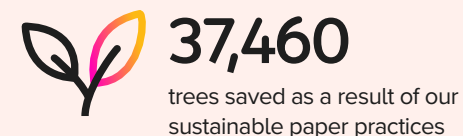
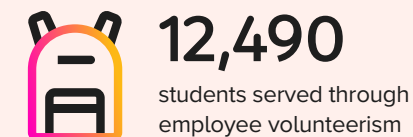
Employee Engagement

We value employee feedback, and take insights from our annual Gallup employee engagement survey to help us

continuously improve. In 2025, we scored above the global median in the areas of “my manager or someone at work seems to care about me as a person” and “my coworkers are committed to doing quality work”, underscoring the importance of relationships, peer support and shared quality standards across the organization.

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.

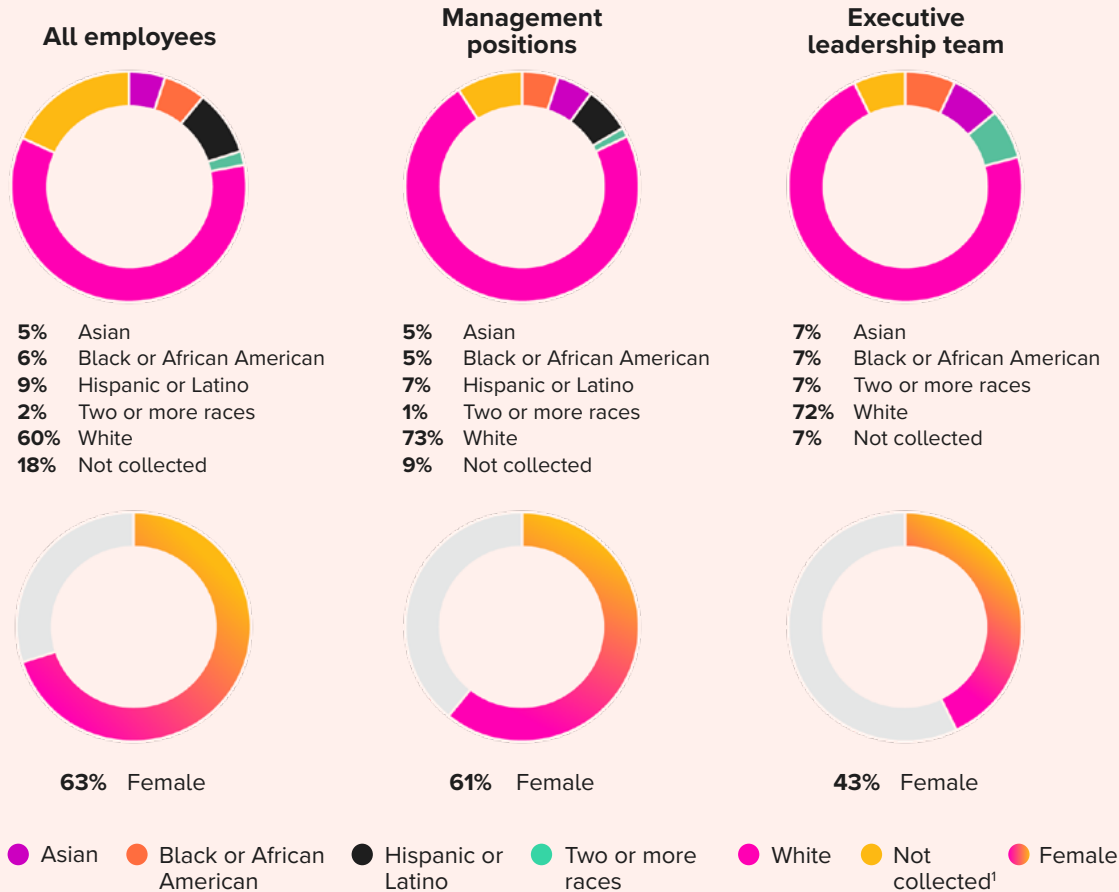
2025 Highlights



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

2025 employee demographics

HMH is committed to attracting, developing and retaining employees who are dedicated to building an organization where everyone belongs and can thrive. To advance this commitment, we invest in partnerships with external recruitment firms and a variety of colleges and universities, including Historically Black Colleges and Universities (HBCUs), to build a more inclusive and diverse talent pipeline.



Additionally, 6% of employees have voluntarily identified as LGBTQ+, 2.2% have voluntarily noted they either have or previously had a disability and .4% of our U.S.-based workforce are in the protected veteran population. As of December 31, 2025, the HMH Board of Directors was 100% male and zero percent female. 10% of Board members were Black or African American, 10% two or more races and 80% white.

¹ At this time HMH does not collect ethnicity information for employees outside of the U.S.

Governance and business ethics

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.

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 2025, there were a total of 12 work-related injuries, 5 days lost due to injury and zero work-related fatalities.

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 2025, there were zero successful security incidents or breaches, and 100% of employees completed HMH's annual security awareness training.

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.

Responsible use of Generative AI

HMH is committed to building and using Generative AI (GenAI) tools that are human-centered, controlled by educators and designed to complete time-intensive, and often administrative, teaching and learning tasks in an efficient fashion, all while enabling teachers to exercise their expert judgment over the result. HMH's principles of transparency, security and governance support our commitment to responsible and ethical use of GenAI.

Sustainability

HMH is committed to improving, innovating and accelerating our companywide sustainability efforts in all areas material to our business. We are committed to making environmentally responsible choices in order to serve students and teachers for years to come.



Responsible paper usage: We set an ambitious target in 2025, aiming for 95% of the paper that we purchase to be manufactured with at least 10% recycled fiber. We surpassed that target, achieving a rate of **98%**.

Our sustainable paper practices resulted in saving approximately **37,460** trees.



Transportation: We aim to transport our products in an environmentally conscious way. In 2025, HMH saved **1,620,675** pounds of CO₂ by managing our carbon footprint; the equivalent to greenhouse gas emissions from **1,872,042** miles driven by an average gasoline powered passenger vehicle³.

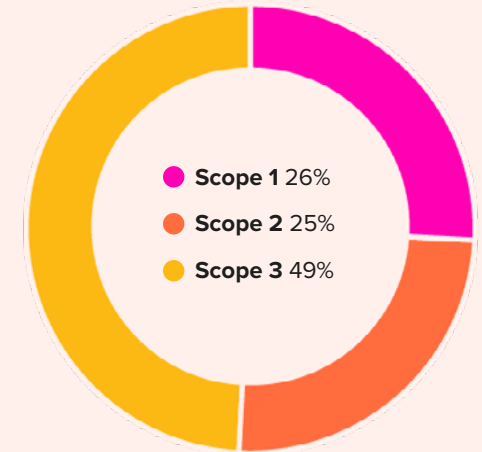


90% of the equipment used in our warehouses and distribution centers is battery-powered, helping to minimize our environmental impact.

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

HMH's Carbon Footprint

Our Greenhouse Gas (GHG) emissions by scope:



Total emissions:
10,702 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