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 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 though 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
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 SECURITY: 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

Our Greenhouse Gas (GHG) Emissions by Scope:

- **Scope 1 emissions:** 25%
- **Scope 2 emissions:** 35%
- **Scope 3 emissions:** 40%

**HMH’S CARBON FOOTPRINT**

**Our Greenhouse Gas (GHG) Emissions by Scope:**

<table>
<thead>
<tr>
<th>Scope</th>
<th>Description</th>
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<tbody>
<tr>
<td>Scope 1</td>
<td>Direct emissions from HMH-owned or controlled sources</td>
</tr>
<tr>
<td>Scope 2</td>
<td>Includes our indirect emissions from the generation of purchased electricity</td>
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<tr>
<td>Scope 3</td>
<td>Includes all other indirect emissions that occur in our organization’s value chain</td>
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**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%

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<th>Goal: 90%</th>
<th>Achieved: 97%</th>
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<tbody>
<tr>
<td>20%</td>
<td>40%</td>
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**TRANSPORTATION:** We aim to transport our products in an environmentally conscious way. In 2022, 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.

**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.

**EMLOYEE 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.

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