



NEWS RELEASE

McGraw Hill Earns Equality 100 Award in Human Rights Campaign Foundation's 2025 Corporate Equality Index

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COLUMBUS, Ohio (January 7, 2025) – For the fourth consecutive year, McGraw Hill has received the highest score of 100 on the Human Rights Campaign Foundation's **Corporate Equality Index (CEI)**, the nation's leading benchmark for LGBTQ+ workplace equality.

With this score, McGraw Hill is recognized among 765 leading companies earning the Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion designation, underscoring its commitment to fostering a culture of diversity, equity, inclusion and belonging in all forms.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

Included in McGraw Hill's focus areas for diversity, equity, inclusion and belonging in 2024 were the launch of two new Employee Resource Groups as well as the Accelerate Sponsorship Program. The Accelerate Sponsorship Program was designed to foster professional growth and strengthen our leadership pipeline. This program pairs senior leaders with employees across the company to create relationships that drive career advancement and personal development. Additionally, McGraw Hill launched an employee engagement survey which included a focus

on inclusion and belonging.

"We are honored to be recognized by the Human Rights Campaign Foundation for our dedication to inclusion, which is at the heart of everything we do at McGraw Hill," said Simon Allen, McGraw Hill CEO. "Earning the highest score on the Corporate Equality Index for a fourth year in a row reflects our ongoing commitment to providing programs and resources for our LGBTQ+ colleagues to thrive both personally and professionally. Having a strong culture of inclusion ensures our diversity of opinions and backgrounds are heard and valued, allowing us to create products that support and represent all learners."

The full report is available online at www.hrc.org/cei. More information about McGraw Hill's focus on diversity, equity, inclusion and belonging can be **found here**.

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