


Our Associates are Making a Positive Impact



At H&R Block, we foster a culture of belonging, where every voice is heard and our associates feel safe, included, and inspired. We are committed to a fair and respectful workplace culture, free of discrimination; and we work to foster a Connected Culture that ensures all associates, tax pros, and franchisees have a strong sense of Belonging across the organization.

Connected Culture is a relationship centered principle at H&R Block that puts associates, franchisees, and clients at the heart of our strategic focus. It creates an environment of clear accountability, partnership, and trust—all focused on common goals, allowing for accelerated business and personal progress. Relationships are at the heart of how we work with each other, our customers, and in our communities.

We care, we trust, we connect, and we are making a positive impact.



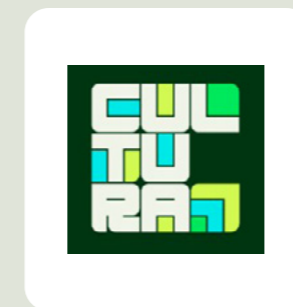
Belonging@Block

In the workplace we are committed to creating an environment where everyone feels they belong and we believe that our commitment to diversity and inclusion makes us a stronger, more successful company. We continually reflect on our management approaches to improve the workplace, including discussions with our Board of Directors, to review how we can provide a sense of belonging within the company for our associates - what we call Belonging@Block.

One of the many ways we work to foster a Connected Culture across the organization for all associates, tax professionals, and franchisees to connect, support, motivate, and inspire is through our associate-led Belonging Groups. Our Belonging Groups celebrate diversity through educational programming and celebrations meant to uplift and inspire our entire enterprise.



COLORS (Community Organizing for LGBTQ+ Opportunity, Resources and Support) provides an inclusive space for and supports LGBTQ+ in our company. The Belonging Group looks to cultivate understanding and build an inclusive community.



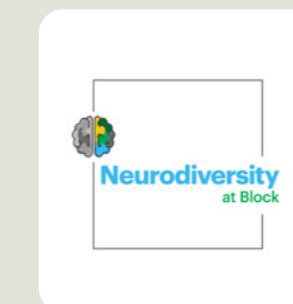
The Cultura Belonging Group empowers and celebrates Hispanic/Latino/a/x professionals, fostering a collaborative environment through cultural awareness and professional development. The Belonging Group amplifies the voices of the Hispanic/Latino/a/x community, contributing to a more inclusive workplace for all.



The Elevate Belonging Group was created in 2022 as a resource to elevate, improve, and champion the professional development of Black associates and advance cultural awareness.



The H&R Block Women's Network connects, helps, and motivates women in their pursuit of professional success and personal fulfillment.



Neurodiversity@Block is for Block associates who are looking for information and inspiration while navigating life in a world where neurodiversity is increasingly common but has not caught up to the needs of neurodivergent individuals.



The Veterans Belonging Group provides a common and acknowledged voice for military veterans ensuring support for their concerns, issues, and inclusion. The Belonging Group welcomes anyone who is currently serving or has served in the armed forces of the U.S. or other nations, as well as those who wish to honor or support those serving or have served.



The Young Professionals (YP) Network seeks to foster professional and personal growth for young professionals, helping them become change agents and thought leaders by providing development, volunteer, and mentorship opportunities.