



SASB Index FY26

Below is a table that references the topics from the Sustainability Accounting Standards Board’s (SASB) ‘Professional and Commercial Services’ industry standards (part of the IFRS Foundation).

“H&R Block,” the “Company,” “we,” “our” and “us” are used interchangeably to refer to H&R Block, Inc., to H&R Block, Inc. and its subsidiaries, or to H&R Block, Inc.’s operating subsidiaries, as appropriate to the context.

Topic	Code	Metric	Response
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	The Company is committed to a risk-centric, layered information security approach to secure our data, systems, and services. We prioritize our data security initiatives and processes based on our assessment of known and anticipated threats to the Company’s data security. Utilizing the National Institute of Standards and Technology (NIST) Cybersecurity Framework, we strive for continuous improvement and utilize a metrics-based approach to identify and mitigate data security risks that could potentially impact our business operations or clients. In addition to regular oversight through briefings to the President & Chief Executive Officer, the Audit Committee of H&R Block’s Board of Directors (“Board”) has oversight of data security and receives regular reports on these matters from the Chief Legal and Administrative Officer and the Chief Information Security Officer. The full Board is also updated on a periodic basis. In addition, data security is a top priority for ongoing oversight by the Company’s Enterprise Risk Committee, and it monitors the Company’s efforts to identify, review, and remediate potential data security risks and vulnerabilities. The Enterprise Risk Committee also provides information and reports to facilitate data security briefings for the Company’s Audit Committee and full Board. We maintain multiple levels of protection to mitigate data security risks, and we regularly test our systems to discover and address potential vulnerabilities, including without limitation: • using a multi-layered, Zero Trust principled approach to secure systems; • systematic monitoring of our sites and services to detect and respond to unauthorized activity; and • regular security audits and vulnerability assessments conducted by our dedicated internal information security team, our internal auditors, and by external third parties. H&R Block engages in a broad range of activities to secure and protect the data that we obtain through our business operations including, but not limited to: • continued development and enhancement of our controls, processes, and practices designed to protect our systems, computers, software, data, and networks from attack, damage, or unauthorized access; • security and business controls to appropriately limit access to and use of personal information, including adaptive and multifactor authentication; • comprehensive data protections, including encryption, to facilitate the secure storage, use, and transmission of sensitive data; • annual privacy/data security training to all employees and contractors and regular awareness and testing activities year-round regarding social engineering threats, such as phishing, for employees; • background checks on our employees, as permitted; • due diligence requirements and controls for third parties (e.g., service providers) with access to sensitive data throughout the lifecycle of the relationship; and • a dedicated global information security team that partners with all technology groups to monitor, prioritize, and remediate risks to the enterprise. A description of H&R Block’s data security and privacy risks and how they are addressed are disclosed in H&R Block’s FY26 Form 10-K in Item 1A – Risk Factors on pages 8-21 and Item 1C – Cybersecurity on pages 21-22.



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Topic	Code	Metric	Response	
Data Security	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	H&R Block’s policies regarding the collection, usage, and retention of customer information are designed to comply with the applicable data privacy laws in all applicable jurisdictions. We seek to be transparent when it comes to customer information and how we utilize it. The privacy notices for our products and services explain our practices relating to customer information, including where applicable how we collect, use, and safeguard customer information. In addition, our privacy notices and consent forms explain the choices customers have relating to such data. All employees and contractors are required to take annual privacy/data security training. H&R Block’s Digital Privacy Notice is publicly available online here. A description of H&R Block’s data security and privacy risks and how they are addressed are disclosed in Item 1A – Risk Factors of H&R Block’s FY26 Form 10-K on pages 8-21.	
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage that (a) involve customers’ confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Given the sensitivity of this data, H&R Block will only disclose information in this area to the extent required by applicable law. Please see H&R Block’s privacy notices to learn more about our approach to customer privacy. H&R Block’s Digital Privacy Notice is publicly available online here.	
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	In Our US Operations:	
			Executive Management ¹	2026
			Women	44%
			Executive Management ¹	2026
			White	67%
			Black	11%
			Hispanic	0%
			Asian	0%
			Prefer not to Identify	22%
			Native Hawaiian / Pacific Islander	0%
			2 or more Races	0%
			American Indian / Alaska Native	0%



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Topic	Code	Metric	Response	
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Non-Executive Management ¹	2026
			Women	43%
			Non-Executive Management ¹	2026
			White	78%
			Black	4%
			Hispanic	0%
			Asian	9%
			Prefer not to Identify	9%
			Native Hawaiian / Pacific Islander	0%
			2 or more Races	0%
			American Indian / Alaska Native	0%
			All Other Employees ²	2026
			Women	75%
			All Other Employees ²	2026
			White	50%
			Black	18%
			Hispanic	13%
			Asian	9%
			Prefer not to Identify	6%
			Native Hawaiian / Pacific Islander	0%
			2 or more Races	4%
			American Indian / Alaska Native	1%

¹ Percentages calculated as of March 31, 2026.

² Includes all full-time, part-time, and seasonal associates of the company and company-owned office locations as of March 31, 2026.



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Topic	Code	Metric	Response
Workforce Diversity & Engagement	SV-PS-330a.3	Employee engagement as a percentage	Associates at H&R Block have an engagement score of 81 (on a 100-point scale), maintaining the engagement score achieved in the prior year. Glint, our survey provider, is a part of Microsoft’s Viva Employee Experience platform that provides best in industry survey solutions for over 1,000 companies.
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	H&R Block maintains a Code of Business Ethics and Conduct (the “Code”), which requires all members of the Board of Directors, officers, and associates of the Company to act ethically and in accordance with the policies set forth in the Code. The Code includes guidelines relating to the ethical handling of actual or potential conflicts of interest, compliance with domestic and foreign laws, accurate financial reporting, and procedures for promoting compliance with, and reporting violations of, the Code. In support of the Code, we have established several channels for reporting potential ethics violations or similar concerns or for guidance on ethics matters, including via email, telephone, or in-person communications. All individuals have the ability to report concerns or discuss ethics-related matters anonymously through our Ethics hotline. The Company will not take adverse action against anyone who, in good faith, reports an actual or perceived violation of the Code. Mandatory annual training for the Code underscores our commitment to ethics and provides associates with consistent, company-wide guidance on expectations of ethical behavior within our operations. The Code is overseen by the Company’s Chief Ethics Officer, who is appointed by the Company’s Audit Committee. To help ensure the Audit Committee’s effective oversight of our ethics and compliance program, the Audit Committee regularly receives reports from the Chief Ethics Officer and reviews matters related to the Company’s ethics and compliance program. Additional details regarding our approach to ensuring professional integrity can be found in the full Code of Business Ethics and Conduct, which is available on our Corporate Governance page here.
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	In FY26, the Company did not have any material monetary losses as a result of legal proceedings associated with professional integrity that required disclosure.



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Topic	Code	Metric	Response
Activity Metric	SV-PS-000A	Number of employees by: (1) full time and part time, (2) temporary, and (3) contract	In our Company owned offices including international locations, we had approximately 4,000 regular full-time associates as of June 30, 2026. Our business is dependent on the availability of a seasonal workforce, including tax professionals, and our ability to hire, train, and supervise these associates. The highest number of persons we employed during the fiscal year ended June 30, 2026, including seasonal associates, was approximately 73,400.
	SV-PS-000B	Employee hours worked, percentage billable	Not applicable to the Company's business, as employees do not work on a billable basis.