



Hyland 2025 global corporate responsibility (GCR) report



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Letter from our CEO

At Hyland, responsibility isn't an initiative — it's part of how we operate every day. This 2025 Global Corporate Responsibility (GCR) report reflects our ongoing commitment to doing business in ways that create positive outcomes for our stakeholders, our communities and the world we share.

Our role as the leading provider of unified content, process and application intelligence solutions gives us a unique opportunity — and responsibility — to make a difference. We believe success is measured not only by innovation and growth, but also by how we care for people and the planet. That means advancing technology while addressing the environmental and social challenges that impact all of us. Our GCR strategy is designed to keep us focused on what matters most and to ensure that progress is both meaningful and measurable.

Our priorities: Trust, inclusion and sustainability

Every decision we make starts with trust. Customers rely on Hyland to safeguard their most critical information, and we uphold that trust through rigorous data governance and security practices.

We also know that innovation thrives in an environment where everyone feels they belong. Inclusion is more than a value — it's a driver of creativity and collaboration. We're committed to building a workplace where diverse perspectives are celebrated and where employees can grow and succeed.

And because our impact extends beyond our walls, we take seriously our responsibility to the planet. From helping customers reduce their environmental footprint to minimizing our own, sustainability is embedded in how we think and act.

Progressing on our GCR journey

As Hyland grows and expands its global reach, we continue to evolve while staying true to who we are and making measurable progress toward our GCR goals. The world is changing rapidly — whether through new technologies like AI or shifting global expectations — and we are committed to doing the right things for our employees, customers, partners and stakeholders. We strive to be good stewards of all our resources, gathering data, learning from others and improving as we go.

In 2025, we completed our third year of calculating emissions and published our second carbon reduction plan, reinforcing our commitment to transparency and progress toward our net-zero goals. We also earned the EcoVadis certification for the second consecutive year, which underscores our dedication to responsible business practices and positions Hyland among the top businesses in our industry.

By pursuing Hyland's GCR practices and programs, we reinforce our commitment to the communities we serve. I invite you to explore this report and join Hyland on our GCR journey, and I extend my gratitude to all who support these efforts. Through collaboration and shared values, we can truly make a difference.



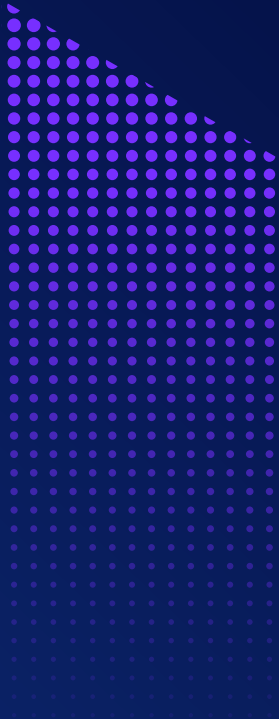
Jitesh S. Ghai
Chief Executive Officer, Hyland





Our company

We provide intelligent content solutions that empower our customers to transform the way they work and deliver exceptional experiences to those they serve. Our solutions capture, process and manage high volumes of content to improve, accelerate and automate operational decisions and workflows.





Purpose

To deliver life-changing value to the world.



Vision

To revolutionize the way enterprise content and data drive innovation.



Mission

As a trusted partner, we empower organizations to unlock their greatest sources of critical intelligence, fueling innovations that fundamentally redefine how they operate and deliver value to those they serve.



Hyland operations and workforce

Hyland is headquartered in Westlake, Ohio, with offices around the world and thousands of remote employees. Our operations span across North and South America, Europe, Asia and Australia.

The COVID-19 pandemic accelerated Hyland's transition toward a remote-first working culture. We have gradually phased out offices that are not core to our customer-facing operations, which has reduced our environmental footprint.

Certain subsidiaries have achieved ISO 14001 certification for environmental management best practices.



24
Offices



15
Countries



3,600+
Employees worldwide



Awards and recognition

Since 2018



Military Friendly Employer Gold Award

First published in 2003, the Military Friendly Employers list is the most comprehensive and powerful resource for veterans seeking new career opportunities in corporate work environments.

Since 2021

TOP WORKPLACES 2025

Top Workplaces USA Awards

Hyland has been recognized as one of 230 employers across the following categories:

- Remote Work Top Workplace
- Industry Top Workplace: Technology
- Top Workplace for Innovation
- Top Workplace for Compensation & Benefits
- Top Workplace for Work-Life Flexibility
- Top Workplace for Employee Appreciation
- Top Workplace for Employee Wellbeing
- Top Workplace for Professional Development

Since 2023



Tech Cares Award

Hyland is one of 165 companies recognized by TrustRadius for volunteerism, workplace culture, charitable giving and environmental sustainability.

2025



Best Adoption-Friendly Workplace

Hyland is 1 of 100 companies recognized by The Dave Thomas Foundation for Adoption for leading the way in providing adoption and foster care benefits and recognizing the need for this life-changing support.

2025



Great Places to Work Certification

Hyland India is a great place to work because employees do meaningful, impactful work within a supportive, people-first culture that encourages growth, collaboration and a shared purpose to make a real difference.

2026



America's Dream Employers

Hyland was just recognized by Forbes/Statista as one of America's Dream Employers for 2026. This is a first-time award that lists Hyland No. 176 out of 500 employers, based on surveys completed by college students and full-time employees across the U.S.





Our approach

At Hyland, we are steadfast in our commitment to pursuing GCR initiatives in a manner that is both right and logical. We believe that GCR factors play an important role in our success, from an opportunity and risk-mitigation perspective.

Our approach is not only meaningful but also measurable, ensuring we learn and improve our stance with each passing year.

Our GCR program is executed on a global scale, underscoring our identity as one cohesive company, regardless of our widespread international presence. While we work to diligently adhere to local regulations and requirements in the regions in which we operate, our overarching goal remains to present a unified and consistent GCR strategy. This global perspective not only strengthens our corporate integrity but also enhances our ability to make a meaningful impact across all our markets.

By harmonizing our GCR efforts worldwide, we ensure our values and actions are aligned, demonstrating our dedication to sustainable practices and ethical governance as a singular, globally integrated entity.



GCR highlights

This year, we proudly made significant strides forward in our GCR journey and were recognized by EcoVadis as an organization committed to GCR. Our EcoVadis assessment enabled us to evaluate our business through a GCR lens, identifying strengths as well as areas for future focus. Additionally, we successfully completed our third year of emissions calculation, which allow us to stay competitive with customer requirements and on top of the ever-evolving regulatory requirements in this space.

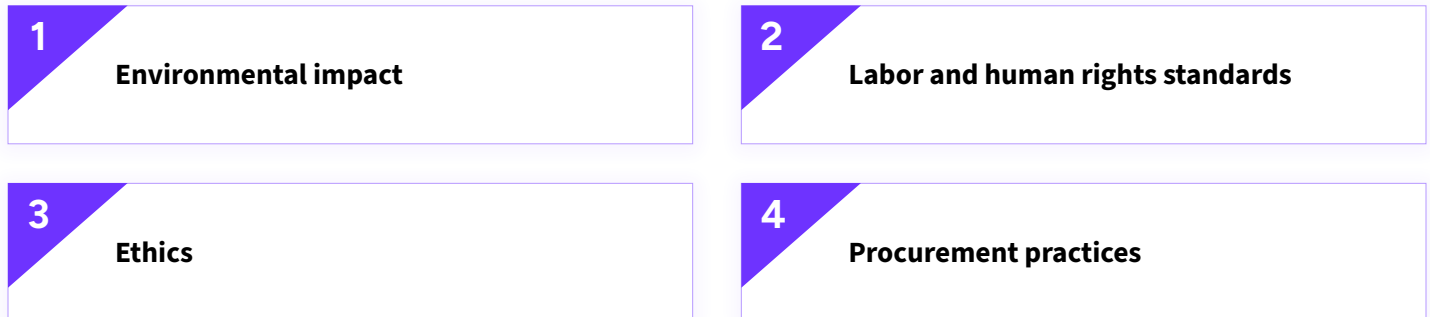
These steps are more than just milestones; they reflect our ongoing dedication to sustainability and ethical governance. As we continue to refine our strategies and implement innovative solutions, we remain committed to making tangible progress toward our GCR goals.

HYLAND™ COMMUNITYLIVE



EcoVadis

EcoVadis is a globally recognized certification that rates businesses' sustainability based on four key categories:



In 2025, Hyland completed another EcoVadis assessment, receiving the EcoVadis Committed Badge for the second year, which acknowledges our position as one of the top businesses in our industry.

The EcoVadis Committed Badge recognizes Hyland's commitment to sustainability and demonstrates that we are taking our GCR journey seriously.

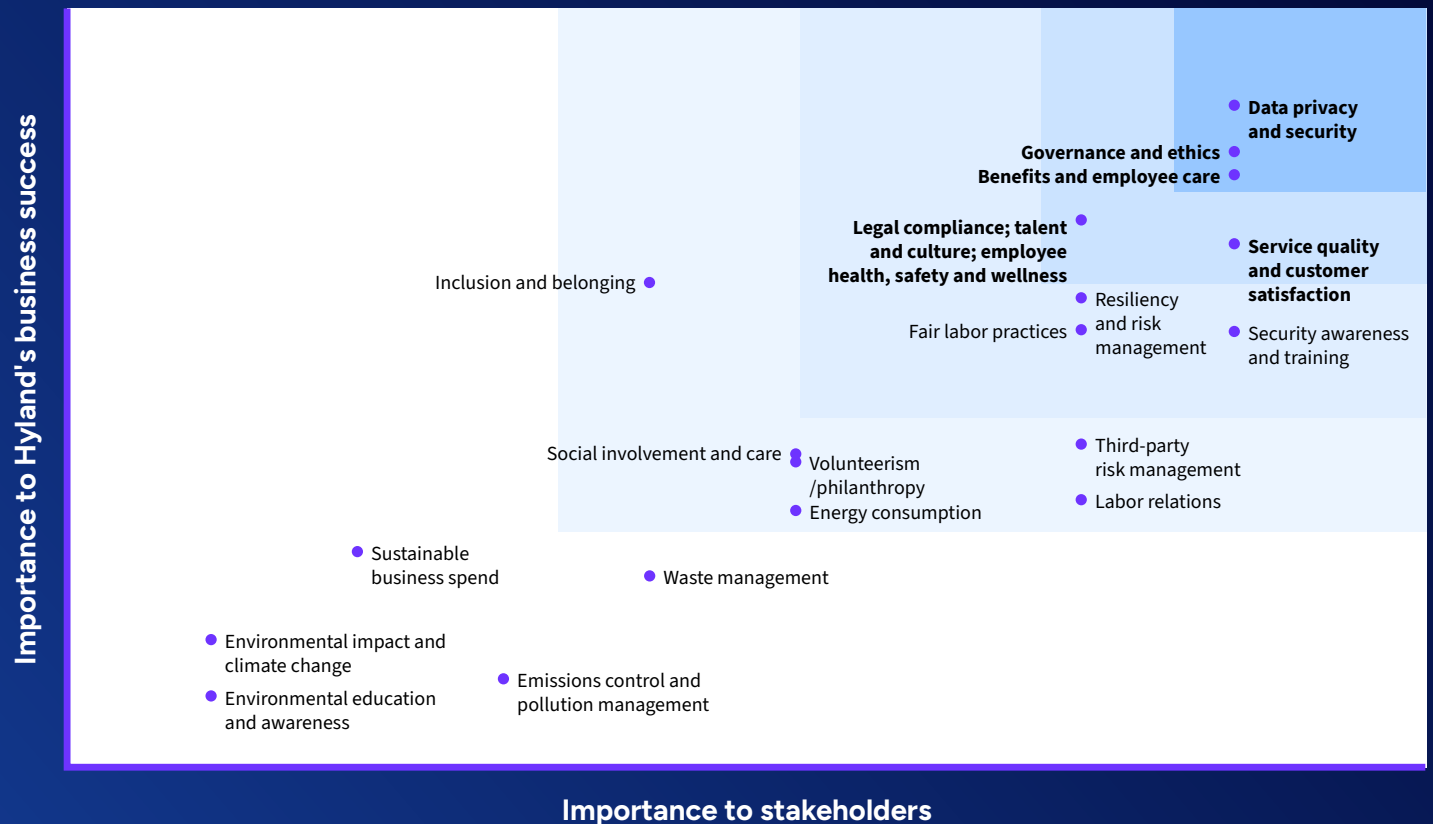


Materiality assessment and strategic framework

Our GCR strategy focuses on the highest value and most impactful priorities determined by a 2023 materiality assessment. As part of this process, we conducted survey interviews with executive leadership and key external stakeholders, including customers, partners and investors. This allowed us to better refine and extend our GCR strategies.

As we continue to evolve, we are also monitoring metrics in the SASB standards to guide materiality. In the future, we will review our material priorities to consider our business growth, changing stakeholder needs and environmental impact as we establish a benchmark and timelines for future social and environmental performance improvements.

Hyland materiality matrix



Governance and oversight

As a trusted partner, we believe in strong governance practices and are committed to reducing risks in global supply chains through risk management, data privacy, security and ethical conduct.

In support of our refined GCR strategy, we will optimize and document Hyland's corporate social responsibility and environmental management systems. This includes processes and programs impacting social matters and systems already in place to monitor, measure, track and improve our environmental performance, including waste management, recycling and energy conservation.

In addition to establishing key GCR priorities and creating reporting mechanisms to hold ourselves accountable, we have expanded our organizational capacity to support our goals. Building upon our foundation and organizational momentum, we have made significant resource investments to accelerate our impact.

Stakeholder engagement

Hyland delivers value for customers, employees, suppliers, business partners, investors and the communities in which we operate, live and serve. We engage stakeholders through various channels to build collaborative relationships and gather feedback to inform our approach and identify purpose-focused opportunities.

Board of directors

GCR is a priority for our board of directors, who maintain oversight, review our carbon footprint and annual audits, and approve key commitments. In 2025, they reviewed and approved our carbon reduction plan.

GCR committee

Hyland's GCR Executive Steering Committee drives our environmental and social impact initiatives. This committee is comprised of senior leaders from across the organization and led by our CEO. It is responsible for setting strategic direction, making key decisions and guiding our focus.

GCR team

In addition to our investment in a GCR-focused analyst, we have the broad support and engagement of individuals from across the business. Our cross-functional GCR team provides both deep expertise and encourages widespread engagement for our efforts, enabling them to formulate strategy, drive implementation and ensure rigorous reporting and tracking.





Social

At Hyland, we build communities where every one of us can reach our full potential and ignite a sense of purpose in our lives. We support this mission by:

- Building and inspiring careers in technology
- Engaging and supporting our employees in meaningful ways
- Fostering inclusion and belonging for all



Building and inspiring careers in technology

Education can change the world. That's why Hyland is committed to bridging the technology gap, especially for students who may not otherwise have access to the opportunities to build these skills. Our programs range from those designed to spark and inspire an interest in technology, experiential opportunities meant to grow and develop curiosity, to those intended to engage and retain students and advance their skills. Examples of these free opportunities include:

Field trips

Groups of students visit Hyland's campus to get a first-hand look at what a career in the technology industry can be. They tour Hyland's headquarters and check out some of the fun perks that employees enjoy — including the diner and pickleball court. Students will also participate in a coding activity or hear from guest speakers.

CSEdWeek

In partnership with our nonprofit partner, TECH CORPS, Hyland supports the annual Computer Science Education Week (CSEdWeek) by creating and delivering computer science curriculum to students around the country.

Hy-Tech Club

Hyland's Hy-Tech Club is for students in grades 7-12 who want to learn how to code. The club offers beginner- to advanced-level classes and meets weekly during the school year. Examples of class offerings include HTML & CSS, Introduction to JavaScript and more.

Hyland Hackathon

A weekend-long event aimed to serve high school students, the Hyland Hackathon moved to a hybrid setting in 2025. Students are encouraged to be creative and innovative in their projects, and Hyland professionals serve as mentors from project ideation throughout.

2025 Hyland Hackathon



71

Total attendees



43

Hyland mentors

Students worked together to develop ideas and execute them at a professional level. Stand-out projects earned awards, including:

Trailblazer award: Virtual Study Room is a virtual study room so college and high school students can annotate and study together.

Night Owl award: LangLink is a language learning platform that makes language learning fun through a direct message-like interface where users talk to AI friends about their interests.

Most Impressive MVP award: Medley is an innovative AI-powered prescription tracker designed to simplify and streamline medication management for the elderly or physically impaired.

Most Outstanding Original Work award: Aura Battlegrounds is a two-player game allowing for real-life avatars to battle against each other in various forms of karate.



Midtown Collaboration Center Classroom

Our new classroom in Cleveland's Hough neighborhood offers students in grades 9–12 a welcoming, state-of-the-art space to learn coding, receive academic support and access the technology and resources they need to succeed. In addition, the space is also used by other technology education partners, extending its impact and fostering collaboration within the local community.

Ohio Tech Day

Ohio Tech Day, an OhioX event designed to include and inspire students to pursue futures in tech, brings students to Hyland headquarters in Westlake. Students participate in a coding activity and learn more about coding languages. Hyland employees speak to students about their roles, career paths and department overviews.

Local partnerships

We continue to partner with organizations in Northeast Ohio to deliver in-person computer science programs. Examples of these partnerships include Urban Community School, Youth Opportunities Unlimited and NASA Glenn's SCaN program.

Internship programs

College-aged students gain real-world experience by collaborating with experienced professionals during our summer internship program. An assigned mentor offers guidance, and there are even opportunities to learn directly from Hyland's leaders. Throughout the program, interns work on real projects, network, develop skills and have fun with fellow interns and Hylanders. In 2023, we had 100 interns working with us in U.S.-based Hyland offices (virtually and in-person), 15 interns working in India, eight interns in Poland and one intern in Germany.



Volunteerism and philanthropy

Hyland Fund

In 2022, Hyland partnered with the Cleveland Foundation to establish the Hyland Fund. This charitable fund enables us to be more intentional and impactful with our giving, while closely aligning philanthropic efforts with our Hyland values and goal of building and inspiring careers in technology globally. Specifically, the Hyland Fund will:

- Leverage the deep knowledge and expertise of the world's first community foundation, the Cleveland Foundation, to build an effective, scalable and sustainable grantmaking program for Hyland
- Improve how we source, review and approve funding decisions by the establishment of a formal review and annual approval process
- Enable Hyland to invite employees, stakeholders and the community at-large to participate in our philanthropic efforts to make a more significant impact in our communities through charitable giving

In 2025, our grantees included Girl Scouts of Northeast Ohio; LEARN Science & Math Club; Youth Opportunities Unlimited (Y.O.U.); Esperanza, Inc; Boys and Girls Clubs of Northeast Ohio; and getWITit Cleveland.

Hyland maintained its five-year partnership with TECH CORPS, which includes the development of new science data analytics curriculum as well as pilot curriculum for new Techie Camps in northeast Ohio, and program expansion to Atlanta and other locations.

Community engagement

Hyland employees are active in their communities, and we want to support them and the organizations they support. By facilitating employees' involvement in causes, they are more likely to remain engaged and passionate in their work. In 2024, we supported over 700 nonprofits on behalf of employees.

Matching gifts

Our matching gifts program provides a dollar-for-dollar match of employees' personal contributions to the nonprofit(s) of their choice. If an employee is more engaged as a volunteer, we will match their volunteer time with a financial donation.

Leadership gifts

Hyland is proud to support employee leadership in the nonprofit space and to provide a financial gift on behalf of those employees serving nonprofits at the board level.



Volunteerism

We're Hylanders and we're here to help. Service is an inherent part of Hyland's culture, and we strive to create an environment that encourages an active and engaged employee base. Our intention is to support our communities by enabling Hyland employees to share in our effort to give back — personally, departmentally or through company-wide initiatives.

Volunteer time off

Our volunteer time off (VTO) program enables employees to take up to 24 hours of annual paid time off to use at nonprofits of their choice.

2024 by the numbers:

- 6,783 VTO hours used
- 548 Hylanders used VTO
- Hylanders from 11 different countries

Global days of service

We host annual company-wide volunteer days across the globe. Our largely employee-nominated projects are based on the causes and organizations with which many are already involved.

Season of giving

Every year, Hyland employees collectively give back during the holiday season. We provide Hyland employees with a platform to advocate for the causes and nonprofits they're passionate about. Our holiday giving campaign raises funds for a variety of nonprofits that benefit from employee-initiated and peer-supported fundraisers.



Inclusion and belonging

Hyland is committed to cultivating a culture of inclusion and belonging that supports and empowers people to deliver their best. Our workplace culture supports a global workforce where perspectives are valued, and our employees can make a positive impact for Hyland and our communities.

Through our commitment to inclusion and belonging, we:

- **Enrich the employee experience:** We cultivate an inclusive workplace culture to empower and motivate employees to contribute to their fullest and achieve their highest potential.
- **Foster innovation and enhance business decisions:** We seek a set of perspectives and ideas to fuel innovation and creativity, as well as to help achieve positive outcomes for all.
- **Effectively support customer success:** We value the way in which our global customers and employees work together to best support their success and deliver an exceptional customer experience.



We create a culture of inclusion and belonging where all employees can thrive.

Employee resource groups

Employee resource groups (ERGs) are open to all employees and serve as a resource to foster awareness, respect and inclusion within the workplace. These groups give employees a forum to share experiences, provide learning opportunities, hear from experts and facilitate professional development.



The ACCESS

The ACCESS ERG (Accessibility Centered Change Education Service and Support) seeks to create and nurture a culture of accessibility throughout Hyland, giving voice to employees with disabilities through awareness, education, collaboration and change.



WeMERG

The Multicultural ERG (WeMERG) provides employees with a forum where they are encouraged to showcase their identities, learn from fellow employees about unfamiliar cultures and introduce solutions to obstacles that people and underrepresented cultures experience.



Hyland Pride Alliance

The Hyland Pride Alliance ERG aims to strengthen Hyland's active, inclusive culture to attract LGBTQIA+ talent while providing a network of support for employees, their families and allies. The group promotes LGBTQIA+ awareness and is a safe and supportive forum for discussing community issues.



Peace of Mind

The Peace of Mind Mental Wellbeing ERG provides a safe space for employees to gather, learn more about mental health challenges, understand the broad spectrum that is mental health and have access to resources. Peace of Mind is committed to supporting caregivers, allies and anyone facing a mental health challenge.



HylandWIN

The Hyland Women in Networking (HylandWIN) ERG is a community of females and female supporters encouraging and inviting each other to build one another up to their full potential. The group provides resources for employees to be courageous, charismatic and knowledgeable.



VERG

The Veteran ERG is a community for all veteran and military employees and supporters at Hyland. The group provides resources that promote and support military individuals.



Education

We maintain a commitment to delivering inclusive education and training to increase awareness and demonstration of inclusive behaviors across the organization.

This includes education through various learning formats to provide foundational knowledge, establish a collective understanding of inclusive concepts and principles, develop an understanding of other cultures and insights into global business best practices and provide the opportunity for employee skill building. As a global team, ongoing education is an integral part of our path forward, ensuring that best practices are woven into the fabric of our daily operations and long-term strategies.

In 2023, we launched an inclusion learning journey. This immersive experience spans six weeks, with a flexible time commitment ranging from 30 to 120 minutes per week, accommodating the schedules of our global employee base. The program includes:

- Brief weekly online learning modules
- Two live instructor-led virtual workshops
- Short journal entries to reflect on personal growth
- One in-person or virtual one-on-one conversational interview to deepen understanding of inclusion concepts
- Online discussions to share insights and experiences

This blend of interactive and reflective elements ensures a rich, engaging learning experience for all participants.

Together, we can continue to build a workplace where differences are celebrated, equity is embraced and inclusion is the heartbeat of our success, driving Hyland toward greater innovation and creativity.



One of the biggest takeaways was the power of the pause — to recognize in a meeting that others have not spoken, or that the same people speak up every time. By being able to distinguish when this happens, I can bring visibility to this and create a more inclusive dialogue.



Melissa Monter
Director, Global Documentation



One of the main things I took away was the 'power of the pause' — taking a seven second pause before you respond to make sure your response is appropriate... that you're willing to learn new things.



Trina Jones
Instructional Designer, Revenue Enablement



One of my key takeaways is remembering the role we each play in how others show up — making an effort to ensure that others feel included is never wasted.



Rob Nordman
Director, IS Global Support & Operations



Workforce advancement

In 2023 we identified an opportunity to strengthen our equitable practices related to employee advancement within the organization. Through newly developed standards and documentation around the promotion process, both employees and leaders can better understand criteria for advancement and ensure our promotion practices are transparent, equitable and consistently applied across the organization.

Employees benefit from enhanced clarity around what is expected of them and how they can progress in their careers, while the organization strengthens employee satisfaction, organizational stability and long-term success.



Commitment to human rights

Hyland believes that all humans should be treated with dignity, fairness and respect. In practice, this means Hyland works to adhere to all environmental, worker safety and human rights laws applicable to our global workforce. Furthermore, Hyland expects its resellers, partners, customers, contractors and vendors to share this commitment to the health and safety of their workers and operate in compliance with all applicable human rights laws.

Hyland uses a risk-based approach for the management of our suppliers, which generally includes prequalification due diligence, performance requirements and commitments, and a right to audit and review to establish our suppliers are suitable and remain committed to human rights.

Hyland does not use or condone the use of child labor, slave labor or human trafficking, and denounces any degrading treatment of individuals or unsafe working conditions.

➤ Read more about our commitment in [Hyland's modern slavery and human trafficking statement.](#)





Environmental

We prioritize understanding our direct impact, particularly focusing on Scope 1 and Scope 2 emissions. Through our sustainability and data tracking programs, we actively manage these impacts and have implemented company-wide policies aimed at understanding our environmental footprint and waste.

In response to unprecedented environmental and social challenges that threaten the economy and local communities, we formally integrated sustainability into our operations in 2018. This integration reflects our commitment to supporting an accelerated transition toward a more sustainable global economy. We are committed to reducing our environmental footprint and demonstrating corporate responsibility through a staged approach.

With the support of our employees, we strive to create meaningful, long-lasting change that aligns with our values and responsibilities as a global corporate citizen.



Commitment to sustainability

Carbon reduction plan

Hyland has published its [carbon reduction plan](#), which outlines the steps we intend to take on our journey toward improving our environmental footprint and achieving net-zero emissions by 2050. This framework underscores our commitment to prioritizing sustainable business practices across our global operations, and working to reduce the environmental footprint of both Hyland and our customers.

Reducing our impact

Since 2022, Hyland has undertaken numerous environmental management measures and projects, both large and small, including:

- Achieving ISO 14001 certification for environmental management best practices at select subsidiaries
- Utilizing a distributed workforce to further reduce our environmental footprint
- Phasing out offices that are not central to our customer-facing operations
- Eliminating corporate private aircraft and divesting real estate that was not essential to customer-facing operations
- Implementing a usage monitoring initiative for contractors to reduce energy consumption during periods of inactivity
- Equipping select locations with electric vehicle (EV) chargers
- Providing e-recycling options at certain locations
- Attaining the EcoVadis Committed Badge

Future measures

Looking ahead, we aim to implement additional measures, such as:

- Providing appropriate training and resources to employees in support of our sustainability priorities
- Developing a detailed roadmap for achieving our net-zero commitment
- Completing third-party sustainability evaluations
- Exploring additional sustainability programs, including the expansion of recycling initiatives



2024 emissions



Emissions*

43,440 tCO₂e**



Headcount intensity***

12 tCO₂e/ \$1m



Revenue intensity****

36 tCO₂e/ \$1m

Scopes

The GHG Protocol splits emissions into scopes based on the party directly emitting. During Jan - Dec 2024, 93.0% of Hyland's footprint came from Scope 3 emissions.



Scope 1

1,006 tCO₂e **2.3%**

Direct release of greenhouse gases from sources you own or control (e.g. company-owned vehicles or furnaces).

Scope 2

1,379 tCO₂e **3.2%**

Emissions from the generation of electricity, steam, heat or cooling that you purchase from companies (like your power utility).

Scope 3

41,054 tCO₂e **94.5%**

Upstream emissions of products and services you purchase, and downstream emissions when customers use/dispose of your products.

* Calculations based on GHG protocol standards

** Tons of carbon dioxide equivalent

*** Headcount intensity measures how much CO₂e your company emits for each person it employs. It helps distinguish between the growth of your company and the growth of your emissions.

**** Revenue intensity measures how much CO₂e your company emits for each unit of revenue it earns. It helps distinguish between the growth of your business and the growth of your emissions.

Scope 3 categories include Waste, Business travel, Employee Commuting, Downstream T&D, Upstream T&D, Upstream lease assets, fuel and energy related activities, and purchased goods and services.





Governance

At Hyland, we believe all great companies have one thing in common — they are trusted.

We believe trust is built by being ethical, passionate, kind, customer-focused and relentlessly innovative. Our core values reflect these aspirations and guide our actions every single day.

We aim for the highest ethical standards in the conduct of our business. The integrity of each employee, officer and director is of critical importance. Our Code of Business Conduct and Ethics and our company policies reflect our core values.



Data privacy and security

Hyland is dedicated to fostering stakeholder trust through secure, compliant and transparent data handling practices. In demonstration of our commitment, we make privacy and security information publicly available via our Trust Center.

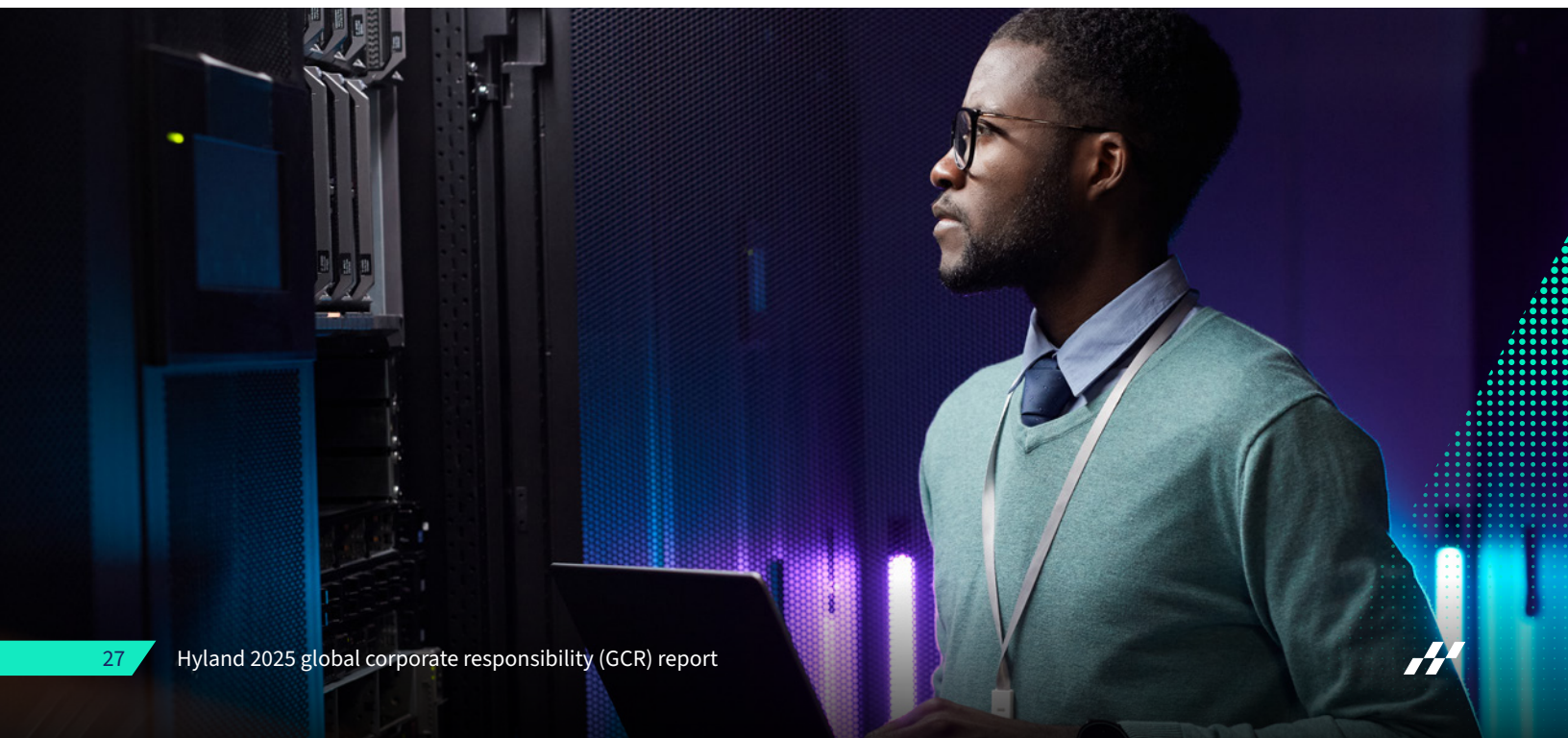
Hyland educates our employees monthly on the latest security requirements and practices as part of the enterprise Security Awareness Training and Education (SATE) program. Required SATE courses include social engineering, phishing, malware and ransomware, insider threats, link and browser safety, protecting personal data, spoofing and more. All employees are required to complete monthly security awareness trainings to ensure they are informed about ongoing risks to the confidentiality of data that is stored, processed and/or accessed. All employees and contractors are required to follow Hyland's policies for the security and confidentiality of our corporate and customer data. Hyland also ensures all third parties are contracted and reviewed according to access and processing activities, including confidentiality commitments.

Hyland's security organization is comprised of multiple cross-departmental teams of dedicated professionals with direct and dotted line reporting to Hyland's CISO. The teams are focused on areas including, but not limited to, security operations, enterprise vulnerability management, security engineering, threat intelligence, security incident response, application security and systems security architecture.

Hyland's privacy team is led by the global privacy officer and consists of certified privacy professionals, an external data protection officer and privacy champions throughout the organization. Hyland works to comply with relevant privacy laws including, but not limited to, the EU and UK General Data Protection Regulation, Brazil's General Data Protection Law, the Health Insurance Portability and Accountability Act, and the California Consumer Privacy Act.

We integrate privacy principles into Hyland's overall business operations through comprehensive data privacy policies, procedures and notices, regular data privacy awareness training, data mapping exercises and privacy impact reviews. The global privacy landscape is rapidly evolving. Hyland's dedicated privacy team constantly monitors privacy developments and adapts our business practices to ensure compliance.

The governance, risk and compliance team manages risk across our organization and maintains Hyland's external and internal audit and assessment programs. Compliance programs and audits supported by Hyland include: ISO27001, SOC2 and HITRUST for specific offerings or practices in our portfolio. Hyland operates a standing committee that provides executive leadership with regular reports on cybersecurity, industry updates, threat intel, privacy and risk management.





Our commitment

Hyland is unwavering in its commitment to creating a sustainable, responsible and ethical business environment. Our dedication to GCR is at the core of our values. This report serves as a testament to our ongoing commitment and transparency, encapsulating our journey toward a more sustainable and responsible future.

We express our gratitude to our stakeholders — including employees, customers, partners, investors, and the broader community — for their support and collaboration. Together, we are shaping a better, more sustainable future.

Our commitment extends beyond mere adherence to GCR principles; it encompasses a relentless pursuit of continuous improvement. Each year, we strive to enhance our posture and ensure we are not only meeting but exceeding our sustainability goals. As highlighted in this report, our initiatives, such as the EcoVadis assessment, carbon reduction plan, internal audits and emissions calculations, demonstrate our proactive approach and tangible progress.

By consistently evaluating and refining our practices, we aim to do what is right, making meaningful and measurable advancements in our GCR efforts. This dedication to continuous improvement ensures we remain at the forefront of sustainable business practices, paving the way for a brighter, more responsible future.



 Learn more about [Hyland](#) today.



