

WILEY

Advancing
Sustainability through
Knowledge

FY25 ESG Annual Report



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CEO Letter

Wiley was founded 218 years ago. Thomas Jefferson was in the White House. Napoleon was invading the Russian Empire. The world was seeing its first passenger-carrying railway, its first commercial steamboat, and the patent for its first internal combustion engine. In the back of a bookstore in lower Manhattan, a publisher was setting up shop.

An organization like ours, one that has endured for centuries, demonstrates a fundamental principle: sustainable companies don't adapt to change. They help people create it.

Today, we're one of the world's leading publishers of research and learning content. We're a partner to thousands of organizations engaged in scientific discovery, education, and knowledge work. We're home to well over a million authors. We reach millions of consumers through our products and services, helping new ideas spread around the world, driving progress, and building a better tomorrow. We're innovating at the intersection of publishing and artificial intelligence, creating a new publishing technology infrastructure, and continuing the work we started centuries ago to bring the best and latest thinking to a global population.

All of this takes resources. And, as people working in sustainability know better than anyone else, the world's resources are finite.

That's one of the reasons we're so focused on working efficiently. Continuous improvement is our way of life. We drive operational excellence through publishing transformation, AI innovation, investment discipline, and cost reduction. An efficient company is a sustainable company, and we're working to be more efficient every day.

It's not about doing less. It's about enabling more. When we eliminate waste, we free resources for innovation. When we streamline processes, we give our more than 5,200 colleagues time to focus on what matters: unleashing the power of science. When we build platforms that work seamlessly across continents, we create space for every voice to be heard, every perspective to matter.

This is sustainability in its truest form. Not just protecting our planet, although that's critical, but creating an ecosystem where knowledge flows freely, where barriers to discovery fall away, and where lasting trust in the integrity of information is paramount.



Our FY25 achievements reflect this philosophy in action:

- **Supporting research integrity in the AI era.** Think about the researcher submitting their work for publication. In an age where AI can generate convincing but potentially flawed content, they need confidence that their authentic discoveries will be recognized and valued. We've implemented advanced AI detection tools that help editors and authors navigate this new landscape with integrity. When researchers know their work will be evaluated fairly, when editors have tools to ensure quality, when readers can trust what they're reading, we all move forward together.
- **Democratizing access to sustainability knowledge.** Last year, we launched a comprehensive digital collection featuring curated research and educational content aligned with all 17 United Nations Sustainable Development Goals. And we made it freely accessible worldwide. Why? Because the climate scientist in Bangladesh working on flood mitigation deserves the same access to knowledge as their colleague at MIT. Because the educator in rural Kenya teaching sustainable agriculture should have the same resources as one in Copenhagen. Because we know that when knowledge barriers fall, human ingenuity rises.

- **Working in a more sustainable way.** We've reimagined how we measure our impact, completing a comprehensive double materiality assessment that positions us for upcoming EU regulatory requirements while sharpening our strategic focus. We've continued to strengthen our greenhouse gas emissions tracking by continuously improving our methodologies to ensure compliance and support smarter decisions across our operations. And we've transparently reported where we're seeing improvements and where we need to work harder.

Sustainability isn't a department, it's a discipline. It's about focusing on what matters most and helping all people tap into their full potential.

Our commitment remains unchanged: to be the partner that empowers the brilliant minds of our time, the innovators, leaders, and learners who will solve the challenges we see today and the ones we can't yet imagine. When we help others create change, we create the future together.

Together, we're not just advancing sustainability through knowledge. We're proving that truly sustainable companies are those that help others build a better world.

Matthew Kissner
President and CEO

About this report

Scope

Unless otherwise specified, all information and data included in this FY25 ESG Annual Report is from fiscal year 2025 (FY25), which is May 1, 2024, to April 30, 2025.

We report in alignment with globally accepted standards, including Sustainable Accounting Standards Board (SASB) for the Services sector and the Media & Entertainment industry, [the Task Force for Climate-related Financial Disclosures \(TCFD\)](#), and the United Nations Sustainable Development Goals (UN SDGs), with a specific focus on Goal 4—Quality Education, Goal 10—Reduced Inequalities, and Goal 13—Climate Action.

We will continue to share updates on our ESG and corporate responsibility efforts. To learn more about our initiatives, visit the [ESG and Corporate Responsibility](#) section of our website.

Forward-looking statement

This report may contain certain forward-looking statements concerning the Company's operations, performance, and financial condition. Reliance should not be placed on forward-looking statements, as actual results may differ materially from those in any forward-looking statements. Any such forward-looking statements are based upon a number of assumptions and estimates that are inherently subject to uncertainties and contingencies, many of which are beyond the control of the Company and are subject to change based on many important factors.

For purposes of this report, we have reported against sustainability topics identified through our double materiality assessment. We use the EU CSRD guidance on materiality, which is different from the definition used for US Securities and Exchange Commission (SEC) filings. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information for SEC reporting purposes. For additional information that is material to John Wiley & Sons, Inc., including information on the factors that could impact our ability to execute our strategy and other material risks to our business, please see our [filings with the SEC](#), including our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.

Who we are

Wiley is a global leader in advancing science and learning. By connecting people with reliable research, data, and AI-powered platforms, we transform knowledge into insights that address today's challenges and unlock tomorrow's opportunities. Our work spans health and life sciences, materials science, technology, and business and finance—fields where discovery drives progress and shapes the future.

For more than 200 years, we have been a trusted source of science, scholarship, and thought leadership. Our content, platforms, and services bring expertise and insight to the forefront, sparking curiosity and fostering a deeper understanding of the world around us. Our partners and customers are as passionate as we are about creating a sustainable future and ensuring that the pursuit of knowledge goes hand in hand with protecting our planet.

Mission statement and core values

Our mission is to unleash the power of science. We do it **The Wiley Way** — by living our three core values every day:

Obsess over impact

We take **accountability for achieving results** that matter for our customers, business, and society at large.

Challenge, then commit

We seek out others' expertise, debate candidly, and then **move together decisively**.

Drive what's next

We are curious, prize **progress over perfection**, and innovate to **power breakthroughs**.



We're a global leader in research and learning



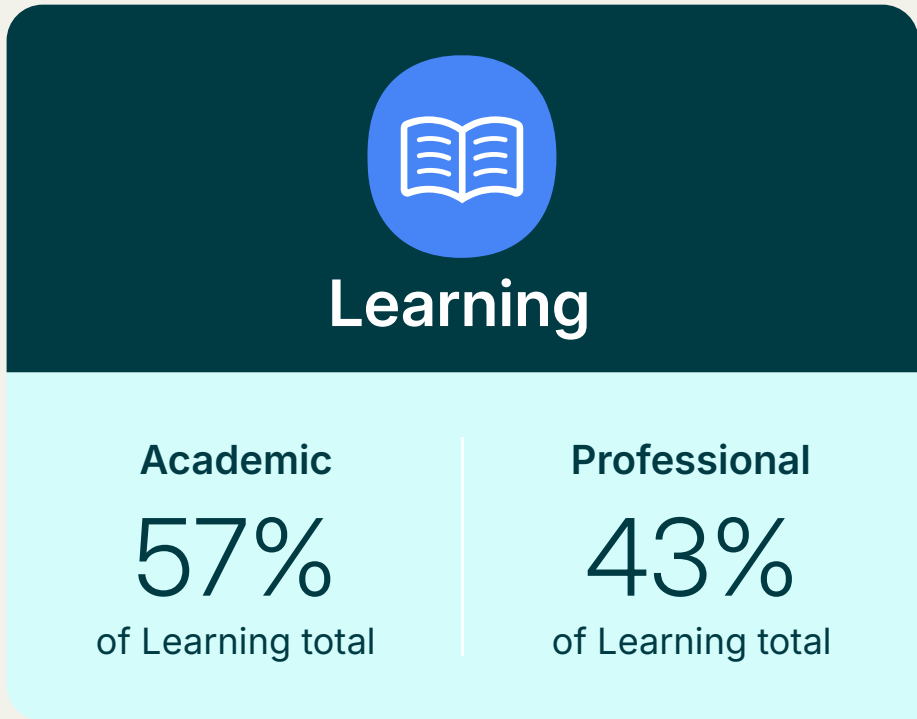
64%
of total revenue



605
fully open access
academic research
journals published



2,000+
Wiley and partner
journals published



35%
of total revenue

218

years in operation

\$1.7B

revenue²

5,200+

colleagues¹

4.6B

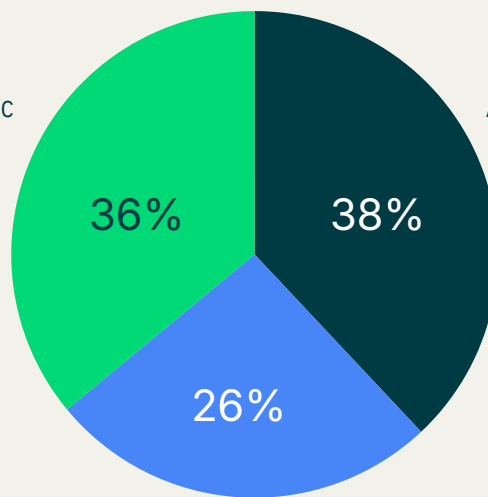
annual reader sessions
on online research platform

366M

unique visitors to Wiley Online Library

APAC

AMERICAS



EMEA

#1

publisher in Chemistry &
Chemical Engineering and
Business & Management

15M+

academic and
professional books
sold annually

23

countries and more
than 40 locations
around the globe

1.2M+

article submissions

Top 3

global research
publisher³

+900

society partners⁴

¹ Colleagues are regular full-time and part-time employees, excluding interns

² Represents data from Wiley's fiscal year ended April 30, 2025. Revenue figures represent GAAP reported revenue as publicly disclosed in [Wiley's FY25 earnings review](#) and FY25 annual report on form 10-K.

³ The 'Top 3' publisher position is defined using data from the Journal Citation Reports (JCR). Wiley's performance remains strong, maintaining its top 3 position in terms of citations received.

⁴ Wiley defines society partners as professional and academic organizations for whom Wiley is contracted to publish journals owned by those organizations.



Our sustainability strategy

How can knowledge help build a more sustainable world?

That's the question that informs our Environmental, Social, and Governance (ESG) agenda, which we call our Advancing Sustainability through Knowledge (ASK) strategy. We believe the answer is simple: connect the right information with the people who need it. Whether you're a researcher, educator, learner, or leader, ASK helps you find solutions that matter. Together, we're not just sharing knowledge: we're using it to create real change in the world.

“

Ours is a brilliant, creative community of colleagues and collaborators around the world. Creating the opportunity for everyone to be part of our sustainability strategy helps people find purpose, joy, and belonging in their work, driving innovation, strengthening partnerships, and ultimately honing our ability to solve real-world challenges through knowledge.

- Bill Deluise, Corporate Vice President,
Communications & Corporate Impact





ASK works because people all across Wiley help make it happen. Our Communications & Corporate Impact team brings together colleagues from across the business every quarter. They connect our sustainability goals with our daily work, making sure ASK isn't just a strategy, but something we live and breathe.

Two beliefs drive everything we do:

We earn trust through action. Every day, we work to make our customers, colleagues, and communities proud. How? By building a culture that does the right thing and creates real, positive change.

We lead change where we have something to share. Knowledge is our expertise—and our responsibility. With our global reach and trusted reputation, we share the facts that matter. The ones that help solve society's biggest challenges and protect our planet.

In FY25 we took big steps toward:

- improving our Scope 1, 2, and 3 emissions data through better carbon accounting
- making our climate reporting for publishing operations more transparent
- taking every opportunity to work with industry and society partners to make inclusion the rule and not the exception in the publishing sector
- making sure we use AI responsibly and thoughtfully, and that we help others do the same
- striving to protect biodiversity and share our environmental goals with our partners
- fostering an inclusive, empowering workplace culture where everyone feels they belong and all colleagues feel seen, heard, and respected

Double materiality assessment results

In FY25, we teamed up with a partner to run a formal double materiality assessment (DMA) to better understand the perspectives and impacts that matter most across our ecosystem. We asked two key questions:

What effects do our operations have on the environment and communities where we work?

What environmental and social topics could create new challenges or opportunities for our business?

This balanced view helps us make better decisions—decisions that benefit not only our company, but the broader world.

The DMA work gives us a head start on the upcoming EU Corporate Sustainability Reporting Directive (CSRD) requirements. Plus, it helps us focus our ESG efforts where we can really make a difference, by mitigating risks and by taking advantage of the big opportunities for our business, our stakeholders, and our society.



In FY25, six ESRS⁵ topics were assessed as having impact and/or financial materiality:

E1: Climate change mitigation

E4: Direct impact drivers of biodiversity loss

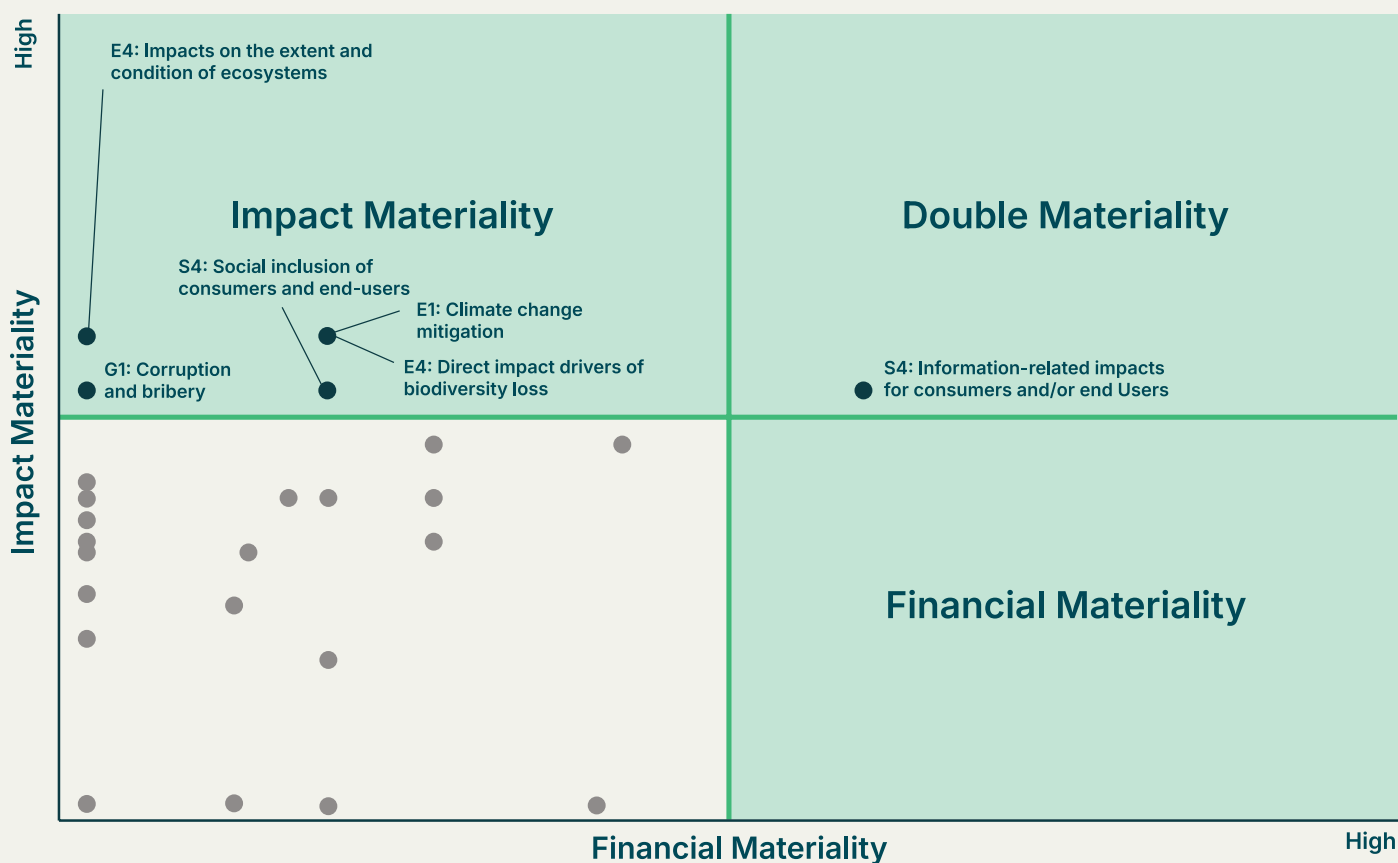
E4: Impacts on the extent and condition of ecosystems

S4: Information-related impacts for consumers and/or end-users

S4: Social inclusion of consumers and end-users

G1: Corruption and bribery

We plan to take a fresh look at our double materiality assessment regularly to make sure it still fits with our priorities. Improving impact on the environment and society is complex work. We're in a unique position to help others learn more about some of the most important topics of today's world.



⁵ Sustainability reporting standards that underpin CSRD.

DMA scope

How do we understand our impact on the world? We look at every step of our journey. From the moment an author starts writing to when you read their work, we track what matters: our environmental footprint, how we treat people, and how we run our business.

This helps us spot risks early and find new ways to do better—for you, our communities, and the planet.



Our People, Technology, Operations, Procurement, and Finance teams all work together to keep the process running smoothly from end to end.



Evolving our ASK strategy post-DMA

We used what we learned from our DMA to sharpen the focus of our ESG program, narrowing in on five areas where we can drive the biggest impact:

- Integrity in publishing
- Responsible information access and quality
- Inclusive content
- Climate action
- Biodiversity and ecosystem protection



Collaboration at the heart of our strategy

ASK is a living and breathing ESG strategy, which means it's evolving all the time. What never changes is our commitment to stakeholder needs—those needs are always front and center. The voices of employees, leaders, investors, suppliers, customers, and domain experts all feed into the plan—so it's practical, relevant, and actionable.

Stakeholder engagement

Collaboration fuels progress. We can't create meaningful change alone—we rely on customers, shareholders, partners, colleagues, vendors, and other stakeholders to act alongside us. Together we share facts, provide solutions, and drive momentum on environmental and social issues. Through our FY25 DMA, we deeply connected with our stakeholders. We surveyed more than 100 respondents and talked in-depth with more

than 50 different stakeholders from all parts of our value chain. Colleagues from all functions and geographies, key customers and publishing partners, major suppliers including printing and technology service providers, and industry organizations all weighed in. In the end, we gained a 360-degree view of sustainability priorities and material impacts, risks, and opportunities that enabling better ESG strategy and ESRS topic alignment.



The SDG Publishers Compact

The publishing industry is working hard to contribute to the 17 United Nations Sustainable Development Goals (UN SDGs). The [SDG Publishers Compact](#)—a joint voluntary initiative of the United Nations Publications Office and the International Publishers Association—drives this work. As a signatory, we're all in when it comes to doing our part to deliver on the UN SDGs.

Championing the UN SDGs

As a publisher, we actively promote the UN SDGs. We use our reach—and [our dedicated SDGs website](#)—to share research, education, and information on topics related to the goals to help drive progress. The site provides free access to journal and textbook content that we curate and update regularly, all organized under each of the 17 SDGs. This way, global authors can easily find the content they want to read and titles for submitting their own work. The site also includes tips for increasing the impact of research and information on how we uphold research integrity.

We also offer 4 SDG-themed mega-collections thanks to the work of our dedicated content commissioning teams. These collections combine content from multiple journals that are willing to collaborate with each other. So far, we've recruited 200 journals. And we've issued—and widely advertised to our global authorship—calls for papers on [social science aspects of climate change](#), monitoring impact and providing solutions for [climate change](#), [sustainable energy](#), and [healthcare](#).

Signatories of the SDG Publishers Compact commit to:

1. Committing to the SDGs
2. Actively promoting and acquiring content
3. Annually reporting on progress toward achieving SDGs
4. Nominating a person who will promote SDG progress
5. Raising awareness and promoting the SDGs among staff
6. Raising awareness and promoting the SDGs among suppliers
7. Becoming an advocate to customers and stakeholders
8. Collaborating across cities, countries, and continents
9. Dedicating budget and other resources toward accelerating progress
10. Taking action on at least one SDG goal



At Wiley, we believe in the transformative power of knowledge. Our UN SDG website embodies our commitment to communicating and leveraging research and learning for global change.

– Dr Jo Wixon, Director, External Analysis and SDG Publishers Compact Fellow



Reporting frameworks and standards

UN SDGs

Our ASK strategy lines up with the UN SDGs where we can have the greatest impact. Specifically, we focus on contributing to:



SASB

We report in line with the Sustainability Accounting Standards Board (SASB) standard, now part of the International Financial Reporting Standards Foundation, providing disclosures on topics the industry sees as most important. SASB is widely recognized by investors, and our reporting provides sustainability information that helps investors make more informed business decisions. You can find Wiley's SASB for the Media & Entertainment industry in the [Indices section](#) of the report.

TCFD

Find our latest Task Force on Climate-related Financial Disclosures (TCFD) report on our [website](#). This disclosure focuses on how we manage climate-related risks and opportunities.

The content we publish reaches global audiences, amplifying our impact on these goals:

69,650

articles and reviews published in CY24 related to the UN SDGs

19% increase over CY23

11,061

articles published on our three SDG focus areas in CY24

21% increase over CY23

CY24 refers to Calendar Year 2024.
CY23 refers to Calendar Year 2023.

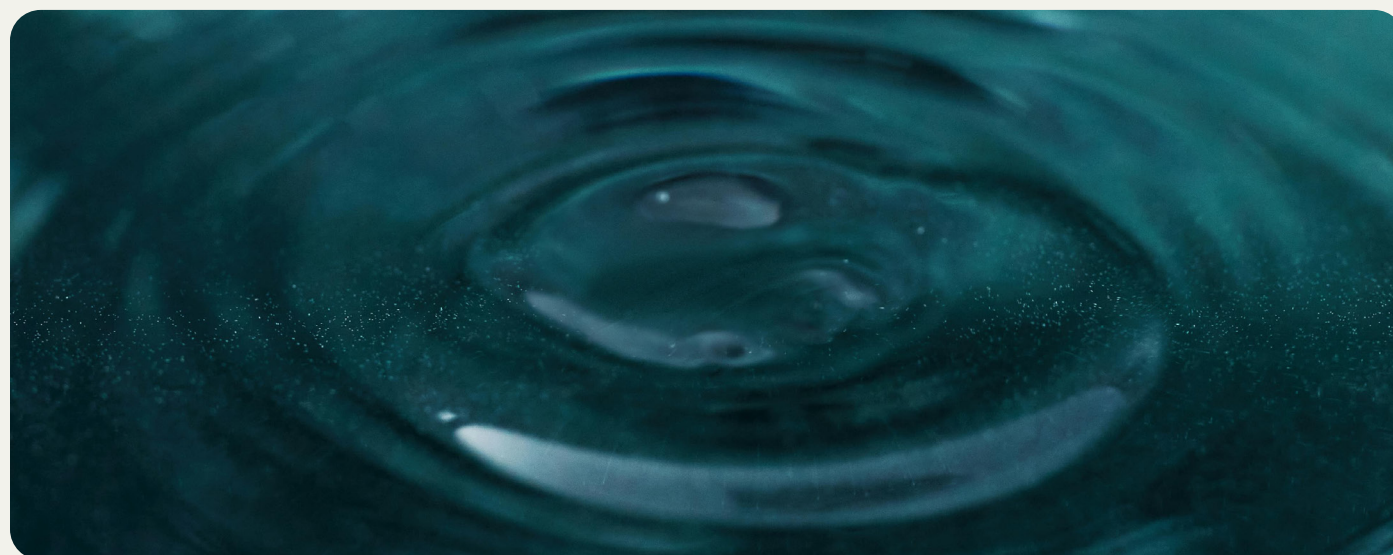


UNGC

We are a signatory of the United Nations Global Compact (UNGC), and we support the Ten Principles on human rights, labor, environment, and anti-corruption. This report serves as our Communication on Progress (CoP). We report annually to the UNGC CoP, and you can find our reporting on the [UNGC participant profile](#). You can find more information in the [Indices section](#).

Our stakeholders expect accountability and transparency. One way we meet these expectations is by responding to questionnaires. To keep up with new standards, evolving stakeholder priorities, and sustainability goals, we regularly update our reporting strategy.

ESG Questionnaire	Rating as of publication of our FY25 ESG report
CDP Corporate Questionnaire - Climate Change	B (industry average: C)
CDP Corporate Questionnaire - Water Security	C (industry average: C)
CDP Corporate Questionnaire - Forest	C (industry average: C)
EcoVadis	75th percentile of the Publishing of newspapers, journals and periodicals industry with an overall score of 64 points.
S&P Global Corporate Sustainability Assessment	90th percentile of the PUB Media, Movies, and Entertainment industry in the 2024 reporting cycle with an overall score of 40 points.





Responsible products and services

People and organizations around the world use the research, learning content, and products and services we provide. With that kind of reach comes a big responsibility: build excellent products and make them easy to access for the greatest possible impact.

Research integrity

Our standards for research integrity are rigorous, transparent, and comply with accepted research practices, policies, and industry standards. Our stakeholders trust us, and we protect that trust. As we grow our publishing portfolio and support the academic communities with whom we partner, we maintain quality and integrity through our research integrity policies, practices, and procedures. We stick to our values and make every decision responsibly, everywhere we operate.

Guidelines for integrity and ethics

Our [Best Practice Guidelines on Research Integrity and Publishing Ethics](#) (Best Practice Guidelines) set the standards for how publishing should be done—carefully and responsibly. We address the entire spectrum of research integrity and publishing ethics, inclusive of peer review, ethical research practices, and transparency, our stakeholders include:

- Academic Journal Editors
- Academic Societies
- Corporations
- Funders
- Librarians
- Publishers
- Researchers

We first published the guidelines in 2006, and since that time have revised them regularly to address new policies and practices as the need arises. In FY25, we established our [Editor Code of Conduct](#), which brings transparency to editors' responsibilities and underscores our commitment to the important roles that editors play.

Research integrity issue resolution

Our [Research integrity organization](#) puts our commitment into action. The team sets strategy and policy and undertakes investigations of integrity concerns that arise before and after publication. We support journal editors and society partners⁶ in two ways:

- The Integrity Assurance and Case Resolution team — Works with editors, societies, and publishing teams to investigate integrity concerns. They work alongside editors, Wiley staff, and our society partners to resolve concerns following in alignment with our research integrity policies. We maintain a public contact form, enabling the efficient escalation of integrity concerns.
- The Strategy and Policy team — Maintains and establishes research integrity policies in partnership with subject matter experts at Wiley and with industry partners including Committee on Publication Ethics (COPE), the International Association of Scientific, Technical & Medical Publishers (STM Association), and [United2Act, a multi-stakeholder effort to address the challenge of paper mills](#). The Strategy and Policy team also lead our external engagement efforts to ensure that Wiley is focusing its research integrity strategy on the future.

⁶ Wiley defines society partners as professional and academic organizations for whom Wiley is contracted to publish journals owned by those organizations.



Technology and artificial intelligence (AI) assist research integrity

Generative AI can support the research process, but it can also introduce challenges to research integrity. As a publisher, we recognize the need to manage these factors equally.

Opportunities to support research integrity – We have established guidelines for the ethical use of AI by authors, editors, and peer reviewers. AI does a great job of screening for potentially compromised research, upholding the integrity of content. (For more information, see [Leveraging AI responsibly](#)).

Challenges to research integrity – AI tools have the potential to increase the volume of integrity risk through intentional misuse or a lack of guidance on the ethical use of AI tools. In our whitepaper, [Upholding Research Integrity in the Age of AI](#), we address the current state of the landscape - and how we are responding to them.

AI underlies our integrity screening, both as a means of identifying honest errors and potential integrity breaches. We invest in technology and tools that address:

- Paper mill similarity detection – checks for known paper mill hallmarks and compares content against existing paper mill papers
- Problematic phrase recognition – flags unusual alternatives to established terms
- Unusual publication behavior detection – identifies irregular publishing patterns by authors
- Researcher identity verification – helps detect potential bad actors
- Gen-AI content detection – identifies potential misuse of generative AI
- Journal scope checker – analyzes the article's relevance to the journal
- Cloudflare IP loss prevention – monitors and blocks scrapers

In April 2025, we announced a partnership with Leiden University in the Netherlands to fund a PhD position to focus exclusively on paper mills, both the market and the ways in which they operate.

We seek to:

- identify research and publishing vulnerabilities
- shape the way academic work is reviewed and measured
- pave the way for policies that support research and publishing workflows





Global industry engagement

Protecting research integrity requires collaboration, and we bring our leadership and expertise to each of these partnerships. We participate in industry-wide initiatives, including United2Act, STM Association, who have been instrumental in bringing publishers together through the STM Integrity Hub and Research Integrity Committee, and the Committee on Publication Ethics (COPE).

We are members of the Committee on Publication Ethics (COPE) and work closely with the Association of American Publishers—our CEO sits on the board. These partnerships help keep us up to date

and compliant with regulations and industry best practice.

We also share responsibility for maintaining the scholarly record after publication. As part of the National Information Standards Organization's Communication of Retractions, Removals, and Expressions of Concern (NISO's CREC) working group, we help standardize how retractions, removals, and expressions of concern are shared as metadata, so researchers know when a paper has been amended or retracted.

Case study: COPE Publication Integrity Week 2024

Talking the Talk during Publication Integrity Week 2024

Research integrity is central to everything we do. And we never get tired of talking about it. That's why we were excited to be part of so many thoughtful debates during a full week of events featuring insights from researchers, editors, publishers, and research integrity sleuths who are just as passionate about the issue as we are. Our experts provided their viewpoints during the following sessions:

- The Future of Peer Review
- What Role Do All Stakeholders Play in Ensuring the Integrity of the Scholarly Record?
- United2Act Insights on Ongoing Projects



Open research

We're leaders in scholarly publishing. We work shoulder to shoulder with the global research community to build trust in research and make it more available to everyone. We help authors and readers find high-quality research, speeding up discoveries all around the world.

We believe that progress happens faster when research is open, transparent, verifiable, and reproducible. By getting rid of access barriers, open research findings benefit everyone. And this drives knowledge, discovery, and invention on a global scale. Open research is all about enabling trust beyond the manuscript.

In addition to creating greater openness of research, we are [making the entire publishing process more transparent from end to end](#).

As research becomes more open, the way it's conducted and shared should too. By giving researchers tools for collaboration, we help authors focus on the quality of their research, building trust and accountability at every step.

Our commitment to innovation is underpinned by our three Pillars of Open Research, which offer researchers the best possible publishing experience for their research and data:

- Open access – helping researchers share their work with the world by making articles freely and immediately available to read, download, cite, and share.
- Open data – maximizing the value of research by opening up research data and artifacts so that anyone can use and reference them.
- Open practices – focusing on transparency, collaboration, and recognition in research and throughout the research publishing process.

We're unlocking the full power of open research by building a future where answers and evidence are easier to get and share.

Open data

We encourage authors to share research outputs—raw and processed data, code, algorithms, protocols, methods, and materials. Our journals have policies that range from encouraging data sharing to mandating it (see Wiley's [Data Sharing Policy](#)). To date, almost all Wiley journals apply some form of open data policy with a Data Availability Statement (DAS) published, sharing where the supporting data for articles can be found. We endorse the updated joint statement from [STM, DataCite, and CrossRef](#) on data sharing. We also engage with open data policies from funders, like the UKRI Research Data Policy.



Open practices

Our platforms support industry-recognized initiatives such as:

- Contributor Roles Taxonomy (CRediT) – standardizes attribution of individual contributions
- Transparent Peer Review (TPR) – Publishes the peer review history alongside final articles
- The San Francisco Declaration on Research Assessment (DORA) – promotes responsible evaluation of research outputs through tools like our Journal Finder for authors and our expanded WOL Journal Metrics pages that make alternative journal metrics visible for all stakeholders

An overview of our open practices can be found on our [Author Services website](#).

Open access



More and more researchers prefer open access (OA) for publishing manuscripts. In FY25, we conducted a [survey](#) of more than 600 authors in 125 countries and found that researchers' articles are now more available, and more authors are adopting open practices.

72%

published open access
in the past three years

up from 44%
in 2021

“

Open Access publishing democratizes research and makes it available to all. This includes PhD students, professors, and researchers who cannot afford or do not have the required subscriptions. This is important in order to unleash the full potential of the research community so that the benefit to society as a whole is maximum.

- PhD student at Bennett University studying the intersection of Artificial Intelligence and Cyber Security and Open Access User

87%

said open access
increases impact

up from 77%
in 2021

We're working to make equitable choice for open access the rule, not the exception. We negotiate transformational agreements (TAs) with partner institutions to cover the cost of Article Publication Charges (APCs) for authors, and we offer full waivers or discounts for fully OA journals to authors in low- and middle-income countries via our participation in the Research4Life program.



Transformational agreements (TAs)

TAs support the shift to open access by transitioning institutional payments from reading to publishing, while acknowledging that access to subscription articles remains important. They scale open access by giving participating institutions read access to our full portfolio and providing affiliated authors with funding for open access publishing.

We're working with like-minded societies, institutions, funders, industry associations, and other publishing partners to make this shift happen. We keep taking steps toward an open future that includes everyone in the research ecosystem.

We partner with more than 900 societies, including American Geophysical Union (AGU) and the Institute of Engineering and Technology (IET), to advance open access and inclusive scholarship

120 total TAs
21 new TAs⁷
3,300+ institutions

Transformational agreement case studies

Transformational agreement	Description	Highlights
Wiley SANLiC (South African National Library and Information Consortium) Transformational Agreement and Author Engagement Program	This agreement gives SANLiC members, the University of Botswana, and the University of Namibia access to Wiley's full journals portfolio. Eligible researchers can publish open access in hybrid and gold OA journals. We work with SANLiC to make inclusive scholarship even better through training workshops, free Wiley Researcher Academy access, and specialized editorial resources.	SANLiC affiliated members published 94% of their output open access through Wiley, compared to 69% by other publishers in 2024. - Open Access grew by 31% in 2023 and by 54% in 2024 in South Africa. - Full-text views for SANLiC-affiliated open access articles rose to 1.525 million in 2024, up from 958,000 in 2023. - Citation impact for TA-affiliated OA articles increased by 83% in year 1 and 127% in year 2, showing greater scholarly influence.

⁷ New TAs for FY25.



Transformational agreement	Description	Highlights
Wiley-DEAL agreement in Germany	As of 2019, corresponding authors from German institutions can publish their primary research and review articles open access under the Wiley-DEAL agreement, retaining copyright of their works. The agreement also provides read access to Wiley's full journals portfolio. When we renewed the agreement in 2024, we also addressed the evolving needs of institutions and researchers in the publishing ecosystem.	• 98% of eligible authors opted for open access publishing under the agreement in 2024, compared to 57.7% in its first year, and 17.7% the year before Wiley-DEAL launched. • German open access articles published between 2019 and 2021 received 79% more citations within five years of publication than German subscription articles published in the same period. • In 2024 alone, German institutions accessed articles published under the Wiley- DEAL agreement 32 million times • Articles authored by DEAL-affiliated researchers are being used more and more all the time, especially in low- and middle-income countries (LMIC), with a 27% compound annual growth rate from 2022 to 2024.
Wiley CAPES Agreement Author Workshop Series	The three-year agreement with CAPES consortium is Wiley's first TA in Brazil. It supports open access publishing across Wiley's hybrid journals portfolio and provides researchers with read access to the entire journals portfolio.	• This agreement grants 434 institutions access to nearly 2,000 academic journals. • Started in 2025, it has the potential to benefit 6 million researchers and students using the CAPES Portal, boosting Brazilian research visibility. • In March 2025, Wiley colleagues conducted bilingual workshops on publication processes and funding pathways at four universities in Brazil.



Equitable access – Research4Life



We are a founding member of [Research4Life \(R4L\)](#), an organization on a mission to provide equitable access to academic and professional content to the developing world. Through R4L, we share critical information with researchers, medical professionals, emergency workers, government officials, and academic communities in low- and middle-income countries (LMICs).

Through R4L, we provide [automatic waivers or discounts](#) on Article Publication Charges (APCs) in our fully OA journals, so authors from LMICs can publish open access without having to worry about publication costs.

In FY25

- authors from 7,429 institutions in 87 countries⁸ were eligible for automatic APC waivers, resulting in 2,138 articles published with full waivers.
- authors at 17,423 institutions in 49 countries were eligible for automatic 50% APC discounts, resulting in 141 discounted articles.

Open Access Pricing Power Parity Pilot

To make open access publishing more affordable for authors from even more countries, we launched the Open Access Pricing Power Parity Pilot in January 2025. Based on the World Bank International Comparison Program, the pilot offers APC discounts based on regional purchasing power for 600+ gold OA journals to authors in 33 Latin American countries, including the Caribbean. This is part of our ongoing push to make OA publishing fairer and more inclusive.



⁸ Represents LMICs receiving discounts through our Research4Life program and our OA Pricing Power Parity pilot in 2024.



Inclusive authorship



How do we create a more inclusive publishing environment? We work hard at it every day. We actively seek voices from varied backgrounds, disciplines, and perspectives, and work to provide the resources and support our global author community needs to reach the widest possible audience. Through programs like our R4L partnership, global TAs, and Open Access Pricing Power Parity Pilot, we equip authors with tools and opportunities to share their knowledge and shape the global scholarly ecosystem.

Our [Research DE&I Statement](#) shares how we advance diversity, equity, and inclusion through our editorial and publication processes.

- Editors – We support editors at every step of their onboarding and in managing journals day to day. Our [Editor Code of Conduct](#), [Wiley Editor Community](#), dedicated training teams, [Wiley Journal Insights](#), and [Author Services](#) are a few of the resources editors can use to strengthen their journal, support their authors, and bring more diversity to their editorial teams.
- Authors – We've designed our submission process, [Best Practice Guidelines](#), and publishing policies and resources with inclusivity and accessibility as guiding principles.

Accessibility

We're always thinking about how to make our products and services more available and accessible to everyone. We're a founding member of the [AccessText Network](#), and a member of the [Association of American Publishers' Critical Issues Task Force](#) and the [IMS Global Learning Consortium](#). These groups find ways to get content to learners with disabilities. We believe in tackling issues from every angle, so we also invest in accessible product research, development, and training.

Our global Accessibility teams and cross-functional Accessibility Guild ensure that increasing accessibility is a core business practice. These groups work passionately to:

- meet the standards set by the Web Content Accessibility Guidelines and share voluntary roadmap updates
- follow the 'born-accessible' principle for all new product releases
- share resources and insights to help colleagues improve accessibility across product development, marketing, user journeys, and events
- host monthly meetings that all colleagues can attend to share knowledge, industry updates, and help build a community of accessibility champions



Every day, there are people all over the world working hard to ensure research is inclusive, innovative, and impactful. We believe it's important to shine a light on these often unsung heroes and the difference they make. In FY25, we did just that, launching the inaugural **Wiley Research Heroes Prize** to recognize and celebrate these champions on a global platform. We recognized five Wiley research heroes - [Professor José Rodrigo Sacahui Reyes](#), [Dr Katie Brooker](#), [Professor Deborah Esan](#), [Professor Trevor Charles](#), and Maria Elena Indelicato. We will continue the [prize into FY26](#) and select five research heroes under five prize categories.

Wiley's [RISE \(Research in Support of Equity\)](#) initiative brings knowledge to the table to broaden understandings, provide historical and geographic context to deepen conversations, and provide opportunities to reflect on critical diversity, equity and inclusion (DE&I) topics across disciplines. We provide curated collections of our published

research that address the big issues, and make the content free to access for six months after publication of each collection. The RISE group partners with our Employee Resource Groups to build the collections in alignment with key events like [Earth Day](#), [US Black History Month](#), [International Women's Day](#), and [UK LGBTQ+ History Month](#).

Our multi-journal Special Issues and themed collections bring critical developments and conversations to a wider audience; highlighting emerging fields and methodologies and providing a platform for historically underrepresented communities in research. Recent examples include:

- Wiley's annual [NAIDOC Week Research Collection](#), in celebration of Aboriginal and Torres Strait Islander communities, cultures, and contributions to research
- [Māori Health and Wellbeing Collection](#), in observance of Waitangi Day, commemorating the signing of Te Tiriti o Waitangi / the Treaty of Waitangi in Aotearoa New Zealand
- Multi-Journal Collection on [Gender Equity in Healthcare](#)
- [Rising Stars series](#), dedicated to celebrating early career researchers across our Advanced titles

Affordable pricing for students



Students win with inclusive access pricing that makes learning more affordable. With the US nationwide textbook affordability programs, colleges include the costs of course materials in tuition at a discounted rate. While students can choose to opt out, those that use the program don't need to hunt for expensive or hard-to-find texts. This means everyone can have the required materials in hand on or before the first day of class, and that makes a big difference.



Leveraging AI responsibly

Responsible AI helps you work smarter while upholding quality and trust in the knowledge we publish. At Wiley, we're working to find the balance. We use AI to help researchers accelerate discovery, corporate teams make better decisions, and authors, societies, and publishers reach more readers—all faster than ever before.

Speed isn't the only measure of success. That's why we work with trusted AI developers—ensuring their tools are trained on high-quality, authoritative content—and use safeguards such as peer review and AI-powered screening to protect accuracy, prevent bias, and uphold our standards. We also favor partners committed to energy efficiency. By relying on cloud-based AI services instead of running energy-heavy data centers, we get advanced capabilities while limiting environmental impact.

Smart technology. Trusted knowledge. The right partners. That's responsible AI at work.

- We use AI in our products to meet customer needs and address challenges. This includes the AI tools in our institutional workflows and new offerings ([via Wiley AI Gateway](#)) to support more dynamic, agentic queries.
- We provide clear [guidelines](#) to help authors use AI ethically in their writing, and we offer our Research Exchange Submission tool to help with compliance.
- We use AI to help keep research honest and credible (see [Technology and AI assist research integrity](#)).

Institutional customers and the corporate markets

Our products help institutional customers and corporate clients add embedded AI tools into workflows. Through the Wiley AI Gateway, we make it easier to ask more engaging questions of inference models.

- [Position on illegal content scraping for AI \(2025\)](#): AI can advance research and discovery—but it must respect intellectual property, provide fair compensation, and give proper attribution. We support ethical, legal data sourcing and wider industry licensing.





Dedicated Author Support

Our most recent update to our Best Practice Guidelines includes tips on how to use generative AI. AI affects every industry and raises integrity questions now and into the future. Our AI guidelines lay out the ethical and bias risks across social and research domains.

- Our [Best Practice Guidelines](#) explain how to use AI responsibly to boost productivity and innovation, focusing on safe, ethical, and secure use in scholarly publishing.
- Our [Author Guidelines](#) help book authors navigate the use of AI in their writing, no matter their field. We are working on journal authors guideline too, which will be published in FY26. We give clear answers so authors can use AI while protecting IP and research integrity.

- Our responsible AI practices and four core [AI Principles](#) help us stay focused on the biggest concerns:
 - Human oversight
 - Trustworthiness and transparency
 - Safety and fairness
 - Governance and accountability

We periodically update our Editor Code of Conduct based on changes in scholarly communications.

[ExplainAltions- an AI study by Wiley](#)

Our robust study takes a close look at AI's role in research and shows where researchers worldwide are—and are not—using AI.

In the Workplace

Wiley has established a comprehensive internal AI Workplace Use Policy to ensure the ethical, legal, and secure deployment of artificial intelligence tools across our global operations. The policy applies to all colleagues and contingent workers globally, and balances innovation with responsibility by:

- Establishing an AI Governance Committee to oversee use cases, track applications, and provide guidance
- Implementing safeguards against potential misuse, bias, intellectual property infringement, and data security breaches
- Prohibiting AI use for sensitive applications such as hiring, biometric screening, and targeting vulnerable populations

- Mandating disclosure when AI-generated content is shared, and requiring thorough review and documentation of all outputs
- Prioritizing Wiley-approved tools that undergo security vetting, with limited, controlled use of other tools for internal research purposes
- Providing ongoing training and legal guidance on proper and ethical AI tool usage

We leverage AI across our organization. Different teams and jobs use different tools and platforms. When and where we use AI, we recognize the benefits and the risks. All colleagues get training and support so they can use new tools responsibly and confidently.



Cybersecurity, data privacy, and intellectual property

Oversight and management

As a mainly digital business, protecting customer data is a top priority. A data breach could harm our reputation and trust. We manage personal information lawfully, ethically, and professionally.

Our Board actively oversees the process. The Audit Committee takes the lead on cybersecurity, data privacy, and information technology risks. Our Chief Information and Security Officer and our Data Protection and Privacy Director give quarterly updates on information and cybersecurity, cyber risks, AI, and data privacy to committee members and the Board.

Board members get cybersecurity education and updates every year. Experts brief the Board on the current cybersecurity landscape and best practices.

Even with strong defenses, breaches can happen. If a breach occurs, we follow our NIST-based Incident Response Plan (IRP) to communicate quickly and limit impact. Through quarterly reviews and annual testing, we update the IRP to keep up with bad actors' latest schemes. And we never stop looking for threats thanks to our 24/7 Security Operation Center. If someone or something gets in that shouldn't, we figure out how, so we can update controls and keep it from happening again.

Employee training

Our colleagues are our first line of defense. We put them to the test with phishing campaigns twice per month. All employees, including contingent workers and new hires, receive mandatory security and privacy awareness training every year. And we use the least privilege principle for all employees to make sure that everyone only has access to the information and data they really need to do their jobs.

When breaches do happen, they often come from third parties. We stay ahead of this risk by making sure our vendors follow our cybersecurity policies. We regularly take a close look at each vendor's own security policies as well.

Data privacy

Our [Privacy Policy](#) outlines how we collect, use, and disclose personal information, and how users can exercise choices and rights over their personal information. We don't use or share personal data outside of what is stated in the Privacy Policy. Our records management program includes a Records Management Policy and a Retention Schedule. We only keep data for as long as the law says we have to. Sometimes, we ask users if we can share data with relevant third parties. If we make any major changes to our policy, we let users know by sending an e-mail or other account notification.



Intellectual property

Our intellectual property (IP) protection strategy covers enforcement, technology, partnerships, and education. We use automated and manual monitoring with centralized reporting and takedown tools. The Content Protection team investigates copyright and trademark infringements and removes any content that breaks the rules. The team scans online ecosystems to find piracy, infringement, and trademark issues.

We collaborate with major online platforms and vendors for proactive content removal and bot-blocking, and we collect evidence to support investigations and litigation initiated by Wiley Legal or our publisher associations. We also develop policies on legal contract reviews, AI licensing audits, and compliance checks for AI vendors.

We're always looking for technical and legal ways to stay ahead of AI risks, including auditing large language models and putting responsible AI policies in place (see [Leveraging AI responsibly](#) for more detail). IP risk isn't only about content; it includes

misuse of trademarks, logos, domain names, art, and illustrations, too. We cover all brand protection territory through targeted enforcement and awareness campaigns that help spread knowledge about how to protect content and brand value.

Our industry takes IP protection seriously, and there are many collaborations that make a difference in this area. We're actively involved in several of them, including:

- STM Enforcement Task Force (STM-ETF)
- Association of American Publishers (AAP)
- Publishers' Association UK (PA UK)
- Scholarly Networks Security Initiative (SNSI)
- Audiovisual Anti-Piracy Alliance (AAPA)
- European Union Intellectual Property Office (EUIPO)





Environmental sustainability



We know the power of ideas to spark change. That's why tackling climate change isn't just good for our business — it's something we feel deeply responsible for.

Our double materiality assessment showed us where we can make the biggest difference: climate action and protecting biodiversity. We're using our position as a global research publisher to make change happen on two fronts—by shrinking our own footprint and by sharing the science that drives

solutions with others. We're all in, combining action and spreading knowledge, so we can protect our world together.

We promise to:

- take action on climate
- protect life on land
- strengthen partnerships
- educate on sustainability
- advocate for sustainability

Climate action and sustainability

Net-zero emissions by 2040. That's the goal, we believe our climate strategy will get us there. Specifically, we're focusing on:

- scopes 1 and 2 emissions – direct operations and purchased energy
- scope 3 emissions – supply chain, business travel, and product lifecycle
- circular economy – waste reduction and sustainable materials

From the science we publish, we're learning how to cut our own footprint and address global climate challenges head on.

Amplifying climate research

We work with our partners and customers to share research that shines a light on climate change—and points to real solutions.

We work side-by-side with **47 different scientific societies driving climate action,⁹ and we publish 135 journals on climate science.**



Through our collaboration with Trees for the Future, we planted a tree for every journal we actively stopped printing. By May 2024, we had surpassed our milestone of one million trees, and by August 2024, the total reached 1,352,969 trees. Each seed planted brought us closer to a healthier planet, stronger communities, and a brighter future for generations to come.

⁹ Defined as Earth Sciences, Ecology, Environmental Studies, and Environmental Chemistry partner societies.



Operational initiatives



In FY25, we leveled up our climate action, sharpening our reporting, upgrading our methods, and testing bold new pilots that move us closer to our net-zero vision. Here's what we achieved during the fiscal year:

- **Sharper Climate Reporting** – We doubled down on transparency, continued reporting to the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#), and boosted our annual CDP climate disclosure score from a D to a B, a strong sign our climate governance and data quality are on the rise.
- **Strong Voluntary ESG Ratings** – We keep participating in voluntary sustainability ratings like EcoVadis, where we scored 64/100, placing us comfortably in the 75th percentile of participating companies and highlighting our dedication to sustainability.
- **Better Carbon Tracking** – We fine-tuned how we measure scopes 1, 2, and 3 emissions, making our data more accurate and detailed. In FY25, we took big steps to improve automation and data management, setting us up for an even smoother FY26 GHG inventory.
- **Early-Stage Pilots with Society Partners** – We worked with key contacts to pilot journal-level emissions calculations and a net-zero strategy. The pilot is the first step toward more transparent, science-aligned climate reporting in publishing—something we plan to formalize and expand in FY26.

Pathway to reducing our emissions



Our scopes 1 and 2 emissions—the carbon emissions that come directly from our operations—make up only a small fraction of our total footprint, but we manage them with care and intention. Our scope 3 emissions are the bigger deal. They come from our value chain and make up the vast majority of our impact. Much of our scope 3 emissions come from purchased goods and services, such as production costs, content development, and other related activities.

To shrink our footprint, we're:

- making energy-efficient changes to our operations
- rethinking how and where we source
- equipping our colleagues with knowledge to take action in their own lives
- finding new ways to conserve resources
- rolling out a climate transition plan

Our [Environmental Policy](#) shares the details and outlines key ways we plan to reduce our impact through physical changes, education, and identifying opportunities. During FY25, we:

- established and refined emissions baselines for scope 1 and scope 2 emissions
- rolled out smart carbon-cutting moves at our new offices, including sensor-activated and low-flow water fixtures in new spaces to save water
- stepped up how we track and report travel and energy use
- collaborated with vendors and teams across the company to champion low-carbon practices



The REWS Carbon Footprint Governance Group is a pivotal cross-functional initiative within Wiley's Real Estate and Workplace Services, established to accelerate our environmental sustainability commitments. Our governance approach centers on four strategic pillars:

- Establishing and refining emissions baselines for Scope 1 and Scope 2.
- Designing and implementing carbon reduction strategies across office locations.
- Enhancing data collection and reporting processes for travel and energy use.
- Collaborating with vendors and internal stakeholders to promote low-carbon practices

During this reporting period, the group achieved significant milestones including formalizing our governance structure to strengthen accountability, developing the FY26 Energy Saving Roadmap, and contributing essential insights to Wiley's Greenhouse Gas Report. Notably, we have successfully integrated sustainability considerations into new construction and office renovation projects, ensuring our environmental commitments are woven into our physical infrastructure decisions.

Our newly adopted climate transition plan will guide the way with short-term (FY25), medium-term (FY30), and long-term (FY40) action items and emission-reduction targets.

Managing greenhouse gas (GHG) emissions—our own as well as our partners' and suppliers'—is key. In FY25, we:

- upgraded our carbon accounting methods to get sharper, more detailed data on our scopes 1, 2, and 3 emissions
- took steps toward more transparent, science-aligned climate reporting for publishing operations
- laid the groundwork for building automated carbon footprint calculations into our ESG reporting platform—an exciting leap toward faster, more transparent, and more accurate processes

We continue to transition our owned and leased offices, distribution center, and warehouse locations toward renewable energy sources, while utilizing Energy Attribute Certificates (EACs) for locations not yet able to access renewable energy directly. Additionally, we are consolidating our office footprint and prioritizing responsible energy management across our operations.

Our Science Based Target initiative (SBTi) targets

SBTi validated our GHG targets in FY24, and we have since set interim and long-term targets.¹⁰

Target Type	GHG Boundary	Target year	Absolute Emissions Reduction Target (%)
Near-term	Scope 1 & 2	FY30	50%
Near-term	Scope 3 (Category 1 & 6)	FY30	50%
Net-zero	Scope 1, 2 & 3	FY40	90%

Wiley has a net-zero target validated by SBTi.

Scope 3 category 1 includes purchased goods and services, and category 6 includes business travel.

¹⁰ Targets are set using FY20 base year as our baseline for comparison (FY20 base year). Due to recent divestitures, we expect to recalculate these baselines and resubmit our targets next year to ensure they accurately reflect our current business portfolio.



MtCO ₂ e	FY20	FY21 ¹¹	FY22	FY23	FY24	FY25
GHG Emissions – scope 1	1,854	1,662	1,814	1,666	1,025 ¹²	787
GHG Emissions – scope 2 (market-based)	4,609	2,800	2,666	2,170	2,974 ¹³	407
GHG Emissions – scope 2 (location-based)	5,931	3,619	3,441	2,901	3,112	2,130
GHG Emissions – scope 3	146,111 ¹⁴	14,550*	27,014*	91,799 ¹⁵	81,476 ¹⁶	74,343
Total GHG Emissions (market-based)	152,574	19,012*	31,494*	95,634	85,475	75,538
Total GHG Emissions (location-based)	153,897	19,831*	32,269*	96,365	85,613	77,260
Reduction of Total GHG Emissions from FY20 Base Year (market-based)	N/A	N/A	N/A	37%	44%	50%
Emissions Intensity (scope 1 and scope 2 market-based) tCO ₂ e/\$ Million Revenue in USD)	3.5	2.3	2.2	1.9	2.1 ¹⁷	0.7

* GHG totals may be one full figure off in places due to rounding.

Wiley's total greenhouse gas emissions (scopes 1, 2 and 3) (location-based) decreased by 9.8% between FY24 and FY25. At least 0.96% of this decrease is known to be due to divestiture activities during the reporting period, accounting for an 821.9 tCO₂e reduction across scope 1, scope 2, scope 3 (Category 1 (Water), Category 3, Category 5 and Category 13) where site level data is available.

Emissions from prior reporting periods will be restated in FY26 to account for the exclusion of assets divested in the previous fiscal year.

In FY25, a decrease in scope 3 emissions was mainly driven by a fall in Category 4 (Upstream Transportation and Distribution) and Category 6 (Business Travel), which decreased by 34.9% and 19.3%, respectively, from FY24.

¹¹ FY21 and FY22 are partial scope 3 emissions and were not restated during the FY25 GHG calculations

¹² FY24 Scope 1 Natural Gas, related to UK sites has been restated to align with UK SECR reporting. We procure electricity and gas meters for Wiley's selected UK sites that we add in SECR report. This year onwards, as a data and methodology improvement measure, we have taken the more accurate data that we hold in our systems for UK sites Half-Hourly meter reading.

¹³ FY24 Scope 2, Electricity, related to UK sites has been restated to align with UK SECR reporting. We procure electricity and gas meters for Wiley's selected UK sites that we add in SECR report. This year onwards, as a data and methodology improvement measure, we have taken the more accurate data that we hold in our systems for UK sites Half-Hourly meter reading.

¹⁴ FY20 Scope 3 methodology update for Category 1, Category 2 and Category 7. The methodology changes are based on improvement in allocating emissions to certain categories based on the GHG Protocol. Spend based emissions have been restated by using more granular EPA Factor database instead of decommissioned Quantis 2016 factor database for Category 1, Category 2 and Category 4.

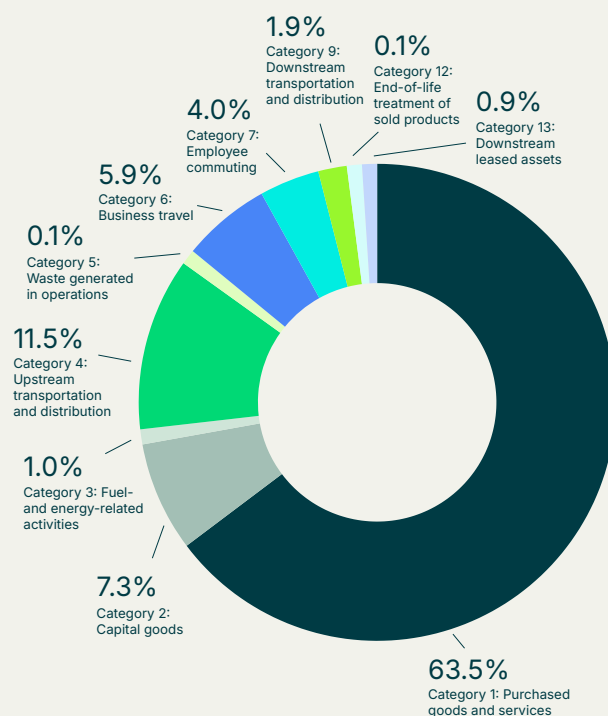
¹⁵ FY23 Scope 3 methodology update for Category 1, Category 2, Category 7. The methodology changes are based on improvement in allocating emissions to certain categories based on the GHG Protocol. Spend based emissions have been restated by using more granular EPA Factor database instead of decommissioned Quantis 2016 factor database for Category 1, Category 2, Category 4 and Category 6.

¹⁶ FY24 Scope 3 methodology update for Category 1, Category 2, Category 3, Category 6, Category 7. The methodology changes are based on improvement in allocating emissions to certain categories based on the GHG Protocol. Spend based emissions have been restated by using more granular EPA Factor database instead of decommissioned Quantis 2016 factor database for Category 1, Category 2, Category 4 and Category 6.

¹⁷ FY24 Intensity metrics per revenue was restated as a result of the FY24 scope 1 and 2 restatements.



Scope 3 Categories (MT CO2e)	FY25 Value
Category 1: Purchased goods and services	49,087
Category 2: Capital goods	5,617
Category 3: Fuel- and energy-related activities	795
Category 4: Upstream transportation and distribution	8,899
Category 5: Waste generated in operations	74
Category 6: Business travel	4,541
Category 7: Employee commuting	3,087
Category 8: Upstream Leased Assets	N/A ¹⁸
Category 9: Downstream transportation and distribution	1,460
Category 10: Processing of Sold Products	N/A ¹⁹
Category 11: Use of Sold Products	N/A ²⁰
Category 12: End-of-life treatment of sold products	86
Category 13: Downstream leased assets	697
Category 14: Franchise	N/A ²¹
Category 15: Investment	N/A ²²



FY25 Consumption (MWh)	FY24 Consumption (MWh)
4,868 Renewable Electricity	2,638 Renewable Electricity
950 Non-Renewable Electricity	6,220 Non-Renewable Electricity
5,818 Total Electricity	8,858 Total Electricity

¹⁸ Category 8: Upstream Leased Assets – Not applicable. Energy consumption from all Wiley leased properties is included in scope 1 and 2 calculations.

¹⁹ Category 10: Processing of Sold Products – Not applicable. Wiley's products do not require further processing after sale.

²⁰ Category 11: Use of Sold Products – Not applicable. Wiley's products do not directly consume fuel or energy during use.

²¹ Category 14: Franchises – Not applicable. Wiley does not operate franchises.

²² Category 15: Investments - Investment-related emissions for FY25 were unable to be calculated as insufficient information was publicly available on Wiley's investments.



In our supply chain

Most of our value chain emissions come from purchased goods and services—things like production costs, content development, and other related activities. Many drivers contribute to our scope 3 emissions, but air delivery plays an outsized role. That's why, whenever we can, we print materials close to where they'll be used. This cuts down on transport needs and keeps our product distribution as planet-friendly as possible.

During FY25, we cut total value chain emissions by:

- streamlining our roster of vendors and partners to cut costs and drive efficiency
- continuing to push toward a digital-first business, especially in research journals publishing

- piloting printing innovations like zero-inventory model distribution to shrink our warehousing footprint, cut shipping and transport, and reduce waste
- printing closer to market to decrease both air and sea freight volumes and the emissions that come with them
- investing in a real-time carbon data management reporting system to track progress

We also advanced our environmental commitments by stepping up biodiversity protection and sustainable sourcing across our supply chain, investing in a real-time carbon data management reporting system to track progress.

Environmental training for colleagues

Our colleagues can learn about climate when and how they like. They can take sustainability and climate courses through LinkedIn Learning. They can register for structured courses on climate action, sustainability leadership, and responsible business practices through the United Nations Global Compact (UNGC) Academy. Through our EcoVadis participation, our ESG team gets hands-on sustainability training and resources designed to help them raise our ESG performance. Currently, climate-related training isn't mandatory for all employee groups, but we give priority access to key teams, such as ESG.





Wiley Green Group



Wiley Green Group is our in-house sustainability spark, an Employee Resource Group created and driven by passionate colleagues around the world who lead by example. The group grew its membership in FY25 and worked hard to inform, amp up engagement and inspire others to action. Through hosting in-person and online hosted events, sharing resources, and always speaking up for the planet, the Green Group is creating an eco-conscious culture that's fueling our bigger emissions reduction goals.



Wiley Green Group renewable energy curated collection

To mark Earth Day 2025 and its theme “Our Power, Our Planet,” the Wiley Green Group, through our Research in Support of Equity (RISE) initiative, put together a [curated collection of recent articles](#) on the technical, economic, and political aspects of renewable energy, highlighting the value of scientific research published by Wiley.

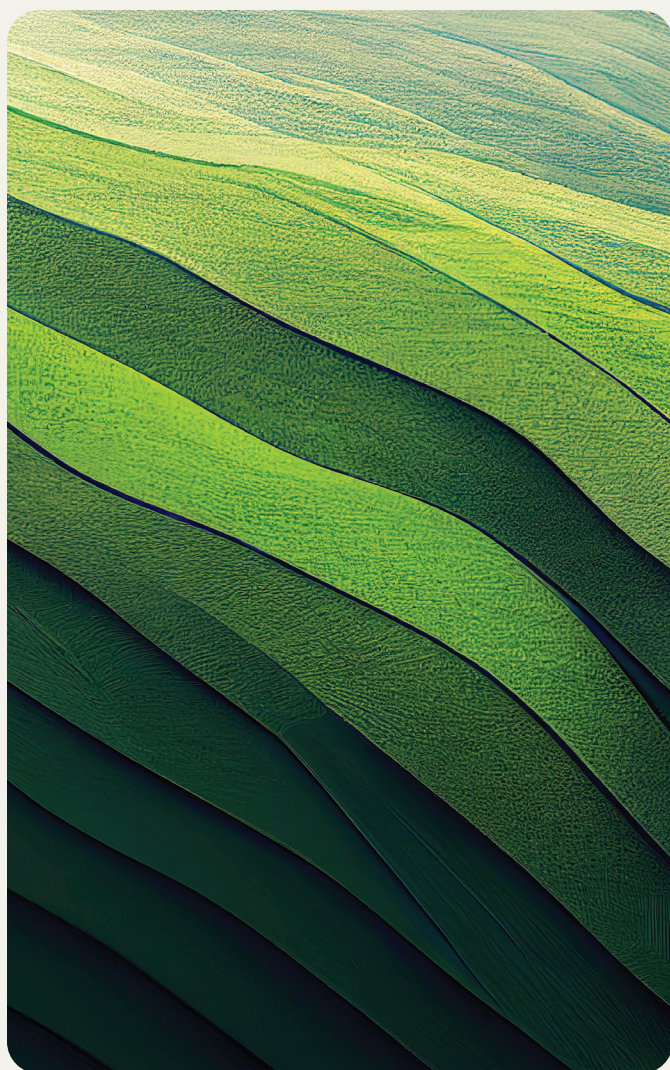




Biodiversity and ecosystems

Plants Connect Wiley in Germany

Colleagues got together for the 2nd Annual Plant & Seed Swap in Weinheim, Germany, for a fundraiser supporting NABU (The Nature And Biodiversity Conservation Union), Germany's oldest (est. 1899) and largest environmental association. In collaboration with the local Green Group and Community Builders teams, colleagues had the opportunity to share their passion for environmental sustainability by sharing their own plants and seeds, participate in a gardening DIY project, and donating homemade treats for the event.



Deforestation

We're on track for deforestation-free supply chains, in line with the European Union Deforestation Regulation (EUDR). As both an operator for our own publications and a trader for distributed content, we recognize our dual responsibilities and are, taking them seriously.

We've already surveyed our global print suppliers to check for EUDR readiness, and we continue to engage with them as the regulation takes effect. Our plan includes:

- using risk-based assessments and EUDR country classifications to make smarter sourcing decisions
- building robust data systems to manage supplier documentation and verification
- teaming up across departments to keep implementation on track

The Book Chain Project

We are participating in the Book Chain Project's EUDR solution as part of our compliance plan. This industry-wide effort makes it easier for the publishing supply chain to share accurate data, assess risks automatically, and report in a consistent way. When the project launches in September 2025, paper mills will be able to share essential compliance data—like geolocation coordinates, species information, and legality documentation—directly with publishers and printers, marking a step forward in sustainability reporting for the industry. We are also actively evaluating other compliance solutions in collaboration with our key supply chain partners.



Reducing waste and water use

We're expanding our digital portfolio and dialing back print—significantly cutting print volumes and costs each year and keeping more waste out of landfills. We teamed up with our editorial partners to better predict demand to reduce first print runs, which limits outdated copies and reduces overprinting waste. What we do print, we print close to where it's going wherever possible, cutting down on transportation and our product distribution carbon footprint.

As a primarily digital company, we don't use a lot of physical packaging. Regardless, we do our part to make sure what we do use, we use responsibly by:

- moving away from plastic packaging and toward easier-to-recycle materials with lower environmental impact, such as replacing plastic mailers with paper-based options in many locations
- optimizing packaging to reduce material and waste while still protecting the product

- ramping up our Print on Demand (POD) catalogue—currently more than 30,000 ISBNs—to slash emissions associated with overproduction
- keeping our global stock lean—less than 10 months of average demand—to cut waste from outdated or discarded materials
- trading out polybags for paper packaging for batches of titles in the UK and Germany

We actively recycle anything and everything we can, including all eligible materials used in our operations and packaging. Some highlights include:

- reusing or recycling pallets and packaging in our warehouses
- achieving our SMART target of net zero to landfill since FY23 in all of our UK offices
- partnering with local organizations to extend the life of our products, by reusing or recycling hardware

Transition from Poly to Paper-Based Packaging

In May 2024, eight US-printed journal titles made the switch from poly to paper-based and biodegradable packaging—a big win for our overall packaging reduction effort.

Titles include:

- | | |
|--|--|
| • American Business Law Journal | • Clinical Pharmacology & Therapeutics |
| • Journal of Applied Behavior Analysis | • Journal for the Scientific Study of Religion |
| • Journal of Family Theory & Review | • Obstetrics and Gynecology |
| • Journal of Legal Studies Education | • Process Safety Progress |

Recognizing the importance of water stewardship, we are taking early steps to monitor water use at some locations, including offices in water-stressed areas.

In new office fit-outs, such as our Bognor Regis, we've installed sensor-activated and low-flow water fixtures to help reduce water consumption.

We do not own or lease any area next to key biodiversity areas²³

²³ Desktop assessment indicates that none of our global facilities are located within 1km of identified Key Biodiversity Areas. This assessment covered 40 locations across 23 countries using available KBA databases.



Technology Asset Repurposing Initiative

Digital technology has the power to transform lives, and everyone deserves the opportunity to benefit from it. That's why we've adopted a global approach to donating out-of-lifecycle laptops and other functional legacy IT equipment to local charities. This initiative reflects our commitment to social impact and sustainability, helping to combat digital and social exclusion and ensuring no one is left behind.

To support this, Wiley has partnered with organisations such as Digitunity, Good Things Foundation, and the Les Twentyman Foundation, along with other reputable local partners across North America, EMEA, and APAC. Together, we facilitate the donation of IT assets that are no longer fit for business use.

In North America, our collaboration with Digitunity enabled the donation of 536 electronic items including laptops, CPUs, keyboards, mice, and monitors, to three organisations working to bridge the digital divide in their communities. In the UK, our partnership with Good Things Foundation supported the donation of 858 devices for reuse and recycling. Across the APAC region, we contributed 24 devices in Thailand, Japan, and Australia, with plans to expand the programme to additional APAC locations in FY26.

This initiative underscores our commitment to responsible technology stewardship while creating meaningful social impact in the communities we serve.

As part of our commitment to reducing waste and managing resources responsibly, we track and report waste and water usage across our global sites.

Waste and Water Consumption		
Category	Quantity (tons/megalitres)	Percentage of Total(%) ²⁵
Waste generated ²⁴	617.87	-
Waste to anaerobic digestion ²⁴	2.3	0.37%
Waste to closed loop recycling ²⁴	504.8	81.7%
Waste to combustion (energy recovery) ²⁴	33.4	5.4%
Waste to landfill ²⁴	75.9	12.3%
Waste to composting ²⁴	1.41	0.23%
Water usage (megalitres) ²⁶	28.38	-

²⁴ Waste coverage & source. 617.87 tons reflects Category 5 (Waste) data reported for Hoboken, Colombo, Weinheim, Oxford, Chichester, Bognor Regis, Melbourne, Athens, Iasi, Brisbane, Seoul, plus shredded book waste; estimated sites are excluded.

²⁵ Percentages are calculated on 617.87 tons (reported sites). Minor differences in decimals may occur due to facility-level rounding.

²⁶ Water coverage. Total water usage of 28.38 megalitres reflects all reporting sites in FY25 and includes both actual reported data and estimated data.



Responsible supply chain

Doing business responsibly starts with the partners we choose—and how we bring them onboard. All new vendors agree to our [Vendor Code of Business Conduct](#), which ensures alignment on anti-human slavery, human rights, and labor laws from the outset.

We expect vendors to follow all local and international laws, including:

- protecting the environment (like recycling and reducing carbon emissions)
- supporting diversity, inclusion, and equal opportunity
- rejecting forced labor and unfair practices
- preventing bribery and corruption

Beyond these requirements, vendor services and products must also meet our ethical standards.

Our Paper Policy outlines different ways we and our supply chain partners can reduce our impact on the natural environment. It's based on the high environmental standards set by groups like the Forest Stewardship Council, Sustainable Forestry Initiative, and Programme for the Endorsement of Forest Certification.

We've shared our carbon reduction goals with vendors through surveys, but we're not stopping there. We're taking steps to build sustainability and ecosystem protection into how we select new partners and how we work with current ones. Here's how:

- we're defining our ecosystem health expectations for our vendors
- we're reviewing standards for selecting new partners
- evaluating tools to help us better screen and monitor vendors on Wiley's ESG standards
- we're reviewing existing contracts to find gaps and make improvements

In FY25, more than **99%** of the paper used in our print products met at least one of our sustainability standards adopted from the Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI), PEFC, or Book Chain Project paper database/PREPS rated 3 and above.





People



Our culture

We're proud to bring together brilliant minds and passionate change-makers. We believe every team member should feel respected and appreciated, and we embrace people just as they are, honoring the diverse experiences we all bring to the table. Our people have a genuine passion for learning and a natural curiosity that makes a difference for our customers, partners, colleagues, and the communities we serve.

Inclusion and belonging



We believe empowering people to unlock their potential is both our mission and our responsibility. Our culture includes everyone, and it's shaped by working together to continue learning and focusing on real world impact. We listen and we act on what we hear, so we can honor our values while meeting the needs of our people and communities. Our purpose drives us and our agility and commitment to community partnership moves our ASK strategy forward across all parts of the business.

We hire people who can help us think differently. And we give them professional homes where they can expect to keep learning something new every day, even if they've been part of the team for decades. We're always improving the way we find, keep, and grow our people to deliver on what our customers and communities need.

Shaping Wiley Colleague Survey

We value hearing from our employees, which is why we created the Shaping Wiley survey—to find out how everyone feels about well-being, engagement, and belonging at our company. We use the data we collect—both qualitative and quantitative—to weave real employee feedback into our overall strategy.

Our Shaping Wiley survey had an 89% response rate. What did we learn? That we should keep doing many of the things we're already doing, like supporting strategy and belonging, partnering with our leadership to continue to drive engagement, and removing barriers where they might exist.

“

Our goal is to foster an inclusive environment where our colleagues can flourish, our customers can dive into their passions, and together, we can create a lasting, positive impact in our communities.

- Danielle McMahan, Executive Vice President, Chief People Officer



Case study: Fostering Inclusion & Community Across Global Locations

We invest in our Employee Resource Groups (ERGs) and building community across all locations - remote and in our offices. We celebrate the things that make us unique, that matter to our people, and that help us learn more about each other.

At our Amman office in Jordan, in 2024 and 2025 visiting leaders joined the Ramadan Iftar, an International Women's Day Breakfast, and other fun cultural and social events.

In Oxford, Bognor, and London in the UK, dedicated Anchor Days built community through workshops, speed networking, professional headshots, guest speakers, team presentations, and ERG fairs. Our Board, ELT and senior leaders got to know colleagues during roundtables and networking, helping everyone feel more connected to each other and the company.

Our AVID (Awareness of Visible and Invisible Disabilities) Employee Resource Groups partnered with Community Builders to launch an APAC-wide Blood Drive in 2025. Colleagues collectively contributed to saving as many as 195 lives, making a positive difference in the communities where we live and work.

In India, for three consecutive years, engagement scores among women colleagues in India have shown a consistent decline. Recognizing the need for change, the People Organization, Country Leadership, and People Leaders came together to listen, learn, and act. Insights from the annual Shaping Wiley Survey sparked deeper conversations through focus groups, leading to a targeted action plan. Several colleagues stepped up as change agents, known as SheChampions, and launched the Women of Wiley India chapter. In the Noida office, SheChampions commemorated International Women's Day with a speaker session, panel discussion, and a strategic planning meeting to prepare for the chapter's official launch.

In the US, Wiley colleagues came together virtually and in-person at our Hoboken office for a Pride Month edition of the Author Series featuring two inspiring voices from the LGBTQIA+ community: Bruce W. Brackett and Jim Fielding. The discussion highlighted the evolution of Pride and explored themes of allyship, intersectionality, mental health, and authenticity in leadership—reinforcing the importance of inclusion and support within the LGBTQIA+ community and beyond.





We aim to create a welcoming and inclusive hiring experience. By partnering with organizations that connect us with a broad range of candidates, we're working to make our recruitment more equitable. We also review job postings to ensure the language reflects our commitment to inclusivity.

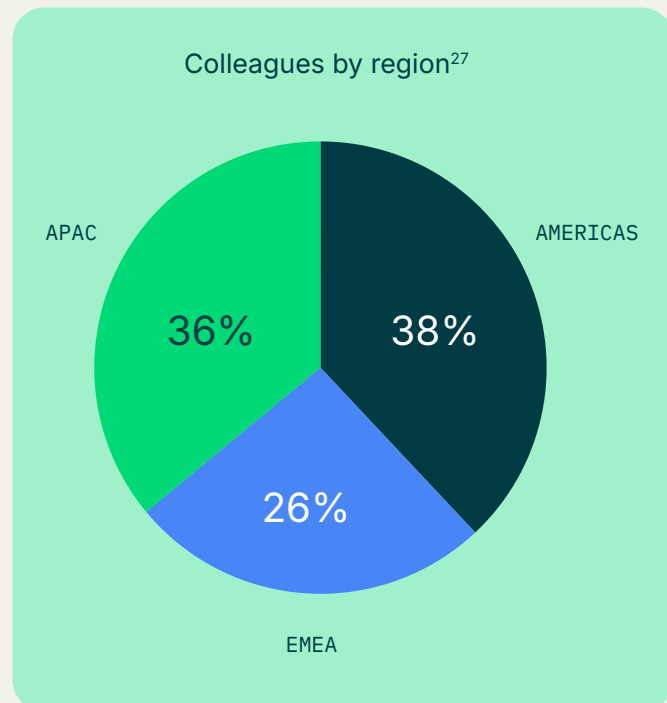
We make it a point to make and share our progress. Our Inclusion & Community leader oversees our approach, our Global – Inclusion and Community Policy, and our EEO-1 Policy. Our Board receives updates every quarter. Our Global Business Inclusion Council moves us towards our vision of paving the way of an inclusive culture across industry. Our commitment to inclusion is grounded in making genuine, lasting impact.

We advance this commitment in many ways around the world, including:

- being a signatory of CEO Action for Inclusion & Diversity
- being a signatory and steering committee member of the [Joint commitment for action on inclusion and diversity in publishing](#)
- endorsing the [Coalition for Diversity and Inclusion in Scholarly Communications \(C4DISC\) Joint Statement of Principles](#)
- supporting the [Publishers Association's Inclusivity Action Plan](#) in the UK and partnering with Publishers Associations around the world

Our people metrics

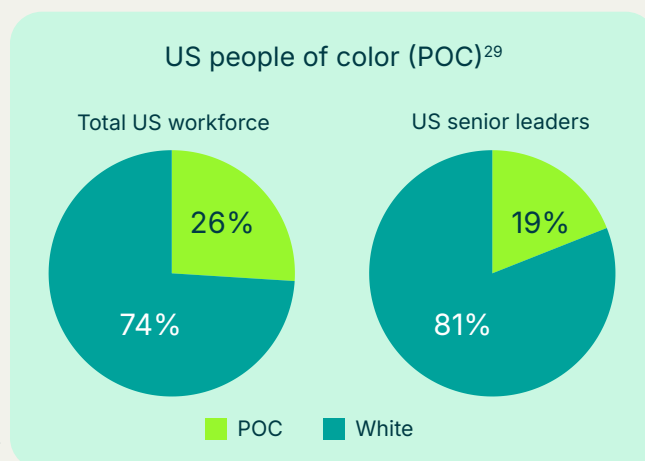
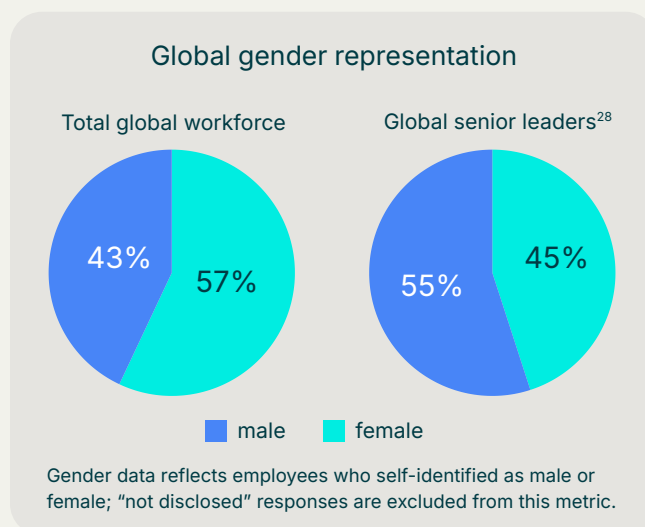
As of April 30, 2025, we employed 5,200+ colleagues worldwide.



²⁷ Colleagues are regular full-time and part-time employees, excluding interns.

²⁸ Senior leaders are Wiley's vice presidents and above.

²⁹ US POC includes employees who self-identify as Hispanic or Latino, Black or African American, Asian, American Indian or Alaskan Native, Native Hawaiian or other Pacific Islander, Other, or two or more races.





Growth and development



From the moment someone joins the company, their learning journey begins. Our Learning and Development team welcomes new colleagues with a two-day virtual orientation called Learn & Grow at Wiley, which we launched in FY25. We make sure new hires feel right at home, right away, with custom training and a friendly new-hire buddy. Getting to know at least one person well from the start makes all the difference when it comes to building a supportive network and quickly feeling a true sense of belonging. We use learning analytics to track progress and connect new hires with resources, so no one ever feels overlooked or left behind.

Chart Your Path Early

Every new colleague gets access to our Chart Your Path Early program within the first 90 days of joining the team. The program gives each person the chance to develop an intentional growth plan that includes training and other development resources.

Formal Learning – We're proud to offer our colleagues free access to more than 20,000 courses and certifications through Workday and LinkedIn Learning. We work with e-Cornell to offer in-depth leadership courses to our future leaders.

Mentor Learning – We believe everyone can learn and grow from each other. Shadowing programs like our Audience Solutions, Publishing Solutions, and Research Publishing Mentorship create mentor-mentee relationships that benefit all of us. Our Women of Wiley group also hosts an Annual Mentorship program that anyone can join.

Social Learning – Learning together is at the heart of our community. Our Leading@Wiley channel, gives managers the chance to share with each other, and our Champion Your Career channel is a space for anyone to explore new opportunities. We also offer leadership training that brings our leaders and managers together to share experiences, exchange best practices, and grow as a team.

Annual training and learning



Our industry is changing all the time. And that means we need tools to stay on top of what's new around the world, especially when it comes to workplace ethics and compliance. Every year, we require colleagues around the globe to complete training including:

- Prevention of Workplace Harassment and Discrimination (US)
- Code of Conduct: Business Ethics and Preventing Bribery, Fraud, and Corruption
- Security Essentials Training

Colleagues in the US and Australia, currently about 45% of our global workforce, complete mandatory anti-harassment and anti-discrimination training. We plan to expand this training to other locations across our EMEA and APAC regions in FY26. Colleagues around the world can also choose to be part of voluntary training programs on inclusion at work. These programs help build a respectful, equitable, and supportive environment for everyone.



³⁰ Average training hours are calculated by dividing total hours across all full-time employees

³¹ Average training hours are calculated by dividing total hours across all contingent workers



We use a mix of digital and in-person learning programs to keep things interesting and accessible. In our Talent Marketplace, colleagues can sign up for projects across different teams, giving everyone a chance to learn new skills while helping others succeed. Everyone gets special access to our own resources, like the Wiley Online Library, discounted trade publications, and tools from the DiSC Catalyst library to help us all better understand our unique work styles. We make learning an adventure people want to take—and we support each other at every step.

The efforts and resources we invest in our colleagues matter. And they make a difference when it comes to keeping people on board.

Active Learning Hours

40,903

FY25 Total Learning Hours across Wiley

3,932

(76% of FTE)
Total Number of Unique Learners with Completion in FY25

10.40

Hours Per FTE Who Completed Courses in FY25³²

Internships

We're shaping the future today with internships for hard-working young professionals across the world.



Case study: Development Starts Early at Wiley

Our local offices make it easy to kick start career growth early:

Sri Lanka – The internship program at Wiley Sri Lanka is designed as a structured training experience, with customized learning paths aligned to specific job roles and skill requirements. In addition to classroom-style development, Wiley partners with universities across Sri Lanka to host industry visits that provide interns with valuable exposure to real-world practices, bridging academic knowledge with professional application.



Chichester – The Career Development Day brought colleagues together ahead of the South Coast Hub transition to network, collaborate, and explore career opportunities. Highlights included career panels, apprenticeship insights, and an introduction to Wiley's Employee Resource Groups, with support from Generation Wiley, UK leadership team, and Talent Acquisition.

³² Hours per learner are calculated only among colleagues who completed at least one course during FY25



Employee Resource Groups (ERGs)



Our 10 global ERGs are open to anyone looking to make Wiley a place where everyone belongs. These groups are all about celebrating, learning, and growing together. Each ERG is supported by a senior leader sponsor, working as mentors, friends, and supporters to help advance each group's mission. In FY25, we added five new regional ERG chapters, and about half of our colleagues from across the organization are involved in one or more ERG.

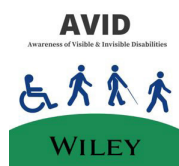
Global Virtual Community Launch

In FY25, we launched a global Virtual Community Builders group to work alongside our in-office Community Builders. No matter where someone works, we believe connection fuels community, innovation, and growth. This new group brings people from around the world together virtually to learn new skills or join programs like 'movement challenges' and skills or hobby exchanges.

Our ERGs



Asian and Pacific Islander Resource Group



Awareness of Visible and Invisible Disabilities



Black Employee Resource Group



Generation Wiley



Global Green Group



@WILEY
Hispanics, Others & Latin Americans



Military and Veterans



Pride@Wiley



Wiley Women in Technology



Women of Wiley



Asian & Pacific Islander Employee Resource Group (API)

Our API group is a welcoming space for colleagues who come from and/or appreciate the culture of Asian and Pacific Islanders. API brings people from around the world together to learn from one another, celebrate and shine a light on our unique cultures, support each other's personal and professional growth, and discover the common bonds that unite us all.

Awareness of Visible & Invisible Disabilities (AVID)

AVID nurtures a culture where disability inclusion is a natural and celebrated part of who we are, aligned with our mission to unlock human potential. They focus on building a caring community of passionate advocates who raise awareness about visible and invisible disabilities, and empower teammates with disabilities to feel confident and comfortable bringing their whole, authentic selves to work every day.

Black Employee Resource Group (BERG)

BERG unites people to share knowledge, celebrate cultural diversity, and deepen Wiley's connection to our Black employees to help support their success across our entire organization.

Generation Wiley

Generation Wiley helps develop a rewarding culture within Wiley for early-career and career-driven colleagues and serves as a medium for networking, collaborating, and innovating beyond our day-to-day roles.

iHOLA!

Our iHOLA! ERG brings together people from Hispanic and Latin American backgrounds, as well as anyone who feels interested in and/or connected to the culture. They promote diversity by creating spaces where people can be their authentic selves in every setting—but most importantly, in a professional setting at Wiley.





Pride@Wiley LGBTIAQ+

Pride@Wiley creates a welcoming and inclusive community for LGBTIAQ+ employees and their allies at Wiley. They are a visible and supportive resource, helping to ensure that policies fairly and equally support everyone. Through LGBTIAQ+ networking, growth opportunities, and social events, they foster connection, understanding, and a true sense of belonging for all who are part of this vibrant community.

Wiley Green Group

Wiley's Green Group is a community of sustainability advocates united to drive meaningful change at every level. Through education and outreach, the group promotes environmental awareness both inside and outside the workplace. Their mission is to connect and inspire Wiley colleagues, working together with a shared commitment to address climate change and social inequalities.

Women of Wiley (WoW)

WoW's goal is to uplift and celebrate the voices of the wonderful women in our community, bringing people together through meaningful events and programs that truly make a difference.

Military & Veterans (MVRG)

Wiley's MVRG welcomes Veterans, Retired Military, colleagues serving in the National Guard or Reserves, military families, and anyone interested in learning about and supporting our military community. Colleagues create a caring network where we can share our experiences, offer support to one another, and contribute meaningfully to Wiley.

Wiley Women in Technology (WWIT)

WWIT is dedicated to creating a welcoming and inclusive space where women in STEM can grow, shine, and reach their full leadership potential. Colleagues come together to lift each other up through meaningful connections, supportive mentorship, open collaboration, and heartfelt conversations. This community is a special place where women in technology can find their voice, feel truly heard, and inspire one another throughout their careers at Wiley.



Enabling leaders



We don't just publish leadership and development content—we live it. We balance hands-on experience, learning through relationships, and formal training to help people grow in all the ways they grow best. We use 360-degree assessments, executive coaching, mentoring, and outside opportunities to build our pipeline of current and future leaders.

We've got no shortage of our own world-class content and programs, and we put them to work. Our brands, including The Leadership Challenge, Leadership Practices Inventory, Everything DiSC, and the Five Behaviors of a Team, are all key tools we use to develop our people.

The respected model found in The Leadership Challenge, created by Jim Kouzes and Barry Posner, guides our own leadership journey, which we call Leading@Wiley. We use trusted tools and insights to help leaders at every level grow and thrive. In FY25, 786 leaders—or 81% of all our people leaders—completed the Leading@Wiley program.

Leadership Practices Inventory (LPI) 360 – The LPI measures The Five Practices of Exemplary Leadership presented in The Leadership Challenge. Our coaches use LPI results to help colleagues turn their strengths into personal development plans and go after their best opportunities for growth. More than 40 colleagues completed LPI 360s in FY25.

Everything DiSC—Enhancing Team Collaboration – Everything DiSC helps us build stronger, more connected teams. With 50 certified facilitators in our ranks, we've hosted more than 50 workshops in FY25, an 80% increase over FY24. Participation soared, too—by an impressive 140%—with around 760 colleagues getting involved.

Key Achievements of Leading@Wiley in FY25

In FY25, Leading@Wiley:

- expanded to include people managers and individual contributors
- delivered 23 virtual cohorts across the globe
- achieved 93% positive feedback
- conducted five multilingual in-person pilot sessions across three regions

The Five Behaviors of a Team - Building Cohesive Teams – Lencioni's Five Behaviors model is a team favorite, and we use it to help colleagues grow closer and deliver their best as a high performing team. Our own facilitators and our partners work together to make teamwork and trust part of everything we do.

In FY25, we worked with eCornell and McKinsey to amp up our development programs. We keep improving our change, coaching, and leadership capabilities with support from the Co-Active Training Institute, Prosci, and World 50 Group. And we're making sure we have our next generation of leaders ready to go by working on succession planning every year. Our successes included:

- succession planning for 100% of ELT and ELT+1 Roles³³
- development conversations with 100% of successors to improve readiness

99%

Net Promoter Score rated by our Wiley colleagues on our Everything DiSC® resources

³³ ELT+1 refers to employees who report directly to members of the Executive Leadership Team (ELT).



Case study: Employee Highlight

Five years ago, a talented leader joined one of our APAC offices as a senior director. From the start, she brought vision and drive, and, with support for her growth and from her colleagues worldwide, she's turned that potential into impact for herself and for the company.

By 2024, her strategic mindset and leadership skills led to a major milestone: stepping into the role of a Country Leader. She's recognized across the company as a high-impact leader driving progress in a critical market with significant opportunities ahead of her.

Her growth didn't happen by chance. She's gained insight and sharpened skills at every step in her journey with help from:

- CEIB's EMBA program
- 360 feedback and development
- executive coaching

Today, she leads a high-performing team across three critical areas and still makes time to model culture and connection as a local community leader. This is what leadership in action looks like: vision, growth, and bringing people together.





Managing, rewarding, and recognizing performance

We use a high-touch performance management system where performance isn't just a once-a-year-event, but an ongoing conversation. Leaders check in often to talk about growth, celebrate progress, and tackle challenges. Each fiscal year starts with setting clear goals, which we revisit often to track what's working, pinpoint where extra support can make a difference, and decide what's next. At the end of the year, a performance review sums it all up and shows colleagues how they're doing on commitments, impact, and our Wiley values.

Among regular employees who started before fourth quarter of FY25, 100% received performance reviews. An average of 85% of colleagues completed check-ins at the end of Q1, Q2, and Q3.

Rewards and benefits

As a global company, our benefits look a little different from country to country. But no matter where someone works, caring for our people and their families is key. Everyone—full- and part-time colleagues alike—benefits from the essentials, including healthcare plans, paid time off, and retirement savings. And that's just the basics. We add benefits to support our well-being, growth, and giving back, such as:

- Happy Fridays – half-day Fridays all summer long, June through August
- Focus Fridays – time set aside for learning and development on Friday afternoons from September through May
- Wiley Giving – financial matches for charitable donations and volunteer hours plus one day of paid volunteer time off each year
- Emergency Relief Fund – hardship grants for when life throws the unexpected our way

Family Benefits

Life is full of big moments. And we're here to support our people through all of them. We've doubled our global parental leave to eight weeks of 100% paid time off for all parents, giving families more time together. We partner with Care.com to connect colleagues around the world with caregivers for their children, older relatives, and even pets to help take care of the most important things at home. In FY25, we introduced a formal Global Bereavement Policy. While moments of loss are never easy, we believe everyone should have the time, space, and support they need to care for themselves and their loved ones.

- Employee Assistance Program – support and coaching on everything from stress management to goal setting and resiliency

That's why we design our rewards to attract, recognize, and grow the people who make a difference every day. Our reward system is inclusive, equitable, and transparent. We celebrate high performance and encourage professional growth.

We make sure pay is fair across our global workforce. We work with a leading fair pay technology provider to take a close look at the gender pay gap every year, and we make changes when and where need to. We recognize and reward top performers in all the ways that matter including bonuses, promotions, market adjustments, and annual incentives. And we keep having the career and development conversations that keep people motivated and on board.



Corporate giving

As a leading partner to nonprofits around the world, we know the power of giving back. We volunteer and partner with others to make a real and lasting difference in all the communities where we live and work.

Corporate giving and volunteering

We make it easy for our colleagues to give back. We match colleagues' donations of time and money, and we create opportunities to volunteer in our local communities. As a company, we also contribute directly to nonprofits that support our local communities or tackle global challenges that matter to us all.

In FY25, we:

- supported over 500 unique causes
- volunteered more than 660 hours
- saw colleagues donate more than \$290,000 to eligible nonprofits
- company matched a total of \$224,167



Case study: Wiley Acts Locally

Australia – Colleagues volunteered with a food rescue and relief organization to turn cast-off food into quality meals. We handed out more than 200 meals to “our friends on the street” in Melbourne’s city center.

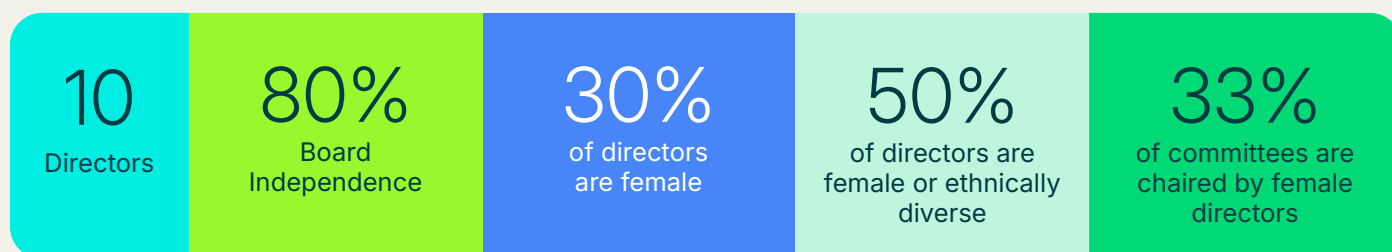
Singapore – Our local team joined the *Walk for Our Children 2024* to raise funds and awareness for children’s mental health, encouraging greater support from parents and schools.

Sri Lanka – As part of the Sri Lanka Association for Software and Services Companies (SLASSCOM) Academia Placement Program, Wiley worked with the University of Moratuwa, the University of Sri Jayewardenepura, the National Institute of Business Management (NIBM), and the Sri Lanka Institute of Information Technology (SLIIT) to bridge academia with industry. The program immerses academics in real-world IT practices, helping them bring practical knowledge back to classrooms and better prepare graduates for evolving sector needs.



Business Ethics

Wiley's Board of Directors



Board oversight of ASK

Good governance powers our ESG work. Our Board of Directors oversees our ASK strategy and tracks progress toward our goals. Committees have clear roles, and the Board receives updates on ESG initiatives at least once a year. The Governance Committee handles Board governance: composition, qualifications, independence, diversity, and structure. It also oversees ESG planning and strategy and helps identify important material ESG issues.

Our Audit Committee makes sure we communicate our environmental and social impacts accurately and that we have strong internal controls. The committee is regularly briefed on ESG-related controls and regulations, including climate-related risks. This committee keeps a close eye on how we manage risks across the whole company, using our thoughtful Enterprise Risk Management (ERM)

system. The committee monitors compliance, anti-corruption efforts, and whistleblowing channels. Our Internal Audit team audits Ethics and Compliance programs as needed.

The Executive Compensation and Development Committee (ECDC) monitors our human capital practices; talent development; inclusion and community initiatives and culture. The Executive Vice President and Chief People Officer, and the Senior Vice President of Rewards work closely with the ECDC. Every quarter, the Chief People Officer briefs the full Board on culture, inclusion, and human capital. The CPO holds executive responsibility for ESG, including climate-related risks. The Corporate VP of Communications & Corporate Impact leads Wiley's ESG operating model with support from an ESG Steering Committee, an ESG Program team, a cross-functional ESG Collective, and multiple working groups.



Board of Directors

Audit Committee

oversight of ESG-related disclosure controls and regulatory compliance

Governance Committee

oversight of ASK ESG strategy

ECDC Committee

oversight of culture and human capital management

Executive Responsibility

EVP , Chief People Officer

Corporate VP of Communications & Corporate Impact

ESG Steering Committee

cross-functional leadership representation

ESG Collective

varied ESG-related functions and expertise

ESG Program Team

program management activities

ESG Working Groups

cross-functional teams that drive impact priorities





ESG Risk Management

Our corporate Enterprise Risk Management (ERM) program helps us manage risk through an impact criteria matrix that scores each risk by impact, likelihood, and velocity. This helps us find high-priority risks quickly so we can send them up the chain to the Audit Committee.

We take climate risks seriously. Our Climate Risk Management Framework (CRMF), overseen by our Corporate VP of Communications & Corporate Impact, uses the same scoring as our ERM. Our biggest climate risks feed into the wider ERM process. The corporate ERM handles high-level themes and includes one overarching climate risk while the CRMF keeps a more detailed climate register. The CRMF provides a consistent way to handle both physical and transition climate risks.

The ERM program also covers technological, legal, human capital, reputational, and operational risks. Each risk has an owner. The Corporate VP of Internal Audit reviews risk scores with owners quarterly and looks for emerging risks. The Executive Leadership team gets biannual updates, and in FY25 we formed a Risk Committee that meets monthly to keep tabs on the ever-changing industry.

We follow the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#) recommendations and work with stakeholders and third-party experts to keep improving our climate disclosures and data collection. This helps us clearly see the climate-related risks and opportunities that matter most to our future.

Climate-related risks (including biodiversity-linked risks) are currently rated low within our ERM. But our Double Materiality Assessment (DMA) reminds us that these issues have big impacts on our world. So, we remain vigilant. By improving data and modeling, we can stay a step ahead of challenges and always do our part to protect the planet and our business.

Both our CRMF and DMA point to the possibility that climate change and extreme weather events could disrupt our operations and increase our costs. Environmental regulations pose compliance challenges. Our environmental commitments impact our reputation. We factor all of this into the business decisions we make and the planning we do every day.





Ethics and compliance

We operate globally with a clear commitment to ethical behavior. Our culture of integrity is grounded in our [Business Conduct and Ethics Policy](#). Wiley's Compliance Counsel manages the Compliance and Ethics program, flags needed policy updates, and collaborates across the company.

The Policy sets clear legal and ethical expectations. Our reputation for ethical business practices and fairness in business dealings with others is important, and the Policy helps us maintain it. Colleagues participate in an annual Code of Conduct ethics training, which covers the topics related to the business conduct we expect, including anti-bribery and anti-corruption.

We also ask everyone to acknowledge the Policy once a year. In FY25, nearly all of our colleagues completed the training.

It's the people that make Wiley special, and our culture is rooted in empowerment. We promote a

workplace where people feel like they can always speak up. Colleagues can contact Compliance and Ethics with questions or report concerns through our whistleblowing channels. An independent third-party hotline is available 24/7 so colleagues and external parties like vendors can easily make confidential and anonymous reports. Our [Vendor Code of Conduct includes information about our whistleblower channels](#).

In FY25, we had:

- 18 matters raised through whistleblower reporting channels
- no substantiated incidents of corruption within the reporting period

Anytime someone blows the whistle, our Compliance Counsel or a designee carefully review the report. Investigations include looking for root causes and recommending fixes. Remedial action can include enhancing policies and procedures, training, and disciplinary action in some circumstances.



³⁴ Based on eligible regular full-time employees only; colleagues in Germany follow a separate works-council process and are not included, and employees on leave at the time of the training are excluded.



Indices

Sustainability Accounting Standards Board (SASB)

Wiley reports per the SASB Standards for the Media & Entertainment industry. Responses within this SASB Index may vary slightly from the reported numbers within this report or other Wiley disclosures as the category definitions differ.

Code	Accounting Metric	Wiley's Response
SV-ME-260a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) professionals, and (d) all other employees	Women make up 57% of our global colleagues, and 45% of our senior leaders. In the US, people of color represent 26% of our colleagues and 19% of our senior leaders. Colleagues include regular full-time and part-time employees, excluding interns. Senior leaders are Wiley's vice presidents and above. See our people metrics section in the report for more information. ³⁷
SV-ME-260a.2	Description of policies and procedures for ensuring pluralism in news media content	Wiley does not produce news media content.

³⁷ US POC includes employees who self-identify as Hispanic or Latino, Black or African American, Asian, American Indian or Alaskan Native, Native Hawaiian or other Pacific Islander, Other, or two or more races.



Journalistic Integrity & Sponsorship Identification

SV-ME-270a.1	Total amount of monetary losses as a result of legal proceedings associated with libel or slander	We disclose any material legal proceedings in our SEC filings, of which none were related to libel or slander.
SV-ME-270a.2	Revenue from embedded advertising	While Wiley realizes advertising revenue from print and online journal subscription-controlled circulation products, our online publishing platform, Literatum, online events, community interest websites, other online branded websites, and online applications, Wiley does not categorize advertising revenue per the embedded advertising type.
SV-ME-270a.3	Description of approach for ensuring journalistic integrity of news programming related to: (1) truthfulness, accuracy, objectivity, fairness, and accountability, (2) independence of content or transparency of potential bias, and (3) protection of privacy and limitation of harm	Responsible products and services

Intellectual Property Protection & Media Piracy

SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	Intellectual property
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Activity Metric

SV-ME-000.A	(1) Total recipients of media and the number of (2) households reached by broadcast TV, (3) subscribers to cable networks, and (4) circulation for magazines and newspapers	We had approximately 366M unique visitors to the Wiley Online Library in FY25. The Wiley Online Library hosts all scientific and scholarly journals and large collections of books and major reference works.
SV-ME-000.B	Total number of media productions and publications produced	As of April 30, 2025, we publish over 2,000 academic research journals



UN Global Compact Index

Human Rights	
Principle 1	Business Conduct and Ethics Policy , Global - Inclusion and Community Policy
Principle 2	Vendor Code of Business Conduct
Labour	
Principle 3	Business Conduct and Ethics Policy
Principle 4	Business Conduct and Ethics Policy , Vendor Code of Business Conduct
Principle 5	Business Conduct and Ethics Policy , Vendor Code of Business Conduct
Principle 6	Business Conduct and Ethics Policy , Vendor Code of Business Conduct , Global - Inclusion and Community Policy , Open research section , Inclusive authorship section
Environment	
Principle 7	Business Conduct and Ethics Policy
Principle 8	Environmental sustainability section
Principle 9	Environmental sustainability section
Anti-Corruption	
Principle 10	Ethics & compliance section , Business Conduct and Ethics Policy

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