

WILEY



Advancing Sustainability through Knowledge

FY24 ESG Annual Report

Table of Contents

A Message from our CEO	3
Today's Wiley	5
Our environmental & societal impact	8
Our ASK strategy	8
Our ASK action	9
Partnering for progress	10
Responsible products & services	11
Research integrity	11
Data privacy and security	13
Responsible supply chain	15
Open access	16
Inclusive access	18
Inclusive authorship	20
Board oversight of ASK	21
Governance	21
Ethics and compliance	25
Our culture	26
People	26
Employee resource groups (ERGs)	29
Growth and development	31
Enabling leaders	32
Managing, rewarding, and recognizing performance	34
Corporate giving	35
Climate action & sustainability	36
Pathway to reducing our emissions	37
Reducing waste and water use	42
The Wiley Foundation	43
Appendix	44
Scope	44
TCFD	44
SASB	45
UNGC index	48
Stakeholder engagement	49



In FY24, Wiley made significant and purposeful change. We worked to better serve our communities and to make a bigger impact on those working to generate and spread knowledge. Across our organization, our colleagues focused on what matters most to our customers, our authors, our readers, and the broader research and learning communities of which we are privileged to be a part.

Wiley helps turn knowledge into solutions at a time where the world needs new solutions more than ever. We're facing a triple planetary crisis of climate change, biodiversity loss, and pollution, and we still have significant work to do to create an equitable, just society. At Wiley, we believe that knowledge is a critical enabler of societal progress. **We are a founding signatory of**

the SDG Publisher's Compact, a group that now comprises 197 publishers joining together to promote the 10 action points to support the United Nations Sustainable Development Goals (UN SDGs), during this UN Decade of Action. We champion the UN SDGs and work to acquire and promote SDG-related content. We educate our colleagues on sustainability, and we participate in sector- and system-wide efforts to amplify our impact.

As a publisher embedded in the research and learning communities, we take seriously our responsibility to minimize our impact on the environment and do our part to combat climate change. **We have set ambitious targets, validated by the Science-Based Target initiative (SBTi), and are working to reach carbon net-zero by 2040.** We're seeing solid year-on-year progress, which in FY24 included efforts to optimize our real estate footprint, enhance our energy efficiency practices, and engage across our supply chain to understand shared ambitions.

We also embrace our responsibility to nurture an inclusive and equitable culture, both as an employer and as a contributor to the scientific and scholarly ecosystem. Through our talent strategies, learning and development programs, policies, practices, and product offerings, we're advancing equity in the creation, dissemination, and use of research and learning content and solutions. We are challenging ourselves and collaborating across our industry to prioritize inclusion.

Critical to our success as an organization is ensuring the integrity of the scientific record and educational materials used by millions of researchers and learners worldwide. After identifying and reacting to an integrity breach in our peer review and publishing systems in our FY23, we spent last year developing and releasing new tools, including making effective use of AI

in integrity screening, enhancing our human-led integrity assurance activity, and sharing all our learnings with the industry as a whole so that others could benefit from the advancements we made. We remain fully committed to ensuring the integrity of the content we publish, a task that we expect to only increase in complexity as the use of generative AI grows. In the most recent update to our integrity guidelines, Best Practice Guidelines on Research Integrity and Publishing Ethics, we addressed how AI can drive productivity and innovation and shared our view on how to do so safely and responsibly. **We also created an AI research collection that looks at how bias can occur in AI use.** AI will continue to evolve, and it will be essential to ensure that we use it responsibly to maintain trust and integrity in the work that we publish.

As someone who has been involved with this organization for more than 20 years, I know the type of people we have working at Wiley. I know how passionate colleagues are about making an impact in the world and doing it in a way that is sustainable, equitable, and inclusive. I couldn't be prouder of the work they do every day. I'd like to thank the many people who collectively contribute to our ESG efforts and create the progress referenced in this report and those creating the

In calendar year 2023, our publishing output related to the SDGs reached almost 60,000 scientific and scholarly articles.



report itself. Additionally, I'd like to thank the many stakeholders who have provided input or partnered with us in these initiatives.

We have refreshed our strategy and this report name to Advancing Sustainability through Knowledge (ASK). We believe this defines our ESG engagement and our role in amplifying sustainability efforts of researchers. We thank you for your interest in our ASK efforts and are grateful for the change to share this work with you.

Matthew Kissner
President and CEO



Who we are

Wiley champions the seekers, the changemakers, the innovators; those who see knowledge as a force for good. A trusted leader in research and learning, our pioneering solutions and services are paving the way for information enthusiasts as they work to solve the world's most important challenges. We are advocates of advancement, empowering inquisitive minds to transform today's biggest obstacles into tomorrow's brightest opportunities.

With more than 200 years of experience in publishing, we continue to evolve knowledge seekers' steps into strides, illuminating their path forward to personal, educational, and professional success at every stage. Around the globe, we break down barriers for innovators, empowering them to advance discoveries in their fields, adapt their workforces, and shape minds.

We clear the way for seekers of knowledge:
illuminating the path forward for research and education,
tearing down barriers to society's advancement,
and giving seekers the help they need to
turn their steps into strides.

We're a global leader in research and learning



Research

**Research
Publishing**

86%

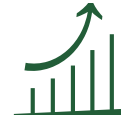
of Research total

**Research
Solutions**

14%

of Research total

56%
of total revenue



+1900

Wiley and partner journals
published



Learning

Academic

56%

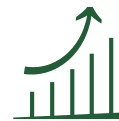
of Learning total

Professional

44%

of Learning total

31%
of total revenue

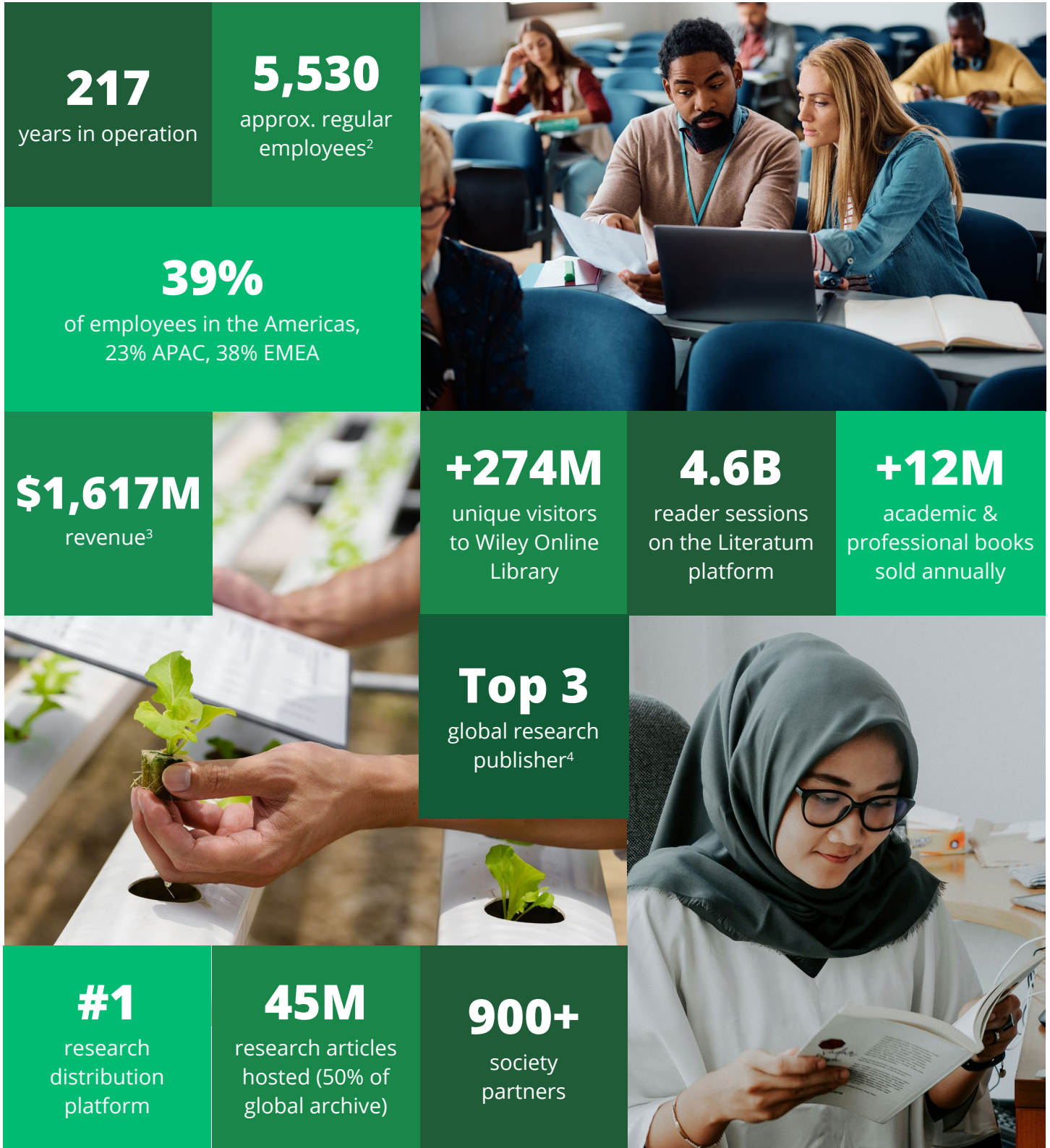






740

Academic research
journals published



Represents data from Wiley's fiscal year ended on April 30, 2024. Revenue figures represent adjusted revenue as publicly reported in [Wiley's FY24 earnings review](#)



217 years in operation	5,530 approx. regular employees ²				
39% of employees in the Americas, 23% APAC, 38% EMEA					
\$1,617M revenue ³	+274M unique visitors to Wiley Online Library	4.6B reader sessions on the Literatum platform	+12M academic & professional books sold annually		
		Top 3 global research publisher ⁴			
#1 research distribution platform	45M research articles hosted (50% of global archive)	900+ society partners			

¹ Q4 FY24 Investor Update

² Regular full-time and part-time employees, excluding placement candidates in the Wiley Edge product offering

³ Wiley FY24 10-K

Our environmental & societal impact

Our ASK strategy

At its core, Wiley is a company that works to make an impact on the world. Our Environmental, Social, and Governance (ESG) agenda is central to our mission. It informs our areas of focus and drives our commitments. At Wiley, our Advancing Sustainability through Knowledge (ASK) ESG Strategy best represents how we uniquely approach this task. By sharing information with knowledge seekers, we can empower them to find the next solutions to make our world a more sustainable place.

We design and continually refine our ASK ESG strategy with the goals and needs of stakeholders across our ecosystem in mind, incorporating the viewpoints of our employees, leaders, investors, suppliers, customers, and subject matter experts across an array of domains.

Based on that feedback, and consistent with the commitments we have made as an organization, we focus our ESG program activity in three areas:

Climate action • Inclusion and belonging • Integrity in publishing

We report in line with the Sustainability Accounting Standards Board framework to transparently disclose on the topics material for our industry and to our investors. As a signatory of the United Nations Global Compact (UNGC), we support the 10 principles across four categories — human rights, labor, environmental, and anti-corruption — and provide a report on our progress, which can be found in the Appendix.



**PUBLISHING
DECLARES**

We are also a signatory of the SDG Publishers Compact and we use the UN Sustainable Development Goals (SDGs) as a thematic framework to guide our ESG strategy and to identify the areas for which we can help drive the most impact.

Specifically, we focus on contributing to the following UN SDGs: Quality Education, Reduced Inequalities, and Climate Action.

Our commitment to these SDGs goes far beyond our own workforce and impacts global audiences through the content we publish:

- **More than 59,800** articles and reviews published in FY24 related to the UN SDGs
- **Nearly 9,300** articles and reviews published on our three SDG focus areas

**SUSTAINABLE
DEVELOPMENT
GOALS**



Our ASK action

“ ESG is not just part of our mission — it is the driving force behind our vision for a sustainable future. **Our goal is to inspire our colleagues, customers, industry collaborators, and the global community.** We are continuously improving, innovating, and enhancing the way we show up as a responsible, sustainable company and partner.

We are dedicated to ensuring that every colleague in every part of Wiley feels empowered to contribute to our ESG initiatives. By fostering a culture of inclusion and engagement, we work to help every individual make a significant impact. ”

— **Bill Deluise, Corporate Vice President, ESG**

Implementing our ASK strategy is a company-wide effort. Our dedicated Corporate Vice President of ESG leads a network of dozens of colleagues across the enterprise, each with important ESG responsibilities. These colleagues play a critical role in our progress and success.

Two important beliefs guide our efforts:

- We are committed to being a company that continues to make our stakeholders proud. Acting as a responsible corporate citizen is core to who we are. We aim to make positive impacts on our stakeholders through our culture, operations, and the principles that govern our behaviors.
- It is our responsibility to lead global change on issues where we have expertise. With our resources, reputation, and reach, we see it as our duty to go beyond what we directly control. We play a role in amplifying evidence-based information on topics shaping our society and impacting our planet. In other words, we help spread the facts on the issues.





Throughout this report, you will read more about some of the areas where we are making a difference. For example, in FY24, we took big steps toward:

- Enhancing our ability to manage through climate change impacts by developing a long-term strategy for reducing greenhouse gas emissions
- Embedding diversity across our practices and publications
- Improving the systems and practices to ensure integrity in publishing while also scaling learnings across the industry

Our ESG strategy is dynamic. We will keep assessing our progress, seeking new insights from our stakeholders, and evolving our approach to continue to make a difference. Given the complexities around improving environmental and societal impact, we're proud to be in a unique position to advance understanding and awareness of the latest evidence-based findings on some of the most important topics of today's world.

Partnering for progress

Collaboration lies at the heart of our ASK strategy. By sharing information, we play a role in making the world a more sustainable place. We recognize that progress cannot be achieved by any organization alone. We collaborate with our customers, shareholders, partners, colleagues, vendors, and other stakeholders as active participants as we work to drive environmental and social progress. As we navigate the complexities of environmental and societal improvement, we take pride in our unique position to advance understanding and raise awareness about evidence-based findings on critical global issues.

An overview of our stakeholder engagement approaches is included as an [Appendix](#) to this report.

Responsible products & services

People around the globe contribute to and read the research and learning content we publish. Organizations around the world and across the academic, nonprofit, government, and private sector use our products and services to increase their impact. With the potential for such global impact comes the responsibility to ensure the highest quality product and service portfolio possible and to make it available to the broadest audience.

Research integrity

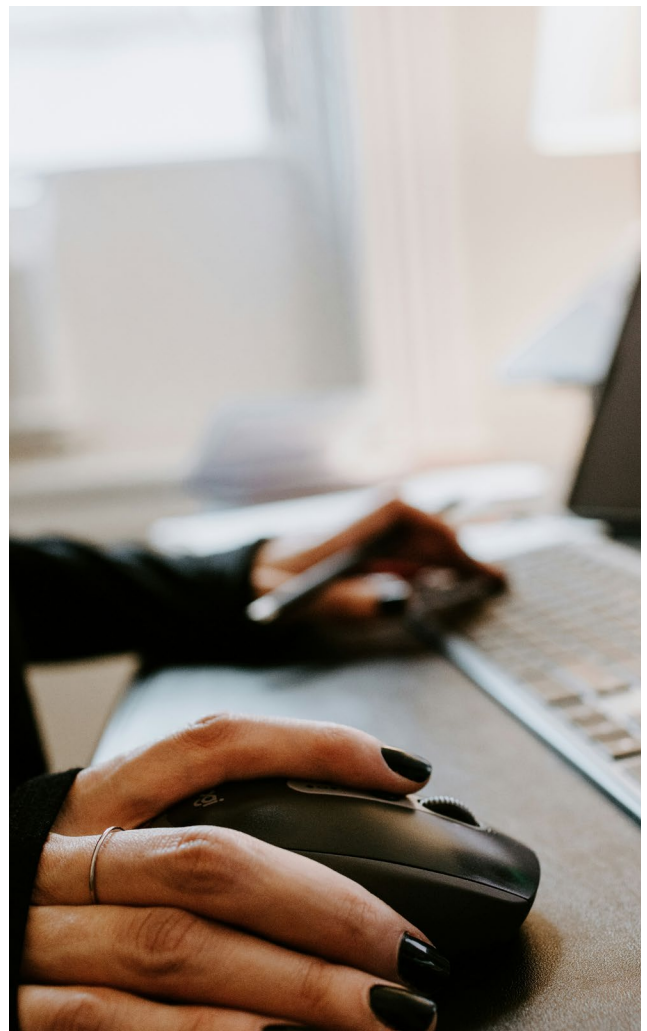
We set a high bar for our business, our partners, our supply chain, and the communities we serve. And we take pride in reaching and exceeding it. To build and maintain trust with our stakeholders, we manage and operate our global business in line with our values and commitment to responsible practices.

Ultimately, our responsibility as a publisher centers on the integrity of every bit of content we send out to the world.

In our research publishing program, our [Best Practice Guidelines on Research Integrity and Publishing Ethics](#) outline our standards for the highest-integrity editorial processes, including research, writing, and peer review. These guidelines reach and apply to a wide range of audiences, including:

- Researchers
- Societies
- Librarians
- Funders
- Corporations
- Publishers
- Journalists

We first published the guidelines in 2006, and we review and revise them on a regular basis. Our most recent update included guidance on the use of generative Artificial Intelligence (AI). As AI makes its way into every industry and every function, there are both current integrity challenges to consider and future challenges to anticipate. Our [AI collection](#) highlights the potential ethical and bias risks faced in different social fields. Our [Best Practice Guidelines](#) cover what we view as the responsible use of AI to increase productivity and foster innovation. The guidelines address how to use AI appropriately in a safe, ethical, and secure manner in the current scholarly communications landscape.



Wiley's [Best Practice Guidelines](#) along with the Committee on Publication Ethics' [Core Practices](#), form the basis of our [Editor Code of Conduct](#). Published in 2024, the Editor Code of Conduct outlines expectations for editors and transparently communicates editors' responsibilities in leading peer review and editorial strategy.

Upholding research integrity is a shared responsibility across all involved in research and publishing; all stakeholders have a role to play, and Wiley is actively engaged with our partners and peers to address the need to maintain trust in the scholarly record. Researchers face more and more pressure to publish, increasing the odds of unethical manipulation through paper mills, peer review rings, and other forms of fraud. In response to an integrity breach experienced in the Hindawi Special Issues program, we conducted a comprehensive review of our processes and invested significant resources in enhancing our integrity screening and assurance capabilities. Our whitepaper, [Tackling Publication Manipulation At Scale](#), provides an overview of our efforts to investigate and address the breach. It offers potential solutions for how publishers and academic organizations can work together to improve journal security and help put an end to manipulation for a more secure future in scholarly communication.

We are continuously building technological enhancements into the process and making that technology available to partners across the industry to collectively combat the rise in research integrity risks. In March 2024, for example, we announced a new pilot designed to detect paper mills, a type of orchestrated misconduct in the research publishing industry. The approach incorporates six distinct tools to identify potentially compromised research content. These tools include:

- Paper mill similarity detection – checks for known paper mill hallmarks and compares content against existing paper mills' papers
- Problematic phrase recognition – flags unusual alternatives to established terms
- Unusual publication behavior detection – identifies irregular publishing patterns by paper 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

“ Upholding trust in research integrity is more vital than ever. In our role as a scholarly publisher, **a commitment to research integrity and publishing ethics is central to our mission and foundational to the communities we serve.** However, we cannot act on that commitment alone. Collaboration is essential to upholding the values of research integrity and trust in the research record, which is why Wiley is an active participant in industry and other multi-stakeholder initiatives to share insights and learn from others. ”

– Michael Streeter, Director, Research Integrity Strategy & Policy

As research integrity is an industry-wide imperative, we participate in industry-wide initiatives such as the [STM Integrity Hub](#) and [United2Act](#). We are members of the [Committee on Publication Ethics](#) (COPE). We work closely with, and our CEO sits on the Board of, the Association of American Publishers. Collaboration with our partners ensures our publications comply with government regulations.

Our growing Research Integrity team supports our commitment to this mission. Made up of experts from across the organization, the team leads research integrity strategy and policy and works to assess and resolve research integrity issues. Team members work with editors-in-chief and other editorial leaders to review any research integrity concerns or complaints using:

- guidelines established by the [Committee on Publication Ethics](#)
- our own [Best Practice Guidelines on Research Integrity and Publishing Ethics](#)
- [each journal's specific editorial and peer review model](#)

Research integrity concerns can be escalated to Wiley's Integrity Assurance and Case Resolution team. This team is responsible for the resolution of all research integrity escalations, including data concerns, plagiarism, and conflicts of interest. We provide a transparent route to raise research integrity issues identified by journal editors-in-chief, members of the Wiley staff, or individuals reaching out directly to our [publication ethics inbox](#) or via our [contact form](#).

Academic integrity is equally at the forefront of our minds. We regularly survey instructors and students on the topic. The survey assesses experiences, challenges, and future concerns about academic integrity. From these insights, Wiley tailors its services and communication to address the integrity concerns raised. To see the results of this survey, please visit our [WileyPLUS](#) site. To read the latest on how Wiley is tackling academic integrity, please see [The Latest Insights into Academic Integrity: Instructor & Student Experiences, Attitudes, and the Impact of AI 2024 Update](#) in which we detail ways we are playing our part.

Our WileyPLUS Academic Integrity Pledge is an 11-question quiz designed to educate and support students with academic integrity.

Data privacy and security

As a predominantly digital business, safeguarding our customers' data is a priority topic for us. We are committed to managing personal information lawfully, ethically, and with the highest standards of professionalism and responsibility.

We proactively safeguard our cyber infrastructure and have procedures in place in the event of a cyber incident. We use the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) to guide our cybersecurity procedures and complete annual third-party risk assessments to test these measures.

We also regularly evaluate our first line of cybersecurity defense: our employees. We conduct bi-weekly phishing campaigns across the entire enterprise. All employees, including contingent workers and new hires, receive mandatory and annual security and privacy awareness training. To limit employees' access to customer data or other protected data, we follow the least privilege principle for all employees, unless an exception is requested.



While we train our employees regularly and test our overall cyber security infrastructure, third-party breaches are almost always the culprit behind cyber security incidents. To minimize this risk, all our third parties undergo a privacy and security review and approval process.

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. Wiley only retains data for specified time periods as required by applicable global laws. 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.

Our oversight approach includes the Board, where cybersecurity, data privacy, and information technology risks are within the purview of the Audit Committee supported by the Digital Product and Technology Committee. Board members also participate in annual cybersecurity educational sessions and updates featuring the perspective of outside experts on the current cybersecurity landscape and best practices. Audit Committee members receive quarterly updates on the company's data privacy and cyber security programs from our Chief Information Security and Data Privacy Leader. In addition, our information security and risk management functions present on the current security and privacy landscape.

Even with a strong cybersecurity framework and data security practices, we're not immune to the possibility of a breach. If such a breach happens, we follow our Incident Response Plan (IRP) to help minimize the damage. We constantly revisit, evolve, and update the IRP to cover all possible scenarios. We have not had a material security breach in the last three years.

Responsible supply chain

We expect our suppliers and other vendors to deliver to the same quality and ethical standards that we hold. Our [Vendor Code of Business Conduct \(Vendor Code\)](#) outlines our expectations and covers topics ranging from the respect of intellectual property rights, to environmental responsibility, human rights, and non-discrimination. Vendors are required to attest to the Vendor Code.

Our approach to sourcing paper is a good example of our Vendor Code in practice. While most of our business is digital, we continue to have sizeable groups of customers with a preference for print, and we're committed to responsible print consumption through our products and services. 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. Our Strategic Procurement team helps us put this policy into action every day.

When selecting suppliers, we look for partners with goods and services that meet high environmental and ethical standards. In practice, suppliers with strong environmental performance can help us meet our own net zero targets — further described below in the Climate Action section — faster and more efficiently. Steps we take include:

- doing the legwork to make sure partners and suppliers share our environmental goals, including our net zero commitment, by fielding a formal survey of our Tier 1 and 2 suppliers for the second year in a row in FY24
- requiring our suppliers to follow sustainable forestry practices and keep current with certifications like those from the Forest Stewardship Council (FSC)
- creating and enforcing standards guided by the Environmental Paper Assessment Tool (EPAT) and the Book Chain Project/PREPS database (from the Book Chain Project)
- monitoring risks via the Book Chain Project based on country of origin, labor standards, and other related product processes

In FY24, 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.

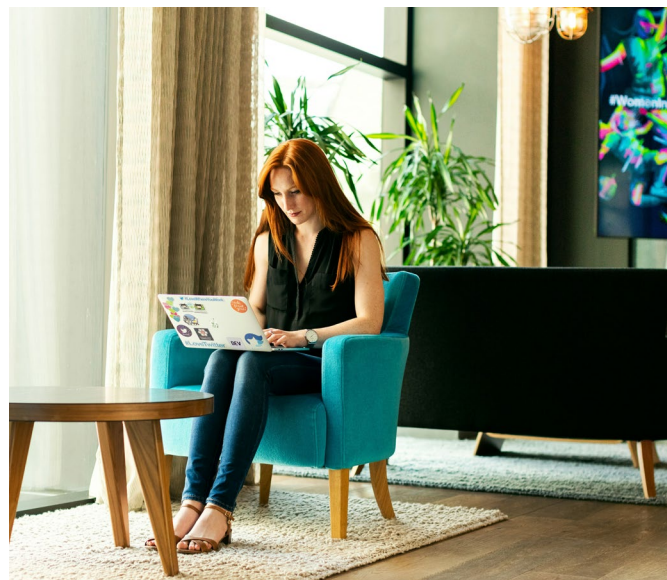
Through this work, the paper in our print products produced at our largest printers must meet our sustainability standards. We take this commitment seriously, and we're also looking more closely at our low-volume niche printers.

To read about how we are working to reduce our supply chain emissions, please see our efforts in the [Reducing our emissions](#) section of this report.

Open access

As one of the most trusted names in scholarly publishing, our mission is to partner with the global research community to ensure trust in research and broaden access. This means ensuring the rapid discovery and accessibility of high-quality research for our authors and readers on a global scale.

One way we do this is through open research. We are committed to unlocking the full power of open access publishing by building a future where answers and evidence are easier to get. We believe that openly and transparently sharing research and data will accelerate the discovery process for the whole world.



We support open research in three key areas:



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 practice:

focusing on transparency, collaboration, and recognition in research and throughout the research publishing process.

“ Open access publishing represents a critical step towards achieving this vision. **By providing unrestricted access to scientific research, regardless of geographic or socioeconomic barriers, we can create a more equitable and inclusive scientific community** where all voices are heard and valued. ”

– Dr. Nicholas Aderinto, Committee Member of the European Academy of Neurology and an Open Access user

Our [survey](#) found that funding remains the biggest obstacle for authors to publish on open access. We're committed to identifying ways to make information more accessible and inclusive, and Wiley's transformational agreements, open access accounts, and funding via Research4Life are helping to remove barriers to publish and broaden participation in research communities by covering the cost of Article Publication Charges (APCs).

People in places that historically haven't had subscription access to scientific and scholarly content benefit the most. This includes people based in low- and middle-income countries (LMICs).

As of FY24, we continued making research accessible.

There are clear advantages when you choose to publish open access with Wiley

You can be confident that your work has the best chance to be read, cited, and shared. Here's the data to prove it.



3.4x Views

On average, open access articles were viewed more than 3 times compared to subscription articles



1.4x Citations

On average, open access articles were cited +40% compared to subscription articles



4x Altmetric Score¹

On average, open access articles generated four times as much Altmetric attention compared to subscription articles

Open access is quickly becoming the preferred publishing choice among researchers. In October 2023, we conducted a [survey](#) of more than 600 authors in 97 countries and found that:

- **75%** of respondents published their work open access in the past 3 years. That's up from 44% in a similar survey we ran in 2021
- **85%** agree that publishing an article open access increases the impact of their work. That's compared to 77% who agreed in 2021
- **47%** of respondents say that typically, funders require them to publish gold open access in either a fully open access journal or any peer-reviewed journal offering an open access option

¹Altmetrics are a simple and effective way of understanding who is engaging with research online and what they're saying

Inclusive access

We help people access the content and services they need to be effective. Whether they're working to advance themselves or impact the world around them, we help people reduce and eliminate barriers to knowledge. This shows up in many ways across the organization, two examples of which include our approach to courseware access and our Research In Support of Equity program.

Access to courseware

Wiley's courseware increases equity and access for students through personalized and adaptive learning experiences. Students can access high-quality content, practice questions, and feedback that match individual needs and abilities. Our courseware offers affordable and flexible options for students to access the course materials they need to succeed. Our approach includes:

- **Affordable pricing for students.** Through our inclusive access program, colleges include the fees for digital course content in their tuition at a deeply discounted rate. Every student has access to all required learning materials on the first day of class. No student has to find the materials on their own, setting everyone up for success. This levels the playing field for everyone.
- **Enhanced connections with faculty.** Our Advanced zyLabs, for example, provide students and instructors with an easy way to collaborate. Students can practice using industry-standard Integrated Development Environments (IDEs) directly within the platform. This eliminates the need for complicated downloads and setups. Instructors can save time and efficiently monitor student progress with auto-grading options.
- **Auto-grading technology.** Our innovative IT labs' auto-graded technology takes virtual machine-based lab technology to the next level. Solutions provide timely and purposeful feedback, creating a sense of individual attention for students.
- **Foundational skills help.** Through programs like Knewton Alta's Foundations of Mathematics and Foundations of Math Self-Study courses, students receive the foundational skills they need to succeed and master basic concepts in math and statistics. Our course delivers extra help for prerequisite or corequisite courses or as a bootcamp. Knewton Alta Foundations of Mathematics is free through institutions that adopt Knewton Alta for gateway courses.



Our transformational agreements include:

- HEAL-Link in Greece
- Joint University Librarians Advisory Committee in Hong Kong
- JUSTICE in Japan
- Universidad Nacional Autónoma de México in Latin America
- South African National Library and Information Consortium in South Africa
- Various North American institutions in the US, Canada, and Mexico

These offerings narrow the achievement gap for students who don't have access to personalized support or instruction.



RISE: Research in Support of Equity program

RISE is a volunteer-led initiative with a powerful mission statement: In moments of social upheaval and reckoning, we look to research to help us understand, reflect, and question how to move forward.

The RISE collection is made up of articles and book chapters that provide historical and geographic context alongside contemporary insights on societal topics. The collection covers nine broad research categories. RISE Content is free to anyone and everyone for six months from the date it is added to one of our collections.

RISE

[International Women's Day and History Month Collection](#)

One of our most viewed collections in FY24.



Inclusive authorship

Our products and services are developed by author communities that we are actively working to make more and more inclusive every day. We are seeking and supporting diverse voices from various backgrounds, disciplines, and perspectives. Through our programs, processes, and systems, we work to ensure that authors have the resources and platforms they need to share their unique insights and contribute to the global body of knowledge.

Research4Life partnership

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 this partnership, we share critical information with researchers, medical professionals, emergency workers, government officials, and academic communities in LMICs. In FY24, R4L granted automatic waivers to more than 6,200 eligible institutions in 84 countries to publish in Wiley open access journals.

R4L enables authors in these countries to publish in our gold portfolio of journals at a discounted or waived APC.

We have provided [discounts for authors in 42 countries](#) when publishing in a Wiley open access journal.

Removing barriers to share LMIC research

+1,500 articles
led by LMIC authors received waived APCs

190 articles
led by authors who received discounts on APCs

Inclusive Publishing

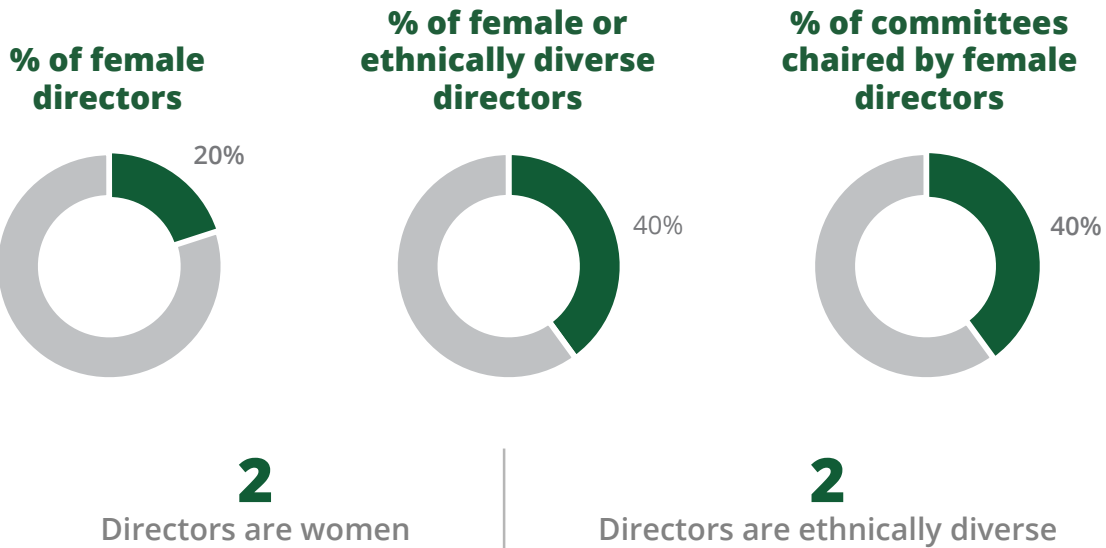
Our [Research DE&I Statement](#) shares our approach to advancing diversity, equity, and inclusion through our editorial and publication process. As part of that, we have adopted reviewer selection guidelines that serve to promote inclusiveness. Some of our guidelines include:

- collating and streamlining DEI-related resources across the company
- onboarding of editors to include DEI best practices
- inclusion of DEI support statement in all editorial contracts
- intake form to directly answer inquiries from editorial teams seeking advice on DEI concerns or inquiries

Our research submission system allows for a gender-neutral “Mx” honorific option, chosen pronouns, and the submission of alternate non-anglicized names, such as indigenous single names or others.

Governance

Wiley's Board of Directors Snapshot



Board oversight of ASK

Our Board oversees our ESG strategy and progress including climate-related issues. Strong governance practices move our ESG priorities forward, and the Board created and uses a customized governance framework for this purpose. Every committee has a role to play, and the Board receives updates on ESG efforts at least annually.

The Governance Committee oversees the governance of the Board, including its composition, director qualifications, independence, diversity, and structure, among other topics. Just as importantly, this committee oversees the integration of specific ESG responsibilities at appropriate Board committees as well as ESG planning and strategy, including management's process for identifying strategically significant and material ESG related issues.



The Audit Committee oversees ESG regulatory reporting and the quality of Wiley’s internal controls relating to ESG-related disclosures. The Audit Committee also oversees our overarching risk management process using Wiley’s Enterprise Risk Management (ERM) framework as well as a dedicated Climate Risk Management program leveraging our ERM’s risk scoring methodology and escalating risks that meet certain thresholds into the ERM risk register. The Audit Committee is also responsible for overseeing the Company’s compliance, anti-corruption, and whistleblowing policies and practices.

The Executive Compensation and Development Committee (ECDC) monitors Wiley’s human capital practices; talent development; diversity, equity, and inclusion initiatives; and culture. The EVP, Chief People Officer (CPO) and the SVP, Rewards engage regularly with the ECDC. Every quarter, the Chief People Officer gives the full Board a detailed report on culture, our inclusion and belonging strategy, and other aspects of human capital management.

At the management level, the CPO maintains executive responsibility for ESG including climate-related risks and opportunities. Our Corporate VP of ESG directly supports the CPO and leads Wiley's dedicated ESG operating model. An ESG Steering Committee, an ESG Program team, a cross-functional ESG Collective, and multiple cross-functional ESG Working Groups all provide additional support for our ESG programs.

- The **ESG Steering Committee** includes all leaders with oversight and strategic advisory responsibilities on the ESG plan. This group actively participates in the risk identification and mitigation planning process and is made up of a cross-functional set of leaders from the controller's office, marketing, compliance and ethics, legal, people, audit, technology, business transformation, and real estate organizations.
- The **ESG Program Team** oversees ESG strategy and program management activity, leveraging insights from across the organization to create and coordinate an ESG program well integrated throughout the organization.
- Our **ESG Collective** is a cross-functional group of colleagues with various roles largely focused on ESG topics, including ESG reporting, ESG sourcing, ESG facilities management, SDG-related publishing, and other key capabilities.
- Our two **ESG Working Groups** — the Climate Impact Working Group and our Social Impact Working Group — bring additional cross-functional expertise focused on executing our climate impact and social impact agendas.



ESG Risk Management

At Wiley, our Enterprise Risk Management program (ERM) identifies, rates, and monitors substantial risks to the business. We built our ERM framework using an impact criteria matrix that looks at three risk dimensions: impact, likelihood, and velocity. High risk priority areas get reported to the Audit Committee. Wiley's Corporate VP of Internal Audit leads the ERM group and oversees the design and use of our ERM framework.

The ERM program evaluates all enterprise-related risks, including technological, legal, human capital, reputational, and operational risks. Every risk is assigned an owner, and every quarter, the Corporate VP of Internal Audit reviews risks with their owners and updates the risk score, impact, and likelihood. We also identify new emerging risks as part of this process. The Executive Leadership team reviews the updates to the ERM risk landscape at least once per quarter.

Our Corporate VP of ESG oversees the development and implementation of a separate Climate Risk Management Framework (CRMF) for identifying and managing climate-related risks and opportunities. The CRMF adopts the scoring criteria of the ERM and escalates any climate-related risks that meet certain scoring thresholds into our ERM program. It offers a dedicated, aligned approach for drilling down into physical and transitional climate risks impacting the organization. Per the Task Force on Climate-related Financial Disclosures (TCFD), we use a climate risk assessment, including stakeholder interviews and third-party analysis, to identify these risks. In FY24, we further developed our CRMF by introducing a new element to classify risk scores into high, medium, and low priority levels. These classifications help add some context to the importance of mitigation plans.

Currently, most of our identified climate risks are scored in the low-risk segment. However, given the importance of climate as a societal challenge, we plan to continue to monitor on a regular basis and continue to refine our data management and modeling practices to ensure that we are appropriately anticipating and mitigating climate-related risks to our business.

We are also working on developing similar frameworks to identify, assess, and manage other ESG-related risks and opportunities.



Ethics and compliance

We manage and operate our global business in line with our values and commitment to responsible business practices. Our culture of integrity starts with our compliance and ethics program including our [Business Conduct and Ethics Policy](#). The Chief Compliance and Ethics Counsel (CCEC) oversees the Compliance and Ethics program and works to identify compliance risks or changes that should be made to the policy and collaborates with key stakeholders on those changes.

Our Policy helps our people live up to our legal and ethical standards. Our reputation for ethical practices and fairness in business dealings with others is important, and the Policy helps us maintain it. Colleagues participate in an annual compliance and ethics training, which covers the topics in the Business Conduct and Ethics Policy, including anti-bribery and anti-corruption. We ask everyone to acknowledge the Business Conduct and Ethics Policy once each year. In FY24, Wiley achieved full participation by colleagues in the required compliance and ethics training.

We encourage colleagues to contact Compliance and Ethics with any questions and to report concerns through our whistleblowing channels, which include a channel run by an independent third party through which colleagues and outside parties can confidentially or anonymously raise concerns about illegal or unethical conduct or policy violations, 24-hours a day, seven days a week. Outside parties, including vendors, are also notified about our whistleblower channels in our [Vendor Code of Conduct](#).

In FY24, we had:

- 18 total matters raised through whistleblower reporting channels
- No incidents of corruption within the reporting period

Our Chief Compliance and Ethics Counsel or designee reviews and investigates reports received through the Whistleblower reporting channels. Investigations include an evaluation of root cause findings and recommendations for remedial action. Remedial action can include recommendations for enhanced policies, procedures, training, and disciplinary action in appropriate circumstances.

It's the people that make Wiley special, and our culture is rooted in empowerment. We work to create an environment where everyone can speak up and have their voices heard.



People

Our culture

Wiley is a place that attracts brilliant minds and passionate change-makers, and we don't take that for granted. Every colleague deserves to be valued and respected. We welcome individuals as they are and embrace the background they bring. We enjoy people who get excited about learning and who are curious by nature. And we work to move the needle every day: for our customers, our collaborators, and the communities we collectively serve.

Our people metrics

As of April 30, 2024, we employed approximately 6,400¹ colleagues worldwide, including approximately 870 placement candidates in the Wiley Edge product offering.

Our human capital metrics summary as of the end of FY24:

Colleagues by region²



Global gender representation³

Total global workforce:



Global senior leaders⁴:



US people of color⁵

Total US workforce:



US senior leadership:



¹ Colleagues are regular full-time and part-time employees, Wiley Edge placement candidates, and excludes interns or contingents

² Based on full-time and part-time employees only, excludes Wiley Edge placement candidates

³ Captures those who identify as binary

⁴ Senior leadership is defined as Vice Presidents, Senior Vice Presidents and Executives

⁵ Person of Color (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. Excludes Wiley Edge placement candidates

Inclusion and belonging

We're learners at our core, a company full of people who are curious and interested in growth. We approach our culture with this same mindset. We keep learning. We keep seeking out diverse experiences. Above all else, we keep our standards high.

We cultivate a workplace centered on belonging by investing energy in four strategic pillars of our culture:

- **Enhancing our foundation**, continuously improving in our people systems and practices
- **Understanding our people**, using data insights to guide our efforts
- **Fostering an inclusive community**, supporting a nurturing social and cultural environment for all colleagues
- **Creating impact through our business**, leveraging our core business mission as a knowledge company to generate broader community impact



10 REDUCED INEQUALITIES



When we hire new people, we do it in a way that promotes innovation, diversity, and inclusion. We also create professional homes for our colleagues that can span decades, so we invest in ongoing learning and development to ensure that everyone in the organization continues to develop throughout their careers.

We do this through continually enhancing the systems and practices we use to attract, retain, develop, and enable our colleagues to deliver on what our customers and communities need from us.

“ We want to serve the people who are hungry for knowledge, and we know that **we need fresh and diverse ideas from different backgrounds and experiences** to do that. We care about creating a welcoming space where our colleagues can grow, our customers can explore their interests, and we can make a positive difference in our communities.

”

– Danielle McMahan, EVP, Chief People Officer

We put people first in our hiring process and look for partners that can help us reach more diverse candidates. In FY24, we specifically expanded key partnerships that help us better connect with people of color, people with disabilities, women, and veterans.

Wiley partnered with the American Publishing Association and United Negro College Fund (AAP-UNCF) offering paid summer internship program to college students interested in the publishing industry, attracting students across functions. We matched each intern with a Wiley mentor.

We work hard to reduce bias in hiring. We evaluate job descriptions for inclusive language before we post them. Our teams look for different dimensions of diversity in resumes before going to hiring managers.

We hold ourselves accountable for our progress. Our DEI leader oversees our approach, our [Global – Diversity and Inclusion Policy](#), and our [EEO-1 policy](#), and reports progress quarterly to our Board of Directors. Our Global Inclusion Council moves us toward our vision of an inclusive culture.

We are a signatory of CEO Action for Diversity and Inclusion. We believe DEI is a societal issue and that collaboration and bold action from the business community is vital to driving change at scale. A set of our initiatives live on the action database.

CEO **ACT!ON FOR
DIVERSITY & INCLUSION**

Driving industry action

Wiley is committed to creating industry change. We are a signatory and steering committee member of the [Joint commitment for action on inclusion and diversity in publishing](#). We've made four commitments as part of this initiative:

1. Understand our research community
2. Reflect the diversity of our community
3. Share success to achieve impact
4. Set minimum standards on which to build


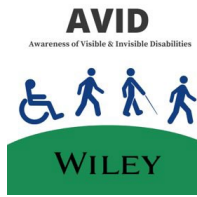








In the UK, we're a signatory to the [Publishers Association Inclusivity Action plan](#). The plan includes a set of 10 commitments for publishing businesses spanning 2023 through 2026. The Publishers Association, a UK-based organization, and its plan signatories are encouraged to build UK workforces that reflect national demographics at all levels including race, socioeconomic background, disability, gender, and sexual orientation. Industry-level results will be reported bi-annually.

Employee resource groups (ERGs)

Our 10 ERGs enhance our inclusive and welcoming workplace. Our ERGs build community, celebrate culture, and advocate for our diverse communities. We position our ERGs to be strong advocates for the colleague perspective and proactively partner with them when evaluating and rolling out new policies, processes, and practices.

Our senior leaders engage with our ERGs through our ERG Champions program. We match each ERG with executive and senior leaders who serve as mentors, allies, and advocates for the ERG communities.

Our ERGs

			
<p>Asian and Pacific Islander Resource Group</p>	<p>Awareness of Visible and Invisible Disabilities (AVID)</p>	<p>Black Employee Resource Group (BERG)</p>	<p>Generation Wiley</p>
			
<p>Global Green Group</p>	<p>Hispanics, Others & Latin Americans (HOLA)</p>	<p>Military and Veterans</p>	
			
<p>Pride@Wiley</p>	<p>Wiley Women in Technology (WWiT)</p>	<p>Women of Wiley (WoW)</p>	

Some FY24 Highlights

We conducted a virtual ERG Fair focused on the importance of building a strong culture, how ERGs play a big role, and the benefits to the business and individual colleagues.

Awareness of Visible and Invisible Disabilities (AVID)

Collaborated with Diversity, Equity, and Inclusion and Employee Relations to refresh our US Accommodations Policy and Processes

Hispanics, Others & Latin Americans (HOLA)

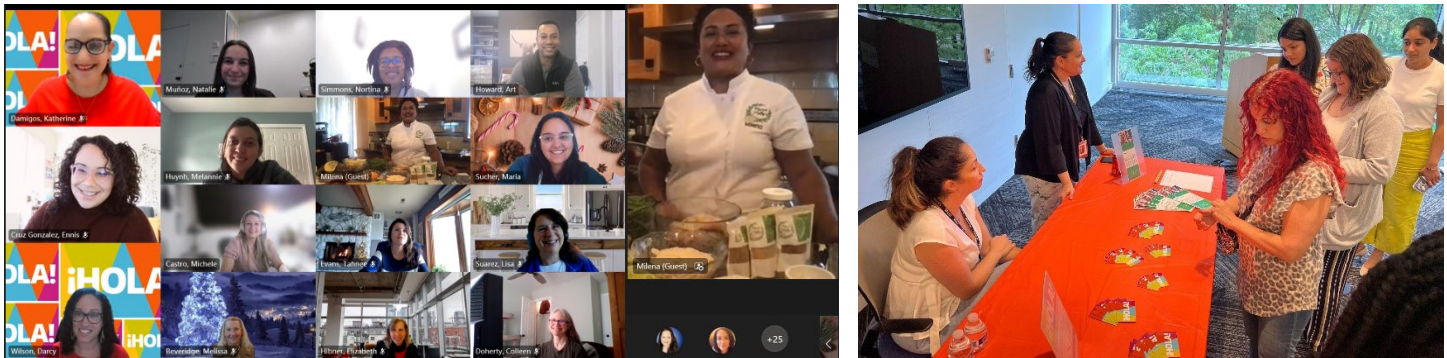
Held a series of educational events with topics including financial literacy, mental health, cooking, dancing, and wellness

Wiley Women in Technology

Developed and rolled out a mentorship program

Global Green Group

Joined with RISE to curate a Planet vs Plastics collection of research on themes of environmental and social impacts of plastic pollution



HOLA activities throughout the year at Wiley

“ Being an active part of ERGs has expanded my network across all of Wiley. Whether it's within Generation Wiley, or from across the ERG leaders, I've met loads of amazing people who I wouldn't have otherwise crossed paths within my smaller work circle. ”

- Virtual ERG fair participant

Growth and development

From the moment someone joins the company, their learning journey with Wiley begins.

New colleagues attend a two-day virtual orientation session, receive role-specific training, and are assigned a new-hire buddy. Getting to know at least one person well right away is the key to building a supportive network and quickly feeling a sense of belonging. We use learning analytics to track progress and connect new hires to resources, so no one gets overlooked or left behind.

Within the first 90 days on the job, every new colleague starts Chart Your Path Early to map out an intentional path to growth including training and other development resources. This could include:

- **Social learning** — There's no shortage of digital training opportunities. We offer all types of training tools on our internal systems. Colleagues can take advantage of peer learning within social channels, our dedicated Learning@Wiley channel, and a Champion Your Career Channel.
- **Mentor learning** — Many departments offer shadowing opportunities between tenured and newer colleagues. Our ERGs offer educational speakers and programming to the workforce.
- **Formal learning** — We provide free access to 20,000+ courses and certifications on LinkedIn Learning, Gartner Manager Resources, and internally developed training within Workday Learning.

Learning doesn't stop after our colleagues are onboarded. They continue to grow through a variety of digital and in-person learning and development programs throughout their careers. Colleagues can take advantage of cross-functional experiential learning project opportunities posted on our Talent Marketplace. Getting involved is a great way to advance their own learning. Some departments offer their own experiential activities for specific functions, including hands-on learning/ guided simulations of databases, systems, and processes they use day-to-day.

91% of Wiley employees take advantage of our learning programs

6.8 formal learning hours delivered per full-time employee in FY24

“ A particularly meaningful skills development opportunity was my leadership role in the Value Based Messaging Program, developed for our Recruitment Career Centers business. **The results from this program have permeated everything I do in Wiley.** It provides the foundation when defining goals, evaluating opportunities, developing clear communication and assets, eliciting buy-in from stakeholders, and strategic planning. ”

- Sue O'Neil, Commercial Strategy Director

Enabling leaders

Maintaining a growth culture requires an ongoing investment in leadership skills and capabilities in the organization. Our Leading@Wiley program is adapted from *The Leadership Challenge*, a Wiley product widely recognized as one of the world's foremost leadership development resources. We are in the middle of a multi-year program that aims to equip all our leaders with the Leading@Wiley model by the end of FY25.

For FY24, Leading@Wiley was available to directors and above as well as people managers with five or more direct reports, for a total of 803 leaders.

We're proactive about reviewing leadership talent at all levels to look for development needs.

Our model encourages growth across all types of learning, including programs created by our own subject matter experts. We use a series of 360 assessments, executive coaching, and external development opportunities to help develop our pipeline our future leaders. Our primary leadership development offerings are developed and delivered in partnership with:

- Chicago Booth – Executive Finance Program
- eCornell – Building a Diverse Workforce
- Harvard Business School – Leading with Finance
- McKinsey – Leadership Essentials
- Stillman School of Business, Seton Hall – Transformative Leadership
- Wharton School – Finance for Executives

Our formal program of enterprise succession planning ensures a robust pipeline of leadership talent. We focus on readiness through targeted development plans that prepare leaders to step into their next roles.

We set and achieved the following participation goals

Goal:

70% overall participation for FY24

Achieved:



Goal:

90% participation for VPs and above for FY24

Achieved:



Case Study

Nine years ago, a woman joined us in the EMEA region as a senior brand manager. Her growth led her through brand management and then to the role of Content Products and Digital Events Director. In FY24, she earned a promotion to Group Vice President, Audience Solutions. She credits her successful career progression, in part, to her deliberate development plan, including:



360 development



training on developing strategic storytelling skills



executive coaching



targeted experiential learning on mergers and acquisitions



participation in the Women in Leadership program



She now leads a team of seven leaders at the director through vice president levels and an organization of 60 leaders and colleagues.



Managing, rewarding, and recognizing performance

We use a high-touch performance management system. Leaders have frequent, meaningful discussions throughout the year, focusing on personal and business growth. Each fiscal year starts with goal setting, and our cycle involves regular check-ins to look for progress, discuss where more support is needed, and prioritize future goals. At the end of the year, a performance review sums up these conversations and evaluates colleagues on Commitments, Impact, and our Wiley Values.

96% of regular employees¹ who started before fourth quarter of FY24 received performance reviews.

We are committed to providing fair and competitive pay to attract, reward, and retain our employees who deliver sustainable results every day. We offer the same competitive pay to all our employees, regardless of location or the business. Our reward system is inclusive, equitable, and transparent. We recognize and reward high performance and encourage professional growth.

We want all our colleagues to feel supported and cared for, whether it's their first day at work or their thousandth. We offer a comprehensive suite of benefits to both our full- and part-time colleagues around the globe.

As a global company, our benefits vary by country. However, the core of our program in every location is caring for our colleagues and their families. All employees have essential benefits such as health, dental, and retirement.

We offer additional benefits to support our colleagues' well-being including the following programs:

- Happy (half day) Friday — available June through August
- Focus Fridays — from September through May, colleagues are encouraged to use Friday afternoons for learning and development
- Tuition reimbursement
- Community – Financially matches charitable donations and volunteer hours
- Emergency Relief Fund — hardship grants for colleagues
- Headspace — an application offering meditation and a focus on mindfulness
- Peppy — an application offering menopause support (US, UK, and global app)

¹ Regular employees are full-time and part-time employees and exclude interns or contingents

Corporate giving

As a leading partner to a global community of nonprofit organizations, we know the power of giving back. Through philanthropic activity, coordinated volunteering, and corporate partnerships, we're focused on making a difference in our global communities and the many local communities where we have a presence.

Corporate giving and volunteering

We encourage our colleagues to make a difference. Our corporate giving and volunteering program matches colleagues' monetary donations, makes financial contributions to match volunteer activities, and provides structured volunteering opportunities in our local communities. Beyond that, as an organization, we make direct contributions to nonprofits that support our local communities or drive progress on global societal issues relevant to our organization.



FY24 Workforce in the Community Impact Data:

- \$220,520 matched employee and Board donations to charitable organizations
- \$598,420 in total corporate donations (directly and via employee match)
- More than 500 organizations supported through a combination of matching employee donations and direct corporate giving

World Cleanup Month



In recognition of World Cleanup Month in September, we invited colleagues around the world — and their families — to participate in a global cleanup effort. We've made this event a month-long opportunity for us to collectively drive impact in the communities we live and work in and suggested four ways for our colleagues to participate:

- | | |
|---|---|
| <p>1 come together as local communities of colleagues for a clean-up event</p> | <p>2 participate independently or with family and friends at a community event or in colleagues' own neighborhoods</p> |
| <p>3 choose to donate through our colleague giving platform</p> | <p>4 engage with a curated list of learning resources to upgrade personal knowledge of the climate crisis</p> |

Throughout the month, more than **150 colleagues across 20 global locations** gave their time to help clean-up their local environment and make a difference in their communities.

Climate action & sustainability



As a founding signatory of the Publishers Association's Publishing Declares Climate Action Pledge, we put our name on the line to show our commitment to setting ambitious climate targets, raising awareness, and promoting sustainability.

We're one of the world's leading publishers of research and learning content, we partner with more than 60 scientific societies working to address climate change, and we publish more than 130 journals that cover climate science.

For us, playing our part to alleviate the impacts of climate change on our planet and our society isn't just a business decision. It's an obligation. In the context of our customer relationships and our publishing partnerships, this means contributing to the scientific discussion by publishing valuable research on climate change and what can be done to lessen its impact and effects. However, our responsibility does not end with the information we put out into the world. It extends within our own virtual walls. At Wiley, we are committed to reducing our company's environmental impact and improving our environmental performance in every way we can.

We identified climate change and risks as a priority topic for our environmental impact agenda through our stakeholder engagement. Climate change, however, cannot be tackled on its own. It's intricately linked to other environmental health considerations. That's why we're working to address climate change holistically. And it's why we're fully committed to reducing our impact on the environment and enhancing our own sustainability performance. Our approach to managing our footprint involves many different actions including:

- implementing energy-efficient measures
- reviewing our sourcing practices
- educating our colleagues
- identifying opportunities for resource conservation



Wiley pledges to:

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

In CY23, we published more than **25,000** articles and reviews focused on environmental-related SDGs¹.

In FY24, we partnered with **63** climate science societies and published **137** journals related to climate science.

¹ Includes SDG6 Clean Water and Sanitation, SDG7 Affordable and Clean Energy, SDG13 Climate Action, SDG14 Life Below Water, and SDG15 Life on Land

Our strategic priority areas focus on reducing key risks:



Carbon Emissions from Operations



Energy Consumption



Carbon Emissions from our Value Chain



Resource Use and Waste



Transport and Distribution

Pathway to reducing our emissions

We're working to reduce our direct environmental impact by managing greenhouse gas (GHG) emissions in our own operations and within our value and supply chain. We aim to drive progress in this regard in every way we can including:



- setting science-based targets to reduce GHG emissions
- engaging in responsible sourcing and production practices
- aiming for sustainability certifications and standards in our operations and supply chain

We measure our full scopes 1, 2, and 3 emissions — it's the right thing to do and it also helps us and our stakeholders fully understand our impact. We've set emission reduction targets that have been validated by the Science Based Targets initiative (SBTi). And we publicly disclose our progress through frameworks like TCFD.

Our scopes 1 and 2 emissions are the carbon emissions that come from our operations. While these represent a small fraction of our total emissions, we are committed to managing them in thoughtful and effective ways. Our scope 3 emissions come from our value chain and make up the vast majority of our emissions. A good chunk of our scope 3 emissions come from purchased goods and services, such as production costs, content development, and related aspects.

SBTi Targets

In FY22, we committed to setting SBTi targets and followed up by formally doing so in FY23. In FY24, SBTi validated our targets. Since then, we've made a plan to meet these targets and have started to implement it. Our targets are:

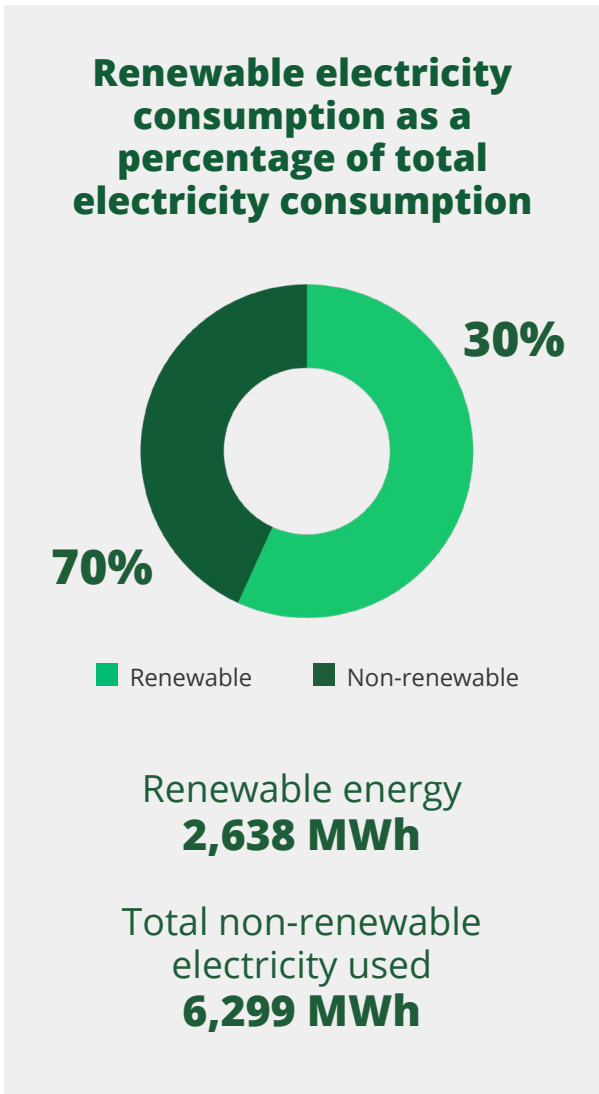
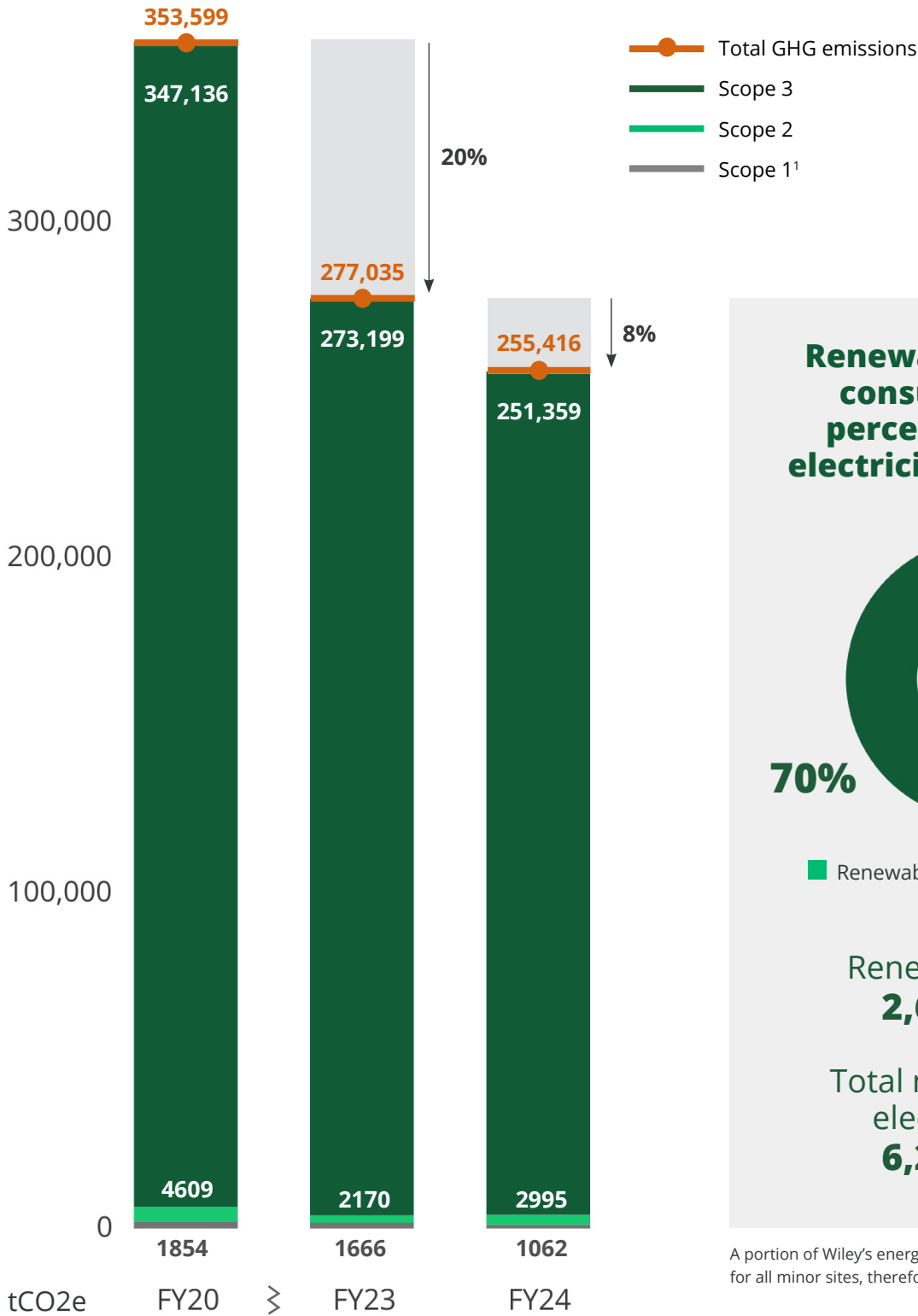


Reduce scope 1 and 2 by 50% by FY30, from a FY20 baseline

Reduce scope 3 (categories 1, 2, and 6) by 50% by FY30, from a FY20 baseline

Commit to net zero by 2040

GHG Emissions



A portion of Wiley's energy consumption has been estimated, notably for all minor sites, therefore these figures are an approximation

¹Scope 2 emissions are market-based emissions

Greenhouse Gas Emissions (tCO₂e)¹

	FY20	FY21	FY22	FY23	FY24
Greenhouse Gas (GHG) Emissions - Scope 1	1,854	1,662	1,814	1,666 ²	1,062
Greenhouse Gas (GHG) Emissions - Scope 2 (market-based)	4,609	2,800	2,666	2,170 ²	2,995
Greenhouse Gas (GHG) Emissions - Scope 2 (location-based)	5,931	3,619	3,441	2,901 ²	3,114
Greenhouse Gas (GHG) Emissions - Scope 3³	347,136	14,550 ⁴	27,014 ⁴	273,199	251,359
Total GHG Emissions (market-based)	353,599	19,012 ⁴	31,494 ⁴	277,035	255,416
Total GHG Emissions (location-based)	354,922	19,831 ⁴	32,269 ⁴	277,766	255,534
Reduction of Total GHG Emissions from FY20 Base Year (market-based)	N/A	N/A	N/A	21.6%	27.8%
Emissions Intensity (scope 1 and scope 2 (market-based) tCO₂ e/\$ Million Revenue in USD)	3.5	2.3	2.2	1.9	2.2

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

² FY23 Scope 1 and Scope 2 data was restated moving district heating from Scope 1 to Scope 2, in line with the GHG Protocol guidance

³ FY20 and FY23 Scope 3 data was restated to account for the following changes: category 1 now includes spend items that have associated emissions into the inventory. Category 2 reflects an update on inventory data. Category 7 changes the commuting methodology

⁴ FY21 and FY22 partial Scope 3 emissions

During FY24, our colleagues took big steps toward emissions reduction and meeting the challenging goals we set for ourselves. Our climate action plan toward net zero revolved around:

- facilities and fleet
- suppliers
- journal product

We constantly track the status of our net zero commitment and make changes as needed. We opted to move away from carbon offsets as a means to achieve carbon neutrality and instead focus on the above strategy to move ever closer to our net zero goal.

From our operations

Our [Environmental Policy](#) outlines our commitment and key ways we plan to reduce our impact. To reduce our direct energy consumption and emissions, we're taking action on three different dimensions: physical changes, education, and identifying opportunities. During FY24, we reduced our impact by:



- implementing energy efficient measures at our offices, including installing LED lighting and sensors and energy-efficient HVAC systems at many locations
- several of our owned and leased offices, distribution center, and warehouse locations already use renewable electricity and for the remainder we purchase Energy Attribute Certificates (EACs)
- creatively encouraging colleagues to make environmentally conscious decisions, such as more efficient energy choices, by posting reminders throughout our office space that show sustainable behaviors
- adopting a real estate optimization program that works with our hybrid work model to help reduce our physical footprint, improve efficiency, and fleet emissions
- educating our colleagues on sustainability; we only succeed if our colleagues invest in the effort

Environmental training for colleagues

We provide our colleagues with access to **LinkedIn Learning** courses, and we promote courses like Daily Habits to Live Sustainably and Navigating Environmental Sustainability: A Guide for Leaders.

Through our participation in the industry coalition the **Book Chain Project**, our supply chain team colleagues have access to a wide variety of content and seminars as well as centrally-sourced data on supplier emissions for those organizations involved in the production, manufacturing, and distribution of books and other print publications.

We invest in climate-related risk training and capacity building for key talent through the **UN Global Compact Accelerator programs**.

Third-party training on climate and environmental landscape keeps colleagues updated on the latest developments and best practices in climate risk.

Wiley's Green Group

Our employee-led environmental responsibility group, the Wiley Green Group, serves as sustainability champions in the organization.

This group organizes activities and shares information to raise awareness about the importance of environmental conservation, and their work reaches colleagues worldwide. Beyond providing links to podcasts, books, newsletters, documentaries, and other resources, the group looks for ways to get hands-on with its mission. Community engagement activities like our digital clean-up day, invited speakers, and community action events give all colleagues a chance to get involved and make a difference.



In our supply chain

Most of our value chain emissions come from purchased goods and services, such as production costs, content development, and related aspects. While there are a wide range of contributors to our scope 3 emissions, air delivery plays an outsized role. Whenever possible, we strategically print materials close to where they are going. This minimizes transportation and reduces our product distribution carbon footprint.



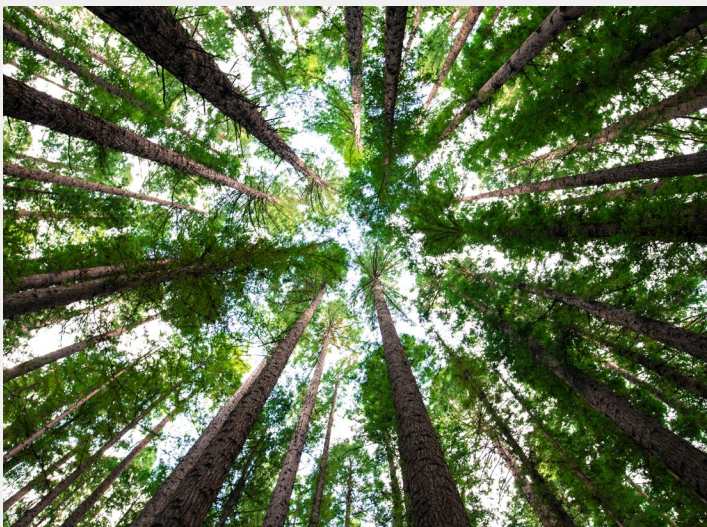
During FY24, we cut total value chain emissions by:

- consolidating vendors and other third-party partners and service providers, reducing overall spending
- continuing migration to a digital-first business, particularly in our research journals publishing program
- piloting printing innovations like zero-inventory model distribution, to help reduce our product warehousing footprint, shipping and transport requirements, and waste
- investing in a carbon data management reporting system to monitor progress in real-time

20%

of our print vendors are certified to ISO 14001

Our Strategic Procurement team upholds our commitment to sustainability on the day-to-day. The team receives specialized training on how to keep sourcing practices aligned with environmental objectives. This includes funded access to private communities of ESG professionals from all different industries as well as sector-specific training programs. Please see the [Responsible supply chain](#) section of the report for more information on how our Global Sourcing team is playing their part to reduce Wiley's impact.



Through our partnership with Trees for the Future, a tree gets planted for every copy of a journal we actively stop printing. **We surpassed our goal of one million trees planted by May 2024!**

In calendar year 2023 alone, we funded 470,492 trees planted, 376 forest gardens, 376 farmers being trained, and 3,011 family beneficiaries.

Reducing waste and water use

As we continue to grow our digital product portfolio, we decrease what we print overall. What we do print, we print close to where it's going wherever possible, minimizing transportation, and cutting our product distribution carbon footprint.



As a mostly 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 transitioning to easier-to-recycle materials with lower environmental impact, such as replacing plastic mailers with paper-based alternatives in many locations
- optimizing the size and design of packaging to reduce material and waste while still protecting the product
- removing polybags from the distribution process by transitioning batches of titles to paper packaging 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 Digitunity to extend the life of our products, by reusing or recycling hardware

In an effort to do everything we can to minimize our impact, we monitor our water use at some locations and are aware that some of our office locations sit in water stress areas. Plus, we do not own or lease any area next to key biodiversity areas.

Waste and Water	
Waste tonnage generated (tons)	182¹
Waste tonnage incinerated (tons)	36²
Non-hazardous waste to landfill ³	50.6%⁴
Non-hazardous waste recycled	27.60%
Water use (megaliters)	26.6⁵
Water use from water-stress areas ⁶	8%

¹ Data is from our Hoboken, Weinheim, Bognor, Chichester, Oxford and Athens offices

² Includes only the UK offices

³ Wiley does not directly produce hazardous waste

⁴ Includes only the UK offices

⁵ Based on data from the UK offices and estimates for the remaining water serviced offices

⁶ 36% of our sites are in high water-stress areas as defined by World

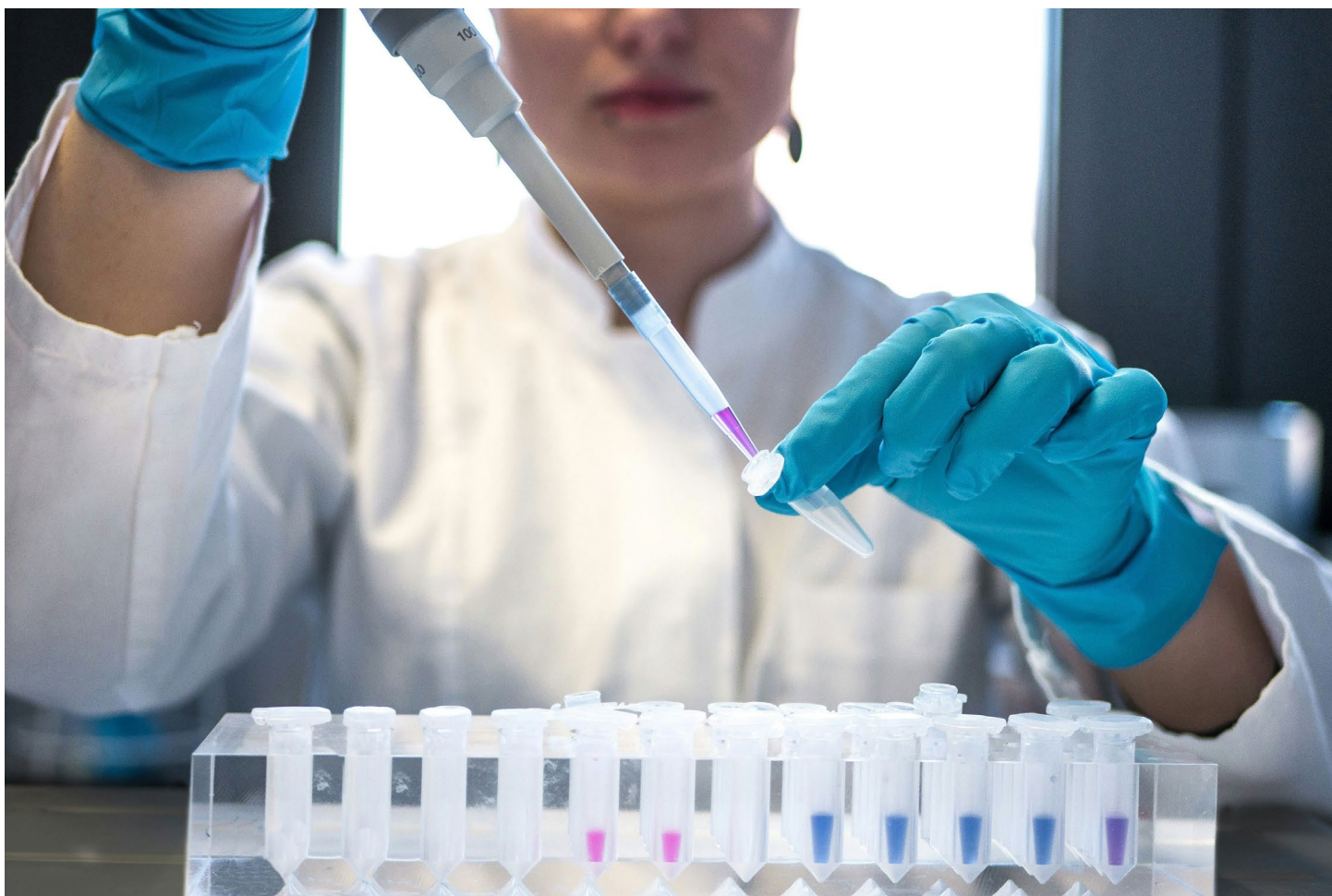
The Wiley Foundation

Established in 2001, The Wiley Foundation recognizes and fosters scientific achievement and discovery through the Wiley Prize in Biomedical Sciences. We have since expanded the scope and mission of the Foundation to support researchers, students, and learners in STEM disciplines seeking to better themselves, their communities, and society through knowledge and discovery.

The Wiley Foundation presents the International Wiley Prize in Biomedical Sciences each year. The impressive list of past awardees includes winners of the Nobel Prize and the Lasker Prize in basic medical research.

The Wiley Foundation awarded \$50,000 to each recipient to advance biomedical research. In FY24, Judith Kimble, Allan Spradling, and Raymond Schofield received the Wiley Prize in Biomedical Sciences for their discovery of the stem cell niche, a localized environment that controls stem-cell identity.

Learn more about [The Wiley Foundation](#).



Appendix

Scope

Unless otherwise specified, all information and data included in this Wiley FY24 ESG Annual Report are from FY24, from May 1, 2023 to April 30, 2024.

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 Goals 4—Quality Education, 10—Reduced Inequalities, and 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.

TCFD

Please find our latest Corporate Task Force on Climate-Related Financial Disclosures (TCFD) Report on our [IR website](#).

SASB

Wiley reports per the Sustainability Accounting Standards Board (SASB) for the Media & Entertainment industry. Responses within this SASB response 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	<p>Women make up 33% of our executives, 51% of our non-executive management, 60% of our professionals, and 53% of all other employees.</p> <p>Wiley encourages diversity at all levels of our organization: 11% of our executive management is considered diverse, 34% of non-executive management is diverse, 34.5% of our professionals are diverse, and 49% of all other employees are diverse.¹</p>
SV-ME-260a.2	Description of policies and procedures for ensuring pluralism in news media content	Wiley does not produce news media content.

¹ Diversity stats include all employee types (regular (full time), intern, fixed term, casual and Wiley Edge Placement Candidates (alumni and trainees)) except contingent workers. Data includes our US colleagues only. Diversity here refers to racial/ethnic group representation, including Hispanic or Latino, Asian, American Indian or Alaskan Native, African American, Native Hawaiian or Pacific Islander, Unknown, two or more races and other

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	<p>Wiley has a designated Content Protection team that investigates infringements of copyright and trademark rights and takes appropriate actions to remove infringed content.</p> <p>The team keeps a repository of resources available to colleagues to educate them about infringement issues and how they can help report issues. The Content Protection team continuously scans online ecosystems to identify piracy, infringement, and other trademark issues.</p> <p>Other ways Wiley ensures IP protection are:</p> <ul style="list-style-type: none"> • use of AI model trained on Brand Protection infringement data • IPSecure project to address counterfeit books on Amazon • educate affiliates on the issues and include content protection contractual clauses
--------------	---	---

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 274,500,000 unique visitors to the Wiley Online Library in FY24. 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, 2024, we published a total of 1,900+ journals and databases.

UNGC index

Wiley has been a signatory to the United Nations Global Compact since 2021. The index below and this report serve as our Communication on Progress (COP).

Human Rights	
Principle 1	Business Conduct and Ethics Policy , Global - Diversity and Inclusion Policy , EEO-1 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 - Diversity and Inclusion Policy , EEO-1 policy , Open access , Inclusive access
Environment	
Principle 7	Business Conduct and Ethics Policy
Principle 8	Climate action and sustainability
Principle 9	Climate action and sustainability
Anti-Corruption	
Principle 10	Ethics and Compliance ; Business Conduct and Ethics Policy

Stakeholder engagement

Investors	We engage with investors through earnings presentations, ad hoc investor meetings, and our investor relations website. We report on our progress via our regularly scheduled quarterly and annual filings as well as this report and in dedicated ESG evaluations like CDP (formerly the Climate Disclosure Project) and the S&P's Corporate Sustainability Assessment.
Customers	We try to meet customers' needs by engaging them in different ways depending on their preferences. Some customer engagement examples include account management, eCommerce transactions, Voice of the Customer, customer surveys, customer advisory boards, focus groups, client conferences.
Partners	Our business is built on partnerships. We regularly engage with our publishing partners by publishing their research and learning content. Our channel partners help us make our books, journals, and other knowledge products accessible around the globe. And our industry partners guide our industry to make informed decisions and drive progress in the sector.
Colleagues	We conduct employee engagement surveys twice a year. We do pulse surveys and quarterly town halls. We also host listening sessions through different levels, teams, and geographies to hear from our colleagues and incorporate new ideas.
Vendors	We are committed to knowing our suppliers and learning about their sustainability goals and practices. We also make sure that their values align with ours. In FY24, we formally surveyed our suppliers to get more information on how they work in sustainable ways. We also completed the EcoVadis supply chain survey.
Advertisers	We openly promote advertising opportunities to current and prospective advertisers in fields and industries covered by our portfolio of publications and important to our readers. We select advertisers carefully, following a set of thoughtful terms and conditions. We require advertisers to confirm accurate, truthful, appropriate, and non-offensive content. We regularly review marketing content to make sure everything is in line with our brand and tone of voice guidelines.

WILEY