WILEY

Advancing sustainability through knowledge

FY26 SUSTAINABILITY REPORT



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CEO Letter

Matthew Kissner
President and CEO

For 219 years, Wiley has worked to share knowledge around the world, ensuring that people everywhere can trust our content and use it in the work they're doing.

We started as a small print shop in Manhattan. Today we're a global, digital company. Our core mission has carried us through the industrial revolution, wars, recessions, and every major shift in the knowledge industry to date. Now we're navigating another one: the age of artificial intelligence.

AI is already changing how people learn, work, and make decisions. It's accelerating discovery and helping people solve hard problems faster than ever. It's also raising the stakes. The more powerful the tool, the more it matters how it's built and how it's used.

Over two hundred years of experience tells us that knowledge and trust have to advance together. One without the other doesn't hold.

As a company built on science and learning, we're in a unique position to shape what responsible AI looks like. We're supporting researchers, authors, educators, and institutions as they determine how to use these tools well. We're investing in technology and partnerships that speed up discovery while ensuring integrity. And we're making sure human expertise stays at the center of how knowledge makes an impact.

Here's what that looked like this year.

We put our AI principles to work. Back in 2023, we adopted four principles to guide everything we do with AI: human oversight; trustworthiness and transparency; safety and fairness; and governance and accountability. This year, we continued building responsible AI into our products and pushing the conversation forward on AI's impact.

In 2026, we were the only publisher to sponsor the AI for Good Global Summit, standing alongside governments and technologists shaping how AI serves people and the planet.

We raised the bar on catching AI fraud.

In 2026, we integrated Imagetwin's image-screening technology into our existing research integrity tools, adding to the nearly 30 automated checks and human review we already do. In pilot testing, it caught more than three times as many image integrity issues as human reviewers working alone.

We also gave authors and editors clear guidance on how to use AI responsibly. Building on our AI guidelines for book authors, in October 2025 we released practical AI guidelines for researchers. We didn't guess at what they needed. Instead, we asked them directly. Our 2025 ExplanAItions study found that 84% of researchers are already using AI, and 73% told us they want more help from publishers to use it well.

We turned sustainability commitments into action.

Since FY20 (2019-2020), we've reduced our total greenhouse gas emissions by 28%, while improving the data, controls, and governance behind our climate program. This year, we achieved limited assurance over our FY26 Scope 1 and Scope 2 emissions and launched the Lean Environmental Advancement Framework (LEAF), a company-wide program that empowers colleagues to turn sustainability priorities into practical business actions.

We also passed a major milestone: more than one million Wiley articles and reviews are now linked to the UN Sustainable Development Goals, helping communities, institutions, and policymakers tackle some of the toughest environmental and social challenges. About half of the research we published in 2025 was open access, and our open access agreements are expanding how peer-reviewed knowledge is accessed and shared around the world.

We added more trusted knowledge into the AI tools that people use.

In October 2025, we launched the Wiley Scholar Gateway, making scholarly content discoverable through tools like Claude, ChatGPT, and Vibe (Mistral). We also partnered with OpenEvidence, one of the most widely used medical AI platforms in the world, so more physicians can make clinical decisions based on the latest peer-reviewed research. These are just two of the many ways that we're helping ensure the integrity of information accessed through AI applications.

Sustainability is about stewardship. Every generation inherits both responsibilities and opportunities. Ours is to protect the integrity of knowledge, support the people who create it, and make sure innovation adds up to a future that's both prosperous and sustainable.

How we steward knowledge is changing. Why we do it isn't. Every day, our authors, researchers, educators, society partners, and colleagues turn knowledge into impact. Together, we're helping to shape the future of knowledge so it's not just more intelligent, but also more responsible, inclusive, and sustainable.

About this report

Scope

Unless otherwise specified, all information and data included in this FY26 Sustainability Annual Report relates to fiscal year 2026 (FY26), from May 1, 2025, to April 30, 2026. Data points throughout the report are rounded for simplicity and clarity.

At Wiley, sustainability is about creating long-term environmental, social, and economic value through both the knowledge we help advance and the way we operate our business. Our Advancing Sustainability through Knowledge (ASK) strategy provides the framework for translating this ambition into action across our products, services, operations, and value chain.

Environmental, Social, and Governance (ESG) is the framework we use to measure and report our sustainability performance across Environmental impact, Social responsibility, and Governance. It's how we hold ourselves accountable. We report in alignment with globally accepted sustainability standards and disclosure frameworks, including the Sustainable Accounting Standards Board (SASB) for the Services sector and the Media & Entertainment industry, and the Task Force for Climate-related Financial Disclosures (TCFD). Our greenhouse gas emissions are calculated using the principles and guidance of the Greenhouse Gas Protocol.

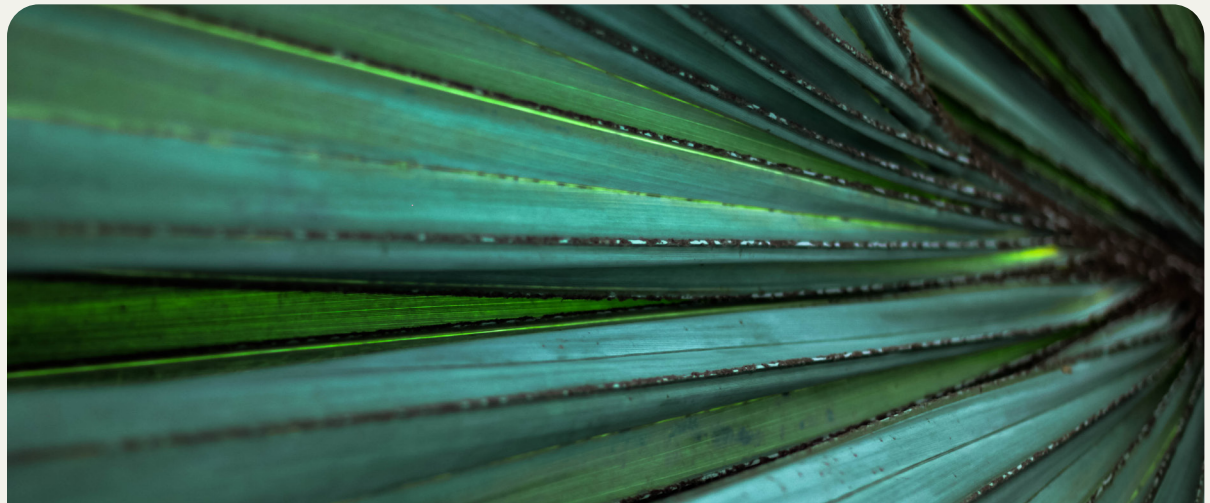
Our ASK strategy aligns with the United Nations Sustainable Development Goals (UN SDGs), with particular emphasis on education, climate action, and building trusted, inclusive, and resilient institutions. We have identified three priority SDGs and three supporting SDGs that help guide our sustainability strategy and reporting. Further information is provided in the UN SDGs section of this report.

We will continue to share updates on our sustainability priorities, progress, and corporate responsibility efforts. To learn more about our initiatives, visit the Corporate responsibility, sustainability, and work culture 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 have used 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 authoritative content and research intelligence for the advancement of scientific discovery, innovation, and learning. With more than 200 years at the center of the scholarly ecosystem, Wiley combines trusted publishing heritage with AI-powered platforms to transform how knowledge is discovered, accessed, and applied. We publish across journals, books, platforms, and digital solutions, spanning health and life sciences, materials science, technology, and business and finance—fields where discovery drives progress and shapes the future.

Wiley is committed to responsible practices that support a sustainable future and ensure that the pursuit of knowledge goes hand in hand with protecting our planet. From individual researchers and students to Fortune 500 R&D teams, Wiley enables the transformation of scientific breakthroughs into real-world impact. From knowledge to impact—Wiley is redefining what's possible in science and learning.



Mission statement and core values

Our mission is to unleash the power of science. We do it the Wiley Way by living 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



RESEARCH

67%
of total revenue

- Research Publishing: **85% of Research total**
- Research solutions: **15% of Research total**
- **600+ fully open access** academic research journals published



LEARNING

33%
of total revenue

- Academic **58% of Learning total**
- Professional **42% of Learning total**

WILEY FIGURES

$1.68B
revenue

- **219 years** in operation
- **1.5M+** article submissions
- **489M unique visitors** to Wiley Online Library (33% increase on prior year)
- **Top 3** global research publisher
- **790+** society partners

Recognition

America's Greenest Companies 2026 - Newsweek

10/23/25

READ MORE

America's Climate Leaders 2026 - USA Today

4/22/26

READ MORE

World's Most Impactful Companies 2026 - TIME

5/12/26

READ MORE

America's Most Responsible Companies 2026 - Newsweek

12/3/25

READ MORE

America's Top EdTech Companies 2026 - TIME

4/22/26

READ MORE

The Disability Index

7/27/26

READ MORE

Our sustainability strategy: ASK

Advancing sustainability through knowledge

How can trusted knowledge help build a more sustainable, equitable, and responsible future?

That question continues to guide our Advancing Sustainability through Knowledge (ASK) strategy and sustainability priorities. We believe the answer starts with connecting the right information with the people who need it. Whether you're a researcher, educator, learner, or leader, verified knowledge helps drive better decisions and better outcomes. Together, we're not just sharing knowledge. We're helping people address some of the world's most important environmental and social challenges.

Today, that responsibility extends beyond publishing and education. As artificial intelligence becomes increasingly integrated into research, learning, healthcare, business, and public policy, the quality, integrity, and accessibility of knowledge matter more than ever.

We believe trusted knowledge is a critical foundation for responsible AI, and helping society navigate this transition has become an increasingly important part of our sustainability story. Through research integrity initiatives, responsible AI governance, industry collaboration, and efforts to bring scholarly content into AI ecosystems, we are helping shape how AI is developed and applied across research, learning, and professional practice.

> Knowledge builds a brighter future. By helping transform research, data, and expertise into actionable intelligence, Wiley enables better decisions, accelerates progress, creates lasting impact, and helps to solve some of the world's most pressing environmental and social challenges.
>
> BILL DELUISE,
> CORPORATE VICE PRESIDENT,
> COMMUNICATIONS & CORPORATE IMPACT

ASK is built on two pillars of activity, underpinned by a foundation of governance and accountability:

PILLAR 1

Advancing sustainability through knowledge: how we use our products, services, expertise, and global reach to create and disseminate trusted knowledge, improve access, and support responsible innovation.

PILLAR 2

Advancing sustainability within Wiley: how we manage our own environmental and social impacts, across our operations and value chain.

FOUNDATION

Governance and accountability: the risk management, data integrity, and oversight that make our commitments credible and our progress measurable.

The ASK framework reflects the findings of our double materiality assessment (DMA), helping us focus on the sustainability topics that matter most to our business and stakeholders. In FY26, we continued translating these priorities into action through stronger governance, improved data and assurance processes, responsible AI initiatives, and greater colleague engagement across the business.

ASK works because colleagues across Wiley help make it happen. Our Corporate Impact team works closely with partners across the business to connect sustainability priorities with day-to-day decision making, ensuring ASK remains embedded in our operations, products, services, and culture.

What guides us

Our beliefs drive everything we do, both for Wiley and for the communities we support: We earn trust through action. Every day, we work to create positive outcomes for our customers, colleagues, communities, and partners by acting responsibly, operating transparently, and continuously improving our impact.

We lead change where we have expertise. Knowledge is our business and our responsibility. With our global reach and longstanding reputation, we help advance understanding of the environmental and social issues shaping our world by sharing evidence-based information and supporting informed decision making.

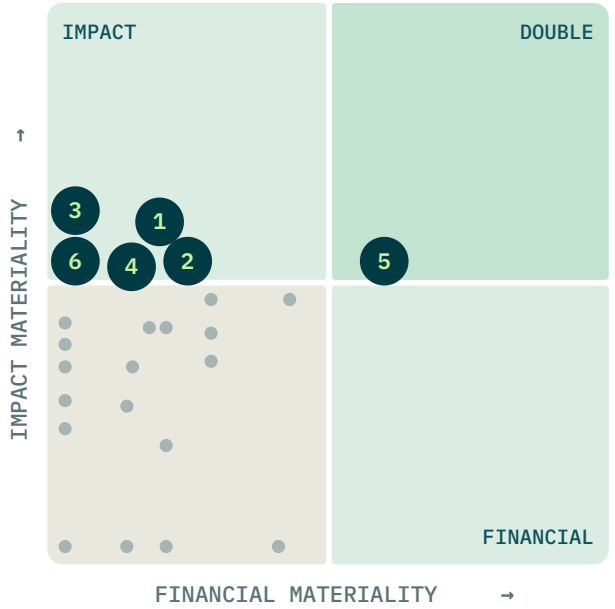
Strategy and Prioritization

From prioritization to action

As a global research, learning, and information company, Wiley's sustainability priorities reflect both the impacts of our operations and value chain and the role we play in helping society access, create, and apply knowledge. Information-related impacts and social inclusion inform our efforts to promote trusted knowledge, strengthen research integrity, expand accessibility, and advance the responsible development and use of AI. Climate- and nature-related topics guide our work to reduce environmental impacts, support sustainable paper sourcing, and strengthen responsible procurement practices. Governance-related topics continue to shape our ethics, compliance, and accountability programs.

These priorities are informed by our Sustainability Risk and Opportunity Assessment (SROA), an annual process for identifying, assessing, and managing sustainability-related impacts, risks, and opportunities across our operations and value chain. The SROA builds on the Double Materiality Assessment (DMA) completed in FY25 and reflects the evolution of that work from a one-time assessment into an ongoing business process. The SROA informs strategic planning, sustainability reporting, and risk management activities across the business.

This approach helps ensure our sustainability priorities remain connected to the issues that matter most to our stakeholders while responding to emerging risks, opportunities, and expectations across our business. The sustainability topics identified through the SROA provide the foundation for our ASK strategy, helping shape the priorities, activities, and governance approaches that drive action across Wiley.



1 Climate change
2 Biodiversity
3 Ecosystems
4 Social inclusion
5 Information impacts
6 Corruption & bribery

How ASK advanced these priorities in FY26

PILLAR 1

Advancing sustainability through knowledge

- Advancing responsible AI governance, education, knowledge integration, and industry collaboration
- Collaborating with industry, academic, and societal partners to advance sustainability, inclusion, research integrity, and responsible innovation

PILLAR 2

Advancing sustainability within Wiley

- Launching LEAF, our enterprise continuous improvement program embedding sustainability into day-to-day business decisions
- Advancing the transition from spend-based to activity-based emissions data, improving data quality and identifying further decarbonization opportunities
- Supporting biodiversity and environmental stewardship through responsible sourcing, partnerships, and colleague engagement
- Fostering an inclusive and empowering workplace culture where colleagues feel valued, supported, and able to do their best work

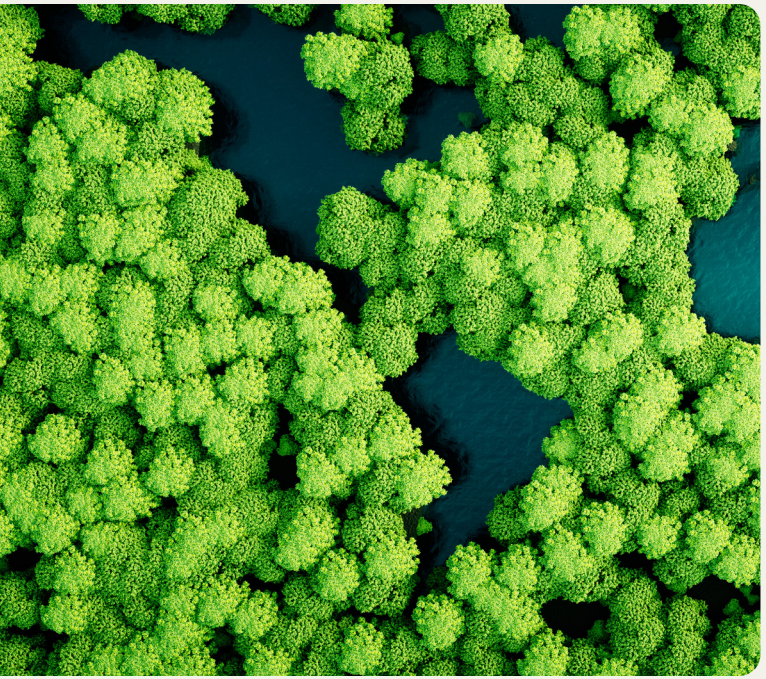
FOUNDATION

Governance and Accountability

- Obtaining limited assurance over Scope 1 and Scope 2 GHG emissions
- Strengthening sustainability-related risk assessment and governance processes

PILLAR 1

Advancing sustainability through knowledge



Through our products, services, partnerships, and global reach, we help advance knowledge that supports a more sustainable, equitable, and responsible future.

We are committed to:

- Advancing the responsible development and use of AI
- Protecting research integrity and trust in knowledge
- Expanding access to research, learning, and education
- Supporting open, transparent, and collaborative research
- Helping researchers, educators, institutions, and policymakers address global challenges through evidence-based knowledge

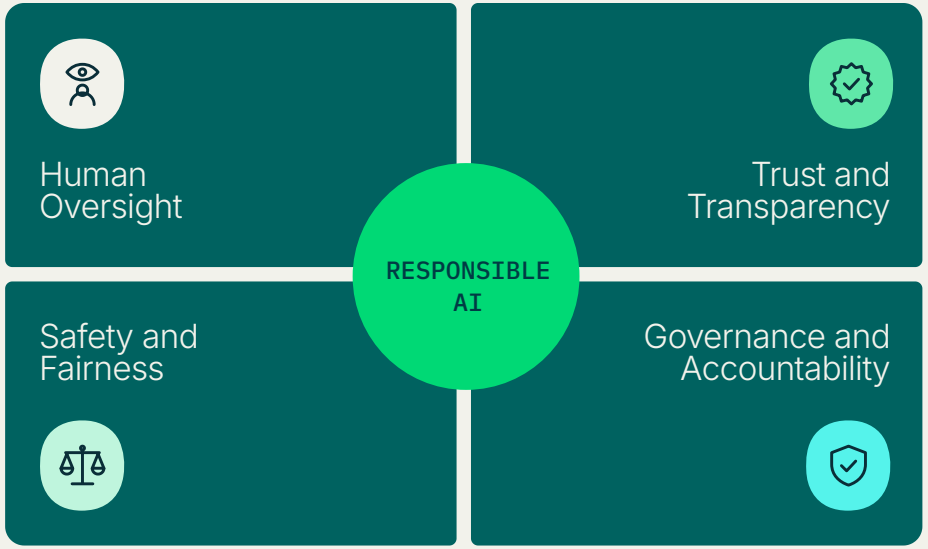




Leveraging AI responsibly

Artificial intelligence has the potential to accelerate discovery, improve decision-making, and expand access to knowledge at an unprecedented scale. As a company whose mission is built on creating and disseminating knowledge, we believe realizing AI's potential requires strong governance, transparency and trust.

Wiley's Responsible AI Principles

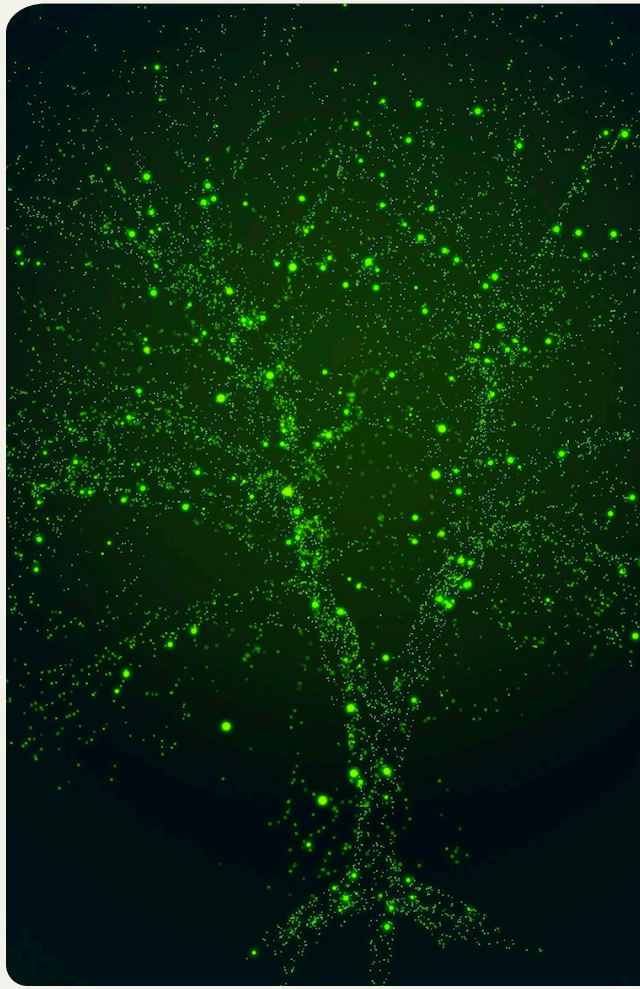


Our approach to Responsible AI is guided by four principles: Human Oversight, Trust and Transparency, Safety and Fairness, and Governance and Accountability. These principles guide how we evaluate opportunities, manage risks, and deploy AI across our products, services, and operations.

Applying trusted knowledge to AI

Wiley's approach to Responsible AI is shaped by our longstanding role as a trusted source of research, learning and professional knowledge. For more than two centuries, Wiley has helped researchers, institutions, educators, and learners navigate an increasingly complex information landscape through peer review, editorial oversight, publishing ethics, transparency standards, and research integrity practices.

As AI becomes more deeply embedded in research, learning, and professional workflows, the quality, provenance, and integrity of information become increasingly important. Our principles continue to inform our approach to product development, governance, and industry engagement.



Advancing Responsible AI Through Global Collaboration

During FY26, we increased our engagement with industry discussions on the future of AI through partnerships, research initiatives, and collaboration with stakeholders focused on the responsible development and use of AI.

Shortly after the close of FY26, Wiley participated in the 2026 United Nations AI for Good Global Summit, the United Nations' flagship platform for responsible AI, as the first academic publisher to sponsor the event. Wiley joined governments, technology companies, researchers, policymakers, and civil society organizations to contribute our perspective how to build AI systems that serve people and society.

Through these engagements, Wiley highlighted the importance of verifiable, attributable knowledge in AI systems and shared practical examples including Scholar Gateway, which links AI tools to verified scholarly content with full attribution, and the Earth Virtual Expert (EVE), developed with the European Space Agency and PI School to help policymakers access Earth science research through transparent, source-linked AI experiences.

The summit also provided an opportunity to further evolve Wiley's Responsible AI commitments. During FY26, Wiley updated its AI Principles to strengthen the Governance and Accountability principle by explicitly recognizing accountability to the planet alongside accountability to people. This update reflects Wiley's belief that responsible AI requires consideration of environmental impacts as well as social and ethical outcomes.

The conversations, partnerships, and insights emerging from AI for Good continue to inform Wiley's approach to Responsible AI. The event reinforced our belief that publishers have an important role to play in helping ensure that the future of AI is grounded in trusted knowledge, research integrity, transparency, and responsible innovation.

> At Wiley, our responsibility extends beyond how we use AI internally. We have an opportunity to lead through the way we procure technology, the way we build AI-enabled products and services, and the way we shape the global knowledge ecosystem through trusted research and learning. Responsible AI is about ensuring that innovation advances in a way that is transparent, accountable, and beneficial for people, society, and the planet.
>
> **LAURA GUNN**
> SENIOR DIRECTOR
> SUSTAINABILITY AND ESG

Putting responsible AI into practice

As the use of AI continues to grow, understanding and managing its environmental impacts is becoming increasingly important. While approaches for measuring AI-related environmental impacts continue to evolve, Wiley is not waiting for perfect data before considering AI's energy use, resource consumption, and broader environmental implications as part of its Responsible AI approach.

During FY26, we strengthened collaboration between our sustainability, procurement, and product teams to better incorporate environmental considerations into Responsible AI decision-making.

We also continued to evaluate opportunities to improve efficiency in how AI is applied across our products and operations. This includes considering whether smaller and more targeted models can achieve desired outcomes rather than defaulting to more resource-intensive approaches. We believe responsible AI should focus on maximizing value while minimizing unnecessary resource consumption wherever possible.

Consistent with broader efforts across our climate program, we are also working to strengthen the environmental information available to support decision-making. As measurement methodologies mature and industry practices evolve, we will continue to improve our understanding of AI related impacts, engage suppliers and partners on sustainability priorities, and incorporate emerging evidence into our governance and operational practices.

Responsible AI requires more than principles. It requires governance, education, and practical guidance that help people apply those principles in real-world settings. During FY26, Wiley strengthened its Responsible AI governance, expanded educational initiatives, and advanced industry guidance to support the responsible use of AI across research, publishing, and learning.

We maintain governance structures designed to support the ethical, secure, and responsible use of AI technologies across our operations. These include Wiley's Responsible AI Principles, AI risk management and cybersecurity oversight programs, and cross-functional collaboration among AI, product, sustainability, procurement, and business teams. Together, these frameworks help ensure that AI applications are evaluated appropriately, risks are considered alongside opportunities, and human oversight remains central to decision-making. During FY26, we strengthened cross-functional engagement among AI, product, and business teams to help integrate responsible AI considerations into broader discussions around sustainability, risk management, ethics, and long-term value creation.

We also published comprehensive AI Guidelines for researchers, authors, editors, and peer reviewers, providing practical guidance on the responsible use of AI throughout the research and publishing process (see Our comprehensive AI guidance for researchers).

To support the responsible development and use of AI across research, publishing, and learning, we launched a Responsible AI learning program to build AI literacy and capability across Wiley. By equipping colleagues to apply Responsible AI Principles in their day-to-day work, the program helps strengthen the products, services, guidance, and collaborations through which Wiley supports researchers, authors, educators, and institutions worldwide. Wiley also partnered with veritree to reinforce the connection between responsible AI and environmental stewardship through a tree-planting initiative tied to program participation.

Responsible products and services

People and organizations worldwide use our research, learning content, products and services. That reach carries a clear responsibility: protect the integrity of the research we publish, guide the ethical use of AI across our products, and make knowledge easy to access for the greatest possible impact.

Research integrity

We take research integrity seriously, and our standards are rigorous, transparent, and comply with accepted research practices, policies, and industry standards. We work hard to ensure that we protect our stakeholders' confidence in the integrity of our publications. 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 decisions responsibly everywhere we operate.

Guidelines for integrity and ethics

In FY26, we restructured our Best Practice Guidelines on Research Integrity and Publishing Ethics to continue setting standards for how publishing should be done—carefully and responsibly.

Our Guidelines 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 revise them regularly to address new policies and practices as the need arises. They sit alongside our new AI Guidelines and our Editor Code of Conduct, which brings transparency to editors' responsibilities and underscores our commitment to the important roles that editors play.

Our comprehensive AI guidance for researchers

Building on our comprehensive guidance, in FY26 we published our AI Guidelines for researchers. The guide is designed to support journal authors, editors, and peer reviewers across disciplines in making informed decisions about AI's role in research and writing.

It outlines best practices, clarifies expectations around disclosure and oversight, and addresses common questions about using AI tools while safeguarding intellectual property rights and maintaining the integrity of research outputs across our portfolio.

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 partners in two ways:

Integrity Assurance and Case Resolution

We work with editors, societies, and publishing teams to investigate and resolve integrity concerns in alignment with our research integrity policies. We maintain a public contact form, enabling the efficient escalation of integrity concerns.

Strategy and Policy

We maintain and establish 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. We lead internal engagement efforts to ensure Wiley focuses its research integrity strategy on the future.

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; the STM Association, which has been instrumental in bringing publishers together through the STM Integrity Hub and Research Integrity Committee; and the Committee on Publication Ethics (COPE).

Our 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. We have representation in the NISO trust Markers group that aims to establish a standard for clear markers of trustworthy research.

Throughout FY26, our Research Integrity leadership have engaged at events across the industry, representing the needs of our researchers and the initiatives we champion. Our involvement ranges from participating in and leading talks at large industry events such as the World Conference on Research Integrity, COPE Publishing Integrity Week, Peer Review Week, Open Access Week and representing Wiley on the COPE Council and as COPE Advisors. Representatives across our leadership regularly participate in thought-leadership roundtables.

Technology and AI assisted research integrity

Generative AI can support the research process, but without clear guidance and appropriate oversight, it can also introduce new challenges to research integrity. Recognizing both the opportunities and risks associated with AI, Wiley has established guidelines for the ethical use of AI by authors, editors, and peer reviewers and continues to invest in tools and processes that support research integrity across the publishing lifecycle.

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 reference analysis and citation manipulation
- **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



Open research

We're leaders in scholarly publishing. We work closely with the global research community to strengthen research integrity. 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. This drives knowledge, discovery, and invention on a global scale. Open research is all about extending transparency, verification, and accountability 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 transparency 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.

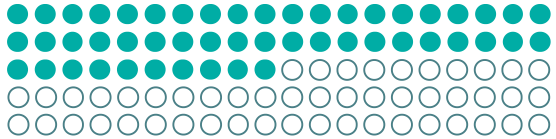
We're working hard to build a future where answers and evidence are easier to get and share.

Open access

More and more researchers prefer open access (OA) for publishing manuscripts. In FY26, we surveyed over 1,000 authors of our transformational agreements, and many shared the positive impact of open access on their research. This builds on the results of our published FY25 survey of more than 600 authors in 125 countries, which found that researchers' articles are now more available, and more authors are adopting open practices.

49%

OF WILEY ARTICLES PUBLISHED OPEN ACCESS IN CY25*



**Open access publishing metrics are reported on a calendar-year basis; therefore, CY25 is the most recent available dataset.*

> Open Access makes a huge difference to a publication's reach and impact. [Our open access agreement] makes it possible for unfunded and poorly-resourced researchers, who previously could not afford to pay open access charges, to share in these benefits.
>
> **A WILEY AUTHOR FROM A NURSING, DENTISTRY & HEALTHCARE JOURNAL WHO PUBLISHED VIA ONE OF OUR TRANSFORMATIONAL AGREEMENTS**

We're working to make open access publishing more accessible to more authors. 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.

Open data

We encourage authors to share research outputs, including 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). Authors publishing in journals that participate in Wiley's Dryad partnership can also deposit associated datasets in Dryad without paying Data Publication Charges (DPCs).

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.

Transformational agreements (TAs)

TAs support the shift to open access by broadening 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.

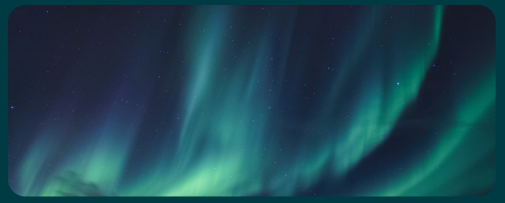
For institutions unable to participate in TAs, we offer Wiley Open Access Accounts (WOAAs). WOAAs are designed to help authors at smaller institutions or those without historic subscriptions to transition to open access by accessing dedicated OA publishing funds.

We partner with nearly 800 societies, including American Geophysical Union (AGU) and the Institute of Engineering and Technology (IET), to advance open access and inclusive scholarship.



125+

TAs



3,300+

Institutions covered by TAs and WOAAs

Transformational Agreements: Delivering Impact Across Three Regions

Wiley's transformational agreement program continues to broaden access to research and increase open access publishing across multiple regions. Through partnerships in Southern Africa, Germany, and Brazil, researchers are reaching wider audiences, increasing citation impact, and benefiting from publishing support and training programs.*

SANLiC
Partnership with the South African National Library and Information Consortium (SANLiC), together with the University of Botswana and the University of Namibia, combining open access publishing with researcher training and support.

- 93% — Open access uptake
- 2.3M — Article views
- 7,000+ — Researchers reached

DEAL
National agreement supporting open access publishing and broad access to Wiley's journals portfolio across participating German institutions.

- 98% — Open access uptake
- Nearly 40M — Article accesses
- Growing global reach and usage

CAPES
Wiley's first transformational agreement in Brazil, supporting open access publishing and expanding research access across the CAPES consortium.

- 7% to 64% — Open access publishing increased
- 434 — Institutions covered
- 6M — Potential reach of researchers and students

*all figures in this graphic are reported for CY25

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.

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 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.

In FY26, we shared that 6 months into the pilot, we saw a 56% increase in submissions compared to pre-pilot submissions, with that increase growing to 79% by the 12-month mark at the end of 2025. Into 2026, this trend has continued, and we are also seeing a more significant impact on accepted article performance as more articles submitted during the first year of the pilot come through peer review and make their way to acceptance.

ARTICLE PUBLICATION CHARGES / CY25

Full APC waivers

82
countries eligible

4,262
articles published with full waivers

Automatic 50% APC discounts

41
countries eligible

881
Discounted articles

The SDG Publishers Compact

Wiley's published research passed a major milestone in support of the UN Sustainable Development Goals: over 1 million articles and reviews now tagged to one or more SDGs, and CY25 was our highest-output year yet. As a signatory to the SDG Publishers Compact—a joint voluntary initiative of the United Nations Publications Office and the International Publishers Association—we're putting our reach as a publisher behind measurable, growing action on the goals.

We support this growth through our dedicated SDGs webpage, which brings together curated research, educational resources, and content aligned to all 17 Sustainable Development Goals. The portal helps researchers, educators, institutions, and policymakers discover knowledge relevant to global sustainability challenges while highlighting emerging areas of research through thematic collections and SDG-focused publishing initiatives.

Curated SDG knowledge

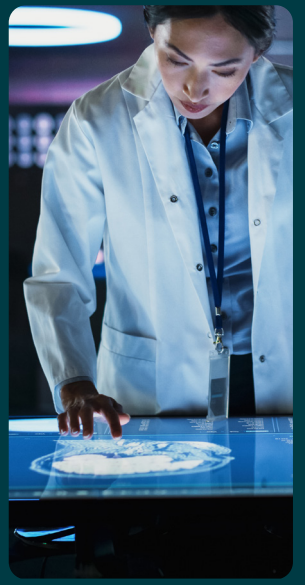
- SDG portal covering all 17 goals
- Four SDG mega-collections
- 200+ contributing journals

Expanding access

- Free access to selected SDG content
- Research and educational resources

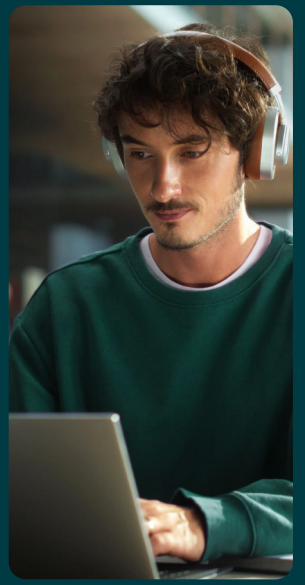
Supporting new research

- Powering the Future
- Waking Up on Climate Change
- Climate Change: Towards a Sustainable Future



1M

SDG-tagged articles and reviews since 2015[1]



96,000+

SDG-tagged articles and reviews published in CY25[2]



24%

Increase compared with prior year

[1]Since 2015
[2]SDG tagging and reporting are managed and reported on a calendar-year basis. As a result, the most recent available data reflect CY2025 rather than Wiley's FY2026 reporting period.

Inclusive authorship

We work to create a more inclusive publishing environment every day by seeking voices from varied backgrounds, disciplines, and perspectives. We 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.

Wiley supports the joint commitment for action on inclusion and diversity in publishing through our editorial and publication processes, and our Business Inclusion Council works collectively across our business to make demonstrable change and lasting impact.

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 varied perspectives 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.

Themed collections

Wiley publishes a variety of multi-journal Special Issues and themed collections. These highlight emerging fields and methodologies, provide a platform for historically underrepresented communities in research, and bring critical developments and conversations to a wider audience. Recent examples include:

- Wiley's 2026 NAIDOC Week Research Collection, which looked back at 50 years of this annual celebration of Aboriginal and Torres Strait Islander communities
- The COP 30 collection focuses on selected themes from the conference: Forests, Oceans & Biodiversity; Agriculture & Food Systems; Adaptation, Cities & Infrastructure; and Energy, Industry & Transport.
- Multi-Journal Collection on Nurses' Health and Well-Being
- Rising Stars series, dedicated to celebrating early career researchers across our Advanced titles

Wiley Research Heroes Prize

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. Our Wiley Research Heroes Prize returned for its second year to recognize and celebrate these champions on a global platform. Details of the winners across all five categories, including their research, commendations, and category information, are available on the Wiley Research Heroes Prize page.

RISE

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 social topics across disciplines. We provide curated collections of our published research that address the big issues, and we 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.

Accessibility

We back our commitment to accessibility with dedicated roles, resources, and memberships. 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

Equitable access and affordable pricing for students

Affordable access programs give students day one access to required course materials at a reduced cost, helping ensure they are prepared to participate from the start of the term. By expanding access and improving affordability, these programs support student success while preserving student choice through an opt-out option.



PILLAR 2

Advancing sustainability within Wiley

Environmental sustainability

Climate action and biodiversity are Wiley's two environmental priorities identified through our double materiality assessment (see Strategy and Prioritization section) and continue to guide our environmental sustainability program.

We believe our greatest environmental contribution comes through two complementary actions: reducing our own environmental impact while helping advance the science, evidence, and knowledge needed to address global environmental challenges.

Through our operations, supply chain, products, and partnerships, we continue to strengthen our environmental performance while supporting researchers, educators, policymakers, and institutions working to build a more sustainable future.

We are committed to:

- Taking action on climate change
- Protecting biodiversity and ecosystems
- Strengthening partnerships that support environmental progress
- Educating stakeholders on sustainability issues
- Advocating for evidence-based environmental solutions



Strengthening our environmental program

Driving meaningful environmental progress requires more than setting targets. It requires reliable data, effective governance, and the ability to translate information into action.

During FY26, Wiley continued strengthening the maturity of its environmental program by improving greenhouse gas data quality, enhancing reporting processes and controls, and expanding the use of activity-based emissions data across key areas of the business. These improvements provide greater visibility into emissions sources,support more informed decision making, and help identify opportunities to reduce environmental impacts acrossour value chain.

We also continued strengthening environmental governance through collaboration across Facilities, Procurement, Technology, Operations, Finance, and Sustainability teams. This work supports a more integrated approach to environmental management and helps ensure sustainability considerations are increasingly embedded into business planning, operational processes, and long-term decision making.

Climate Action

Environmental priorities identified through our double materiality assessment were further advanced through LEAF, Wiley's Lean Environmental Advancement Framework. Through LEAF, colleagues across the business led projects focused on areas including carbon data transformation, sustainable technology, biodiversity, supplier engagement, and circular economy practices, helping convert environmental priorities into practical action. Initiatives (see Operationalizing Sustainability Through LEAF)

Wiley is committed to achieving net-zero greenhouse gas emissions across our value chain by FY40. Our climate strategy focuses on reducing emissions from our operations, improving data quality and transparency, and working with suppliers and partners to address emissions across our value chain.

Although Scope 1 and Scope 2 emissions remain important, the majority of Wiley's impact occurs beyond our direct operations. In FY26, approximately 97% of Wiley's greenhouse gas emissions were attributable to Scope 3 sources, reinforcing the importance of supplier engagement, transportation, procurement, and product-related emissions as key areas of focus.

During FY26, we continued strengthening our greenhouse gas reporting program by improving data quality, enhancing governance and reporting processes, and achieving independent limited assurance over our FY26 Scope 1 and Scope 2 greenhouse gas emissions. We also advanced our understanding of emissions hotspots across the value chain to support future decarbonization efforts.

In alignment with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, Wiley reports greenhouse gas emissions using the operational control approach.

Our science-based targets

Wiley has committed to the following science-based targets, all measured from a FY2020 base year:

- Reducing absolute Scope 1 and Scope 2 market-based emissions by 50% by FY30
- Reducing absolute Scope 3 emissions from purchased goods and services and business travel by 50% by FY30
- Achieving net-zero greenhouse gas emissions across our value chain by FY40

FY20 serves as the baseline year for Wiley's science-based targets and net-zero commitment. FY20 was selected because it was the most recent reporting year that was not significantly impacted by COVID-19 and for which sufficient data were available to calculate Wiley's greenhouse gas emissions. During the FY26 reporting cycle, Wiley restated FY20 and FY25 emissions to reflect divestitures, methodology improvements, and enhanced data quality, ensuring consistency and comparability across reporting periods.

Our Science Based Target initiative (SBTi) targets
SBTi validated our GHG targets in FY23, and we have since set interim and long-term targets.

Target Type	GHG Boundary	Target year	Absolute Emissions Reduction Target (%)
Near-term	Scope 1 & 2 (market-based)	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.

FY26 greenhouse gas performance

Wiley's greenhouse gas inventory is prepared in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and assesses progress against Scope 1 and Scope 2 science-based targets using market-based Scope 2 emissions.

tCO_2e	Restated FY20	Restated FY25	FY26
Scope 1			
GHG Emissions	879	679	281
Scope 2			
GHG Emissions (market-based)	3,915	645	833
GHG Emissions (location-based)	3,310	2,135	1,804
Scope 3			
GHG Emissions	103,983	77,263	76,963
Total GHG Emissions (market-based)	**108,776**	**78,587**	**78,077**
Total GHG Emissions (location-based)	**108,171**	**80,077**	**79,048**

In FY26, total greenhouse gas emissions were 79,048 tCO_2e on a location-based basis and 78,077 tCO_2e on a market-based basis. This represents an approximately 1% reduction compared with FY25. Compared with the FY20 baseline, location-based emissions decreased by 27% and market-based emissions decreased by 28%. These reductions reflect the continued rationalization of Wiley's global property portfolio, lower energy consumption, renewable electricity procurement, and the ongoing evolution of Wiley's predominantly digital operating model.

FY20 and FY25 figures have been restated to reflect divestitures, methodology improvements, and enhanced data quality in order to ensure consistency and comparability across reporting periods.

Scope 1 and Scope 2 location-based emissions declined year over year, contributing to an overall reduction in operational emissions. Scope 1 emissions decreased significantly, primarily due to reduced fugitive emissions following remediation activities at the Bognor Regis distribution center, as well as lower natural gas consumption. Scope 2 location-based emissions also decreased, reflecting reductions in occupied office space and electricity consumption.

Scope 3 emissions remained broadly stable compared with FY25 and represented approximately 97% of Wiley's total greenhouse gas footprint, underscoring the importance of value chain decarbonization. Purchased Goods and Services remained the largest source of emissions, accounting for approximately 58% of Scope 3 emissions, followed by Upstream Transportation and Distribution and Capital Goods. Together, these categories represented approximately 85% of Scope 3 emissions and remain priority areas for future emissions reduction efforts.

Wiley's FY30 science-based target includes a commitment to reduce emissions from Purchased Goods and Services and Business Travel by 50% from an FY20 baseline. Since FY20, emissions from Purchased Goods and Services have decreased by approximately 15%, while Business Travel emissions have decreased by approximately 56%. Although progress has been achieved across both categories, Purchased Goods and Services remains the area requiring the greatest additional reductions to support achievement of the FY30 target.

FY26 greenhouse gas performance

Wiley remains committed to achieving its science-based emissions reduction targets through continued portfolio optimization, renewable electricity procurement, supplier engagement, and initiatives to reduce emissions across its value chain.

Scope 3 Categories (tCO_2e)	FY26 Value
Category 1: Purchased goods and services	44,409
Category 2: Capital goods	5,233
Category 3: Fuel- and energy-related activities	443
Category 4: Upstream transportation and distribution	15,676
Category 5: Waste generated in operations	225
Category 6: Business travel	2,913
Category 7: Employee commuting	3,642
Category 8: Upstream Leased Assets	69
Category 9: Downstream transportation and distribution	3,902
Category 12: End-of-life treatment of sold products	60
Category 13: Downstream leased assets	391
Total Scope 3	**76,963**

Notes on Scope 3 categories

Scope 3 Categories 10 (Processing of Sold Products), 11 (Use of Sold Products), and 14 (Franchises) are excluded as they are not applicable to Wiley's business. Wiley's products do not require further processing after sale and do not directly consume fuel or energy during use. Wiley does not operate franchises.

Category 15 (Investments) is currently excluded from Wiley's Scope 3 inventory and may be evaluated in future reporting periods as data availability and reporting requirements evolve.

Category 8 (Upstream Leased Assets) emissions are reported in FY26 following methodology refinements and improved data availability. As Wiley continues to enhance its greenhouse gas inventory, emissions associated with upstream leased assets are now separately quantified and disclosed within Category 8, improving the completeness and transparency of Scope 3 reporting.

From measurement to action

Our FY26 emissions analysis reinforced that decarbonization is primarily a value-chain challenge. In response, we continued advancing work to improve emissions data quality in Scope 3, identify priority value-chain emissions hotspots, and strengthen engagement with suppliers and internal stakeholders.

This included expanding the use of activity-based emissions data, improving supplier transparency, addressing transportation-related emissions, and developing more targeted pathways for reducing emissions associated with purchased goods and services.

By improving our understanding of where emissions occur and what drives them, we are better positioned to focus resources on the areas with the greatest potential to support progress toward our science-based targets and long-term net-zero commitment.

Employee action and engagement

Operationalizing Sustainability Through LEAF

To help embed sustainability more deeply across the business, Wiley launched LEAF (Lean Environmental Advancement Framework), a program built on Lean Six Sigma principles that translates sustainability priorities into practical action.

LEAF provides a structured approach for colleagues across the organization to identify opportunities, develop solutions, and implement projects that advance both business objectives and sustainability goals. By connecting projects to Wiley's most material sustainability topics, the program helps integrate sustainability into continuous improvement activities and day-to-day decision making across functions. Participants complete sustainability training, apply Lean Six Sigma methodologies to real-world projects, and build practical expertise through hands-on delivery. Colleagues who successfully complete both the curriculum and project requirements earn LEAF certification, a recognition comparable in rigor and application to a Lean Six Sigma Green Belt.

The program was designed around a simple premise: sustainability is most effective when colleagues across the business are empowered to contribute their expertise and perspectives. By bringing together employees from different functions to work on projects aligned with both organizational priorities and personal interests, LEAF expands ownership of sustainability beyond dedicated teams and into the broader business.

In its first year, LEAF demonstrated how sustainability can become a catalyst for employee engagement, capability building, and innovation. Participants reported stronger cross-functional connections, increased engagement, and a greater sense of purpose through their involvement in sustainability projects. The program also helped translate environmental priorities into practical action, advancing initiatives related to carbon transformation, sustainable procurement, biodiversity, circularity, and responsible technology management.

Through LEAF, sustainability became more deeply integrated into how we innovate, solve problems, improve operations, and create long-term value.



Employee action and engagement

Sustainability Through People

Environmental Outcomes

- Advanced projects across climate, biodiversity, circular economy, sustainable technology, and supplier engagement priorities
- Supported activity-based carbon accounting and supplier sustainability initiatives
- Translated double materiality assessment priorities into operational projects across the business

LEAF

People



reported increased engagement

built new cross-functional connections

rated the program 9/10 or higher

Metrics reported from a survey of FY26 LEAF program participants

CASE STUDY:

Giving workplace assets a second life

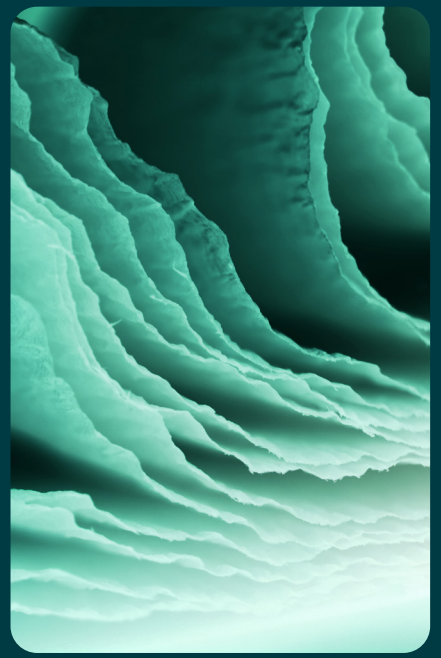
One of the first projects that advanced through Wiley's LEAF program was focused on reducing waste and increasing circularity during workplace transitions. Office moves and renovations often send usable furniture, fixtures, and equipment straight to the landfill. Up to 10 million tons of workplace assets end up in North American landfills each year, contributing to carbon emissions and locking away materials that could otherwise be reused.

To address this challenge, Wiley has partnered with Green Standards on workplace transition projects, using charitable donation, resale, and recycling to keep furniture and equipment out of the landfill while generating local community impact.

In FY26 and early FY27, across two completed projects in Hoboken, New Jersey and Cary, North Carolina, the partnership diverted 8.59 tons of materials from landfill, a 98.6% diversion rate, and avoided 9.86 tons of CO_2e emissions, equivalent to reducing gasoline consumption by 1,112 gallons or growing 164 tree seedlings for 10 years.

The donated furniture and equipment translated into $14,725 in in-kind contributions to five community organizations: Community Psychiatric Institute, Ramaz School, Habitat for Humanity Restore Greater Newark, Habitat for Humanity of Wake County, and Healing Transitions. For the Ramaz School, the donation helped replace furniture damaged in a flooding incident that affected three levels of the building. For Healing Transitions, which provides recovery and shelter services in Wake County, NC, the furniture will help furnish newly expanded space as construction nears completion.





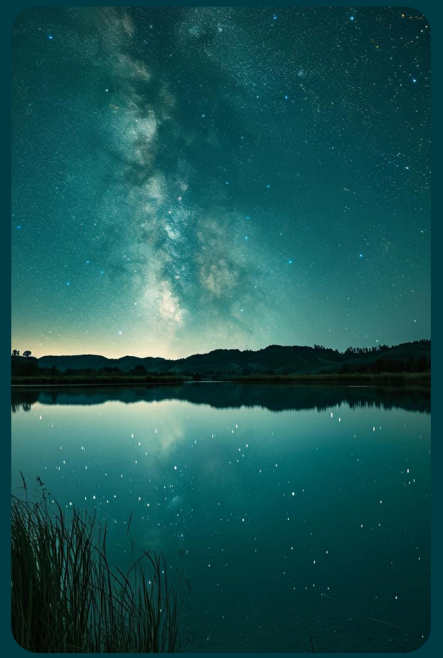
8.59 tons

Materials diverted from landfill



98.6%

Diversion rate



9.86 tCO_2e

emissions from waste avoided



$14,725

In-kind contributions to community organizations

Office transitions → Donation, resale and recycling → Reduced waste and emissions → Community benefit



Wiley Green Group

The Wiley Green Group continues to play an important role in promoting environmental awareness, encouraging colleague engagement, and supporting employee-led sustainability initiatives.

Through educational programming, resource sharing, events, and local activities, the Green Group helps foster a culture in which environmental stewardship becomes a shared responsibility across the company.

CASE STUDY:

Wiley colleagues mark World Cleanup Day around the world

Wiley's Green Group supported in organizing activities in communities around the world to mark World Cleanup Day.

In Greece, Athens colleagues spent the day picking up trash at Loutsa Beach in Attica, working with the local municipality of Artemida despite strong winds. The group closed out the day with lunch together at a local tavern. As one colleague put it, joining the cleanup was a meaningful way to support the environment while connecting with coworkers outside of work.

In the Boston area, colleagues organized a Hub Clean-Up Day along the Mystic River in Medford, spending the afternoon collecting litter at Torbert McDonald Park before an optional happy hour to connect over snacks and refreshments.

From a Greek beach to a Massachusetts riverbank, Wiley colleagues found a way to give back to the places they call home.





Biodiversity and ecosystem protection

Protecting and restoring ecosystems is an important part of Wiley's environmental strategy.

During FY26, we partnered with veritree to help restore forests in regions connected to our paper supply chain, creating environmental impact where it matters most. We selected veritree for its strong focus on verified outcomes, tree survival, transparency, and alignment with our sourcing footprint. Through field monitoring, geospatial tracking, and ongoing verification, the partnership provides greater visibility into restoration progress and long-term environmental and social outcomes of our verified trees, with impact we can track over time. This progress can be followed on our Impact Hub.

This partnership reflects our commitment to supporting ecosystem restoration while strengthening the quality, traceability, and accountability of our environmental initiatives.

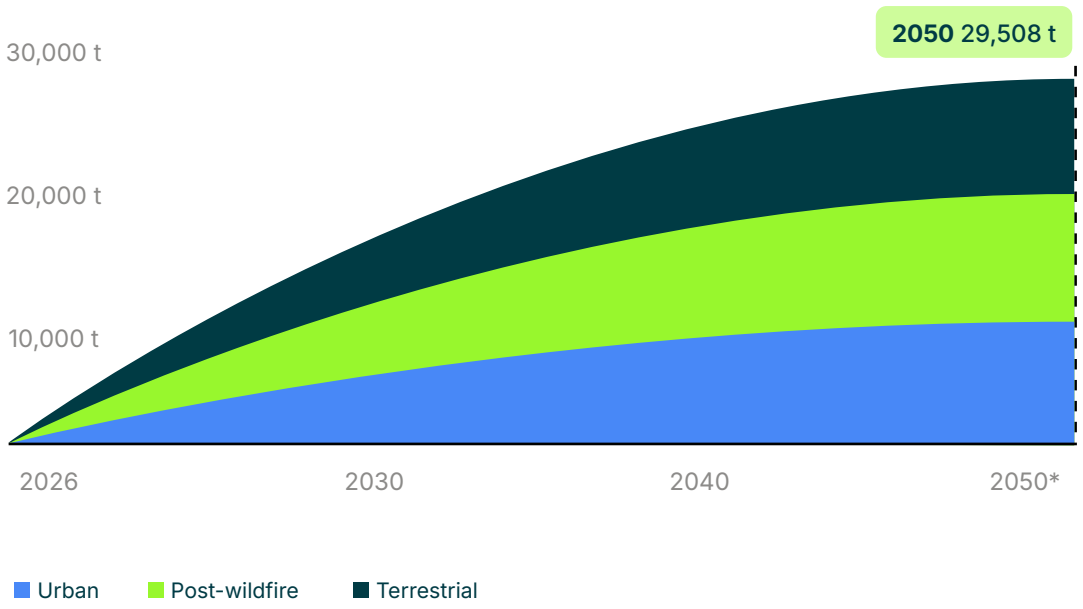
We also continued promoting biodiversity through responsible sourcing, sustainable paper procurement, and colleague engagement activities across the organization.



Restoring forests with veritree

We partner with veritree to support ecosystem restoration in regions connected to our paper supply chain. By combining verified restoration projects with transparent impact tracking, we help strengthen biodiversity, support local communities, and contribute to long-term climate resilience.*

Projected carbon sequestration from trees planted this year.



Wiley has planted **1,371,287 trees to date**

70,015 verified trees through veritree this year

760 planting hours created across restoration sites in FY26

Post-wildfire	Urban	Terrestrial	Mangroves
10,297 tCO_2e	7,775 tCO_2e	11,413 tCO_2e	21 tCO_2e

Total: 29,508 tCO_2e

*all data on this page is reported as of August 2026

Responsible resource management

Wiley continues pursuing opportunities to reduce waste, conserve resources, and improve operational efficiency across its global footprint.

As our business continues to evolve toward digital delivery models, we are identifying opportunities to reduce environmental impacts associated with production, inventory management, packaging, transportation, and end-of-life disposal.

Examples include:

- Expanding print-on-demand capabilities
- Reducing excess inventory and overproduction
- Increasing the use of lower-impact packaging solutions
- Incorporating sustainability considerations into workplace projects
- Extending the useful life of technology assets through donation, reuse, and responsible recycling program

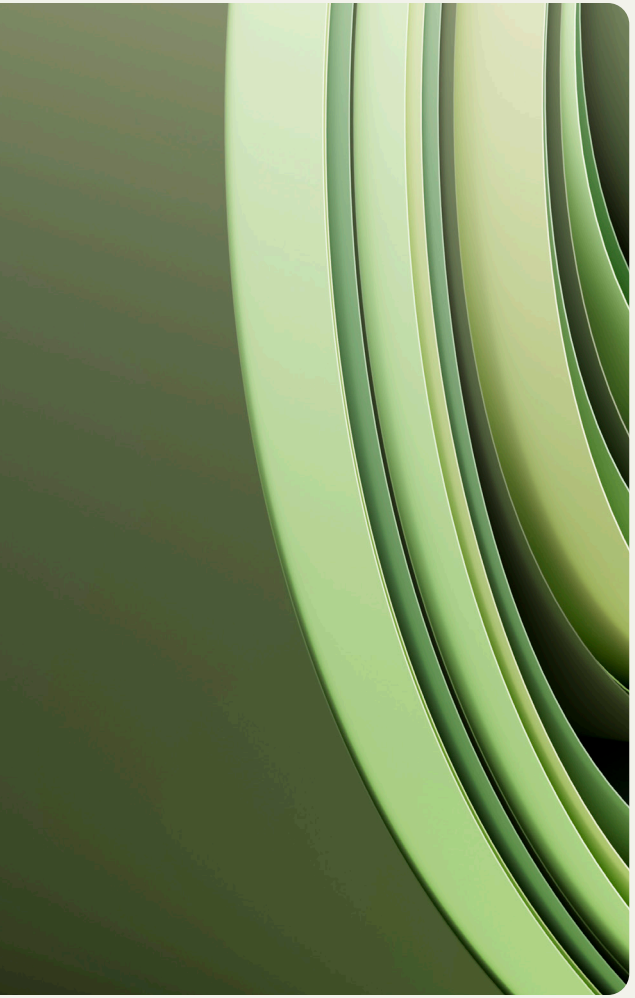
Our technology asset repurposing program continues to support both environmental and social objectives by diverting electronic equipment from waste streams while improving access to technology in communities around the world.

We also continue taking steps to better understand and manage water consumption in our operations and incorporate resource efficiency considerations into workplace improvements and facilities management practices.

Waste and Water Consumption

Category		
	Waste generated[1]	798.7 tons
	Waste to recycling[2]	641.6 tons
	Waste to landfill[3]	123.9 tons
	Waste to combustion / energy recovery[4]	31.1 tons
	Waste to anaerobic digestion[5]	2.1 tons
	Waste to composting[6]	0 tons
	Water usage[7]	26,355 m^3

[1]FY26 waste totals include actual reported waste data where available and estimated waste data where site-level data was unavailable. Estimates are calculated using treatment-specific waste intensity metrics and site floor area.
[2]Includes 582.24 tons of shredded book waste from Bognor Regis within recycled waste.
[3]Includes both actual reported and estimated landfill waste across FY26 sites.
[4]Includes both actual reported and estimated combustion waste across FY26 sites.
[5]Reflects anaerobic digestion waste reported for Bognor Regis.
[6]No composting activity was recorded in FY26.
[7]FY26 water consumption includes actual reported data where available and estimated consumption where actual site-level data was unavailable.



Responsible supply chain

Many of Wiley's most significant environmental impacts occur within our supply chain, so how we collaborate with suppliers remains an important part of our environmental strategy.

We continue to communicate our environmental expectations through supplier engagement activities, our Vendor Code of Business Conduct, and our Paper Policy. In FY26, we worked to strengthen supplier governance, embedding core ESG criteria deeper into our vendor lifecycle.

These frameworks support responsible sourcing practices, environmental stewardship, and continuous improvement across our value chain. We also continued engaging suppliers to improve environmental performance, strengthen data quality, and identify opportunities to reduce environmental impacts.

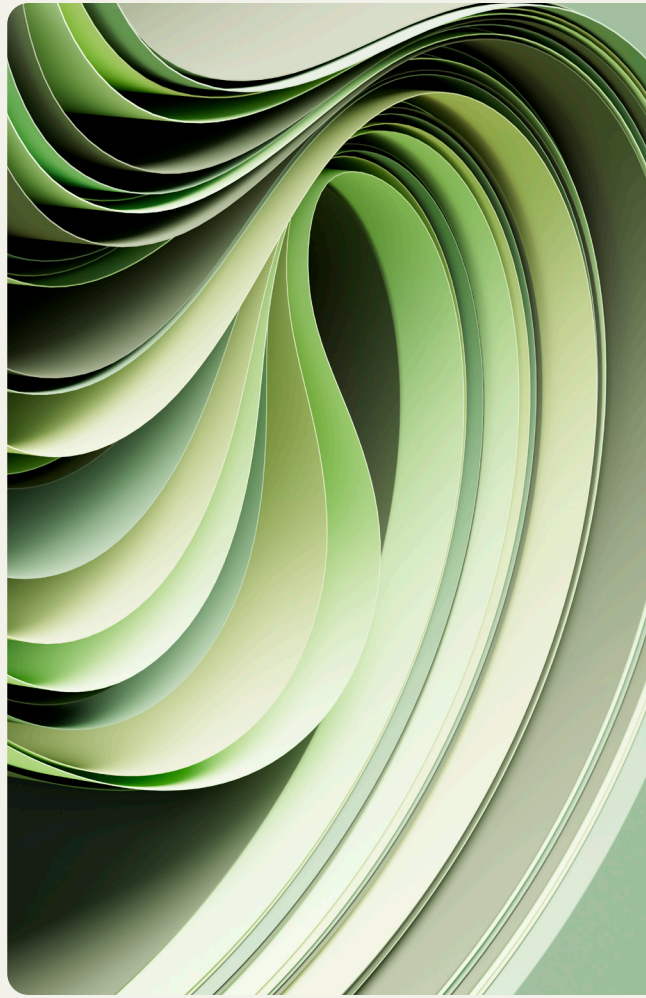
Sustainable paper sourcing remains a key priority. In FY26, more than 99% of the paper used in Wiley print products met at least one recognized sustainability standard.

Looking ahead

Wiley's environmental program continues to evolve as stakeholder expectations, regulatory requirements, and scientific understanding advance.

Our focus remains on reducing emissions, strengthening biodiversity and ecosystem protection, improving the quality and reliability of environmental data, and embedding sustainability considerations more deeply into the way we operate.

By combining trusted knowledge with practical action, we aim to strengthen our environmental performance while helping contribute to a more sustainable future.



People

Our culture

Our people have a genuine passion for making a difference in the world and for the communities we serve. We believe in creating a culture people want to belong to, investing in growing every person from their first day, and developing leaders who carry our culture forward. That culture doesn't happen on its own. We build it every day through a mix of company and colleague-led activities.

Inclusion and belonging

Inclusion and belonging are central to our culture and how we operate. We listen and act continuously, working to understand strengths and barriers, provide resources, and sustain and adapt inclusive practices over time.

Our commitment to inclusion shows up in how we hire and in how we help people grow. We hire people who can help us think differently by partnering with organizations that connect us with a broad range of candidates and ensuring job posting language and processes are clear and inclusive, we're always working to make our recruitment more equitable.

We also invest in our people in ways that are meaningful to them rather than with a one-size-fits-all approach, shaping development, recognition, and rewards around each person's needs and goals, from targeted programs like LEAD to our Employee Resource Group (ERG) Leaders' Development track. Our commitment to inclusion is grounded in making genuine, lasting impact. And we share progress, knowledge, and resources to hold ourselves accountable and support others to take action.

Our Inclusion & Community leader oversees our approach, Global – Inclusion and Community Policy, and our EEO-1 Policy. Our Board receives updates every quarter. Our global Business Inclusion Council and global Accessibility Guild help pave the way forward for more inclusive practices across the industry, as well as our participation in industry initiatives 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, 2026, we employed approximately 4,500 colleagues worldwide.

Colleagues by region[1]



- Americas: **40%**
- EMEA: **40%**
- APAC: **20%**

Global gender representation

Gender data reflects employees who self identified as male or female; 'not disclosed' responses are excluded from this metric.

Total global workforce:



Global senior leaders[2]:



50%

Female Male

US People of Color[3]



Total US workforce:

- **29%** POC
- **71%** white

US senior leaders:

- **20% POC**
- **80% white**

FOOTNOTES:

[1] Colleagues include regular full-time and part-time employees, excluding interns

[2] Senior leaders are Wiley's vice presidents and above

[3] 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

Learning and development at Wiley starts from the moment people join our team. And we live by the leadership and development content we publish, balancing hands-on experience, learning through relationships, and formal training to help people grow in ways that are meaningful to them.

> The information provided ahead of my start date, together with the time and space to learn in those first weeks, meant I felt part of Wiley from day one.
>
> **CLARE-LOUISE DOUGLAS**
> DIRECTOR, WILEY PEER REVIEW

Onboarding

Our Learning and Development team welcomes new colleagues with a two-day virtual orientation called Learn & Grow at Wiley, as well as 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 left behind.

In FY26, we launched Onboarding 3.0, a rebuilt new-hire experience that starts before day one, with a virtual office tour and an interactive welcome video introducing new colleagues to The Wiley Way, and continues with refreshed, brand-aligned welcome swag once they arrive. The relaunch directly supports two of our FY27 People Team goals: attracting and developing critical talent and building a growth and innovation-oriented culture.



Training and learning

Within the first 90 days of joining the team, every new colleague gets access to our Chart Your Path Early program.

The program gives each person the chance to develop an intentional growth plan that includes training and other development resources across a wide range of formal courses, mentoring, and social learning programs.

Formal learning

All colleagues get free access to more than 20,000 courses and certifications through Workday and LinkedIn Learning, and in-depth leadership courses for future leaders through e-Cornell. We also provide 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 development tools at Wiley.

The Leadership Challenge, a longstanding respected model created by Jim Kouzes and Barry Posner, guides our own leadership journey, which we call Leading@Wiley, helping leaders at every level grow and thrive.

In FY26, Leading@Wiley ran five cohorts and 87 people leaders completed the program. Alongside it, we focused on Managing@Wiley, a program built around the day-to-day skills people need the first time they become a manager.

Social learning

Learning together is at the heart of our community and we have dedicated Leading@Wiley and Managing@Wiley channels for managers to learn from each other, as well as our Champion Your Career channel 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.

Mentor learning

We believe everyone can learn and grow from each other. Colleagues have access to multiple shadowing and mentorship opportunities such as our Women of Wiley ERG and Audience Solutions, Publishing Solutions, and Research Publishing team mentorship programs.

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.

MANAGING@WILEY

Building confident, capable people managers

Managers shape how people experience work every day. In FY26, we launched Managing@Wiley, our foundational program for people managers designed in-house and delivered by subject matter experts from across the organization. After a pilot with an advisory group in July 2025, the program opened first to new hires, newly promoted managers, and managers taking on a new supervisory organization. Participants join a cohort for three months, meeting every two weeks.

The program covers six modules:
Five live virtual sessions of 85 minutes each and one 45-minute e-learning. The topics are the *role of a manager, developing and supporting your team, effective performance conversations, building your team's change resilience, recognizing and rewarding success, and finance and business basics.*

Reach and completion

In its first year, Managing@Wiley ran two uptakes, delivering 50 live sessions and 80 hours of in-house training. 194 managers graduated out of the 222 who enrolled.

What participants told us

Participants rated the program highly at the end of each session, citing the interactive design, relevant content, expert facilitation, and strong supporting resources as strengths. Approximately 96% said the session clearly achieved its learning outcome, and approximately 95% said they were likely to apply what they learned. Confidence in their skills rose in a vast majority of participants, and the program earned a Net Promoter Score of +57 and +55 across the two uptakes, both in the "Great" range of the NPS scale.

Changed behavior, six months on

We wanted to know if the learning lasted. Six months after completing the program, we surveyed graduates of the first uptake and their managers, and the results were encouraging:

76%	of graduates recognize their team members more often, including 16% who do so significantly more.
68%	give feedback more often, and 68% coach more often.
52%	are more active in managing change.
100%	took at least one new step to develop their team. For example, 37% created individual development plans, 28% set up new learning opportunities, 24% held career conversations, and 11% held stay conversations.

Overall, 92% of graduates said Managing@Wiley improved how they manage, and 36% said it improved considerably. Graduates' own managers see the difference too. One participant's manager said her direct report handled a period of ambiguity "with noticeably greater confidence and composure" than she'd have expected before the program. She credits the change resilience module.

Advancing sustainability, inclusion, and responsible innovation

Through a range of Corporate Impact-led development programs, Wiley helps colleagues build capabilities that support our sustainability, inclusion and belonging, and responsible innovation priorities.

Alongside our flagship development programs, LEAD and LEAF, which focus on leadership development and sustainability capability building respectively, colleagues had access to a wide range of additional learning and growth opportunities across Wiley.

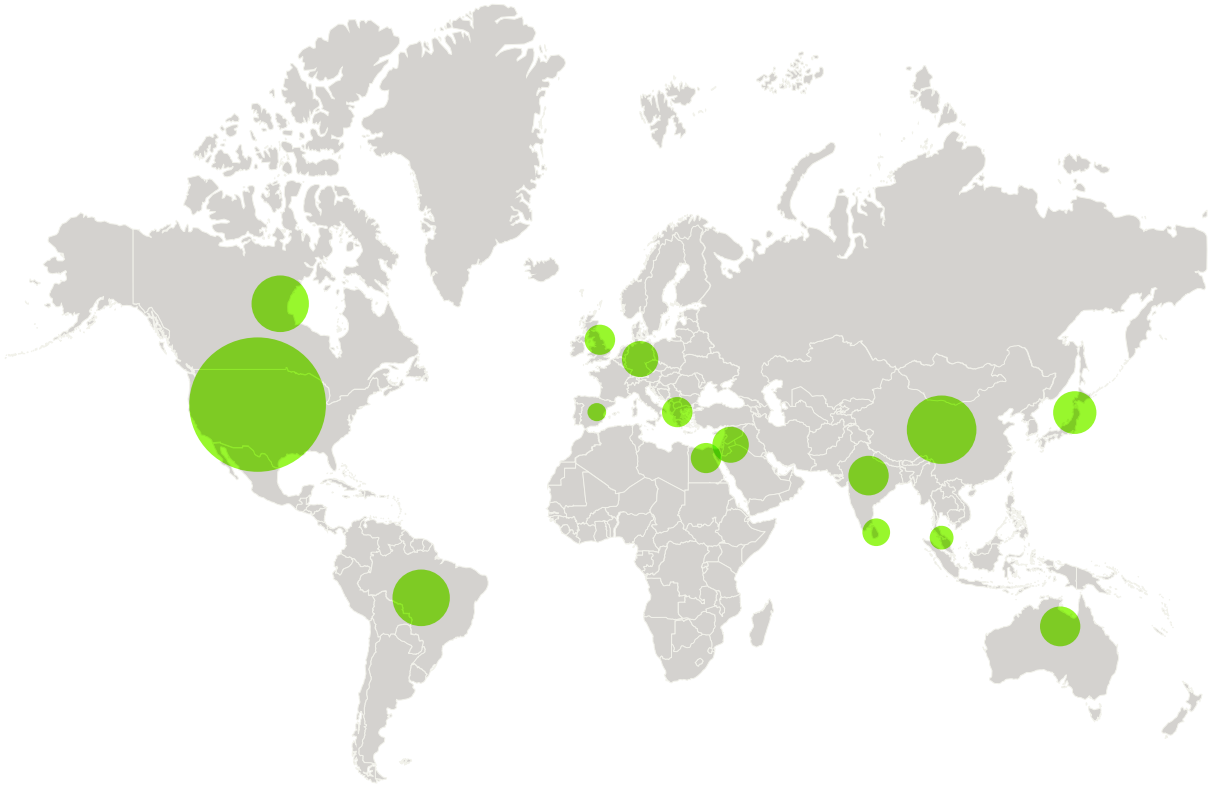
Wiley launched a Responsible AI learning program to help colleagues better understand the opportunities and risks associated with AI, covering topics such as bias and fairness, privacy, governance, environmental impacts, and human oversight.

Course completed by colleagues in:

- Australia
- Brazil
- Canada
- China
- Egypt
- Germany
- Greece
- India
- Japan
- Jordan
- Singapore
- Spain
- Sri Lanka
- United Kingdom
- United States of America

Wiley planted trees for every employee who completed the training, resulting in 4,715 trees planted in the second half of FY26 alone.

Wiley colleagues across 15 countries completed Responsible AI training



LEAD: Women's Leadership Program

In FY26, we launched our tailored Women's Leadership Program, LEAD, focused on building strategic skills, connections, confidence, and visibility. Our pilot cohort brought together 40 colleagues between Manager and Senior Director level across business units.

LEAD is an acronym, mapping to the 4 pillars of the program journey:

Learn
Learning Curriculum delivered through live sessions and an on-demand resource library

Empower
Networking opportunities and space for open dialogue, with learning content focused on strategic networking concepts

Aspire
Mentorship and sponsorship with senior leaders throughout the 7-month program

Development
Group projects that put learning into practice and drive cross-functional engagement, visibility, and end-to-end project management skills

As part of the LEAD journey, we paired participants with real-world projects, giving them a new team, a new setting, and a real chance to build ownership and drive innovation. One of these projects grew into something bigger: Wiley Voices. What started as a series of talks, recorded and shared across the organization, became a platform for connection. Today, Wiley Voices is open to everyone at Wiley who wants to share their own story and experience.

Our cohort celebrated at an in-person closing ceremony with senior leaders. The momentous event brought opportunities to present their group projects, deliver a Wiley Voices talk on a topic they're passionate about, and celebrate the impact the program had for them and their career journeys.





Required 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 in line with federal, state, and local law including:

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

In FY26, we expanded mandatory annual Workplace Anti-Harassment Training for all colleagues and managers across EMEA and APAC, available in multiple languages.

Colleagues can also choose to be part of voluntary training programs on inclusion and inclusive leadership at work. These programs help build a respectful, equitable, and supportive environment for everyone.

AVG. LEARNING HOURS

per full-time employee **5.2**

per contingent worker **2**

GLOBAL LEARNING HOURS

28,795

FY26 Total Learning Hours across Wiley

7,191

Total number of unique learners with completion in FY26

CASE STUDY:

Lifesaving training session in Tokyo

Wiley's Tokyo Community Builder team organized a lifesaving training session with instructors from the local fire service.

Over three hours, colleagues learned the essentials of first aid, including how to perform CPR, use an AED, and respond to choking and bleeding. Participants who completed the session received a Lifesaving Skills Certificate from the fire station, valid for three years.

The session was coordinated by the Community Builder team, with support from colleagues in Office Management, Facilities, and HR, who helped arrange the on-site visit and guide the certificate process while safeguarding participants' personal information.

While colleagues hope the skills are never needed, the session left the Tokyo office better prepared to respond in an emergency.





Employee Resource Groups (ERGs)

Our 11 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. Over 40 colleagues across Wiley support ERGs in leadership roles. In FY26, we launched a new global Parents & Caregivers Network.



Asian & Pacific Islander Employee Resource Group (API)

GLOBAL

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)

GLOBAL

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.

Parents and Caregivers Network

GLOBAL

Newly launched in FY26, the Parents & Caregivers Network exists to foster a supportive, inclusive, and empowered community for employees navigating the responsibilities of parenting and caregiving through building community, connecting colleagues to resources and helping shape policies and benefits for their community.

Black Employee Resource Group

GLOBAL

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

AMERICA CHAPTER • EMEA CHAPTER • APAC CHAPTER

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!

GLOBAL

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+

GLOBAL

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.

Women of Wiley (WoW)

AMERICA CHAPTER • EMEA CHAPTER • APAC CHAPTER

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)

GLOBAL

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 Green Group

AMERICA CHAPTER • EMEA CHAPTER • APAC CHAPTER

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.

Wiley Women in Technology

GLOBAL

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.

CASE STUDY:

Java Joy and The Joy Exchange

In February, AVID (Wiley's Employee Resource Group for Awareness of Visible and Invisible Disabilities) welcomed colleagues to the Hoboken office for a morning of coffee, connection, and conversation.

Colleagues gathered in the Conference Center to enjoy coffee from Java Joy, a social enterprise that creates meaningful employment opportunities for adults with disabilities, before hearing from Laura Hope Whitaker and the "Joyristas" behind The Joy Exchange. During the open discussion, the speakers shared stories and reflections exploring themes of social accessibility, human connection, and finding joy in unexpected places, highlighting how small, intentional actions can help create more inclusive spaces where everyone feels a sense of belonging.

Following the discussion, colleagues connected with one another, took photos with the authors, and took part in an onsite book signing, turning the event into both a learning experience and a moment of community building.





CASE STUDY:

Employee Resource Groups and giving back

In response to escalating regional instability, we temporarily closed our office in Jordan to protect the safety of our colleagues.

Once conditions allowed us to reopen, our team turned that moment into an opportunity to give back: employees came together for a global blood drive, organized by our AVID (Awareness of Visible and Invisible Disabilities) ERG.

The effort reflected the resilience of our people and their continued commitment to supporting one another and their communities after a period of disruption.







Managing, rewarding, and recognizing performance

We use a high-touch performance management system, and 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.

Rewards and benefits

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

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 a priority. Everyone benefits from the essentials, including healthcare plans and paid time off.

We add benefits to support our well-being, growth, and giving back, such as:

- Happy Fridays – half-day Fridays June through August
- End-of-Year Closure – We shut down for a week at the end of the year, offering all colleagues a period of rest
- 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
- Employee Assistance Program – support and coaching on everything from stress management to goal setting and resiliency
- Family Benefits – Our global parental leave policy offers eight weeks of 100% paid time off for all parents, giving families more time together.
- Other Wellbeing & Life Support – expert guidance, coaching, and on-demand resources to support mental wellbeing, family and reproductive health, healthy habits, and everyday life challenges

We strive to make sure pay is fair across our global workforce, and we make changes when and where we need to. We recognize and reward top performers 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 and volunteering

As a leading partner to nonprofits around the world, we understand the power of giving back. Through volunteering, charitable giving, and community partnerships, we work to make a meaningful and lasting difference in the communities where we live and work.

We support colleagues in contributing to the causes they care about by matching donations of both time and money, creating opportunities to volunteer locally, and providing a paid volunteer day each year. We also contribute directly to nonprofits that strengthen local communities and help address global challenges that matter to us all.

In FY26, Wiley colleagues logged over 1,200 volunteer hours through our giving platform and supported over 500 causes with nearly half a million dollars in donations.

CASE STUDY:

Painting Hope in Berlin

Children being treated in Charité's Paediatric Oncology and Hematology department often spend long stretches waiting for the examinations required before a transplant. For the second year running, our Community Group Berlin organized Wiley's Social Day, a day dedicated to volunteering across the city, and this year the team set out to make that wait a little brighter.

To avoid disrupting clinical routines, colleagues came in after their own workday, rolling up their sleeves on a Friday evening to transform the waiting area. A sun on the wall, colorful dots, and, most importantly, a space where kids can draw, read, and play, small changes that make a real difference for children going through an incredibly tough time.

Many of the volunteers are parents themselves, which made the project hit close to home. Wiley sponsored the furniture and paint, and Charité welcomed the team in.

As one colleague put it: sometimes you don't need a big strategy, just paint, a few hours, and motivated colleagues.



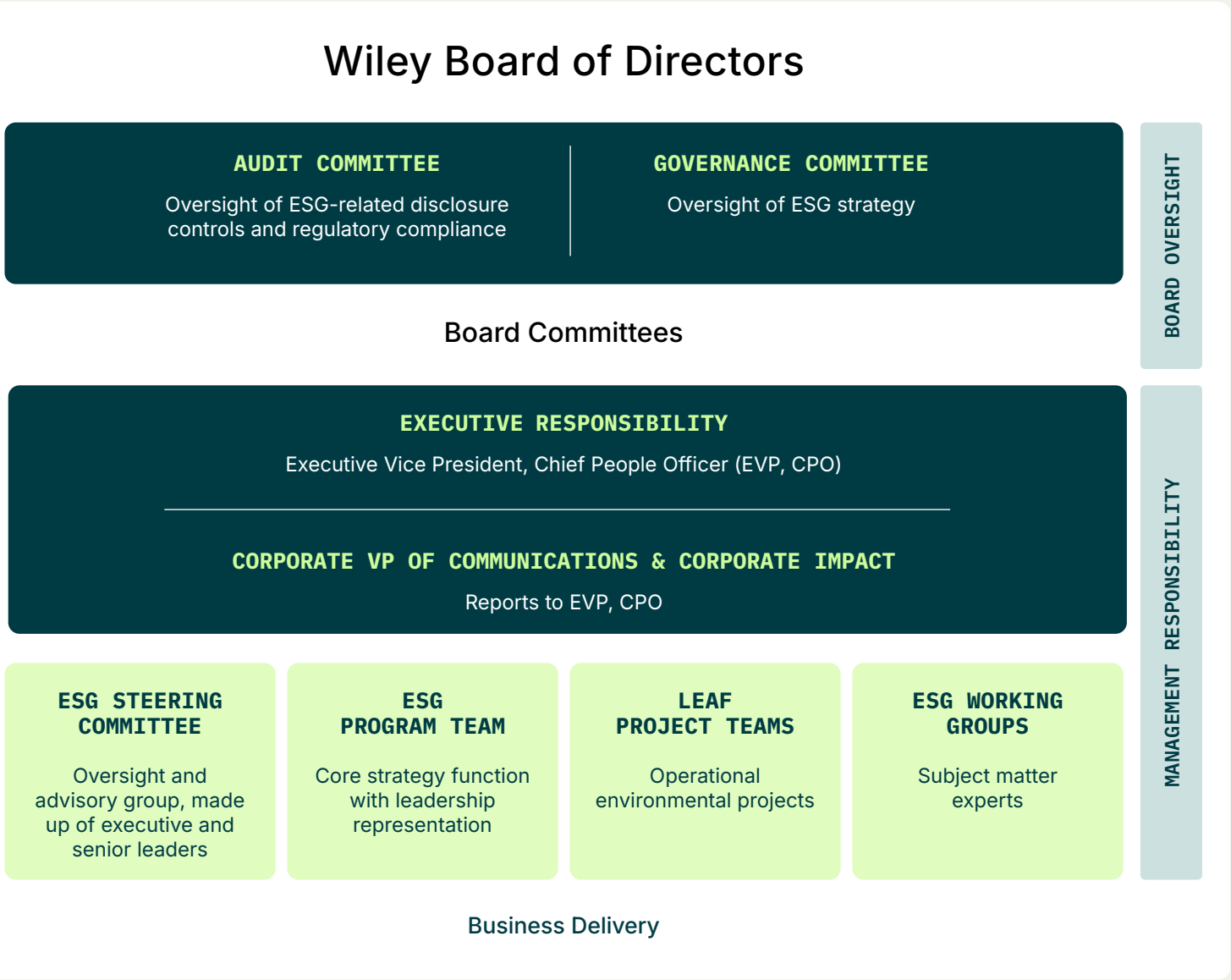
Responsible Operations

ESG Governance

Good governance powers our sustainability work. Our Board of Directors oversees our ASK strategy and tracks progress toward our goals. Committees have clear roles, and the board receives regular updates on sustainability initiatives. The Governance Committee handles Board governance: composition, qualifications, independence, diversity, and structure. It also oversees ESG planning and governance and helps identify important material ESG issues, including those that may affect progress against climate targets.

The Audit Committee oversees ESG-related disclosures and associated controls, including climate-related disclosures and the integration of climate-related risks into Wiley's broader Enterprise Risk Management (ERM) process. The Committee is regularly briefed on ESG-related controls and regulations and also monitors compliance, anti-corruption efforts, and whistleblowing channels. Our Internal Audit team audits Ethics and Compliance programmes 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, and multiple working groups.



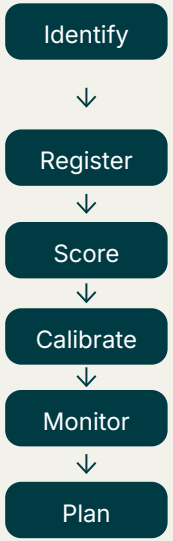
ESG Risk Management

In FY26, we evolved our Climate Risk Management Framework (CRMF) into a broader Sustainability Risk and Opportunity Assessment (SROA), an annual process designed to identify, assess, and manage sustainability-related impacts, risks, and opportunities across our operations and value chain. The assessment considers the sustainability topics identified through our materiality process and other emerging ESG-related issues. The SROA informs strategic planning, sustainability reporting, and risk management activities across the business.

The outputs of the SROA inform our broader ERM framework, where material sustainability-related risks are integrated, monitored, and reviewed alongside other enterprise risks. As part of this broader process, in FY26, we refreshed our assessment of climate-related risks and opportunities through climate scenario analysis. While no specific climate-related risks or opportunities exceeded our financial materiality thresholds in FY26, these risks are collectively captured and monitored under a single “climate change” enterprise risk within our ERM framework due to the uncertainty and long-term nature of climate-related impacts. Further detail on our assessment and management of climate-related risks and opportunities is provided in our TCFD Report.

Oversight of sustainability-related risks and opportunities is embedded within our governance structure. The Board oversees Wiley’s approach to ESG-related risks and opportunities and their integration into business strategy, with responsibility for oversight of specific climate-related matters delegated to the Governance and Audit Committees. Management oversight is provided by the ESG Steering Committee, which meets quarterly to review assessment outcomes, sustainability-related risks, opportunities, and priorities, and progress against sustainability objectives, while the ESG Program Team coordinates implementation across the business. Sustainability-related topics are also discussed through a range of management forums and operational working groups, including LEAF project teams and ESG Working Groups.

Sustainability risk and opportunity assessment (SROA)



	Description	Accountable
Identify	Identify sustainability-related impacts, risks, and opportunities through stakeholder engagement, industry and market research, peer benchmarking, and topic-specific assessments, including climate scenario analysis.	ESG Program Team
Register	Consolidate identified impacts, risks, and opportunities into a sustainability risk register, categorized by theme, impact area, and value chain stage	ESG Program Team
Score	Assess each risk and opportunity based on likelihood, financial magnitude, and time horizon (with supporting rationale)	ESG Program Team
Calibrate	Review and validate scoring outcomes through management and stakeholder discussions	ESG Steering Committee
Monitor	For non-material risks and opportunities, monitor exposures and trends	ESG Program Team
Plan	For material risks and opportunities, assign business owners, develop mitigation or opportunity plans, and integrate relevant actions into operational planning, budgeting, and Wiley’s ERM framework	Business owner

Cybersecurity, data privacy, and intellectual property

Oversight and management

Protecting customer data is a top priority. A data breach could harm customer confidence, so we manage personal information lawfully, ethically, and professionally.

Management leads our cybersecurity, data privacy, and intellectual property programs and is responsible for identifying and managing associated risks. The Board provides oversight of these activities. At the Board level, the Audit Committee has primary oversight responsibility for cybersecurity, data privacy, and information technology risks. Our Senior Director of Information Security and Compliance and our Senior Director of Data Protection and Privacy give quarterly updates on information security 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.

Management supports this governance structure through operational controls, monitoring, incident response, colleague training, vendor due diligence, and dedicated privacy and content-protection programs. 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 investigate how it happened so we can strengthen controls and reduce the risk of a repeat.



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.

We also stay ahead of the risk by making sure our vendors follow our cybersecurity policies. Vendors go through a comprehensive onboarding process that includes due diligence on their cybersecurity, privacy, and AI practices and policies. We regularly take a close look at each vendor's own security policies as well.

AI risk management

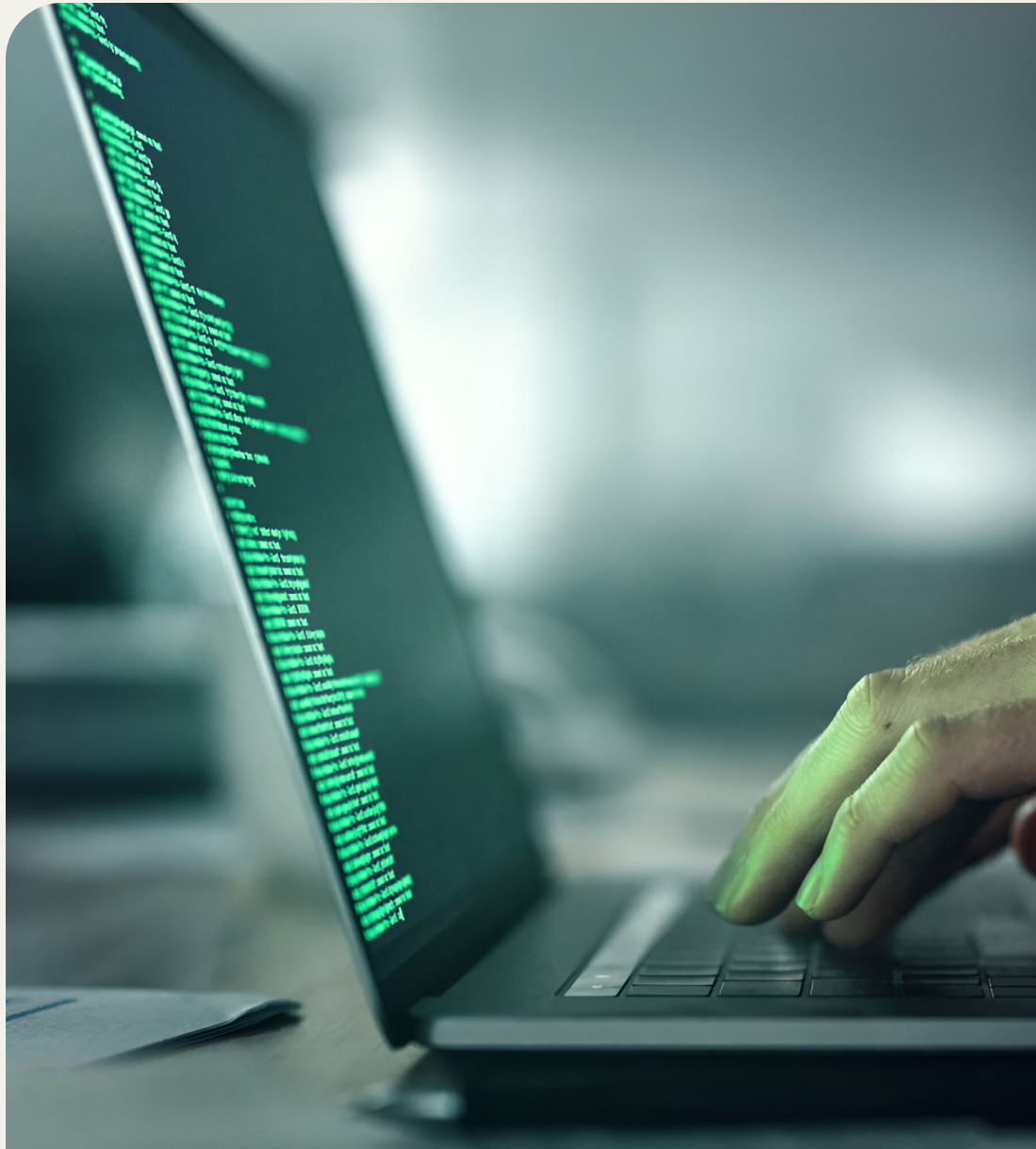
As AI becomes more embedded in our operations, it introduces new capabilities and risks. Threat actors increasingly use AI to conduct attacks, and we deploy AI-based countermeasures to defend against them. We've established programs to evaluate these capabilities and risks, set clear standards for how we adopt AI, and stay informed on the changing landscape. These programs align with recognized frameworks and help us capture the benefits of AI while maintaining the security and integrity of our operations.

Data privacy

Our privacy program is staffed by dedicated legal, privacy, and technical roles, supported where required by outside counsel and a Data Protection Officer (DPO), to build the policies and processes that protect personal information across our business.

Our Privacy Policy outlines how we collect, use, and disclose personal information, and how users can exercise choices and rights over their own data. Our use and sharing of personal information is governed by that policy.

Our records management program, which includes a Records Management Policy and a Retention Schedule, guides how long we retain data. We share data with third parties only as permitted by our Privacy Policy and notify our users of any major changes.



Intellectual property

Our intellectual property (IP) and content integrity strategy spans the acquisition and development of IP; publishing, licensing and distribution through partner and customer agreements with appropriate guardrails; IP and AI-related audits and compliance checks; enforcement technology and partnerships; and regular education for colleagues.

For IP enforcement, we use automated and manual monitoring, centralized reporting and takedown tools. The Content Protection team investigates copyright and trademark infringement, piracy, unauthorized scraping and other misuse across online ecosystems. We collaborate with major online platforms, security providers and specialist vendors on proactive content removal, bot management and evidence preservation. In the AI context, we also review content-access and licensing pathways, AI vendors and large language models, and develop guardrails around data use, provenance, attribution and compliance.

Wiley's AI Principles emphasize human oversight; trustworthiness and transparency; safety and fairness; and governance and accountability. For research-facing AI, this translates into accuracy, attribution, reliability, verifiability and reproducibility. Our public position on AI and copyrighted content also makes clear that AI use of Wiley content requires appropriate authorization and licensing. IP risk extends beyond text to trademarks, logos, domains, art and illustrations, which we protect through targeted action and awareness.

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)
- Audiovisual Anti-Piracy Alliance (AAPA)
- Scholarly Networks Security Initiative (SNSI)
- European Union Intellectual Property Office (EUIPO)

Business Ethics

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.

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 the event that someone blows the whistle, our Compliance Counsel or a designee carefully reviews 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.



Reporting frameworks and standards

UN SDGs

Our ASK strategy focuses on where Wiley can make the most meaningful contribution through both the knowledge we enable and the way we operate. These SDGs reflect our role in advancing education and widening access to knowledge, building trust through research integrity and responsible innovation, and addressing climate and nature impacts across our operations and value chain.

Priority SDGs
SDG 4 Quality Education
SDG 13 Climate Action
SDG 16 Peace, Justice and Strong Institutions

Additional SDGs Supported
SDG 9 Industry, Innovation and Infrastructure
SDG 10 Reduced Inequalities
SDG 15 Life on Land



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.

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.

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.

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.

ESG Ratings

ESG Questionnaire		Rating as of report publication	Score Date
CDP Corporate Questionnaire	Climate Change	B (industry average: C)	October 2025
	Water Security	C (industry average: C)	October 2025
	Forest	C (industry average: C)	October 2025
EcoVadis		75th percentile of the Publishing of newspapers, journals and periodicals industry with an overall score of 64 points.	May 2025

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 60% of our global colleagues, and 44% of our senior leaders. In the US, people of color represent 29% of our colleagues and 20% 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.
SV-ME-260a.2	Description of policies and procedures for ensuring pluralism in news media content	Wiley does not produce news media content.
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.
Journalistic Integrity & Sponsorship Identification		
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	Cybersecurity, data privacy, and intellectual property
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 489M unique visitors to the Wiley Online Library in FY26. 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, 2026, we publish over 1,900 academic research journals. This figure increased to nearly 2,500 academic research journals following the June 2026 acquisition of Emerald Publishing.

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
Labor	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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