Wiley Fiscal Year 2023 ESG and Corporate Responsibility Update

At Wiley (NYSE: WLY), our mission is to unlock human potential by empowering knowledge seekers (researchers, learners, innovators, and leaders) to achieve their goals and solve the world's most important challenges. As a global leader in publishing, research, and learning, we have been delivering on this mission by bringing new ideas to the world for over two centuries. Our work to advance knowledge and learning is guided by our values to help us meet the increasing expectations of the communities we serve: our colleagues, investors, customers, and partners across the globe. These values mean that we must be learning champions, continuously growing and developing; needle movers driving progress; and courageous teammates, standing up for what we believe in.

Our FY23 ESG and Corporate Responsibility Update illustrates how we are approaching, integrating, and communicating our Environmental, Social, and Governance (ESG) efforts to meet our various stakeholders' needs and expectations.[1]

Wiley at a glance

216 years in operation

50,000+ articles and reviews published in FY23 related to the 17 UN Sustainable Development Goals (SDGs)[2]

10,000+ articles and reviews published in FY23 on our three focused SDGs[2]

1,900+ academic research journals published

Serve customers around the world

14 countries in which we have a significant physical presence

[1] All data included in the FY23 Update is from fiscal year 2023 (May 1, 2022-April 30, 2023) unless specified otherwise.

[2] Data based on calendar year 2022 (January-December 2022).

[3] These countries include the US, England, France, Germany, Jordan, China, India, Greece, Brazil and Sri Lanka. Locations with less than 10,000 sq ft floor area are excluded as they are not considered material properties.

Our approach to ESG

Central to our mission, our ESG strategy is transparent, purpose-driven, and enables both long-term growth for our company and continued benefit for society at large. A dedicated VP of ESG leads our ESG team and oversees a network of dozens of colleagues across the enterprise with ESG responsibilities. These colleagues play a critical role in our progress and success. Our strategy is guided by:

- **Our commitment to being a company that continues to make people proud**: Acting as a responsible corporate citizen is core to who we are. We aim to make positive impacts on our stakeholders through our culture, operations, and the principles that govern our behaviors.
- **Our responsibility to lead global change on issues where we have expertise**: With our resources, reputation, and reach, we have a responsibility to go beyond what we directly control and amplify evidence-based information on environmental and social topics shaping society.

This two-pronged approach is grounded in three priority UN Sustainable Development Goals (SDGs). As a signatory of the UN Global Compact (UNGC) and SDG Publishers Compact, the SDGs serve as a strategic framework for our ESG strategy, and we are particularly focused on contributing to:

Quality of education

Reduced inequalities

Climate action

> ❝ A dedication to social and environmental progress is core to who Wiley is. We're committed to helping drive change around the world, tackling some of society's most important challenges in a way that's responsible and sustainable. Every day, Wiley colleagues worldwide play a role in advancing the ambitions of our ESG program, and we couldn't be more grateful to them and our global network of partners, customers, authors, and communities shaping a brighter future. ❞
>
> **— Bill Deluise, Corporate Vice President, ESG**

ESG topic prioritization

In FY23, we conducted a priority topic assessment to provide insight into which ESG topics we should prioritize. We assessed these topics through two lenses: the topic's potential impact on the success of our business and our business' potential impact on that topic.

Our assessment suggests continued focus in a number of areas: developing and engaging our colleagues; integrating diversity, equity, and inclusion (DE&I) throughout our organization; and improving customer access and equity for our products and services. It also reaffirmed our environmental strategy's focus on climate change and risk and our company-wide dedication to publishing responsibly and with integrity.

We will continue to evolve our strategy to align with stakeholder expectations and our business. In FY24, we will share more about our stakeholder engagement process and near-term priority ESG topics.

Shows forecasted long-term directionality of ESG topic

Shows an immaterial change from near- to long-term

● Environmental topic

● Social topic

● Governance topic

Near-term ESG topics

1 Talent Development & Retention
2 Diversity, Equity & Inclusion
3 Integrity in Publishing
4 Customer Access and Equity
5 Climate Change & Risk
6 Emissions & Energy Management*
6 Employee Health, Safety & Wellness*
8 ESG Governance, Compliance & Regulatory Reporting
9 Data Privacy & Cybersecurity

10 Community Engagement
11 Natural Resources
12 Human Rights & Labor Standards
13 Supply Chain Management
14 Responsible Sales & Marketing
15 Business Ethics
16 Green Design
17 Intellectual Property
18 Waste Management

*Emissions & Energy Management and Employee Health, Safety & Wellness received the same score across near-term interviews, resulting in a joint sixth place ranking.

Contributing to inclusive and equitable quality education and promoting lifelong learning opportunities.

We support seekers of knowledge and believe everyone should have access to quality education and trusted information. That's why we are focused on lowering barriers to accessing information and insights. Specifically, we contribute to inclusive, quality education and promote lifelong learning by 1) making information available and accessible to wide audiences; and 2) ensuring there is accuracy, integrity, and diverse representation throughout the editorial and publishing process.

Enabling access

Quality education is impossible without wide access to validated, trustworthy source information. One of our most vital commitments is to open research—the ongoing transition in how research is performed and knowledge is shared, aimed at making science more efficient, reliable, and responsive to societal challenges. Open research is the next era of our continued legacy of driving knowledge.

We support open research in three key areas:

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

Embracing open research supports researchers and learners everywhere. It particularly benefits those from places that historically have not had subscription access to scientific and scholarly content, including many based in low- and middle-income countries (LMICs).

Throughout FY23, we made several significant advancements to make information more accessible and inclusive, including:

- Initiated multiple transformational publishing agreements with global higher education and research libraries as part of our **open access strategy**. A transformational agreement is when a consortium or institution enters into a partnership with a publisher to enable a large-scale transition towards open access. As of late December 2023, we have approximately 80 transformative agreements currently in place, supporting open access publishing from 2,500+ institutions. This includes HEAL-Link in Greece, the Joint University Librarians Advisory Committee in Hong Kong, JUSTICE in Japan, Universidad Nacional Autónoma de México in Latin America, the South African National Library and Information Consortium in South Africa, The Scientific and Technological Research Council in Turkey, and various North American institutions in the US and Mexico.

- Launched **Wiley Partner Solutions** to serve associations, scientific publishers, societies, and corporations as they transform their business strategies and publishing processes in the open research era.

- Advanced our **RISE: Research in Support of Equity** program, which provides a revolving collection of open access research on topic areas that affect societies and communities globally, including topics covering the SDGs.

We also enable broad, equitable access through strategic partnerships. As a founding member of the Research4Life (R4L) partnership, we help share critical information with researchers, medical professionals, emergency workers, government officials, and academic communities in LMICs. In FY23, R4L enabled over 4,000 eligible institutions in 72 countries to receive an automatic waiver when publishing in a Wiley open access journal. R4L also enables authors in these countries to publish in our gold portfolio of journals at a discounted or waived Article Publication Charge. We have discounted for authors in 43 countries when publishing in a Wiley Open Access journal.

In higher education, we empower our customers to achieve success in both their educational and professional careers. That notion of customer empowerment is based on the guiding principle that learning must be accessible to all. Wiley's courseware offering is also designed to increase equity and access for students by providing them with personalized and adaptive learning experiences. Students can access high-quality content, practice questions, and feedback that match their individual needs and abilities. Our courseware also offers affordable and flexible options for students to access the course materials they need to succeed. Our approach includes:

- Inclusive access is a model in which colleges include the fees for course textbooks in their tuition at a discounted rate, so that every student has access to all required learning materials and no student has to find the materials on their own. When every student has access to the same high-quality materials on the first day of class, it helps level the playing field for those who may not have the same resources as others. Having access to all required learning materials for a class leads to improved educational outcomes. Inclusive access programs are giving students good options while leaving them free to pursue alternative ways to secure the materials they need. Inclusive access pricing is a benefit to and in the interest of the student.
Wiley strives to offer affordable pricing for students.

- Our Advanced Content book team partners with authors and editors to publish content aligned to the SDGs, focusing on healthcare, clean energy, smart water, smart manufacturing, and climate solutions, ensuring each piece contributes to a sustainable and resilient global future.

- Our Advanced zyLabs provides students and instructors with a single space for their computer science materials. Students can engage in practice using industry-standard Integrated Development Environments (IDEs) directly within the platform, eliminating the need for complicated downloads and setups. Instructors can efficiently monitor student progress and save time through the versatile auto-grading options offered by Advanced zyLabs while reducing the amount of time they have to spend setting up programming environments.

- Our innovative IT labs' auto-graded technology is a groundbreaking solution that takes virtual machine-based lab technology to the next level. By providing timely and purposeful feedback, it creates a sense of individual attention for students, while still allowing for increased class sizes.

- Through Knewton Alta's Foundations of Mathematics and Foundations of Math Self-Study courses, we provide students with the foundational skills they need to succeed. Our course is designed to help students in need of extra help, whether it's for prerequisite or corequisite courses or as a bootcamp. All students start on the topic assigned by the instructor, and rather than relying on periodic diagnostics, the platform continuously monitors students' performance and adapts in real-time to maximize their learning outcomes. Through offerings like this, we aim to narrow the achievement gap for students who often do not have access to personalized support or instruction to help them master basic concepts in math and statistics.

Ensuring integrity and responsibility

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

We have several policies that set the expectations we hold ourselves and our partners to, including:

- Business Conduct and Ethics Policy
- Vendor Code of Conduct
- Modern Slavery Statement
- Environmental Policy

Ensuring integrity in our published output is central to our responsibility as a publisher. Research integrity is a shared and growing challenge. Wiley participates in industry-wide initiatives such as the STM Integrity Hub. We work closely with the Association of American Publishers and our partners to make sure our publications comply with relevant government regulations. We are committed to adapting our strategies as artificial intelligence (AI) evolves, so that scholars can continue to use AI for legitimate purposes that enable research while preventing its abuse by bad actors. By doing so, we aim to not only address current integrity challenges but also to anticipate future ones, maintaining the trust and quality that define our publications.

Our research integrity team consists of experts from across the organization who assess and resolve research integrity issues, and we recently scaled up this team to include over 20 full-time professionals.

Our Best Practice Guidelines on Publication Ethics—now in its 3rd edition—outline our standards for editorial processes, encouraging integrity in research, writing, and peer review. We are continuously building technological enhancements into the process, including image screening services, which analyze images and assess potential areas of concern like data manipulation.

Inclusion and belonging

We are advancing our inclusive culture, where colleagues can be themselves, valued for who they are, and feel they can belong, through talent development and retention and reducing inequalities in our communities.

As a purpose-driven organization, creating a positive impact through our business is inherent to who we are. Wiley's commitment to colleagues is focused on creating a dynamic and rewarding work environment that encourages employees to grow, develop, and contribute to our mission. This is rooted in our ability to help colleagues find purpose, grow through intentional learning opportunities, participate in our community, and care for themselves and each other.

We are committed to fostering a more inclusive and equitable world—starting with our workforce of global colleagues and extending to the publishing industry and into our communities. We strive to promote a culture of inclusion and belonging for all people who interact with our business, and we do this through four strategic DE&I pillars:

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

Our Global Diversity & Inclusion Policy governs our overarching approach to DE&I, which is led by our Vice President of DE&I. Our goal is to create and sustain a culture of community driven by inclusion and equity. Our Global Inclusion Council, composed of cross-functional leads from our people organization, businesses, and Employee Resource Groups (ERGs), brings perspectives and voices from across the enterprise to bring our DE&I vision to life.

To build and enhance a more inclusive and welcoming workplace, we've established 10 Employee Resource Groups. In FY23, we cultivated two new ERGs that embrace even more dimensions of diversity and inclusion at Wiley and launched our ERG Champions program, which matches executive and senior leaders with ERGs to serve as mentors, allies, and advocates for the ERG communities.

Our 10 ERGs include:

- Asian & Pacific Islander Resource Group (API)
- Awareness of Visible and Invisible Disabilities (AVID) – *new in FY23*
- Black Employee Resource Group (Berg)
- Generation Wiley (Gen Wiley)
- Global Green Group
- Hispanics, Others & Latin Americans (¡Hola!)
- Military and Veterans (MVRG) – *new in FY23*
- Pride@Wiley
- Wiley Women in Technology (WWIT)
- Women of Wiley (WOW)

Equitable hiring practices

Our success depends on our ability to develop, attract, reward, and retain a diverse population of highly motivated and talented individuals at all levels of our organization.

We follow inclusive hiring and onboarding talent practices that aim to reduce bias and empower new colleagues to thrive on their journeys with us. We are also partnering with organizations that manage large networks of qualified, diverse professionals, including those from underrepresented groups. A few examples of our equitable hiring tactics include:

- conducting inclusive language scans of job descriptions before posting them
- reviewing all resumes along multiple dimensions of diversity before forwarding them to hiring managers
- focusing on increasing representation within population segments, including women and candidates from historically underrepresented groups

In FY23, we launched several initiatives focused on expanding our equitable hiring practices, including:

- an inclusive hiring pilot with The Mom Project that connects women re-entering the workforce with new career opportunities
- an internship program for students of Historically Black Colleges and Universities (HBCUs) in partnership with the Association of American Publishers and the United Negro College Fund
- a partnership with Disability Solutions, a non-profit dedicated to helping employers attract, hire, and engage top talent from the disability community

> **"** We want to serve the people who are hungry for knowledge, and we know that we need fresh and diverse ideas from different backgrounds and experiences to do that. We care about creating a welcoming space where our colleagues can grow, our customers can explore their interests, and we can make a positive difference in our communities. **"**
>
> — **Art Howard, Vice President of DE&I**

An important component of our employee value proposition is providing colleagues and new hires alike with comprehensive benefits that are reviewed and assessed to be equitable for all individuals who work at Wiley.

Understanding our people

We want to create a lasting and inclusive culture that values and respects diversity and equity in many ways—such as our backgrounds, experiences, identities, perspectives, abilities, and age. We use our workforce metrics to check how well we are doing and where we can improve:

In FY23, we had[3]:

- **Approximately 8,800 FTE colleagues globally**

- **Our human capital metrics summary**
  (excluding placement candidates in Wiley Edge) as of April 30, 2023:

Colleagues by region

48%	20%	32%

■ Americas   ■ APAC   ■ EMEA

Global gender representation[4]

Total global workforce

59%	41%

Global senior leaders (VP+)

43%	57%

■ female   ■ male

US racial/ethnic diversity[5]

Total US workforce

27%	73%

US senior leaders (VP+)

19%	81%

■ racially/ethnically diverse   ■ white

Enabling greater visibility:

We started our first Voluntary Self-ID campaign in FY23 to give our colleagues a chance to share more about themselves in a meaningful and nuanced way. We improved the options we offered and more people joined in across the company. The data we collected from this campaign helps us find out what might be stopping some of our colleagues from feeling included and supported. It also helps us design better initiatives that suit the needs of our diverse colleagues. We plan to do a Workforce Demographic Analysis to see where we can do better in having more representation and diversity in our company.

CEO ACT!ON FOR DIVERSITY & INCLUSION

HUMAN RIGHTS CAMPAIGN®

[3] All data represented is from Wiley FY23 10-K

[4] Note: This only captures those who identify as binary.

[5] US racially/ethnically diverse includes employees who self-identify as Hispanic or Latino, Black or African American, American Indian or Alaskan Native, Native Hawaiian or other Pacific Islander, Other, or two or more races.

Fostering inclusive communities and creating impact

We want to make a positive difference not only within our organization but also outside of it. We use our strengths and passions to do good things for our social impact. We share our time, expertise, and talent to make our communities more fair and welcoming. We encourage all colleagues to give back in meaningful ways. Through our corporate giving and volunteering program, we individually and collectively work to make an impact in our local communities. Wiley matched nearly $300,000 in colleague donations in FY23.

Additionally, our FY23 engagements with global NGOs like **Mitrataa Foundation** in Nepal and **Jagriti's Project Swayam** in India provide critical learning and skills-building opportunities to thousands of families in remote communities.

In our publishing programs, we are pursuing opportunities and implementing policies that elevate diverse perspectives on critical social and cultural issues and increase the representation of individuals involved in the editorial process. We are proud to be one of the signatories of the Joint Commitment for Action on Diversity and Inclusion in Publishing. We also collaborate with industry organizations like the Coalition for Diversity & Inclusion in Scholarly Communications (C4DISC) to improve diversity, equity, and inclusion within the scholarly publishing workforce. Our commitment to DE&I in research and publishing is showcased by several notable achievements:

During our inaugural Volunteer Month, more than **400 colleagues** engaged in activities across **10 countries**, contributing **1,000+ hours** of volunteer time during the workday in service to their local communities.

- From 2020 to 2023, we more than doubled published books on DE&I topics.

- We have a DE&I statement on Wiley Online Library for every Wiley-owned journal.

- We created policies and guidelines to enable LGBTQ+ inclusion in the editorial process and author experience of our research publishing activity – including our Author Name Change Policy, Inclusive Honorifics project, and Pronouns Policy.

- We offer inclusive language and image guidelines and training to editorial staff and our publishing partners at scientific and scholarly societies.

- Over 1,500 journals that we publish have enabled the gender-neutral "Mx" honorific option for submitting authors.

Climate action and sustainability

13 CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

With climate change as one of the defining issues of our time, our environmental responsibility and our business objectives are fundamentally connected and essential to our operations. For our customers and societies, this means contributing to the scientific discussion by publishing valuable research on climate change and how to mitigate its effects. For our business as a predominately digital company, this means continuing to reduce our direct environmental impact by managing greenhouse gas (GHG) emissions in our operations.

We set near- and long-term science-based targets with the Science Based Targets Initiative (SBTi) to reduce the GHG emissions within our operations and throughout our value chain:

- achieve net zero by 2040
- reduce Scope 1 & 2 by 50% by 2030, from a FY20 baseline
- reduce Scope 3 (categories 1, 2, and 6) by 50% by 2030, from a FY20 baseline

In FY23, we were a CarbonNeutral® certified company across our global operations, in accordance with the CarbonNeutral Protocol.

> **We are a founding signatory of the Publishers Association's Publishing Declares, committing to setting ambitious climate targets, raising awareness, and promoting sustainability.**

Our Environmental Policy and dedicated Paper Policy guide our climate and sustainability ambitions, upholding high environmental standards for ourselves and our supply chain as set by the Forest Stewardship Council, Sustainable Forestry Initiative, and Programme for the Endorsement of Forest Certification.

Our grassroots, colleague-led ERG, the Green Group, advances awareness around sustainability issues and inspires colleagues to take action, helping bring colleagues along our journey to become more sustainable. For example, colleagues celebrate World Cleanup Day annually in September to raise awareness around waste management and resource circularity. We encourage our colleagues to volunteer and make a difference in their local communities.
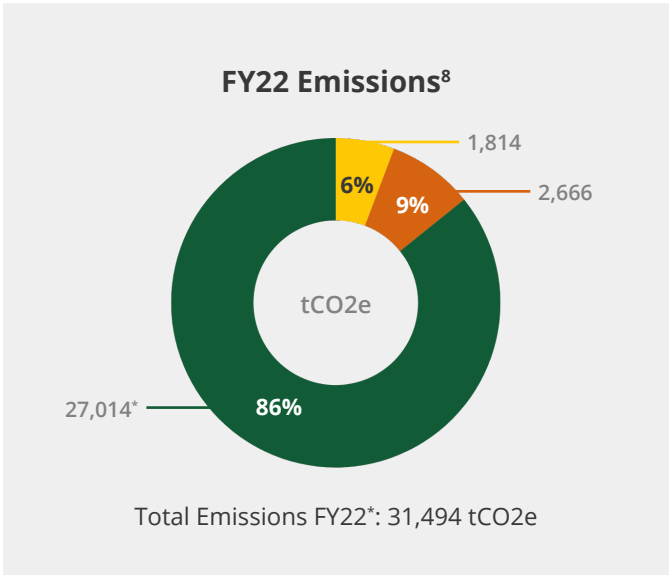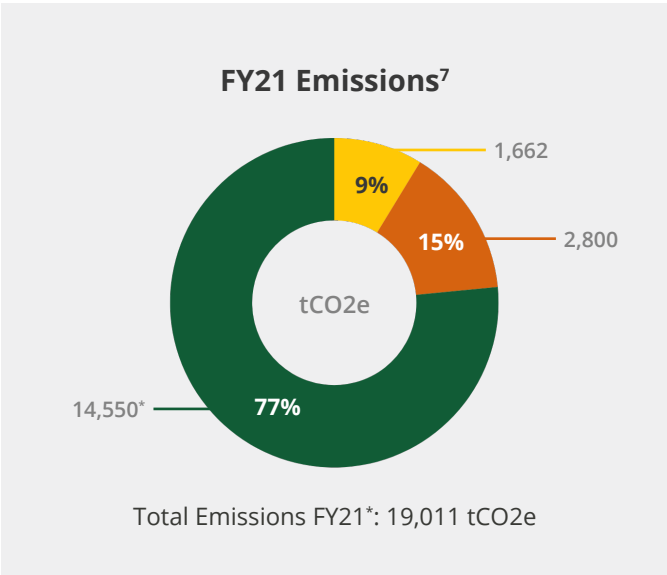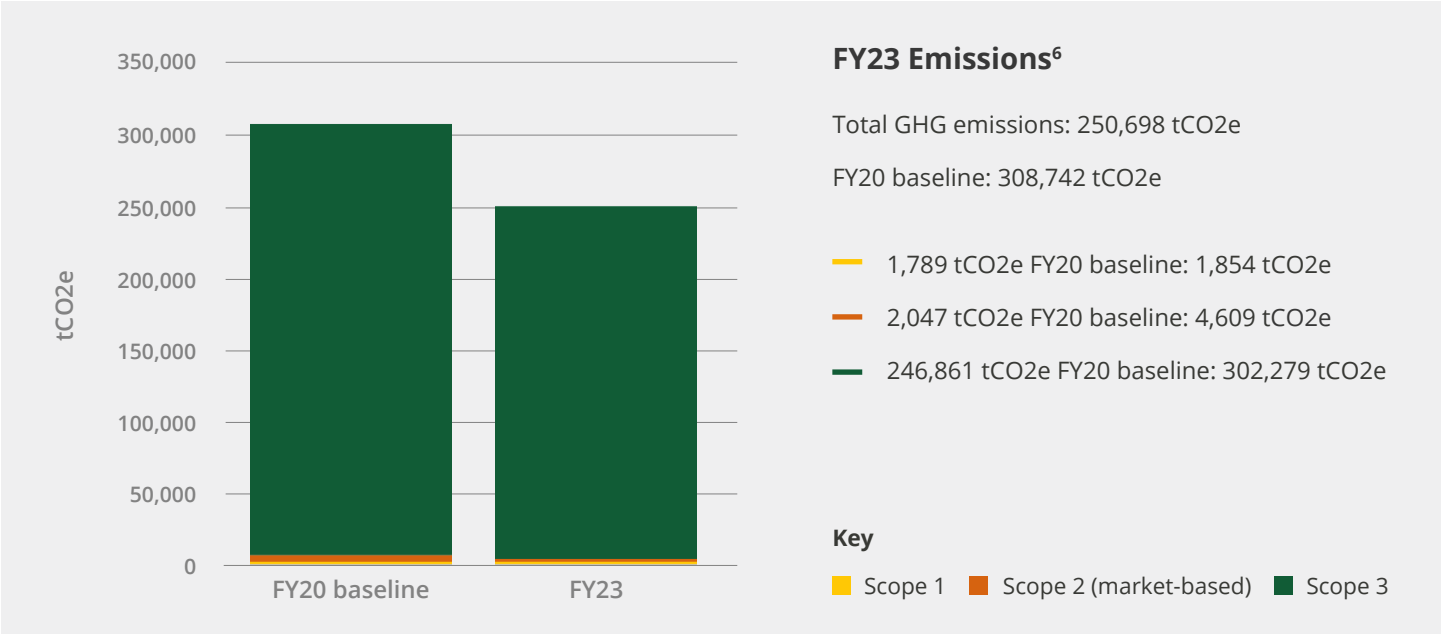
We care about being open and responsible about how we take care of the environment. We report to CDP Climate & Forests every year, the gold standard for corporate environmental reporting. For FY23, we published our first Taskforce on Climate-related Financial Disclosure (TCFD) report, which further details our climate risks and opportunities.

Colleagues from our Hoboken, New Jersey headquarters met up at Liberty State Park in Jersey City for a cleanup initiative to make sure their community green spaces remain beautiful for all.

Progress in our operations

Carbon action plans: We are in the process of developing a multi-year emissions reduction plan, including carbon targets, policies, and frameworks. Below is our GHG emissions summary for FY23 compared with our FY20 baseline:

FY23 Emissions[6]

Total GHG emissions: 250,698 tCO2e

FY20 baseline: 308,742 tCO2e

— 1,789 tCO2e FY20 baseline: 1,854 tCO2e

— 2,047 tCO2e FY20 baseline: 4,609 tCO2e

— 246,861 tCO2e FY20 baseline: 302,279 tCO2e

Key

■ Scope 1   ■ Scope 2 (market-based)   ■ Scope 3

FY21 Emissions[7]

1,662
9%
15% — 2,800
tCO2e
14,550* — 77%

Total Emissions FY21*: 19,011 tCO2e

FY22 Emissions[8]

1,814
6%
9% — 2,666
tCO2e
27,014* — 86%

Total Emissions FY22*: 31,494 tCO2e

*FY21 and FY22 calculations include partial Scope 3 emissions reflecting all categories required by the CarbonNeutral Protocol and a selection of optional categories.

[6] Scope 2 (location-based) emissions in FY23 were 2,777 tCO2e, down from FY20 baseline of 5,931 tCO2e.

[7] Scope 2 (location-based) emissions in FY21 were 3,619 tCO2e

[8] Scope 2 (location-based) emissions in FY22 were 3,441 tCO2e

Supply chain: We are also developing a vendor framework and targeted plans to further reduce our carbon footprint and are in the process of evaluating and addressing areas in our supply chain critical to lowering our emissions.

Waste: We are consciously reducing the use of resources across our operations and the waste we create. Some examples include:

- Our UK Bognor, Chichester, and Oxford sites all have achieved our SMART target of zero waste to landfill for FY23.
- We partner with a third party, Digitunity, in the US to establish a technology reuse program that repurposes old hardware that we no longer use.
- The pallets and packaging in our warehouses are reused or recycled.

Progress in our products

Publications: In FY23, we published more than 22,000 articles and reviews focused on environmental-related SDGs. We also partner with 26 societies and publish 130 journals related to climate science.

Printing and waste reduction: While we are predominately a digital company, we continue to reduce the number of printed journals and magazines we publish by:

- intentionally printing close to the customer to reduce transportation emissions
- exploring lower carbon papers
- moving away from plastic packaging
- encouraging digital consumption

Over the past two financial years, we have reduced our print journals and magazines by nearly 1.2 million copies. We've also taken additional measures to remove polybags from the distribution process by transitioning batches of titles to paper packaging in the UK and Germany.

We are committed to ensuring that all of the paper in our print products produced at our largest printers meets our sustainability standards and are also focused on increasing our visibility into our low-volume niche printers. In FY23, over 99% of the paper used in our print products met at least one of our sustainability standards: FSC, SFI, PEFC, or Book Chain Project paper database/PREPS rated 3 and above.

> **We partner with Trees for the Future to plant a tree for every copy of a journal that we actively stop printing, with a target of one million trees by May 2024. At the end of FY23, over 600,000 trees had been planted.**

We will continue to share updates on our ESG and corporate responsibility efforts. To learn more about our initiatives, visit **www.wiley.com/en-us/corporate-responsibility**.