John Wiley & Sons, Inc. - Taskforce on Climate-related Financial Disclosures (TCFD) FY2023

All information as reflected throughout this disclosure is as of Fiscal Year 2023 (FY23) status. However, note in November of Fiscal Year 2024 (FY24), executive responsibility of all ESG will move to the Executive Vice President, Chief People Officer (CPO) due to company-wide organization.

Introduction

ESG at John Wiley & Sons, Inc.

John Wiley & Sons, Inc. (will be further referred to in this document as "Corporate") is a knowledge company and global leader in research, publishing, and knowledge solutions. With its corporate headquarters in New Jersey, United States, Corporate has offices in seven US states and operates in more than nine countries internationally, including the UK, Germany, and France.

For over 200 years, Corporate has been unlocking human potential by delivering innovative knowledge to the world faster and more openly. We serve the world's researchers, learners, innovators, and leaders, helping them achieve their goals and solve the world's most important challenges. We are acting through our business practices to protect the environment, our global communities, and our workplace. Our ESG program addresses our responsibility as a global and corporate citizen, while embracing our purpose as a knowledge company advancing research and education.

We are building solutions for a better world. We believe that environmental and social responsibility and business objectives are fundamentally connected and essential to our operations. Therefore, we are acting to reduce our environmental impact and conduct our business in a responsible and sustainable manner.

About the TCFD

The TCFD is a global framework and comprises of 11 climate-related disclosure recommendations, which are grouped under four key themes (Governance; Strategy; Risk Management; and Metrics and Targets) (Figure 1). This reporting structure will help us to identify and address the impact of climate change on our business strategy and financial planning. The TCFD recommendations will support us, to ensure climate change considerations are embedded throughout our business.

This TCFD disclosure outlines our progress over the fiscal year, in identifying and addressing climate-related impacts. Each year we aim to continuously enhance our TCFD reporting as we improve our processes and develop our climate strategy.

Figure 1: Core elements of recommended climate-related financial disclosures

Overview – A breakdown of our TCFD disclosure

During this fiscal year, we followed the TCFD framework and its 11 recommendations to help us understand the importance of climate change and its associated risks and opportunities. We understand that climate change will have an impact on our business operations. At the start of our fiscal year, we commenced the process to assess this impact over the short (2020 – 2025), medium (2025 – 2035), and long term (2035 – 2050). We conducted climate scenario analysis and have identified seven climate-related risks and two climate-related opportunities. We aim to enhance our climate scenario assessment in the next fiscal year by identifying additional climate-related risks and opportunities throughout our value chain.

In Fiscal Year 2022/2023 (FY22/23), we partnered with a third-party specialist ESG consultancy to support the development of our ESG Strategy and to include climate actions which align with the TCFD recommendations.

Governance – Ensuring accountability and responsibility for climate-related risks

Corporate operates a mature set of corporate governance structures and principles, which ensure ethical business practices and long-term business success.

Over time we have been developing our ESG Strategy to ensure we operate responsibly and to reduce our impact on the environment. To support this approach, we have developed a bespoke net-zero strategy to decarbonize our business. This was developed in January 2023 and will support the achievement of our targets through the Science Based Targets initiative (SBTi), which have been validated by SBTi and approved by the Corporate Board of Directors ("Board"). As per the recommendations of the TCFD, we are taking the necessary steps to integrate climate change into our existing corporate governance structure, which feeds into our corporate sustainability efforts.

The Board has established a governance framework to support the oversight of ESG. The Committees of the Board have codified in their charters the areas of oversight for which they are responsible. In addition, an overview of the status of Corporate's ESG efforts is periodically included in Corporate's Enterprise Report to the Board.

In our partnership with the specialist ESG consultancy, we have commenced the process of enhancing our Board members' and Senior Management's knowledge of climate change and the impact of its associated physical and transition risks. To further build on existing climate change knowledge, workshops were conducted by our third-party specialist ESG consultancy, throughout FY22/23 and will continue into FY24. Workshops for Corporate's key subject matter experts on the Science Based Targets initiative (SBTi) targets and Climate Risks for the business have already been completed.

Board-level oversight

The business of a New York corporation is managed under the direction of its board of directors. The Board delegates the day-to-day management of the organization and appoints the Corporate President and Chief Executive Officer (CEO), who administers and implements the policies and decisions of Corporate and sees that all resolutions of the Board are carried into effect. The CEO has designated executive responsibility of ESG, including the management of climate-related risks and opportunities, to the Executive Vice President and Chief Marketing Officer (CMO). The Board is updated on ESG initiatives and progress, including those pertaining to climate change, in Corporate's Enterprise Report at least quarterly during its formal Board meetings. Over the next fiscal year, we aim to enhance our internal capacity and skills through educational workshops to develop the

knowledge of our Board members and Senior Management in relation to climate change and the impact of its associated risks and opportunities.

In FY23, the Board approved Corporate's commitment to set science-based targets (through SBTi) with an overall goal to be net-zero by 2040 for Scope 1, 2, and 3 emissions. The SBTi defines "net-zero" as a 90% absolute reduction in emissions and offset of the residual 10%, further details can be found throughout this document.

Corporate Board Committees

The Committees of the Board have codified in their committee charters the areas of oversight of which they are responsible.

Governance Committee

The Governance Committee oversees ESG planning, strategy, and the identification of qualified directors and establishes and maintains the governance framework of the Board, including facilitating the Board's self-evaluation, maintaining its governance principles, and periodically reviewing its corporate governance practices to identify opportunities for enhancement. The Governance Committee also oversees director education, including ESG-related Board training, and oversees Board governance, including Board independence, diversity, and structure.

The Governance Committee has the responsibility of overseeing management's process for identifying the strategically significant ESG-related areas that are material to the business. The Governance Committee also has the responsibility of ensuring that the Board has the appropriate structure and processes to oversee ESG matters.

Audit Committee

The Audit Committee of the Board has oversight responsibility of Corporate's compliance with legal and regulatory requirements, which includes periodically reviewing climate-related disclosures, controls, and procedures, as well as any associated or emerging risks and the impact they have on the wider corporation.

The Audit Committee also has oversight responsibility of management's enterprise risk management (ERM) process that identifies, assesses, and monitors risks to the business. As part of the ERM process, the individual risk "climate issues" were determined to be a low risk in Corporate's risk profile. However, to ensure management of climate risks and opportunities develops following best practices, management is in the process of mirroring existing ERM practices to further identify, assess and manage climate-related risks and opportunities in a standalone approach (referred to as the Climate Risk Management Framework).

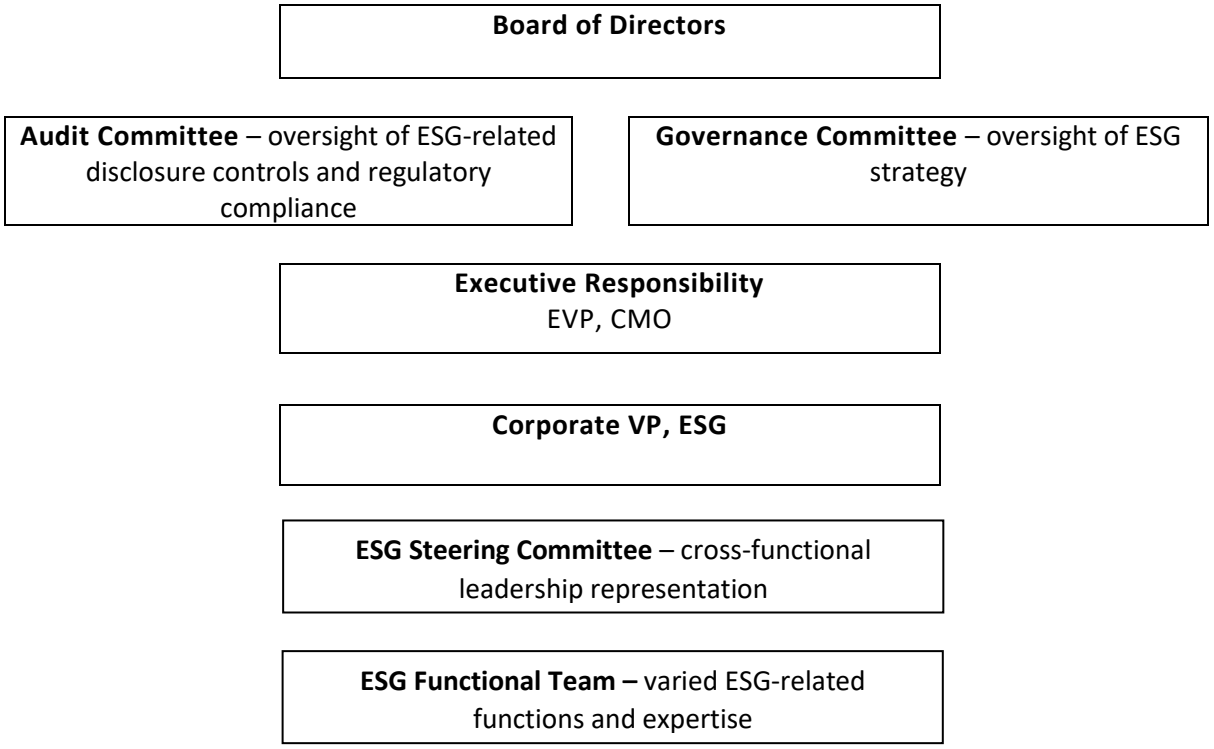
As part of management's build of the Climate Risk Management Framework, the appropriate oversight responsibility for climate-related risks and opportunities by a Board-level committee will be further defined in FY24 to ensure they are monitored effectively.

Executive responsibility

The CEO has delegated the responsibility for assessing and managing day-to-day ESG strategy to our Executive Vice President, Chief Marketing Officer (CMO). As such, the Executive Vice President, CMO is responsible for ensuring Corporate appropriately identifies, assesses, and manages climate-related risks and opportunities. The Corporate VP of ESG, who reports to the CMO, oversees the aggregation and assessment of climate-related risks and coordinates the management and mitigation of these risks

in the relevant departments. The Corporate VP of ESG will receive support from related functional leaders who will actively engage in the mitigation planning process. Management has established an ESG Steering Committee which is responsible for confirming the strategy and approach to ESG-related priorities, including climate change. The Steering Committee reviews internal roadmaps and risks. It comprises of Senior Management from across core business functions.

Figure 2: How Corporate governs ESG



Management of climate-related risks and opportunities

We take ESG seriously and have invested time and resources into building our ESG Strategy throughout FY22/23. We developed an internal ESG Team with resources dedicated to overseeing Corporate's ESG reporting and compliance with current and emerging regulations. Furthermore, in January 2023, Corporate finalized our net-zero strategy to support our decarbonization efforts, aligned with the Paris Agreement to limit global warming to 1.5°C above pre-industrial levels.

Corporate continues to advance its internal corporate governance practices. Since 2022, climate change has been an important topic of conversation and feeds into our corporate sustainability efforts. As part of these efforts, the identification of climate-related risks was informed by input from various functional leaders in Senior Management. Moving forward, the Corporate VP of ESG will receive support from the ESG Steering Committee, composed of senior-level management members, who will actively engage in the mitigation planning process.

Strategy – Building climate resilience into our business strategy

Corporate has a clear strategy to create long-term value for shareholders, with continued access to knowledge and growth in the institutions, corporations, and societies that we serve. The TCFD

informs our processes, ensuring that our business strategy remains robust and resilient to the impact of climate change.

Thus far, we have conducted climate scenario analyses on all 52 global sites across Corporate to model the potential risks and opportunities facing our business. Climate scenario analysis combined both qualitative and quantitative approaches to assess the potential impacts of climate change on various facets of our environment. This was conducted by our third-party specialist ESG consultancy. Climate scenarios present feasible models of future climate and how it may change over time to assess the potential impact.

Climate scenarios

As per the TCFD recommendations, we used three warming pathways to assess the impact of each risk identified with our operations and financial planning. To develop these scenarios, we used the following globally recognized, established models: the IPCC's Representative Concentration Pathways (RCPs), the IEA's World Energy Models (WEM), the Shared Socioeconomic Pathways (SSPs), Climate natural catastrophe damage model, CORDEX regional climate projections, and Integrated Assessment Models ("IAM").

Blending these datasets provides us information on how energy, emissions, society, demographics, and economics may alter in reaction to climate change. The scenarios we use are only potential pathways and do not represent a definite future. They provide the basis for considering our transition and physical risks and opportunities from climate change.

We developed our scenarios to reflect the short-, medium-, and long-term impacts of climate change and to align with the UK 2050 Net-Zero target. Existing mitigation measures were reviewed, such as the investment in technology and engaging with our suppliers via a survey to ensure they were aligned to our sustainable approach and to reduce our overall energy consumption and decrease associated GHG emissions. Further mitigation processes will be introduced, to reduce the impact of each climate-related risk on our business strategy. This is an ongoing process, and we are working to enhance our climate risk management procedures.

We used the following scenarios and time horizons to understand our vulnerability to the impacts of climate change and how they vary over time.

Our scenarios

Below 2°C: In this scenario, efforts to curb climate change are taken seriously. Governments, industry, and the public collaborate to keep the global average temperature rise well below 2°C by 2100. In this scenario, organizations begin to align with the Paris Agreement and the Science-Based Target initiative to be net-zero by 2050. Governments coordinate to implement firm policies and regulations to reduce carbon emissions. Each business strives to lead the way in climate action to reduce emissions. This organized approach to taking climate action results in a well-structured process at an incremental cost to businesses. Although transition risks are high in this scenario, this will limit the severity of the physical hazards of climate change in the long term.

2-3°C: The policies and agreements made in COP26 will likely lead to this scenario. It predicts a delayed response to climate change, leading to policies being introduced in an uncoordinated approach to reduce global emissions. Business continues as normal in the short term, but the delayed response results in the highest levels of transitional risks within the medium term and some physical risk due to the limited action. Only the most committed businesses will take serious action, and governments will rely heavily on technology to reduce the effects of climate change.

Above 3°C: In this scenario, limited climate action is taken, business continues as normal, and global emissions continue to rise until 2040, leading to a global temperature rise above 3°C. The rise in temperatures and subsequent physical risks will eventually apply pressure on governments and organizations to act, leading to policies being introduced in the long term, accompanied by the highest levels of physical risk, due to several tipping points being surpassed.

The warming pathways were modeled over three-time horizons:

- Short term (2020 – 2025)
- Medium term (2025 – 2035)
- Long term (2035 – 2050)

Figure 3: Risk scenario analysis timeframes

	From (Years)	To (Years)	Corporate
Short term	0	5	These are risks where the impact is already being experienced or is expected to materialize in the short term. The most significant climate-related risks identified for Corporate in the short term are the risks associated with the transition to a decarbonized economy. These risks are likely to result from increased reporting requirements due to climate change, changing customer preferences, increased cost of raw materials and energy prices, reputation damage from increased stakeholder concern, and cost to transition our products, services, and operational technology to low-carbon alternatives. Over the short term, we are likely to experience increased operating costs and capital expenditures.
Medium term	5	15	These are risks where some impact has already been experienced, but it may increase over time. In the 2-3°C scenario, transition risks may increase in severity, as governments may introduce regulations to meet upcoming carbon reduction targets, including NDC 2030 targets and 2050 net-zero ambitions. The physical impacts of climate change may present in the above 3°C scenario, as we surpass tipping points in climate trends.
Long term	15	30	These are longer-term risks that have not been experienced yet but may develop over time. A high impact of physical risks will be experienced if governments and businesses continue as usual.

The above timelines were aligned with CDP definitions of short-, medium- and long-term timescales. CDP currently runs the global environmental disclosure system, supporting companies such as John Wiley and Sons, Inc. in measuring and managing their risks and opportunities on climate, water security, and deforestation.

The scenarios range from a warming climate pathway where a smooth transition to a low-carbon economy takes place to a warming pathway where limited climate action is taken. Three potential futures were considered for potential physical and transition changes over the short, medium, and long term. Climate scenario analysis was conducted on 52 cities to understand how climate-related risks may affect our operations. Eight climate indicators were considered as a part of our climate modeling for each site. The climate modeling considered the transition risks facing Corporate and the physical risks at both the global and subsidiary levels. The physical risks were then amalgamated into overarching physical risk categories at the Corporate level, to help understand their overall impact.

Using academic research to set boundaries, climate indicators were flagged as a risk if they passed a certain threshold or rate of change across our time horizons. The interactions between each indicator and the resulting physical risks were considered. The climate modeling considered the transition risks facing Corporate and the physical risks at a global level.

Results

For FY22/23 we prioritized the identification of climate-related risks, which may impact our financial planning, operations, and strategy. As of October 2022, we identified seven risks and two opportunities. We aim to develop the assessment of our climate-related risks over the next fiscal year to enhance our understanding of their impact on our value chain.

We held a Climate Risk Management Workshop in October 2022, where the results of the climate scenario analysis were presented to the CMO, ESG Team, and additional representatives from across Corporate. This helped to develop an understanding of climate change and discuss the impact of each potential climate-related risk for the business.

Figure 4: Climate-related risks

Climate risk category	Climate-related risk	Timeline	Climate-related risk impact description
Climate-related transitional risk			
Direct operations	Current regulation, enhanced emissions-reporting obligations	Short term	Corporate is already impacted by government regulation which has been introduced to reduce energy use and emissions including the UK's Energy Saving Opportunity Scheme (ESOS), BEIS (Department for Business, Energy and Industrial Strategy), and Streamlined Energy and Carbon Reporting (SECR), resulting in an increase in labor resources and reporting costs. The costs and resources required to ensure we remain compliant with additional reporting and to manage internal initiatives is likely to increase. We have already allocated internal resources and engaged with a third-party specialist to ensure compliance with current and emerging regulations. Based on high-case late filing penalties and non-compliance penalty for ESOS and SECR, Corporate has developed an impact criteria matrix with five financial impact segments to mirror our ERM process. We determine this risk to have a minor impact on our operations (<$5 million) and have already engaged with third-party specialists to support the development of our data collection processes and environmental reporting to ensure we remain compliant with current regulation.
Direct operations	Emerging regulation, enhanced emissions-	Short term	We are already impacted by government regulation specifically UK ESOS, CSRD, SECR and BEIS and will be captured under various upcoming regulation. For example, we will be in scope of the CSRD (Corporate

	reporting obligations		Sustainability Reporting Directive) reporting requirements in future years and the proposed disclosure rule by the U.S. Securities and Exchange Commission (SEC). We monitor these and other emerging regulations on an ongoing basis. As the world aims to transition to a decarbonized economy, enhanced regulation may be introduced over time. The costs and resources required to ensure we remain compliant are likely to increase. For example, the BEIS in the UK estimates that it will cost the average company £88,000 a year to comply with the TCFD disclosure requirements in the UK. We have already allocated internal resources and engaged with a third-party specialist to ensure compliance with current and emerging regulations. Corporate has developed an impact criteria matrix with five financial impact segments to mirror our ERM process. We determine this risk to have a minor impact on our operations (<$5 million), as Corporate has already engaged with third-party specialists to support the development of our data collection processes and environmental reporting to ensure we remain compliant with current regulation. Through this partnership, we consistently monitor upcoming legislation, maintaining an awareness of intended government action. The processes we have developed internally ensure we are prepared for emerging and enhanced regulation and reporting. In FY22, we began the process of embedding the recommendations of the TCFD into our business operations voluntarily to ensure we are ahead of requirements in FY23 to report in the UK.
Direct operations	Current regulation, mandates on and regulation of existing products and services	Short term	Corporate is subject to increased regulation on plastics and packaging, and these regulations are likely to increase. For example, from April 1, 2022, organizations that manufacture or import 10 or more tons of finished plastic packaging material will need to register for the Plastic Packaging Tax. If this packaging does not contain at least 30% recycled plastic, the organization will be charged at a rate of £210.82 per ton. While we continue to monitor our use, we determine we are not currently within scope of this tax, as last year we used seven tons of plastic and expect to use the same moving forward. Corporate has already engaged with third-party consultants to support their reporting on packaging and have introduced internal initiatives to reduce the plastic packaging used with its products.

Direct operations	Market uncertainty in market signals	Medium term	We are already impacted by rising prices of energy and materials. This impact is likely to increase over time and across the different scenarios. Supply chain disruptions and the low supply of paper has also already impacted the business. Paper costs and availability have stabilized in 2023 but uncertainty in the marketplace remains due to several factors: including reduced number of paper mills in operation, challenges in transportation, and increased demand for corrugated shipping boxes. As this is ongoing, we do not have the financial figure. We aim to model the impact of this risk moving forward. We worked with a third-party specialist to conduct site surveys to identify energy-saving opportunities to reduce our energy usage. We aim to implement energy efficiency technology to reduce the impact of this risk.
Direct operations	Reputation, increased stakeholder concern or negative stakeholder feedback	Medium-to-long term	With the increasing importance of ESG, stakeholder concern for our organization's part in helping the environment is likely to increase. Failing to communicate how we will proactively reduce our environmental impact could result in lower interest from investors. We have submitted a Forest and Climate Change submission to CDP in 2022 and in 2023 to enhance the transparency of our environmental reporting. We have also begun the process of integrating the recommendations of the TCFD to ensure our ESG Strategy develops with guidance from best practice. As this is an ongoing risk, we do not currently have a financial figure to determine the impact it has on our direct operations. We aim to continuously monitor this. We are working to develop our ESG Strategy further and communicate it clearly to our stakeholders. We have engaged with an ESG consultancy to enhance our ESG reporting and develop our Net-Zero Strategy.
Climate-related physical risk			
Upstream	Acute physical, storms (including blizzards, dust, and sandstorms)	Long term	Extreme weather conditions may increase production costs or cause supply chain disruptions, but it is not likely to permanently disrupt our ability to make products because of the number of different geographies. The disruptions may cause increased costs, therefore increasing prices. Extreme weather conditions may also result in direct damages to buildings and property and increase costs for the business as insurance premiums rise. As this is ongoing, we do not have the financial figure. We aim to model the impact of this risk over time. We engage regularly with our suppliers, with approximately 98% of our paper purchased through our

			printing partners (less than 2% is purchased directly through merchants from paper mills). We work with our print partners and enter into long-term contracts so they can commit to the mills producing the paper we require. This also enables us to lock in prices for periods of time, although shorter timeframes than the risk period. We expect that our long-term partnerships would help mitigate potential risks. Additionally, part of our strategic and business goals includes reducing our print products and moving to digital alternatives. If issues arose, we would continue to push to our digital alternatives. Due to the nature of our business, many of our employees can complete their roles remotely, reducing the impact on operations if offices were damaged.
Direct operations	Chronic physical, changing temperature (air, freshwater, marine water)	Long term	Climate change may result in rising mean temperatures which will lead to a higher demand for cooling. Energy costs may rise as sites require additional cooling to maintain optimum temperatures for staff and operations. Staff well-being may be impacted if adequate cooling is not maintained. Employees may require more frequent breaks to avoid health risks associated with higher temperatures. Productivity may be impacted across Corporate. As this is ongoing, we do not have the financial figure. We aim to model the impact of this risk over time. By installing energy efficiency technology over time to reduce our energy usage, we will mitigate the risk of rising energy prices.

Corporate has considered the findings of the climate scenario analysis and plans to run a session in FY24 on creating a process to consider and act, if necessary, on the various climate-related risks identified.

Figure 5: Climate-related opportunities

Climate opportunity category	Climate-related opportunity	Timeline	Climate-related opportunity description
Direct operations	Resource efficiency	Medium term	Investing in energy efficient, lower emissions technology will reduce our energy costs and result in a payback over time. Capitalizing on this opportunity will also lower our carbon emissions and support us on our journey to net-zero. As this is ongoing, we do not have the financial figure. We aim to explore the practicalities of this opportunity over time.

Direct operations	Products and services	Medium term	By investing in lower emissions products, we can achieve our climate targets and remain competitive in the market. We recognize that customer preferences are shifting, as our customers move towards more sustainable choices. Our digital products and services generated approximately 85% of our revenue for FY23. As this is ongoing, we do not have the financial figure. We aim to explore the practicalities of this opportunity over time. We have invested in technology and widened our range of digital products available to our customers over time. Wiley Online Library and our Print-on-Demand services help ensure we are reducing waste of paper products, reducing our carbon emissions, and offering our widening customer base lower emission alternatives.

From our analysis, and as detailed above, we have determined that the impact of climate change on our business is currently low. We aim to expand our climate scenario analysis further to identify additional climate-related risks, their materiality, and mitigation strategies as part of our developing Climate Risks Management Framework.

Additionally, we are currently in the process of developing our Climate Action Plans, which involves translating our net-zero strategy into tactical plans across key business functions, establishing approaches and a near-term workplan to start driving down emissions to get to net-zero. We have developed a net-zero strategy in partnership with our third-party consultants and formed an internal task force to establish these implementation plans to achieve net-zero. Our next step is to embed into the organization and secure any necessary funding.

We are currently in the process of developing climate-related opportunity metrics, which we hope to have in place by FY25. Such metrics will mirror those we use to assess and measure the climate-related risks at present, following the identify, assess, appraise, and address process.

Relating to the opportunity of moving away from using paper and print products, Corporate continues to remove print journals in line with customer demand. Removing print also helps reduce our carbon footprint, particularly reducing airfreight as well as presenting a cost savings opportunity. In the past five years, Corporate has saved around $18 million from print reduction initiatives.

Risk management – Developing a climate risk management framework

Corporate's established Enterprise Risk Management (ERM) program identifies, rates, and monitors risks to the business using an impact criteria matrix with five financial impact segments:

- Extreme >$100million
- Major $50-100million
- Significant $20-50million
- Moderate $5-20million
- Minor <$5million - we consider any risk rated as minor (>$5million) to be classified as a low risk to the business

We will continue to refine and develop our risk thresholds as we advance Corporate's overarching ESG strategy and enhance the Climate Risk Management Framework, to define any emerging and principal climate-related risks to the business.

Risks are then mapped across the matrix with two axes: horizontally the impact and vertically the % of likelihood that the risk will materialize. Our risks include those that impact the Enterprise, specific businesses, and specific sections of our operating infrastructure. Quarterly, the VP of Internal Audit reviews each risk with the assigned owner and makes the necessary updates to the risk scores, impact, and likelihood, as well as identify any new emerging risks. The updates to the ERM risk landscape are subsequently reviewed quarterly with the Executive Leadership Team. Additionally, the VP of Internal Audit quarterly provides the Audit Committee and Board an update on any changes to the risk landscape with a focus on the high-priority risks, their risk mitigation strategies, and key performance indicators.

Informed by the cumulative and specific climate risks reviewed in the Climate Risk Workshop, “climate issues” was determined to be a low priority risk in Corporate’s risk profile. This was defined as: "Impact of climate issues, such as extreme weather events, rising temperatures, sea-level rise, and changing precipitation patterns, which can lead to physical, regulatory, and reputational challenges for the organization, affecting its operations, supply chain, assets, and stakeholder perception."

In FY24, a new element will be introduced where the inherent risk score (impact x (likelihood + velocity (time to impact)), will be categorized into high, medium, and low priority risks. These designations will be used to trigger reporting requirements to the Board and Audit Committee. While they will see all risks, the ERM focus with the Audit Committee will be on the high priority risks, which will require management to provide risk mitigation strategies and KPIs.

As previously mentioned, separately we also continue to develop a standalone Climate Risk Management Framework to mitigate the Workshop’s identified climate risks and opportunities and will be conducting financial modeling across all climate-related risks and opportunities in the near future. To further refine and strengthen our internal Climate Risk Management Framework, Corporate continues to work with a specialist ESG consultancy to support us in this work. Relevant physical and transitional climate-related risks were identified in FY22 through internal stakeholder engagement and data collection processes, uncovering department and site-specific information.

1. **Identify**

We conducted an internal stakeholder engagement process, engaging with a wide range of employees across several businesses and divisions, through a series of discovery calls. This data collection process was used to identify relevant physical and transitional climate-related risks and opportunities. In total, we identified seven low risks and two opportunities as within our Climate Risks Management Framework. This process will be reoccurring on an annual basis.

2. **Assess**

Climate scenario analysis was conducted in October 2022 to assess the impact of each risk and opportunity identified over three warming pathways (below 2°C, 2-3°C, and above 3°C) and three-time horizons (Short: 2020 – 2025, medium: 2025 – 2035, and long term: 2035 – 2050). We held a Climate Risk Workshop on October 31, 2022, with the ESG Team and relevant subject matter experts from across Corporate to discuss the historic and emerging impact of climate-related risks on our business. Corporate, and the related committees, will continuously assess what risks and opportunities are material to the business, by understanding what environmental and climate-related issues could have a significant impact on the company’s finances, operations, and reputation.

3. Appraise

Following the assessment of each risk and opportunity, we identified and considered a range of risk management strategies to help us manage and reduce the impacts of climate change.

This specifically looks at and refers to actions and measures taken by the company to prevent and reduce the emissions of greenhouse gases and minimize environmental impact. In FY24, we plan to report on our progress in implementing this program and building resilience against climate change across the business.

4. Address

Where appropriate, we have introduced mitigation plans to reduce the risks on our business, such as setting goals and structures around risks and opportunities, also including the ongoing work we are completing with our specialist ESG consultancy. We will review our climate-related risks and opportunities annually and work to understand how the impacts may change. In FY24, we aim to further develop our autonomous approach to climate change risk management and introduce processes to model the financial impact of our risks.

Metrics and Targets – Measuring and managing our impact

Through our ESG Program, we are committed to reducing our company's environmental impact and improving our environmental performance, as an integral part of our business strategy and operating procedures.

To understand our impact and manage our climate-related risks and opportunities, we measure our full Scope 1, 2, and 3 emissions. To date, Corporate has partnered with external third-party specialists to support us on this journey by helping expand and improve our data collection processes.

We have introduced initiatives to manage our impact across the areas of paper, waste, supply chain, and sustainable products. We will continue to report on our progress across these indicators annually. In January 2023, we finalized our strategy to support our transition to net-zero and are actively working on creating and implementing Carbon Action Plans to reduce our emissions.

(SBTi defines the term "net-zero" as: "A state of balance between anthropogenic emissions and anthropogenic removals. In most cases, it is important to specify either net-zero CO2 emissions or net-zero GHG emissions, which also includes non-CO2 GHGs. Net-zero GHG emissions must be achieved at the global level to stabilize temperature increase, and targets set using the Net-Zero Standard must cover all UNFCCC/Kyoto GHG emissions.")

Corporate has had our near-term and long-term net-zero targets validated by the SBTi. Corporate's overall net-zero target commits to reach net-zero greenhouse gas emissions across the value chain by FY40 from a FY20 base year.

- Near-term targets: Corporate commits to reduce absolute Scope 1 and 2 GHG emissions 50% by FY30 from a FY20 base year. Corporate commits to reduce absolute Scope 3 GHG emissions from purchased goods and services and business travel by 50% within the same timeframe.
- Long-term targets: Corporate commits to reduce absolute Scope 1, 2, and 3 emissions 90% by FY40 from a FY20 base year.

Reducing our greenhouse gas emissions

Reducing our carbon footprint is important to Corporate. We commenced an annual comprehensive independent third-party GHG assessment for our Global Operations in FY20. This fiscal year, we

carried out the same GHG assessment to enable us to monitor and track progress against our targets. We followed the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard to expand our carbon emissions reporting and to include our full Scope 3 emissions. This has allowed us to understand our impact and identify opportunities to reduce our GHG emissions.

In FY23, we had our near-term and long-term targets validated by the SBTi. We are responding to the SBTi's urgent call for corporate climate action by committing to align with 1.5°C and net-zero through the Business Ambition for 1.5°C campaign. Our validated targets can be found on the SBTi website found here: https://sciencebasedtargets.org/companies-taking-action.

We anticipate a reduction in our carbon emissions over the next five years, as we introduce processes to support our ambitious target of net-zero for Scope 1, 2, and 3 by 2040. We monitor emissions on an absolute basis (total CO2e) and an intensity basis (tCO2e per FTE) to ensure that we are tracking actual decarbonization and emissions relative to business size.

GHG emissions reporting

Corporate has calculated its full Scope 1, 2, and 3 greenhouse gas inventory for FY23, in line with the internationally recognized Greenhouse Gas (GHG) Protocol guidance. To enable the business to track progress against its near-term and long-term science-based targets, Corporate has reported FY23 emissions against its FY20 base year (Figure 6). The operational control consolidation approach was used to define the organizational boundary. This applies to all reporting entities under Corporate. According to the GHG Protocol, the consolidation of GHG emissions data will only result in consistent data if all levels of the organization follow the same consolidation approach.

Under the operational control approach, organizations must account for 100% of the GHG emissions over which they have operational control. It does not account for GHG emissions from operations that an organization owns equity in but does not have operational control over. The calculation methodology is outlined in Table 11.

During 2022, Corporate undertook its first comprehensive review of Scope 3 emissions and calculated its full greenhouse gas inventory for base year FY20 (May 1, 2019 – April 30, 2020). FY20 was selected as the base year because it was the most recent reporting year that had not been significantly impacted by COVID-19 and had sufficient data available to calculate GHG emissions.

In order to adhere to TCFD recommendations, Corporate's focus after calculating base year emissions was to calculate FY23 emissions to align with the FY23 reporting period. As a result, FY21 and FY22 emissions are unavailable for Scope 3. Some Scope 3 categories were calculated for FY21 and FY22 to comply with the Carbon Neutral Protocol, however these emissions have not been included in the table as the inventory is incomplete and would not enable like-for-like comparison between years. Global Scope 1 and 2 data have been calculated on an annual basis and are reported in Figure 7.

For FY23, we are a CarbonNeutral® certified company across our Global Operations, in accordance with the CarbonNeutral Protocol. This means that Wiley is carbon neutral across scope 1, 2 and select scope 3 categories, approved by the CarbonNeutral Protocol. In the future, Corporate aims to decarbonize its operations and shift away from purchasing carbon offsets as we focus on reducing emissions and reaching net-zero.

It is Corporate's aim to focus on making improvements to data collection for FY24, rather than back calculating emissions for FY21 and FY22. In order to continuously improve data accuracy, Corporate has identified several development areas within its GHG inventory:

- Scope 1 and 2: expanding data capture. Currently Corporate is unable to collect actual consumption data from a number of sites, as the data are not centrally recorded. For FY23, the process for Scope 1 and 2 data collection was to collate consumption data from major sites (sites with >50 full-time employees (FTEs)) and extrapolate consumption for minor sites (sites with <50 FTEs) based on floor space. The aim is to expand the sites in scope for data capture year on year until all sites are reporting actual consumption.
- Scope 3, Category 1 and 2: improve spend categorization. Currently, the spend data used for Categories 1 and 2 are very high level, and as a result, spend items are collectively assigned to a spend-based conversion factor that may not be representative of individual line items. The aim is to expand the current data set to get a better understanding of spend data and more granularity for reporting.
- Scope 3, Category 4: improve distance information. Currently, transport distances are estimated based on start and end location. The aim is to engage with logistics providers to capture more accurate transport information for books and journals.
- Scope 3, Category 15: collect emissions data from investees. Currently, Corporate has a record of its shares in other businesses, but no way of calculating emissions associated with these investments due to a lack of public data. The aim is to engage with investees to understand emissions from their investments, so they can be allocated to Corporate.

Figure 6: Corporate FY23 and baseline (FY20) Scope 1, 2, and 3 emissions

Emissions Scope and Scope 3 category	GHG inventory FY23 (tCO_2e)	GHG inventory baseline year FY20 (tCO_2e)	% change
Scope 1	1,789	1,854	-4%
Natural gas	1,480	1,376	8%
Diesel	18	8	125%
District heating	123	N/A	N/A
F-Gas	51	396	-87%
Transportation (excluding grey fleet)	117	74	58%
Scope 2 (location-based)	2,777	5,931	-53%
Scope 2 (market-based)	2,047	4,609	-56%
Scope 3	246,861	302,279	-18%
1. Purchased goods and services	178,113	209,961	-15%
2. Capital goods	44,001	61,802	-29%
3. Fuel-related emissions	873	1,580	-45%
4. Upstream transportation and distribution	14,674	10,991	34%
5. Waste generated in operations	111	98	13%
6. Business travel	3,311	10,102	-67%
7. Employee commuting	1,535	1,946	-21%
8. Upstream leased assets	N/A	N/A	N/A
9. Downstream transportation and distribution	2,893	4,067	-29%
10. Processing of sold products	N/A	N/A	N/A
11. Use of sold products	N/A	N/A	N/A
12. End-of-life treatment of sold products	337	186	81%
13. Downstream leased assets	1,014	1,546	-34%
14. Franchises	N/A	N/A	N/A

15. Investments	Information unavailable	N/A	N/A
Total emissions all scopes (location-based) (tCO_2e)	251,428	310,064	-19%
Total emissions all scopes (market-based) (tCO_2e)	250,698	308,742	-19%
Total emissions per FTE (location-based) (tCO_2e/FTE) *	36.1	45.9	-21%
Total emissions per FTE (market-based) (tCO_2e/FTE) *	36.0	45.7	-21%

* Full Time Equivalent (FTE) employee actual figures (FY23: 6,963; FY20: 6,762) are aligned to the estimates used in Corporate's 10-K report:

Figure 7: Corporate Scope 1, 2, and 3 calculation methodology (FY23)

Emissions source	Applicable	GHG Protocol calculation method	Methodology and assumptions
Scope 1: Natural gas	Yes	N/A	Corporate used Environmental Protection Agency (EPA) conversion factors for American sites and BEIS 2022 conversion factors for UK and European sites. BEIS 2022 conversion factors were also used as a proxy for any European sites (country-specific data are unavailable). For major sites (>50 FTE), gas consumption was provided by facilities managers and multiplied by the relevant conversion factor to calculate CO2e per site. To extrapolate for minor sites (<50 FTE), the tCO2e per square foot was calculated per major site, and an average was taken to produce a tCO2e/sqft intensity metric. Each minor site's floor area was multiplied by the intensity metric to provide tCO2e per minor site.
Scope 1: Diesel	Yes	N/A	Corporate used EPA conversion factors for American sites and BEIS 2022 conversion factors for UK and European sites. BEIS 2022 conversion factors were also used as a proxy for any other European and global sites (country-specific data are unavailable). Diesel consumption provided by facilities managers was multiplied by the relevant conversion factor to calculate CO2e per site.

			To extrapolate for major sites that were missing data, the tCO2e per square foot was calculated per major site with data available, and an average was taken to produce a tCO2e/sqft intensity metric. Each missing major site's floor area was multiplied by the intensity metric to provide tCO2e per site. No extrapolation was carried out for minor sites, as diesel consumption from back-up generators was assumed to be negligible.
Scope 1: District heating	Yes	N/A	Corporate used BEIS 2022 conversion factors, as no data were available for district heating in other countries. No data were available for either of the sites that use district heating, so energy consumption was estimated using Corporate's gas consuming major sites as a proxy. For each major site that used gas in FY23, the kWh consumption was divided by the square footage to produce a kWh/sqft intensity metric. Each district heating site's floor area was multiplied by the intensity metric to provide kWh per site, then converted to CO2e using the UK conversion factors.
Scope 1: F-Gas	Yes	N/A	Corporate used BEIS 2022 conversion factors for all sites, as no data were available for F-gas emissions in other countries. For major sites with F-gas leakage, the quantity of F-gas recharged to the aircon unit was provided by the facilities manager as well as the type of F-gas. The kg of refrigerant was multiplied by the relevant conversion factor to calculate CO2e. To estimate F-gas leakage at minor sites, the methodology outlined by RSK in their 21/22 report was used to ensure consistency in calculations: 0.00125-ton air conditioning (AC) unit per sqft, with a 2.27kg refrigerant gas charge per ton AC weight and a 3% annual leakage, as per the Screening Method set out in DEFRA's 2021 reporting guidelines. Corporate AC units were classed as small for the purposes of this assessment.
Scope 1: Company vehicles	Yes	N/A	Corporate used BEIS 2022 conversion factors for all sites, as no data were available for vehicle emissions in other countries.

			For sites that provided liters, kWh, or mileage data, the relevant average car conversion factor was used to calculate CO2e, based on the fuel type. For sites that provided spend data, the average cost per liter of fuel in 2022 was used to convert spend into liters. Cost data were collated based on country and fuel type, from publicly available information. Only major sites provided data on company car emissions. No extrapolation was carried out for minor sites, as Corporate has a limited company car fleet, and most of them are located at the major sites.
Scope 2: Location-based	Yes	Location-based method	Corporate used US EPA eGrid 2022 conversion factors for American sites, IEGS 2022 conversion factors for Asian sites, Canadian National Inventory report 2022 for Canadian sites, BEIS 2022 for UK sites, AIB 2022 for European sites, and Australian Government 2021 report for Australian sites. For major sites, electricity consumption was provided by the facilities manager and multiplied by the relevant conversion factor to calculate CO2e per site. To extrapolate for minor sites, the kWh per sqft was calculated per major site and an average was taken to produce a kWh/sqft intensity metric. Each minor site's floor area was multiplied by the intensity metric to provide kWh per minor site, which was then multiplied by the relevant country conversion factor to calculate CO2e per site.
Scope 2: Market-based	Yes	Market-based method	Corporate followed the GHG Protocol Scope 2 Guidance hierarchy for market-based emissions calculations. For sites that had supplier specific information, specifically sites procuring green electricity, supplier emissions factors were used. For sites that did not have contract emissions data, residual emissions factors were used (for the relevant country). For any countries that do not report residual emissions factors, grid factors were used. For major sites, electricity consumption was provided by the facilities manager and multiplied by the relevant market-based

			conversion factor to calculate CO2e per site.To extrapolate for minor sites, the kWh per sqft was calculated per major site and an average was taken to produce a kWh/sqft intensity metric. Each minor site's floor area was multiplied by the intensity metric to provide kWh per minor site, which was then multiplied by the relevant country market-based conversion factor to calculate CO2e per site.
Scope 3, Category 1: Purchased goods and services	Yes	Spend-based method	Corporate used Quantis 2016 spend-based conversion factors to convert spend (in $) to CO2e. All Corporate opex is recorded in $, therefore Quantis was selected over BEIS to avoid further conversions (i.e., converting from $ to £). The spend data provided by the data analytics team include all operating expenditure for FY23.The spend was adjusted to account for inflation using the US Inflation Calculator. This ensures that the spend data are aligned with the same year that the conversion factors were calculated in (2016) and mitigates the impact of inflation on spend-based calculations. The adjusted spend of each cost item was multiplied by the relevant Quantis conversion factor to calculate CO2e. There are several spend categories in the Quantis database, which were mapped to Corporate's cost items for FY20 calculations. The same categories have been used for FY23 data to maintain consistency. Certain line items were removed from the dataset, as they have no emissions associated with them (e.g., employee wages and tax).
		Average-data method	Corporate used BEIS 2022 conversion factors for all sites, as no data were available for water emissions in other countries. For sites that provided water data, the quantity of water consumed was provided by the facilities manager. This was multiplied by the water supply conversion factor from BEIS to calculate CO2e. To extrapolate for minor sites and major sites that were missing data, the tCO2e per square foot was calculated per major site with data

			available, and an average was taken to produce a tCO2e/sqft intensity metric. Each missing major/minor site's floor area was multiplied by the intensity metric to provide tCO2e per site.
Scope 3, Category 2: Capital goods	Yes	Spend-based method	Corporate used Quantis 2016 spend-based conversion factors to convert spend (in $) to CO2e. All Corporate capex is recorded in $, therefore Quantis was selected over BEIS to avoid further conversions (i.e., converting from $ to £). The spend data were provided by the Environmental Director and include the capital expenditure for FY23. The spend was adjusted to account for inflation using the US Inflation Calculator. This ensures that the spend data are aligned with the same year that the conversion factors were calculated in (2016) and mitigates the impact of inflation on spend-based calculations. The adjusted spend of each cost item was multiplied by the relevant Quantis conversion factor to calculate CO2e. The same data source and conversion factor categories used in FY20 were used in FY23 to maintain consistency in reporting. The same spend items from FY20 have also been excluded.
Scope 3, Category 3: Fuel-related emissions	Yes	Average-data method	Corporate used BEIS 2022 conversion factors for WTT, T&D, and WTT T&D for all sites, in the absence of full WTT and T&D data for other countries. For all sites, consumption data used in Scope 1 and 2 calculations were multiplied by the relevant WTT/T&D factors to calculate CO2e. This includes natural gas, diesel, district heating, company vehicles, and electricity.
Scope 3, Category 4: Upstream transportation and distribution	Yes	Distance-based method (transport) Hybrid-method (warehouses) > Site-specific method	Corporate used BEIS 2022 conversion factors for transport emissions, in the absence of full transport data for other countries. Corporate used country-specific conversion factors for gas and electricity consumption at warehouses, based on sources used for Scope 1 and 2 calculations. Location-based conversion factors were used for electricity, as there is currently no guidance from the GHG

		> Average-data method	Protocol on reporting market-based benefits within Scope 3. <u>Books inbound transport</u> (from printer to DC) Start and end locations were provided by the Data Analytics and Logistics team, as well as total transported weight of books. Geolocation data were used to provide the latitude and longitude of origin and destination locations. This was converted into distance using the great circle distance (GCD) calculation method. Assumptions on mode of transport used for delivery were provided by the Distribution and Logistics team. The transport distance was assigned to the relevant mode of transport for each line item and multiplied by the transported weight to calculate ton.km. The ton.km were multiplied by the relevant conversion factor from BEIS, based on mode of transport, to calculate CO2e. <u>Books outbound transport</u> (from DC to customer) Start and end locations were provided by the Data Analytics and Logistics team, as well as total transported weight of books. Geolocation data were used to provide the latitude and longitude of origin and destination locations. This was converted into distance using the great circle distance (GCD) calculation method. The data provided contained information on mode of transport used for delivery, so no assumptions were required for outbound books. The transport distance was multiplied by the transported weight to calculate tonne.km. The ton.km were multiplied by the relevant conversion factor from BEIS, based on mode of transport, to calculate CO2e. Note that any line items tagged as “customer pick-up" were excluded from this category, as these relate to customer collections where the customer organizes and pays for their own delivery directly. These emissions are reported under Scope 3, Category 9 (downstream transport and distribution). <u>Books warehouses</u> Location and rented floor space for every third-party managed warehouse was provided

			by the Distribution and Logistics team. In addition, some energy consumption data were also provided. For sites with energy data, the site-specific calculation method was used. The energy consumed was multiplied by the relevant country-specific emissions factor for gas or electricity to calculate CO2e. For sites without energy data, the average-data calculation method was used. The rented floor space was used to estimate annual energy consumption, based on CIBSE 2012 conversion factors, and converted to CO2e using the relevant country-specific emissions factor for gas or electricity.
		Distance-based method (transport) Average-data method (warehouses)	Corporate used BEIS 2022 conversion factors for transport emissions, in the absence of full transport data for other countries. Corporate used country-specific conversion factors for gas and electricity consumption at warehouses, based on sources used for Scope 1 and 2 calculations. Location-based conversion factors were used for electricity, as there is currently no guidance from the GHG Protocol on reporting market-based benefits within Scope 3. <u>Journals inbound transport</u> (from printer to DC) Mode of transport, distance per delivery, total weight per delivery, and total number of deliveries were provided by the Environmental Sustainability Director. The distance and total weight per delivery were multiplied together to calculate ton.km, which was multiplied by the number of deliveries to give total ton.km per printer. The total ton.km were multiplied by the relevant HGV conversion factor to calculate CO2e per printer. <u>Journals outbound transport</u> (from DC to customer) Mode of transport, average weight per delivery, total quantity of journals delivered, DC address, delivery location (by country), and mode of transport were provided by the Environmental Sustainability Director. To ensure consistency with FY20, the same distances were used for existing warehouses. For new warehouses, geolocation data were used to provide the latitude and longitude of

			origin and destination locations. This was converted into distance using the great circle distance (GCD) calculation method. Total weight delivered was calculated by multiplying average weight by quantity of journals delivered. This was multiplied by the distance to calculate ton.km. The ton.km were multiplied by the relevant conversion factor from BEIS, based on mode of transport, to calculate CO2e. <u>Journals warehouses</u> Location and rented floor space for every third-party managed warehouse was provided by the Environmental Sustainability Director. The rented floor space was used to estimate annual energy consumption, based on CIBSE 2012 conversion factors, and converted to CO2e using the relevant country-specific emissions factor for gas or electricity.
		Spend-based method	Corporate used Quantis 2016 spend-based conversion factors to convert spend (in $) to CO2e.The spend data provided by the Data Analytics team include all transport spend for FY23.The spend was adjusted to account for inflation using the US Inflation Calculator. This ensures that the spend data are aligned with the same year that the conversion factors were calculated in (2016) and mitigate the impact of inflation on spend-based calculations.The adjusted spend of each cost item was multiplied by the relevant Quantis conversion factor to calculate CO2e. There are several spend categories in the Quantis database, which were mapped to Corporate's cost items for FY20 calculations. The same categories have been used for FY23 data to maintain consistency. The same spend items from FY20 have also been excluded.
Scope 3, Category 5: Waste generated in operations	Yes	Hybrid method: > Waste-type specific method > Average-data method	Corporate used BEIS 2022 conversion factors for waste and water emissions, in the absence of waste/water data for other countries. <u>Waste</u> For major sites that had access to waste data, the waste-type specific calculation method was used. Facilities managers provided data on the waste type, total weight removed, and disposal method. Where necessary, weights were converted into kgs and then multiplied by the relevant BEIS conversion factor,

			depending on the waste type and disposal method, to calculate CO2e. For minor sites and major sites that were missing waste data, the average-data calculation method was used. To extrapolate for missing data, the tCO2e per square foot was calculated per major site with data available, and an average was taken to produce a tCO2e/sqft intensity metric. Each missing major/minor site's floor area was multiplied by the intensity metric to provide tCO2e per site. <u>Water</u> For major sites that had access to water data, the waste-type specific calculation method was used. Water consumption data were provided by the facilities managers. It was assumed that 100% of the water supplied to the sites would be discharged at sites. The quantity of water consumed was multiplied by the water treatment conversion factor to calculate CO2e. For minor sites and major sites that were missing water data, the average-data calculation method was used. To extrapolate for missing data, the tCO2e per square foot was calculated per major site with data available and an average was taken to produce a tCO2e/sqft intensity metric. Each missing major/minor site's floor area was multiplied by the intensity metric to provide tCO2e per site.
		Waste-type specific method	Corporate used BEIS 2022 conversion factors for waste, as the site is located in the UK. Waste type, total weight removed, and disposal method were provided by the Distribution and Logistics team. The weights were multiplied by the paper recycling conversion factor to calculate CO2e.
Scope 3, Category 6: Business travel	Yes	Hybrid method: > Distance-based method > Spend-based method	Corporate used BEIS 2022 conversion factors for flight emissions, as provided by Concur, and used BEIS 2020 spend-based conversion factors to estimate emissions from spend. BEIS provides greater detail on spend categories than Quantis, which groups modes of transport together. The FY20 calculations done by the previous consultant, RSK, were based on UK conversion factors, so BEIS has been used for consistency.

			Concur data (rental cars, hotels, flights, and trains) and Ground Services data (taxi, bus, underground, etc.) were provided by the Global Travel Manager. Where complete mileage and emissions data were available in Concur, the emissions data calculated by Concur were used to report business travel impact. This was calculated using the distance-based method and was only relevant for air travel. Emissions data were cross-referenced with mileage data and BEIS conversion factors to ensure management. Where our consultants were unable to corroborate emissions calculations from Concur, the spend-based method was used. The spend was first converted from $ to £, then adjusted to account for inflation. The total adjusted spend was multiplied by the relevant spend conversion factor, based on mode of transport, to calculate CO2e. The same spend-based method was used to calculate ground service emissions, which was only provided on a spend basis.
Scope 3, Category 7: Employee Commuting	Yes	Average-data method	Corporate used BEIS 2022 conversion factors for transport emissions, in the absence of full transport data for other countries. Number of full-time employees (FTE) (split into office-based and remote workers) was provided for all Corporate sites by the Data Analytics team. Corporate was unable to do an employee commuting survey for FY23, so the same FY20 commuting assumptions were used for FY23 and extrapolated based on the number of office-based FTEs. FY20 assumptions: Annual transport distance was estimated using UK average commuting statistics from Department for Transport and Office for National Statistics (ONS). The percentage of employees traveling by different modes of transport was provided by facilities managers for 15 major sites. An average was taken across these sites to account for the whole company. For each transport mode, the percentage of employees was multiplied by the total FTE number to estimate number of employees traveling by that mode of transport. The FTE number was

			multiplied by the ONS distance (two-way) and the number of working days to calculate total distance traveled by employees, per mode of transport, over the full year. Distances were multiplied by the relevant BEIS conversion factor, based on transport type, to calculate CO2e.
Scope 3, Category 8: Upstream leased assets	No	N/A	N/A
Scope 3, Category 9: Downstream transportation and distribution	Yes	Hybrid method: > Distance-based method > Average-data method	Corporate used BEIS 2022 conversion factors for transport emissions, in the absence of full transport data for other countries. <u>Customer collections</u> (customers collecting from Wiley DCs) Some customers organize and pay directly for delivery of books through their own third-party logistics provider. As Corporate does not pay for this third-party transportation, it is reported under Category 9. Start and end locations were provided by the Data Analytics and Logistics teams, as well as total transported weight of books and mode of transport. Customer collections were identified in the raw data, under the "customer pick-up" column to ensure no double counting between Category 4 and 9. Geolocation data were used to provide the latitude and longitude of origin and destination locations. This was converted into distance using the great circle distance (GCD) calculation method. The transport distance was multiplied by the transported weight to calculate ton.km. The ton.km were multiplied by the relevant conversion factor from BEIS, based on mode of transport, to calculate CO2e. <u>Wholesalers</u> (intermediary customer delivering to end user) Corporate delivers products to bookstores and end users as well as wholesalers. Books that are delivered to bookstores and end users are considered to be at the end of their journey (emissions from customers traveling to and from stores is optional to include under the GHG Protocol). However, for wholesalers there is usually further transport required

			before the books reach the end user. In general, wholesalers will store books at their warehouses and deliver to end users using their own transport routes. Delivery between the intermediary customer and end user should be reported under Category 9. The data provided by the Analytics and Logistics teams highlight which customers are wholesalers, so the total weight of books sold to intermediary customers is known. However, there is no further transport information. In the absence of transport data, Corporate's book transport and warehouse data were used as a proxy. Emissions were estimated based on the total weight of books sold to wholesalers versus total weight of outbound books.
Scope 3, Category 10: Processing of sold products	No	N/A	N/A
Scope 3, Category 11: Use of sold products	No	N/A	N/A
Scope 3, Category 12: End-of-life treatment of sold products	Yes	Average-data method	Corporate used BEIS 2022 conversion factors for waste emissions, in the absence of waste data for other countries. Total weight of sold books and journals were taken from the outbound transport spreadsheets, provided for Category 4. The weights were split so that packaging was separate from paper products. For books, packaging weights were provided, and for journals it is estimated that ~10% of the final weight is from plastic packaging and paper inserts. For the products, it was assumed that all paper-based products would be recycled at the end of their life, so weights were multiplied by the BEIS paper recycling conversion factor to calculate CO2e. Note that for books, a number of books are returned to Corporate's Bognor site, where they are shredded and sent to a recycling facility. Emissions associated with disposing of these books is included in Category 5. Therefore, the weight of these returned books has been

			subtracted from the total books weight in Category 12. For the packaging, it was assumed that 100% of books packaging was cardboard and 70% of journals packaging was paper (from inserts) and 30% was plastic. It was assumed that cardboard and paper would be recycled but that plastic would go to general waste (incineration). The packaging weights were multiplied by the relevant conversion factor, based on waste type and disposal method, to calculate CO2e.
Scope 3, Category 13: Downstream leased assets	Yes	Average-data method	Corporate used country-specific conversion factors for gas and electricity consumption at warehouses, based on sources used for Scope 1 and 2 calculations. Location-based conversion factors were used for electricity, as there is currently no guidance from the GHG Protocol on reporting market-based benefits within Scope 3. The facilities team provided sub-leased floor space data, which includes all floor space leased to third parties within Corporate-owned buildings. Corporate's Scope 1 and 2 emissions were used as proxy. kWh/sqft for electricity and gas (derived from major site data) was multiplied up by the sub-let square footage to estimate total kWh consumption for gas and electricity. This was multiplied by the relevant country-specific conversion factors to calculate CO2e.
Scope 3, Category 14: Franchises	No	N/A	N/A
Scope 3, Category 15: Investments	Yes	N/A	Corporate was unable to calculate investment-related emissions for FY23 because insufficient information was publicly available on Corporate's investments to calculate greenhouse gas emissions. There was no public record of Scope 1 and 2 emissions to facilitate average data calculations and no financial data to estimate emissions on a spend-basis.

Reducing our impact

Corporate is committed to reducing our impact on the environment. This commitment can be demonstrated by areas of our business strategy and financial planning, which have already been influenced by climate-related risks and opportunities.

Digital products

We have invested in technology and widened our range of digital products available to our customers. Corporate's Online Library and our Print-on-Demand services ensure that we are reducing paper products and offering our widening customer base lower emission alternatives. Our digital products and services generated 85% of our revenue for FY23. We work to reduce our paper consumption and carbon emissions by limiting the number of available paper grades to optimize paper requirements while reducing paper waste during the printing process.

Paper usage and stewardship

We are committed to contributing to a circular economy that recovers and regenerates products and materials at the end of each service life. Our Paper Selection and Use Policy upholds high environmental standards set out by the Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI), and Programme for the Endorsement of Forest Certification (PEFC). This includes demonstrating efficient use and conservation of raw materials, minimization of waste, conservation of natural systems, clean production, community and human well-being, and credible reporting and verification.

We engage with our printing partners to ensure they use specific grades of paper that meet our quality and environmental standards. We expect that our printers use forestry management companies with a demonstrated and documented commitment to sustainability. This commitment is third-party certified by our print partners through auditable reporting and verification, including independent, experienced auditors, ensuring that certification standards have been met. Over 99% of our purchased paper meets at least one of the following standards: FSC, SFI, PEFC, or Book Chain Project paper database/PREPS rated 3 and above.

Our books businesses have also implemented changes to the paper used in their products, using "groundwood" paper instead of "freesheet." Groundwood paper is created using more of the tree (including bark, etc.) than freesheet, so the yield of paper per tree is greater. Due to higher yield with groundwood, the process consumes fewer trees than freesheet, resulting in "saved" trees.

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 planting one million trees. As of our fiscal year end, we have funded the planting of more than 600,000 trees.

Supply chain

We are engaging with our suppliers to ensure the products and services that we are purchasing are aligned to our environmental strategy. We conduct an annual supplier questionnaire to ensure our suppliers are adopting sustainable approaches.

We operate a Supplier Code of Conduct setting out the minimum standards expected of our suppliers on a wide range of issues. As we develop our TCFD reporting, we aim to expand our climate scenario analysis to our supply chain locations to ensure we can assess and manage climate-related risks throughout our value chain.

Operations

We conducted site surveys to identify energy-saving opportunities and are currently implementing these across our business. We are committed to operating sustainably and have introduced initiatives to reduce the environmental impact of our products by reducing the number of books, journals, and magazines that we print and reducing our waste production.

In FY23, we collected survey responses from 108 of our top vendors. This group of vendors accounts for $240 million of our annual spend and represents 22.5% of total spend. FY22 Procurement Addressable spend totaled $516 million. This brings the response rate to 46.5% for what Corporate defines as Procurement Addressable spend. Corporate defines Addressable spend as a subset of expenses that can be addressed by Global Sourcing through bidding, negotiations, etc. Procurement Unaddressable spend is defined as vendor spend that is out of scope either as directed by C-level management or when there is a separate organization within Corporate tasked to manage all relevant activities with that spend category. Out-of-scope examples include the following: Real Estate (not facilities), Clients, Society, Authors, Rights, and Royalties.

We work closely with our largest partners to identify and ensure supply from forestry management companies that meet our requirements. Through this process, we endeavor to ensure that most of the paper used in our print products meets our environmental goals and ongoing publishing requirements to enhance our products. We developed a Vendor Code of Conduct and a Business Conduct and Ethics Policy, aligned with the ten principles of the United Nations Global Compact. The Vendor Code of Conduct and the Business Conduct and Ethics set out our expectations that we and our printers act responsibly and comply with the ten principles, including: protecting human rights, eliminating discrimination and forced labor, undertaking initiatives to promote greater environmental responsibility, and working against corruption in all its forms.

We also engage with suppliers to ensure our waste is recycled where possible. For paper products which are being disposed of, we use a third-party to process the paper at its recycling facility into mill-ready bales, before being pulped into new paper-based/cardboard products.

Our Go Green Initiative aims to raise awareness and desire amongst our staff for operating sustainably. In June 2021, the Go Green Fund was launched with a target of planting one million trees as we actively reduce print volumes. We reduce print volumes by canceling complimentary print, moving titles online, changing member print arrangements, or reducing print frequency. In FY23, we also started to offer alternatives to conference booths and attending conferences/editorial board meetings. This has supported the funding of a further 2,000 trees.

Waste

We are committed to reducing the use of resources across our operations and the waste we create, with our UK Bognor, Chichester, and Oxford sites all having achieved our SMART target of zero waste to landfill for FY23. Over the past two financial years, Corporate has reduced its print journals and magazines by nearly 1.2 million copies and taken additional measures to remove polybags from its distribution process by transitioning batches of titles to paper packaging in the UK and Germany. We are striving to continue making progress within this area and constantly analyzing and reviewing solutions. We will continue to work with our publishing partners to reduce print production and consumption, reduce excess inventory through print-on-demand, and encourage digital consumption of our products.

In our commitment to reuse and recycle, we partner with a third party to establish a technology reuse program that repurposes old hardware that we no longer use. The third party is a non-profit organization that works to eliminate the technology gap in the United States. Our pallets and packaging in our warehouses are reused or recycled.