



2024 GRI, SASB, TCFD and UN Global Compact Disclosures

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This document provides references to the relevant areas of our sustainability statements in our 2024 Annual Report, linking these to the disclosure requirements of the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial disclosures (TCFD), and the UN Global Compact frameworks. While our 2024 Annual Report has been prepared in compliance with the EU Corporate Sustainability Reporting Directive (CSRD) and the accompanying European Sustainability Reporting Standards (ESRS), we have chosen to provide this stand-alone document to facilitate the transition to ESRS reporting for our non-EU investors, customers and other stakeholders. All policies referenced in this document are available on our website: <https://www.wolterskluwer.com/en/investors/governance/policies-and-articles>

GRI Content Index

Statement of use	Wolters Kluwer has reported the information cited in this GRI content index for the period January 1st, 2024, to December 31st, 2024, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI standard	Disclosure	Reference to the 2024 Annual Report
GRI 2: General Disclosures 2021	2-1 Organizational details	2024 Annual Report/Strategic Report/Wolters Kluwer at a glance 2024 Annual Report/Strategic Report/Organizational structure and executive team 2024 Annual Report/Governance/Corporate governance 2024 Annual Report/Other information/Contact information
	2-3 Reporting period, frequency and contact point	2024 Annual Report/Financial statements/Notes to the consolidated financial statements
	2-4 Restatements of information	2024 Annual Report/Sustainability statements/General disclosures/Basis of preparation/ Disclosures in relation to specific circumstances (BP-2) 2024 Annual Report/Other information/Five-year key figures
	2-5 External assurance	2024 Annual Report/Financial statements/Independent auditor's report 2024 Annual Report/Sustainability statements/Our approach to sustainability/ Our sustainability data reporting
	2-6 Activities, value chain and other business relationships	2024 Annual Report/Strategic Report/Strategy and business model 2024 Annual Report/Strategic Report/Wolters Kluwer at a glance 2024 Annual Report/Strategic Report/Corporate Performance & ESG 2024 Annual Report/Strategic Report/Financial & Corporate Compliance 2024 Annual Report/Strategic Report/Health 2024 Annual Report/Strategic Report/Tax and Accounting 2024 Annual Report/Strategic Report/Legal and Regulatory 2024 Annual Report/Sustainability statements/General disclosures/Strategy/ Interests and views of stakeholders (SBM-2) 2024 Annual Report/Sustainability statements/General disclosures/Strategy/ Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/General disclosures/Basis of preparation/ General basis for preparation (BP-1) 2024 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management/Process to identify and assess material impacts, risks, and opportunities (IRO-1)
	2-7 Employees	2024 Annual Report/Strategic Report/Wolters Kluwer at a glance 2024 Annual Report/Strategic Report/Strategy and business model/Employees and talent management 2024 Annual Report/Sustainability statements/General disclosures/Strategy/ Interests and views of stakeholders (SBM-2) 2024 Annual Report/Sustainability statements/General disclosures/Strategy/ Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1) 2024 Annual Report/Governance/Risk management/Operational risks/Talent and organization
	2-9 Governance structure and composition	2024 Annual Report/Strategic Report/Organizational structure and executive team 2024 Annual Report/Governance/Corporate governance 2024 Annual Report/Governance/Executive Board and Supervisory Board
	2-10 Nomination and selection of the highest governance body	2024 Annual Report/Governance/Corporate governance
	2-11 Chair of the highest governance body	2024 Annual Report/Governance/Executive Board and Supervisory Board

GRI Content Index CONTINUED

GRI standard	Disclosure	Reference to the 2024 Annual Report
	2-12 Role of the highest governance body in overseeing the management of impacts	2024 Annual Report/Sustainability statements/General disclosures/Governance/ Information provided to and sustainability matters addressed by the Executive Board and Supervisory Board (GOV-2) 2024 Annual Report/2024 GRI, SASB, TCFD, and UN Global Compact Disclosures/TCFD index
	2-13 Delegation of responsibility for managing impacts	2024 Annual Report/Governance/Responsibility for risk management 2024 Annual Report/Governance/Risk management process 2024 Annual Report/Sustainability statements/General disclosures/Information provided to and sustainability matters addressed by the Executive Board and Supervisory Board (GOV-2) 2024 Annual Report/Sustainability statements/General disclosures/Governance/ Integration of sustainability-related performance in incentive schemes (GOV-3) 2024 Annual Report/Sustainability statements/General disclosures/Governance/ Risk management and internal controls over sustainability reporting (GOV-5) 2024 Annual Report/Sustainability statements/General disclosures/Impact, risk and opportunity management 2024 Annual Report/2024 GRI, SASB, TCFD, and UN Global Compact Disclosures/TCFD index
	2-14 Role of the highest governance body in sustainability reporting	2024 Annual Report/Sustainability statements/General disclosures/Governance/Role of the Executive Board and Supervisory Board (GOV-1) 2024 Annual Report/Sustainability statements/General disclosures/Governance/ Information provided to and sustainability matters addressed by the Executive Board and Supervisory Board (GOV-2) 2024 Annual Report/Sustainability statements/General disclosures/Governance/ Risk management and internal controls over sustainability reporting (GOV-5)
	2-15 Conflicts of interest	2024 Annual Report/Governance/Corporate Governance/Supervisory Board
	2-16 Communication of critical concerns	2024 Annual Report/Governance/Risk management 2024 Annual Report/Governance/Statements by the Executive Board 2024 Annual Report/Sustainability statements/General disclosures/Strategy/ Material impacts and opportunities and their interaction with strategy and business model (SBM-3)
	2-17 Collective knowledge of the highest governance body	2024 Annual Report/Strategic Report/Organizational structure and Executive team 2024 Annual Report/Governance/Corporate governance/Supervisory Board/ Provision of information 2024 Annual Report/Governance/Corporate governance/Environmental, social, and governance matters 2024 Annual Report/Governance/Statements by the Executive Board 2024 Annual Report/Governance/Report of the Supervisory Board 2024 Annual Report/Sustainability statements/General disclosures/Governance/ Information provided to and sustainability matters addressed by the Executive Board and Supervisory Board (GOV-2)
	2-18 Evaluation of the performance of the highest governance body	2024 Annual Report/Governance/Report of the Supervisory Board
	2-19 Remuneration policies	2024 Annual Report/Governance/Corporate governance/Remuneration 2024 Annual Report/Governance/Corporate governance/Supervisory board/ Remuneration 2024 Annual Report/Governance/Remuneration report 2024 Annual Report/Sustainability statements/General disclosures/Governance/ Integration of sustainability-related performance in incentive schemes (GOV-3)
	2-20 Process to determine remuneration	2024 Annual Report/Governance/Corporate governance/Remuneration 2024 Annual Report/Governance/Remuneration report 2024 Annual Report/Sustainability statements/General disclosures/Governance/ Integration of sustainability-related performance in incentive schemes (GOV-3)
	2-21 Annual total compensation ratio	2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Remuneration metrics (S1-16)/Annual total remuneration ratio

GRI Content Index CONTINUED

GRI standard	Disclosure	Reference to the 2024 Annual Report
	2-22 Statement on sustainable development strategy	2024 Annual Report/Strategic Report/Q&A with Nancy McKinstry 2024 Annual Report/Strategic Report/Strategy and business model 2024 Annual Report/Sustainability statements/Our approach to sustainability 2024 Annual Report/Sustainability statements/General disclosures/Strategy 2024 Annual Report/Sustainability statements/Environmental disclosures 2024 Annual Report/Sustainability statements/Social disclosures 2024 Annual Report/Sustainability statements/Governance disclosures
	2-23 Policy commitments	2024 Annual Report/Sustainability statements/Our approach to sustainability 2024 Annual Report/Sustainability statements/Environmental disclosures/Transition plan for climate change mitigation (E1-1) 2024 Annual Report/Sustainability statements/Environmental disclosures/Policies related to climate change (E1-2) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Policies related to own workforce (S1-1) 2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Policies related to value chain workers (S2-1) 2024 Annual Report/Sustainability statements/Social disclosures/Consumers and end-users (S4)/Policies related to consumers and end-users (S4-1) 2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)
	2-25 Processes to remediate negative impacts	2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Processes to remediate negative impacts and channels for own workforce to raise concerns (S1-3) 2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Processes to remediate negative impacts and channels for value chain workers to raise concerns (S2-3) 2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)
	2-26 Mechanisms for seeking advice and raising concerns	2024 Annual Report/Governance/Risk management/Legal & Compliance Risks/Regulatory and compliance 2024 Annual Report/Sustainability statements/General disclosures/Strategy/Interests and views of stakeholders (SBM-2) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Processes for engaging with own workforce and workers' representatives about impacts (S1-2) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Processes to remediate negative impacts and channels for own workforce to raise concerns (S1-3) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Incidents and complaints (S1-17) 2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)
	2-29 Approach to stakeholder engagement	2024 Annual Report/Sustainability statements/Our approach to sustainability 2024 Annual Report/Sustainability statements/General disclosures/Strategy/Interests and views of stakeholders (SBM-2)
	2-30 Collective bargaining agreements	2024 Annual Report/Sustainability Strategy/Social disclosures/Workers in the value chain (ESRS S2)/Policies related to value chain workers (S2-1) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Processes for engaging with own workforce and workers' representatives about impacts (S1- 2) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Processes to remediate negative impacts and channels for own workforce to raise concerns (S1-3)
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2024 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management/Process to identify and assess material impacts, risks, and opportunities (IRO-1)
	3-2 List of material topics	2024 Annual Report/Sustainability statements/General disclosures/Strategy/ Material impacts and opportunities and their interaction with strategy and business model (SBM-3)

GRI Content Index **CONTINUED**

GRI standard	Disclosure	Reference to the 2024 Annual Report
	3-3 Management of material topics	2024 Annual Report/Sustainability statements/General disclosures/Role of the Executive Board and Supervisory Board (GOV-1) 2024 Annual Report/Sustainability statements/General disclosures/Information provided to and sustainability matters addressed by the Executive Board and Supervisory Board (GOV-2) 2024 Annual Report/Sustainability statements/General disclosures/Integration of sustainability-related performance in incentive schemes (GOV-3) 2024 Annual Report/Sustainability statements/General disclosures/Strategy/ Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 Annual Report/Financial statements/Consolidated financial statements 2024 Annual Report/Financial Statements/Notes to the consolidated financial statements
	201-2 Financial implications and other risks and opportunities due to climate change	2024 Annual Report/Governance/Risk management/Operational risks Business interruption 2024 Annual Report/Sustainability statements/Environmental disclosures/ Climate change/Material impacts and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/Environmental disclosures/ Climate change/Actions and resources related to climate change (E1-3) 2024 Annual Report/Sustainability statements/ 2024 GRI, SASB, TCFD, and UN Global Compact Disclosures/TCFD index
	201-3 Defined benefit plan obligations and other retirement plans	2024 Annual Report/Governance/Risk management/Operational risks/Talent and organization 2024 Annual Report/Governance/Risk management/Financial & financial reporting risks/ Post-employment benefits 2024 Annual Report/Governance/Remuneration report 2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 12 – Employee benefit expenses 2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 30 – Employee benefits
	201-4 Financial assistance received from government	2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 3 – Accounting estimates and judgements
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2024 Annual Report/Governance/Risk management/Operational risks/Supply chain dependency and project execution 2024 Annual Report/Sustainability statements/General disclosures/Strategy/ Strategy, business model, and value chain (SBM-1) 2024 Annual Report/Sustainability statements/General disclosures/Strategy/ Interests and views of stakeholders (SBM-2) 2024 Annual Report/Sustainability statements/General disclosures/Impact, risk and opportunity management/Process to identify and assess material impacts, risks, and opportunities (IRO-1)
	203-2 Significant indirect economic impacts	2024 Annual Report/Strategic Report/Strategy and business model/Product development and innovation 2024 Annual Report/Sustainability statements/General disclosures/Strategy/Strategy, business model, and value chain (SBM-1)
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2024 Annual Report/Governance/Risk management/Legal & compliance risks/Regulatory and compliance

GRI Content Index CONTINUED

GRI standard	Disclosure	Reference to the 2024 Annual Report
	205-2 Communication and training about anti-corruption policies and procedures	2024 Annual Report/Governance/Risk management/Legal & compliance risks/Regulatory and compliance 2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1) For more information, please refer to the Wolters Kluwer Code of Business Ethics, available on our website.
	205-3 Confirmed incidents of corruption and actions taken	2024 Annual Report/Governance/Risk management/Legal & compliance risks/Regulatory and compliance 2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2024 Annual Report/Governance/Risk management/Strategic risks 2024 Annual Report/Governance/Risk management/Operational risks 2024 Annual Report/Governance/Risk management/Legal & compliance risks/Regulatory and compliance For more information, please refer to the Wolters Kluwer Code of Business Ethics, available on our website.
GRI 207: Tax 2019	207-1 Approach to tax	2024 Annual Report/Governance/Risk management/Financial & financial reporting risks/Taxes
	207-2 Tax governance, control, and risk management	2024 Annual Report/Governance/Risk management/Financial & financial reporting risks/Taxes
	207-3 Stakeholder engagement and management of concerns related to tax	2024 Annual Report/Governance/Risk management/Financial & financial reporting risks/Taxes 2024 Annual Report/Financial statements/Independent auditor's report 2024 Annual Report/Other information/Wolters Kluwer Shares and Bonds/Investor Relations/Shareholder engagement
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Energy consumption and mix (E1-5) 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)
	302-2 Energy consumption outside of the organization	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Energy consumption and mix (E1-5) 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)
	302-3 Energy intensity	2024 Annual Report/Sustainability statements/List of data points that derive from other EU legislation
	302-4 Reduction of energy consumption	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Transition plan for climate change mitigation (E1-1) 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Actions and resources in relation to climate change policies (E1-3) 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Targets related to climate change (E1-4)
	302-5 Reductions in energy requirements of products and services	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)/Gross scope 3.11 emissions
GRI 303: Water and Effluents 2018	303-5 Water consumption	2024 Annual Report/Sustainability statements/List of data points that derive from other EU legislation
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)/Summary 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)/Gross scope 1 and 2 GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)
	305-3 Other indirect (Scope 3) GHG emissions	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)

GRI Content Index **CONTINUED**

GRI standard	Disclosure	Reference to the 2024 Annual Report
	305-4 GHG emissions intensity	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)/GHG emissions intensity
	305-5 Reduction of GHG emissions	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Transition plan for climate change mitigation (E1-1) 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Actions and resources in relation to climate change policies (E1-3) 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Targets related to climate change (E1-4)
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Actions related to value chain workers (S2-4)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2024 Annual Report/Strategic Report/Strategy and business model/Employees and talent management 2024 Annual Report/ Sustainability statements/Social disclosures/Characteristics of our employees (S1-6) 2024 Annual Report/Sustainability statements/Social disclosures/Employee turnover 2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 13 – Employee benefit expenses 2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 30 – Employee benefits
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Annual Report/Governance/Risk management/Financial & financial reporting risks/Post-employment benefits 2024 Annual Report/Sustainability statements/Social disclosures/Work-life balance 2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 13 – Employee benefit expenses 2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 30 – Employee benefits
	401-3 Parental leave	2023 Annual Report/Sustainability statements/Social disclosures/Actions related to own workforce (S1-4)/Work-life balance 2024 Annual Report/Sustainability statements/Social disclosures/Work-life balance metrics (S1-15)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2024 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Material impacts and their interaction with strategy and business model (SBM-3)
	403-6 Promotion of worker health	2024 Annual Report/Strategic Report/Strategy and business model/Spotlight/Great place to work 2024 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Policies related to value chain workers (S2-1) 2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Policies related to value chain workers (S2-1) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Actions related to own workforce (S1-4)/Work-life balance 2024 Annual Report/Financial Statements/Notes to the consolidated financial statements/Note 30 – Employee benefits

GRI Content Index **CONTINUED**

GRI standard	Disclosure	Reference to the 2024 Annual Report
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2024 Annual Report/Sustainability statements/General disclosures/ Disclosure requirements covered by the Sustainability statements (IRO-2) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Training and skills development metrics (S1-13)
	404-2 Programs for upgrading employee skills and transition assistance programs	2024 Annual Report/Strategic Report/Strategy and business model/Employees and talent management 2024 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Policies related to own workforce (S1-1) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Actions related to own workforce (S1-4)/Training and skills development 2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Data privacy (company-specific)/Actions related to data privacy 2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Corporate culture and data privacy company-specific metrics
	404-3 Percentage of employees receiving regular performance and career development reviews	2024 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management/Disclosure requirements covered by the Sustainability statements (IRO-2) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Training and skills development metrics (S1-13)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2024 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management/Disclosure requirements covered by the Sustainability statements (IRO-2) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Actions related to own workforce (S1-4)/Diversity, Equity, Inclusion, and Belonging (DEIB) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Targets related to own workforce (S1-5) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Characteristics of our employees (S1-6)/Headcount by gender 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Diversity metrics (S1-9)/Headcount by employee category and gender For more information, please refer to the Wolters Kluwer Diversity, Equity, Inclusion and Belonging Policy on our website.
	405-2 Ratio of basic salary and remuneration of women to men	2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Remuneration metrics (S1-16)/Pay gap 2024 Annual Report/Sustainability statements/List of data points that derive from other EU legislation
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Incidents and complaints (S1-17) 2024 Annual Report/Sustainability statements/List of data points that derive from other EU legislation
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2) 2024 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Business conduct policies and corporate culture (G1-1) 2024 Annual Report/Sustainability statements/List of data points that derive from other EU legislation For more information, please refer to the Wolters Kluwer Code of Business Ethics, and Human Rights Policy available on our website.

GRI Content Index CONTINUED

GRI standard	Disclosure	Reference to the 2024 Annual Report
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Material impacts and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/List of data points that derive from other EU legislation For more information, please refer to the Wolters Kluwer Human Rights Policy and Supplier Code of Conduct available on our website.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Material impacts and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/List of data points that derive from other EU legislation For more information, please refer to the Wolters Kluwer Supplier Code of Conduct available on our website.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	2024 Annual Report/Governance/Risk management/Operational risks/IT and cybersecurity 2024 Annual Report/Governance/Risk management/Fraud 2024 Annual Report/Governance/Risk management/Legal & Compliance Risks/Regulatory and compliance 2024 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Actions related to value-chain workers (S2-4) For more information, please refer to the Wolters Kluwer Supplier Code of Conduct available on our website.
	414-2 Negative social impacts in the supply chain and actions taken	2024 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2024 Annual Report/Strategic Report/Strategy and business model/Cybersecurity 2024 Annual Report/Governance/Risk management/Operational risks/IT and cybersecurity 2024 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)

Sustainability Accounting Standards Board (SASB) Index

Professional & Commercial Services

Data Security

Accounting metric	Reference to the 2024 Annual Report	SASB Code
<i>Description of approach to identifying and addressing data security risks</i>	2024 Annual Report/Strategic Report/Strategy and business model/Cybersecurity 2024 Annual Report/Governance/Risk management/Operational Risks/IT and cybersecurity 2024 Annual Report/Governance/Risk management/Legal & Regulatory Risks/Regulatory and compliance 2024 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific) 2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Actions related to value chain workers (S2-4) 2024 Annual Report/Sustainability statements/Social disclosures/Consumers and end-users (ESRS S4)	SV-PS-230a.1
<i>Description of policies and practices relating to collection, usage, and retention of customer information</i>	2024 Annual Report/Governance/Risk management/Legal & Compliance Risks/Regulatory and compliance 2024 Annual Report/Sustainability statements/Social disclosures/Consumers and end-users (ESRS S4) 2024 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)/Policies related to data privacy 2024 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)/Policies related to cybersecurity	SV-PS-230a.2
<i>(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected</i>	As a matter of policy, we do not disclose information about data breaches except as required by law.	SV-PS-230a.3

Workforce Diversity & Engagement

Accounting metric	Reference to the 2024 Annual Report	SASB Code
<i>Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees</i>	2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Characteristics of our employees (S1-6) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Diversity metrics (S1-9)	SV-PS-330a.1
<i>(1) Voluntary and (2) involuntary turnover rate for employees</i>	2024 Annual Report/Strategic Report/Strategy and business model/Employees and talent management 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Characteristics of our employees (S1-6)/Employee turnover	SV-PS-330a.2

Sustainability Accounting Standards Board (SASB) Index CONTINUED

Professional Integrity

Accounting metric	Reference to the 2024 Annual Report	SASB Code
Description of approach to ensuring professional integrity	2024 Annual Report/Governance/Risk management/Operational Risks/ Brand and reputation 2024 Annual Report/Sustainability statements/General disclosures/Governance/ Role of the Executive Board and Supervisory Board (GOV-1)/Supervisory Board 2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)	SV-PS-510a.1
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	We currently do not disclose this information.	SV-PS-510a.2

Activity metric

Metric	Reference to the 2024 Annual Report	SASB Code
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Characteristics of our employees (S1-6)	SV-PS-000.A
Employee hours worked, percentage billable	We currently do not disclose this information.	SV-PS-000.B

Software & IT Services**Environmental Footprint of Hardware Infrastructure**

Accounting metric	Reference to the 2024 Annual Report	SASB Code
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	2024 Annual Report/Sustainability statements/Environmental disclosures/ Climate change (ESRS E1)/Energy consumption and mix (E1-5)	TC-SI-130a.1
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Waters Stress	We currently do not disclose this information.	TC-SI-130a.2
Discussion of the integration of environmental considerations into strategic planning for data center needs	2024 Annual Report/Sustainability statements/Environmental disclosures/ Climate change (ESRS E1)/Integration in incentive schemes (GOV-3) 2024 Annual Report/Sustainability statements/Environmental disclosures/ Climate change (ESRS E1)/Actions and resources related to climate change (E1-3) 2024 Annual Report/Sustainability statements/Climate change (ESRS E1)/Gross GHG emissions (E1-6) 2024 Annual Report/Sustainability statements/EU Taxonomy/Assessment of Taxonomy alignment/Activity 8.1 – Data processing, hosting, and related activities – alignment	TC-SI-130a.3

Sustainability Accounting Standards Board (SASB) Index CONTINUED

Data Privacy & Freedom of Expression

Accounting metric	Reference to the 2024 Annual Report	SASB Code
<i>Description of policies and practices relating to behavioral advertising and user privacy</i>	2024 Annual Report/Strategic Report/Strategy and business model/ Responsible artificial intelligence 2024 Annual Report/Strategic Report/Strategy and business model/Cybersecurity 2024 Annual Report/Governance/Risk management/Legal & Compliance Risks/ Regulatory and compliance 2024 Annual Report/Sustainability statements/Social disclosures/Consumers and end-users (ESRS S4) 2024 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)/Policies related to data privacy	TC-SI-220a.1
<i>Number of users whose information is used for secondary purposes</i>	2024 Annual Report/Strategic Report/Sustainability/Cybersecurity 2024 Annual Report/Sustainability statements/Social disclosures/Consumers and end-users (ESRS S4)	TC-SI-220a.2
<i>Total amount of monetary losses as a result of legal proceedings associated with user privacy</i>	We currently do not disclose this information.	TC-SI-220a.3
<i>(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure</i>	As a matter of policy, we do not disclose information about data breaches except as required by law.	TC-SI-220a.4
<i>List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring</i>	We currently do not disclose this information.	TC-SI-220a.5

Data Security

Accounting metric	Reference to the 2024 Annual Report	SASB Code
<i>(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected</i>	As a matter of policy, we do not disclose information about data breaches except as required by law.	TC-SI-230a.1
<i>Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards</i>	2024 Annual Report/Strategic Report/Strategy and business model/Cybersecurity 2024 Annual Report/Governance/Risk management/Operational Risks/IT and cybersecurity 2024 Annual Report/Governance/Risk management/Legal & Regulatory Risks/Regulatory and compliance 2024 Annual Report/Sustainability statements/Governance disclosures/Impact, risk, and opportunity management/ Process to identify and assess material impacts, risks, and opportunities (IRO-1) 2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/ Actions related to value chain workers (S2-4) 2024 Annual Report/Sustainability statements/Social disclosures/Consumers and end-users (ESRS S4) 2024 Annual Report/Sustainability statements/Business conduct (ESRS G1)/Data privacy (company-specific)/Actions related to data privacy	TC-SI-230a.2

Sustainability Accounting Standards Board (SASB) Index CONTINUED**Recruiting & Managing a Global, Diverse & Skilled Workforce**

Accounting metric	Reference to the 2024 Annual Report	SASB Code
<i>Percentage of employees that are (1) foreign nationals and (2) located offshore</i>	We currently do not disclose this data.	TC-SI-330a.1
<i>Employee engagement as a percentage</i>	2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Data privacy (company-specific)/Targets related to corporate culture and data privacy	TC-SI-330a.2
<i>Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees</i>	2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Characteristics of our employees (S1-6) 2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Diversity metrics (S1-9)	TC-SI-330a.3

Intellectual Property Protection & Competitive Behavior

Accounting metric	Reference to the 2024 Annual Report	SASB Code
<i>Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations</i>	We currently do not disclose this information.	TC-SI-520a.1

Sustainability Accounting Standards Board (SASB) Index CONTINUED**Managing Systemic Risks from Technology Disruptions**

Accounting metric	Reference to the 2024 Annual Report	SASB Code
<i>Number of (1) performance issues and (2) service disruptions; (3) total customer downtime</i>	We currently do not disclose this information.	TC-SI-550a.1
<i>Description of business continuity risks related to disruptions of operations</i>	2024 Annual Report/Governance/Risk management/Operational Risks/ Business interruption	TC-SI-550a.2

Activity metric

Metric	Reference to the 2024 Annual Report	SASB Code
<i>(1) Number of licenses or subscriptions, (2) percentage cloud-based</i>	We currently do not disclose this information.	TC-SI-000.A
<i>(1) Data processing capacity, (2) percentage outsourced</i>	We currently do not disclose this information.	TC-SI-000.B
<i>(1) Amount of data storage, (2) percentage outsourced</i>	We currently do not disclose this information.	TC-SI-000.C

Task Force on Climate-related Financial Disclosures (TCFD)

TCFD elements	Recommended disclosures	Reference to the 2024 Annual Report
Governance	Board's oversight of climate-related risks and opportunities	2024 Annual Report/Governance/Responsibility for risk management 2024 Annual Report/Governance/Executive Board and Supervisory Board 2024 Annual Report/Sustainability statements/General disclosures/ Governance/Role of the Executive Board and Supervisory Board (GOV-1) 2024 Annual Report/Sustainability statements/General disclosures/ Governance/Information provided to and sustainability matters addressed by the Executive Board and Supervisory Board (GOV-2)
	Management's role in assessing and managing climate related risks and opportunities	2024 Annual Report/Governance/Risk management process 2024 Annual Report/Governance/Executive Board and Supervisory Board 2024 Annual Report/Sustainability statements/General disclosures/ Governance/Role of the Executive Board and Supervisory Board (GOV-1) 2024 Annual Report/Sustainability Statements/Environmental disclosures/Material impacts and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 3 – Accounting estimates and judgments
Strategy	Description of climate related risks and opportunities	2024 Annual Report/Sustainability statements/General disclosures/ Impact, risk and opportunity management/Process to identify and assess material impacts, risks, and opportunities (IRO-1) 2024 Annual Report/Sustainability statements/General disclosures/ Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3)
	Impact of climate-related risks on the company's businesses, strategy and financial planning	2024 Annual Report/Sustainability Statements/Environmental disclosures/Material impacts and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 3 – Accounting estimates and judgments
	Resilience of the organization's strategy	2024 Annual Report/Governance/Risk management/Operational Risks/ Business interruption 2024 Annual Report/Sustainability Statements/General disclosures/ Strategy/Material impacts and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability Statements/Environmental disclosures/Material impacts and their interaction with strategy and business model (SBM-3)

Task Force on Climate-related Financial Disclosures (TCFD) CONTINUED

TCFD elements	Recommended disclosures	Reference to the 2024 Annual Report
Risk management	The company's processes for identifying and assessing climate-related risks	2024 Annual Report/Governance/Risk management process 2024 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/General disclosures/Impact, risk and opportunity management/Process to identify and assess material impacts, risks, and opportunities (IRO-1)
	The company's processes for managing climate-related risks	2024 Annual Report/Sustainability Statements/Environmental disclosures/Material impacts and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Actions and resources in relation to climate change policies (E1-3) 2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 3 – Accounting estimates and judgments
	Integration of processes for identifying, assessing and managing climate-related risks into the company's overall risk management	2024 Annual Report/Governance/Risk management process 2024 Annual Report/Sustainability statements/General disclosures/Governance/Integration of sustainability-related performance in incentive schemes (GOV-3) 2024 Annual Report/Sustainability Statements/General disclosures/Strategy/Material impacts and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management/Process to identify and assess material impacts, risks, and opportunities (IRO-1)
Metrics and targets	Targets used to manage climate-related opportunities and risks against performance against targets	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Targets related to climate change (E1-4) 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Climate change company-specific metrics
	Metrics used to assess climate-related risks and opportunities	2024 Annual Report/Sustainability Statements/Environmental disclosures/Material impacts and their interaction with strategy and business model (SBM-3) 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Energy consumption and mix (E1-5) 2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6) 2024 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 3 – Accounting estimates and judgments
	Disclosure of scope-1, scope-2 and scope-3 GHG emissions	2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)

United Nations Global Compact Principles

Principle	Reference to the 2024 Annual Report
Human rights	
Principle 1 – Businesses should support and respect the protection of internationally proclaimed human rights.	<p>2024 Annual Report/Sustainability statements/Our approach to sustainability</p> <p>2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Policies related to own workforce (S1-1)</p> <p>2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)</p> <p>2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)</p> <p>See also our Human Rights Policy and Code of Business Ethics, available on our website.</p>
Principle 2 – Businesses should make sure they are not complicit in human rights abuses.	<p>2024 Annual Report/Sustainability statements/Our approach to sustainability</p> <p>2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Incidents and complaints (S1-17)</p> <p>2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)</p> <p>2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)</p> <p>See also our Human Rights Policy and Code of Business Ethics, available on our website.</p>
Labor	
Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<p>2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)</p> <p>2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)</p> <p>See also our Human Rights Policy, Supplier Code of Conduct, and Code of Business Ethics, available on our website.</p>
Principle 4 – Businesses should uphold the elimination of all forms of forced and compulsory labor	<p>2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)</p> <p>2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)</p> <p>See also our Human Rights Policy, Supplier Code of Conduct, and Code of Business Ethics, available on our website.</p>
Principle 5 – Businesses should uphold the effective abolition of child labor	<p>2024 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)</p> <p>2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)</p> <p>See also our Human Rights Policy, Supplier Code of Conduct, and Code of Business Ethics, available on our website.</p>
Principle 6 – Businesses should uphold the elimination of discrimination in respect of employment and occupation	<p>2024 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)</p> <p>2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)</p> <p>See also our Code of Business Ethics, Human Rights Policy, and Diversity, Equity, Inclusion and Belonging Policy available on our website.</p>
Environment	
Principle 7 – Businesses should support a precautionary approach to environmental challenges.	<p>2024 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and their interaction with strategy and business model (SBM-3)</p> <p>2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)</p> <p>See also our Environmental Policy, available on our website.</p>
Principle 8 – Businesses should undertake initiatives to promote greater environmental responsibility.	<p>2024 Annual Report/Sustainability statements/Our approach to sustainability</p> <p>2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)</p> <p>See also our Environmental Policy, available on our website.</p>
Principle 9 – Businesses should encourage the development and diffusion of environmentally friendly technologies.	<p>2024 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Actions and resources in relation to climate change policies (E1-3)</p> <p>See also our Environmental Policy, available on our website.</p>

United Nations Global Compact Principles CONTINUED

Principle	Reference to the 2024 Annual Report
Anti-corruption	
<i>Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery.</i>	2024 Annual Report/Governance/Risk management/Operational Risks/Fraud 2024 Annual Report/Governance/Risk management/Legal & Compliance Risks/Regulatory and compliance 2024 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1) See also our Code of Business Ethics, available on our website.
