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# 2025 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 2025 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 2025 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/about-us/ethics-and-compliance/our-code-of-business-ethics>*

## GRI Content Index

<b>Statement of use</b>	Wolters Kluwer has reported the information cited in this GRI content index for the period January 1st, 2025, to December 31st, 2025, with reference to the GRI Standards.	
<b>GRI 1 used</b>	<b>GRI 1: Foundation 2021</b>	
<b>GRI standard</b>	<b>Disclosure</b>	<b>Reference to the 2025 Annual Report</b>
<b>GRI 2: General Disclosures 2021</b>	<b>2-1 Organizational details</b>	2025 Annual Report/Strategic report/Wolters Kluwer at a glance 2025 Annual Report/Strategic report/Organization and executive team 2025 Annual Report/Governance/Corporate governance 2025 Annual Report/Other information/Contact information
	<b>2-3 Reporting period, frequency and contact point</b>	2025 Annual Report/Financial statements/Notes to the consolidated financial statements
	<b>2-4 Restatements of information</b>	2025 Annual Report/Sustainability statements/General disclosures/Basis of preparation/ Disclosures in relation to specific circumstances (BP-2) 2025 Annual Report/Other information/Five-year key figures
	<b>2-5 External assurance</b>	2025 Annual Report/Other information/Limited assurance report of the independent auditor on the Sustainability statements 2025 Annual Report/Sustainability statements/Sustainability at Wolters Kluwer/ Our sustainability data reporting
	<b>2-6 Activities, value chain and other business relationships</b>	2025 Annual Report/Strategic report/Strategy and business model 2025 Annual Report/Strategic report/Wolters Kluwer at a glance 2025 Annual Report/Strategic report/Corporate Performance & ESG 2025 Annual Report/Strategic report/Financial & Corporate Compliance 2025 Annual Report/Strategic report/Health 2025 Annual Report/Strategic report/Tax and Accounting 2025 Annual Report/Strategic report/Legal and Regulatory 2025 Annual Report/Sustainability statements/General disclosures/Strategy/Strategy, business model, and value chain (SBM-1) 2025 Annual Report/Sustainability statements/General disclosures/Strategy/ Interests and views of stakeholders (SBM-2) 2025 Annual Report/Sustainability statements/General disclosures/Strategy/ Material impacts and opportunities and their interaction with strategy and business model (SBM-3)
	<b>2-7 Employees</b>	2025 Annual Report/Strategic report/Wolters Kluwer at a glance 2025 Annual Report/Strategic report/Strategy and business model/Skilled and engaged workforce 2025 Annual Report/Sustainability statements/General disclosures/Strategy/ Interests and views of stakeholders (SBM-2) 2025 Annual Report/Sustainability statements/General disclosures/Strategy/ Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1) 2025 Annual Report/Governance/Risk management/Operational risks/Talent and organization
	<b>2-9 Governance structure and composition</b>	2025 Annual Report/Strategic report/Organization and executive team 2025 Annual Report/Governance/Corporate governance 2025 Annual Report/Governance/Executive Board 2025 Annual Report/Governance/Supervisory Board
	<b>2-10 Nomination and selection of the highest governance body</b>	2025 Annual Report/Governance/Corporate governance
	<b>2-11 Chair of the highest governance body</b>	2025 Annual Report/Governance/Executive Board 2025 Annual Report/Governance/Supervisory Board

## GRI Content Index continued

GRI standard	Disclosure	Reference to the 2025 Annual Report
	<b>2-12 Role of the highest governance body in overseeing the management of impacts</b>	2025 Annual Report/Sustainability statements/General disclosures/Governance/ Information provided to, and sustainability matters addressed by, the Executive Board and Supervisory Board (GOV-2) 2025 Annual Report/2025 GRI, SASB, TCFD, and UN Global Compact Disclosures/TCFD index
	<b>2-13 Delegation of responsibility for managing impacts</b>	2025 Annual Report/Governance/Responsibility for risk management 2025 Annual Report/Governance/Risk management process 2025 Annual Report/Sustainability statements/General disclosures/Information provided to, and sustainability matters addressed by, the Executive Board and Supervisory Board (GOV-2) 2025 Annual Report/Sustainability statements/General disclosures/Governance/ Integration of sustainability-related performance in incentive schemes (GOV-3) 2025 Annual Report/Sustainability statements/General disclosures/Governance/ Risk management and internal controls over sustainability reporting (GOV-5) 2025 Annual Report/Sustainability statements/General disclosures/Impact, risk and opportunity management
	<b>2-14 Role of the highest governance body in sustainability reporting</b>	2025 Annual Report/Sustainability statements/General disclosures/Governance/Role of the Executive Board and Supervisory Board (GOV-1) 2025 Annual Report/Sustainability statements/General disclosures/Governance/ Information provided to and sustainability matters addressed by the Executive Board and Supervisory Board (GOV-2) 2025 Annual Report/Sustainability statements/General disclosures/Governance/ Risk management and internal controls over sustainability reporting (GOV-5)
	<b>2-15 Conflicts of interest</b>	2025 Annual Report/Governance/Corporate governance/Supervisory Board
	<b>2-16 Communication of critical concerns</b>	2025 Annual Report/Governance/Risk management 2025 Annual Report/Governance/Statements by the Executive Board 2025 Annual Report/Sustainability statements/General disclosures/Strategy/ Material impacts and opportunities and their interaction with strategy and business model (SBM-3)
	<b>2-17 Collective knowledge of the highest governance body</b>	2025 Annual Report/Strategic report/Organization and Executive team 2025 Annual Report/Governance/Corporate governance/Supervisory Board/ Provision of information 2025 Annual Report/Governance/Corporate governance/Environmental, social, and governance matters 2025 Annual Report/Governance/Statements by the Executive Board 2025 Annual Report/Governance/Report of the Supervisory Board 2025 Annual Report/Sustainability statements/General disclosures/Governance/ Information provided to and sustainability matters addressed by the Executive Board and Supervisory Board (GOV-2)
	<b>2-18 Evaluation of the performance of the highest governance body</b>	2025 Annual Report/Governance/Report of the Supervisory Board
	<b>2-19 Remuneration policies</b>	2025 Annual Report/Governance/Corporate governance/Remuneration 2025 Annual Report/Governance/Corporate governance/Supervisory board/Remuneration 2025 Annual Report/Governance/Remuneration report 2025 Annual Report/Sustainability statements/General disclosures/Governance/ Integration of sustainability-related performance in incentive schemes (GOV-3)
	<b>2-20 Process to determine remuneration</b>	2025 Annual Report/Governance/Corporate governance/Remuneration 2025 Annual Report/Governance/Remuneration report 2025 Annual Report/Sustainability statements/General disclosures/Governance/ Integration of sustainability-related performance in incentive schemes (GOV-3)
	<b>2-21 Annual total compensation ratio</b>	2025 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 2025 Annual Report
	<b>2-22 Statement on sustainable development strategy</b>	2025 Annual Report/Strategic report/Chief Executive Officer Q&A 2025 Annual Report/Strategic report/Strategy and business model 2025 Annual Report/Sustainability statements/Sustainability at Wolters Kluwer 2025 Annual Report/Sustainability statements/General disclosures/Strategy 2025 Annual Report/Sustainability statements/Environmental disclosures 2025 Annual Report/Sustainability statements/Social disclosures 2025 Annual Report/Sustainability statements/Governance disclosures
	<b>2-23 Policy commitments</b>	2025 Annual Report/Sustainability statements/Sustainability at Wolters Kluwer 2025 Annual Report/Sustainability statements/Environmental disclosures/Transition plan for climate change mitigation (E1-1) 2025 Annual Report/Sustainability statements/Environmental disclosures/Policies related to climate change (E1-2) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Policies related to own workforce (S1-1) 2025 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Policies related to value chain workers (S2-1) 2025 Annual Report/Sustainability statements/Social disclosures/Consumers and end-users (S4)/Policies related to consumers and end-users (S4-1) 2025 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)
	<b>2-25 Processes to remediate negative impacts</b>	2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Processes for engaging with own workforce and workers' representatives about impacts (S1-2) 2025 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) 2025 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)
	<b>2-26 Mechanisms for seeking advice and raising concerns</b>	2025 Annual Report/Governance/Risk management/Legal and compliance risks/Regulatory and compliance 2025 Annual Report/Sustainability statements/General disclosures/Strategy/Interests and views of stakeholders (SBM-2) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Processes for engaging with own workforce and workers' representatives about impacts (S1-2) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Incidents and complaints (S1-17) 2025 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 SpeakUp Policy, available on our website.
	<b>2-29 Approach to stakeholder engagement</b>	2025 Annual Report/Sustainability statements/Sustainability at Wolters Kluwer 2025 Annual Report/Sustainability statements/General disclosures/Strategy/Interests and views of stakeholders (SBM-2) 2025 Annual Report/Sustainability statements/General disclosures/Strategy/Interests and views of stakeholders (SBM-2)/How we engage with our key stakeholders  For more information, please refer to the Stakeholder Engagement Policy, available on our website.
	<b>2-30 Collective bargaining agreements</b>	2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Processes for engaging with own workforce and workers' representatives about impacts (S1-2) 2025 Annual Report/Sustainability Strategy/Social disclosures/Workers in the value chain (ESRS S2)/Policies related to value chain workers (S2-1)  For more information, please refer to the Human Rights Policy and Supplier Code of Conduct, available on our website.
<b>GRI 3: Material Topics 2021</b>	<b>3-1 Process to determine material topics</b>	2025 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management/Process to identify and assess material impacts, risks, and opportunities (IRO-1)

## GRI Content Index continued

GRI standard	Disclosure	Reference to the 2025 Annual Report
	<b>3-2 List of material topics</b>	2025 Annual Report/Sustainability statements/General disclosures/Strategy/ Material impacts and opportunities and their interaction with strategy and business model (SBM-3)
	<b>3-3 Management of material topics</b>	2025 Annual Report/Sustainability statements/General disclosures/Role of the Executive Board and Supervisory Board (GOV-1) 2025 Annual Report/Sustainability statements/General disclosures/Information provided to, and sustainability matters addressed by, the Executive Board and Supervisory Board (GOV-2) 2025 Annual Report/Sustainability statements/General disclosures/Integration of sustainability-related performance in incentive schemes (GOV-3) 2025 Annual Report/Sustainability statements/General disclosures/Strategy/ Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management/ Process to identify and assess material impacts, risks, and opportunities (IRO-1)
<b>GRI 201: Economic Performance 2016</b>	<b>201-1 Direct economic value generated and distributed</b>	2025 Annual Report/Financial statements/Consolidated financial statements 2025 Annual Report/Financial Statements/Notes to the consolidated financial statements
	<b>201-2 Financial implications and other risks and opportunities due to climate change</b>	2025 Annual Report/Governance/Risk management/Operational risks Business interruption 2025 Annual Report/Sustainability statements/General disclosures/Strategy, business model, and value chain (SBM-1) 2025 Annual Report/Sustainability statements/General disclosures/Material impacts and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/Environmental disclosures/ Climate change/Material impacts and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/Environmental disclosures/ Climate change/Actions and resources related to climate change (E1-3)
	<b>201-3 Defined benefit plan obligations and other retirement plans</b>	2025 Annual Report/Governance/Risk management/Operational risks/Talent and organization 2025 Annual Report/Governance/Risk management/Operational risks/Post-employment benefits 2025 Annual Report/Governance/Remuneration report 2025 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 12 – Employee benefit expenses 2025 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 30 – Employee benefits
	<b>201-4 Financial assistance received from government</b>	2025 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 3 – Accounting estimates and judgements
<b>GRI 203: Indirect Economic Impacts 2016</b>	<b>203-1 Infrastructure investments and services supported</b>	2025 Annual Report/Governance/Risk management/Operational risks/Supply chain dependency and project execution 2025 Annual Report/Sustainability statements/General disclosures/Strategy/ Strategy, business model, and value chain (SBM-1) 2025 Annual Report/Sustainability statements/General disclosures/Strategy/ Interests and views of stakeholders (SBM-2) 2025 Annual Report/Sustainability statements/General disclosures/Impact, risk and opportunity management/Process to identify and assess material impacts, risks, and opportunities (IRO-1)

## GRI Content Index continued

GRI standard	Disclosure	Reference to the 2025 Annual Report
	<b>203-2 Significant indirect economic impacts</b>	2025 Annual Report/Strategic report/Strategy and business model/Continuous investment in innovation 2025 Annual Report/Strategic report/Strategy and business model/Inputs and outputs 2025 2025 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/Social disclosures/Consumers and end-users (ESRS S4)
<b>GRI 205: Anti-corruption 2016</b>	<b>205-1 Operations assessed for risks related to corruption</b>	2025 Annual Report/Governance/Risk management/Legal and compliance risks/Regulatory and compliance
	<b>205-2 Communication and training about anti-corruption policies and procedures</b>	2025 Annual Report/Governance/Risk management/Legal and compliance risks/Regulatory and compliance 2025 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.
	<b>205-3 Confirmed incidents of corruption and actions taken</b>	2025 Annual Report/Governance/Risk management/Legal and compliance risks/Regulatory and compliance 2025 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)
<b>GRI 206: Anti-competitive Behavior 2016</b>	<b>206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>	2025 Annual Report/Governance/Risk management/Strategic risks 2025 Annual Report/Governance/Risk management/Operational risks 2025 Annual Report/Governance/Risk management/Legal and compliance risks/Regulatory and compliance  For more information, please refer to the Wolters Kluwer Code of Business Ethics, available on our website.
<b>GRI 207: Tax 2019</b>	<b>207-1 Approach to tax</b>	2025 Annual Report/Governance/Risk management/Operational risks/Taxes  For more information, please refer to our Tax Policy
	<b>207-2 Tax governance, control, and risk management</b>	2025 Annual Report/Governance/Risk management/Operational risks/Taxes  For more information, please refer to our Tax Policy
	<b>207-3 Stakeholder engagement and management of concerns related to tax</b>	2025 Annual Report/Governance/Risk management/Operational risks/Taxes 2025 Annual Report/Financial statements/Independent auditor's report 2025 Annual Report/Other information/Wolters Kluwer Shares and Bonds/Investor Relations/Shareholder engagement  For more information, please refer to our Tax Policy and Stakeholder Engagement Policy, available on our website.
<b>GRI 302: Energy 2016</b>	<b>302-1 Energy consumption within the organization</b>	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Energy consumption and mix (E1-5) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)
	<b>302-2 Energy consumption outside of the organization</b>	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Energy consumption and mix (E1-5) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)
	<b>302-3 Energy intensity</b>	2025 Annual Report/Sustainability statements/List of data points that derive from other EU legislation
	<b>302-4 Reduction of energy consumption</b>	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Transition plan for climate change mitigation (E1-1) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Actions and resources in relation to climate change policies (E1-3) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Targets related to climate change (E1-4) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Energy consumption and mix (E1-5)

## GRI Content Index continued

GRI standard	Disclosure	Reference to the 2025 Annual Report
	<b>302-5 Reductions in energy requirements of products and services</b>	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)/Gross scope 3.11 emissions
<b>GRI 303: Water and Effluents 2018</b>	<b>303-5 Water consumption</b>	2025 Annual Report/Sustainability statements/List of data points that derive from other EU legislation
<b>GRI 305: Emissions 2016</b>	<b>305-1 Direct (Scope 1) GHG emissions</b>	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)/Summary 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)/Gross scope 1 and 2 GHG emissions
	<b>305-2 Energy indirect (Scope 2) GHG emissions</b>	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)/Summary 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)/Gross scope 1 and 2 GHG emissions
	<b>305-3 Other indirect (Scope 3) GHG emissions</b>	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)
	<b>305-4 GHG emissions intensity</b>	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)/GHG emissions intensity
	<b>305-5 Reduction of GHG emissions</b>	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Transition plan for climate change mitigation (E1-1) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Actions and resources in relation to climate change policies (E1-3) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Targets related to climate change (E1-4)
<b>GRI 308: Supplier Environmental Assessment 2016</b>	<b>308-1 New suppliers that were screened using environmental criteria</b>	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Actions and resources in relation to climate change policies (E1-3)/Supply chain decarbonization
<b>GRI 401: Employment 2016</b>	<b>401-1 New employee hires and employee turnover</b>	2025 Annual Report/Strategic report/Strategy and business model/Skilled and engaged workforce 2025 Annual Report/ Sustainability statements/Social disclosures/Characteristics of our employees (S1-6) 2025 Annual Report/Sustainability statements/Social disclosures/Employee turnover 2025 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 12 – Employee benefit expenses 2025 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 30 – Employee benefits
	<b>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</b>	2025 Annual Report/Governance/Risk management/Operational risks/Post-employment benefits 2025 Annual Report/Sustainability statements/Social disclosures/Work-life balance 2025 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 12 – Employee benefit expenses 2025 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 30 – Employee benefits
	<b>401-3 Parental leave</b>	2025 Annual Report/Sustainability statements/Social disclosures/Actions related to own workforce (S1-4)/Work-life balance 2025 Annual Report/Sustainability statements/Social disclosures/Work-life balance metrics (S1-15)
<b>GRI 403: Occupational Health and Safety 2018</b>	<b>403-1 Occupational health and safety management system</b>	2025 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 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)

## GRI Content Index continued

GRI standard	Disclosure	Reference to the 2025 Annual Report
	<b>403-6 Promotion of worker health</b>	2025 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 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) 2025 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Policies related to value chain workers (S2-1) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Actions related to own workforce (S1-4)/Work-life balance 2025 Annual Report/Financial Statements/Notes to the consolidated financial statements/Note 30 – Employee benefits
GRI 404: Training and Education 2016	<b>404-1 Average hours of training per year per employee</b>	2025 Annual Report/Sustainability statements/General disclosures/Disclosure requirements covered by the Sustainability statements (IRO-2) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Training and skills development metrics (S1-13)
	<b>404-2 Programs for upgrading employee skills and transition assistance programs</b>	2025 Annual Report/Strategic report/Strategy and business model/Skilled and engaged workforce 2025 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Policies related to own workforce (S1-1) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Actions related to own workforce (S1-4)/Training and skills development 2025 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Data privacy (company-specific)/Actions related to data privacy 2025 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Corporate culture and data privacy company-specific metrics
	<b>404-3 Percentage of employees receiving regular performance and career development reviews</b>	2025 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management/Disclosure requirements covered by the Sustainability statements (IRO-2) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Training and skills development metrics (S1-13)
GRI 405: Diversity and Equal Opportunity 2016	<b>405-1 Diversity of governance bodies and employees</b>	2025 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management/Disclosure requirements covered by the Sustainability statements (IRO-2) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Actions related to own workforce (S1-4)/Diversity, Equity, Inclusion, and Belonging 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Targets related to own workforce (S1-5) 2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Characteristics of our employees (S1-6)/Headcount by gender 2025 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.
	<b>405-2 Ratio of basic salary and remuneration of women to men</b>	2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Remuneration metrics (S1-16)/Pay gap
GRI 406: Non-discrimination 2016	<b>406-1 Incidents of discrimination and corrective actions taken</b>	2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Incidents and complaints (S1-17)

## GRI Content Index continued

GRI standard	Disclosure	Reference to the 2025 Annual Report
GRI 407: Freedom of Association and Collective Bargaining 2016	<i>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</i>	2025 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2) 2025 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Business conduct policies and corporate culture (G1-1)  For more information, please refer to the Wolters Kluwer Code of Business Ethics, Human Rights Policy, and Supplier Code of Conduct available on our website.
GRI 408: Child Labor 2016	<i>408-1 Operations and suppliers at significant risk for incidents of child labor</i>	2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 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)  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	<i>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</i>	2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 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)  For more information, please refer to the Wolters Kluwer Human Rights Policy and Supplier Code of Conduct available on our website.
GRI 410: Security Practices 2016	<i>410-1 Security personnel trained in human rights policies or procedures</i>	2025 Annual Report/Governance/Risk management/Operational risks/IT and cybersecurity 2025 Annual Report/Governance/Risk management/Operational risks/Fraud 2025 Annual Report/Governance/Risk management/Legal and compliance risks/Regulatory and compliance 2025 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)
GRI 414: Supplier Social Assessment 2016	<i>414-1 New suppliers that were screened using social criteria</i> <i>414-2 Negative social impacts in the supply chain and actions taken</i>	2025 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)/Actions related to value-chain workers (S2-4) 2025 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)
GRI 418: Customer Privacy 2016	<i>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</i>	2025 Annual Report/Strategic report/Strategy and business model/Cybersecurity 2025 Annual Report/Governance/Risk management/Operational risks/IT and cybersecurity 2025 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)  For more information, please refer to the Wolters Kluwer Global Data Privacy Policy available on our website.

## Sustainability Accounting Standards Board (SASB) Index

### Professional & Commercial Services

#### Data Security

Accounting metric	Reference to the 2025 Annual Report	SASB Code
<i>Description of approach to identifying and addressing data security risks</i>	2025 Annual Report/Strategic report/Strategy and business model/Cybersecurity 2025 Annual Report/Governance/Risk management/Operational risks/ IT and cybersecurity 2025 Annual Report/Governance/Risk management/Legal and regulatory risks/ Regulatory and compliance 2025 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)  For more information, please refer to the Wolters Kluwer Global Data Privacy Policy available on our website.	SV-PS-230a.1
<i>Description of policies and practices relating to collection, usage, and retention of customer information</i>	2025 Annual Report/Governance/Risk management/Legal and compliance risks/ Regulatory and compliance 2025 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)/Policies related to data privacy 2025 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)/Policies related to cybersecurity  For more information, please refer to the Wolters Kluwer Global Data Privacy Policy available on our website.	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 2025 Annual Report	SASB Code
<i>Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees</i>	2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Characteristics of our employees (S1-6) 2025 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>	2025 Annual Report/Strategic report/Strategy and business model/Skilled and engaged workforce 2025 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 2025 Annual Report	SASB Code
<i>Description of approach to ensuring professional integrity</i>	2025 Annual Report/Governance/Risk management/Operational risks/ Brand and reputation 2025 Annual Report/Sustainability statements/General disclosures/Governance/ Role of the Executive Board and Supervisory Board (GOV-1)/Supervisory Board 2025 Annual Report/Sustainability statements/Social disclosures/Consumers and end-users (ESRS S4) 2025 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/Business conduct policies and corporate culture (G1-1)	SV-PS-510a.1
<i>Total amount of monetary losses as a result of legal proceedings associated with professional integrity</i>	We currently do not disclose this information.	SV-PS-510a.2

**Activity metric**

Metric	Reference to the 2025 Annual Report	SASB Code
<i>Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract</i>	2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Characteristics of our employees (S1-6)	SV-PS-000.A
<i>Employee hours worked, percentage billable</i>	We currently do not disclose this information.	SV-PS-000.B

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

Accounting metric	Reference to the 2025 Annual Report	SASB Code
<i>(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable</i>	2025 Annual Report/Sustainability statements/Environmental disclosures/ Climate change (ESRS E1)/Energy consumption and mix (E1-5)	TC-SI-130a.1
<i>(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Waters Stress</i>	We currently do not disclose this information.	TC-SI-130a.2
<i>Discussion of the integration of environmental considerations into strategic planning for data center needs</i>	2025 Annual Report/Sustainability statements/Environmental disclosures/ Climate change (ESRS E1)/Integration in incentive schemes (GOV-3) 2025 Annual Report/Sustainability statements/Environmental disclosures/ Climate change (ESRS E1)/Actions and resources related to climate change (E1-3) 2025 Annual Report/Sustainability statements/Climate change (ESRS E1)/Gross GHG emissions (E1-6) 2025 Annual Report/Sustainability statements/EU Taxonomy	TC-SI-130a.3

## Sustainability Accounting Standards Board (SASB) Index continued

## Data Privacy &amp; Freedom of Expression

Accounting metric	Reference to the 2025 Annual Report	SASB Code
<i>Description of policies and practices relating to behavioral advertising and user privacy</i>	2025 Annual Report/Strategic report/Strategy and business model/ Responsible artificial intelligence 2025 Annual Report/Strategic report/Strategy and business model/Cybersecurity 2025 Annual Report/Governance/Risk management/Legal and compliance Risks/ Regulatory and compliance 2025 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)/Policies related to data privacy  For more information, please refer to the Wolters Kluwer Global Data Privacy Policy and our Code of Business Ethics available on our website.	TC-SI-220a.1
<i>Number of users whose information is used for secondary purposes</i>	2025 Annual Report/Strategic report/Sustainability/Cybersecurity 2025 Annual Report/Sustainability statements/Governance disclosures/Business Conduct (G1)/Data privacy (company-specific)  For more information, please refer to the Wolters Kluwer Global Data Privacy Policy available on our website.	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 2025 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>	2025 Annual Report/Strategic report/Strategy and business model/Cybersecurity 2025 Annual Report/Governance/Risk management/Operational risks/IT and cybersecurity 2025 Annual Report/Governance/Risk management/Legal and regulatory risks/Regulatory and compliance 2025 Annual Report/Sustainability statements/Governance disclosures/Impact, risk, and opportunity management/Process to identify and assess material impacts, risks, and opportunities (IRO-1) 2025 Annual Report/Sustainability statements/Business conduct (ESRS G1)/Data privacy (company-specific)/Actions related to data privacy  For more information, please refer to the Wolters Kluwer Global Data Privacy Policy available on our website.	TC-SI-230a.2

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

Accounting metric	Reference to the 2025 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>	2025 Annual Report/Sustainability statements/Governance disclosures/Business conduct (ESRS G1)/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>	2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Characteristics of our employees (S1-6) 2025 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 2025 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 2025 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>	2025 Annual Report/Governance/Risk management/Operational risks/ Business interruption	TC-SI-550a.2

**Activity metric**

Metric	Reference to the 2025 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)

<i>TCFD elements</i>	<i>Recommended disclosures</i>	<b>Reference to the 2025 Annual Report</b>
<b>Governance</b>	Board's oversight of climate-related risks and opportunities	2025 Annual Report/Governance/Responsibility for risk management 2025 Annual Report/Governance/Executive Board 2025 Annual Report/Governance/Supervisory Board 2025 Annual Report/Sustainability statements/General disclosures/ Governance/Role of the Executive Board and Supervisory Board (GOV-1) 2025 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	2025 Annual Report/Governance/Risk management process 2025 Annual Report/Governance/Executive Board 2025 Annual Report/Governance/Supervisory Board 2025 Annual Report/Sustainability statements/General disclosures/ Governance/Role of the Executive Board and Supervisory Board (GOV-1) 2025 Annual Report/Sustainability statements/Environmental disclosures/Material impacts and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 3 – Accounting estimates and judgments
<b>Strategy</b>	Description of climate related risks and opportunities	2025 Annual Report/Sustainability statements/General disclosures/ Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 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	2025 Annual Report/Sustainability statements/Environmental disclosures/Material impacts and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 3 – Accounting estimates and judgments
	Resilience of the organization's strategy	2025 Annual Report/Governance/Risk management/Operational risks/ Business interruption 2025 Annual Report/Sustainability statements/General disclosures/ Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 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

<i>TCFD elements</i>	<i>Recommended disclosures</i>	<i>Reference to the 2025 Annual Report</i>
<b>Risk management</b>	The company's processes for identifying and assessing climate-related risks	2025 Annual Report/Governance/Risk management process 2025 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and opportunities and their interaction with strategy and business model (SBM-3) 2025 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	2025 Annual Report/Sustainability statements/Environmental disclosures/Material impacts and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Actions and resources in relation to climate change policies (E1-3) 2025 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	2025 Annual Report/Governance/Risk management process 2025 Annual Report/Sustainability statements/General disclosures/Governance/Integration of sustainability-related performance in incentive schemes (GOV-3) 2025 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/General disclosures/Impact, risk, and opportunity management/Process to identify and assess material impacts, risks, and opportunities (IRO-1) 2025 Annual Report/Sustainability statements/Environmental disclosures/Material impacts and their interaction with strategy and business model (SBM-3)
<b>Metrics and targets</b>	Targets used to manage climate-related opportunities and risks against performance against targets	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Targets related to climate change (E1-4) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Climate change company-specific metrics
	Metrics used to assess climate-related risks and opportunities	2025 Annual Report/Sustainability statements/Environmental disclosures/Material impacts and their interaction with strategy and business model (SBM-3) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Energy consumption and mix (E1-5) 2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6) 2025 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	2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)/Gross GHG emissions (E1-6)

## United Nations Global Compact Principles

Principle	Reference to the 2025 Annual Report
<b>Human rights</b>	
<b>Principle 1 – Businesses should support and respect the protection of internationally proclaimed human rights.</b>	<p>2025 Annual Report/Sustainability statements/Sustainability at Wolters Kluwer            2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)            2025 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)            2025 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>
<b>Principle 2 – Businesses should make sure they are not complicit in human rights abuses.</b>	<p>2025 Annual Report/Sustainability statements/Sustainability at Wolters Kluwer            2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)/Incidents and complaints (S1-17)            2025 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)            2025 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>
<b>Labor</b>	
<b>Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</b>	<p>2025 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)            2025 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>
<b>Principle 4 – Businesses should uphold the elimination of all forms of forced and compulsory labor</b>	<p>2025 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)            2025 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>
<b>Principle 5 – Businesses should uphold the effective abolition of child labor</b>	<p>2025 Annual Report/Sustainability statements/Social disclosures/Workers in the value chain (ESRS S2)            2025 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 Supplier Code of Conduct, available on our website.</p>
<b>Principle 6 – Businesses should uphold the elimination of discrimination in respect of employment and occupation</b>	<p>2025 Annual Report/Sustainability statements/Social disclosures/Own workforce (ESRS S1)            2025 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>
<b>Environment</b>	
<b>Principle 7 – Businesses should support a precautionary approach to environmental challenges.</b>	<p>2025 Annual Report/Sustainability statements/General disclosures/Strategy/Material impacts and their interaction with strategy and business model (SBM-3)            2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)</p> <p>See also our Environmental Policy, available on our website.</p>
<b>Principle 8 – Businesses should undertake initiatives to promote greater environmental responsibility.</b>	<p>2025 Annual Report/Sustainability statements/Sustainability at Wolters Kluwer            2025 Annual Report/Sustainability statements/Environmental disclosures/Climate change (ESRS E1)</p> <p>See also our Environmental Policy, available on our website.</p>
<b>Principle 9 – Businesses should encourage the development and diffusion of environmentally friendly technologies.</b>	<p>2025 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>
<b>Anti-corruption</b>	
<b>Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery.</b>	<p>2025 Annual Report/Governance/Risk management/Operational risks/Fraud            2025 Annual Report/Governance/Risk management/Legal and compliance risks/Regulatory and compliance            2025 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 and Supplier Code of Conduct, available on our website.</p>