

**SPRINGER NATURE**



**BE PART  
OF PROGRESS**

**ANNUAL REPORT 2024**

# CONTENTS

## ABOUT THIS REPORT

This year, for the first time, we have produced an annual report to meet the expectations of German regulatory bodies. This follows Springer Nature's listing on the Regulated Market of the Frankfurt Stock Exchange (Prime Standard) in October 2024. In prior years, we have told the story of our business and year through two reports: an annual progress report, since 2021, and a sustainable/responsible business report since 2017. We remain committed to engaging and informing all our stakeholders, which is why we have prepared an introductory section to the full report that brings to life some of the stories from around the business in 2024.

## OUR FULL ANNUAL REPORT

This report includes detailed information on various aspects of our business operations and performance. Here are the main sections included in the full report:

- 1 Our story
- 2 Combined group management report
- 3 Combined non-financial report
- 4 Corporate governance
- 5 Remuneration report
- 6 Consolidated financial statements
- 7 Other information



## OUR STORY

- 3 Springer Nature at a glance
- 6 Chair's introduction
- 7 CEO's introduction
- 9 How we're part of progress – our impact in 2024
  - Open Access – expanding the global pool of knowledge
  - *Spotlight on research integrity*
  - Tech and AI – driving progress through technology
  - Our People – a global and inclusive workplace
  - Our Planet – taking responsibility
  - *Spotlight on SDG publishing*



What moves us forward is people, from the hundreds of thousands of researchers, librarians, teachers and doctors with whom we enjoy longstanding relationships, to our more than 9,000 colleagues.

**Frank Vrancken Peeters**  
Chief Executive Officer

**CONTENTS**  
continued**2****COMBINED GROUP MANAGEMENT REPORT**

- 36 Corporate information
- 38 Group strategy
- 39 Management system
- 40 Report on economic position
- 41 Results of operations
- 44 Net assets and financial position
- 47 Non-financial performance indicators
- 47 General assessment of the economic situation by Springer Nature's management
- 47 Dividend
- 48 Disclosures on Springer Nature AG & Co. KGaA in accordance with the German Commercial Code
- 49 Combined non-financial report
- 49 Corporate governance statement
- 50 Report on risks and opportunities
- 58 Forecast report
- 59 Information concerning takeovers (§289a, §315a HGB – German Commercial Code)
- 64 Related party transactions
- 65 Responsibility statement

**3****COMBINED NON-FINANCIAL REPORT**

- 67 About our non-financial reporting
- 68 Business model
- 70 Sustainability strategy and governance
- 75 Environmental matters
- 86 Employee-related matters
- 92 Social matters
- 102 Corruption and bribery
- 104 EU Taxonomy disclosures

**4****CORPORATE GOVERNANCE**

- 113 Corporate governance statement
- 124 Supervisory Board report 2024

**5****REMUNERATION REPORT**

- 128 Review of financial year 2024 remuneration
- 128 Remuneration of the Management Board
- 129 Applying the remuneration system
- 136 Remuneration of the Supervisory Board
- 137 Remuneration development over time
- 138 Outlook for financial year 2025

**6****CONSOLIDATED FINANCIAL STATEMENTS**

- 140 Consolidated statement of profit or loss
- 141 Consolidated statement of comprehensive income
- 142 Consolidated statement of financial position
- 144 Consolidated statement of cash flows
- 145 Consolidated statement of changes in equity
- 146 Notes to the consolidated financial statements
- 206 Independent auditor's report to the members of Springer Nature AG & Co. KGaA

**7****OTHER INFORMATION**

- 213 Glossary





## OUR STORY

Springer Nature is one of the leading publishers of research in the world.

Through our brands, trusted for more than 180 years, we provide technology-enabled products, platforms and services that help researchers to uncover new ideas and share their discoveries, health professionals to stay at the forefront of medical science and educators to advance learning.

# SPRINGER NATURE AT A GLANCE

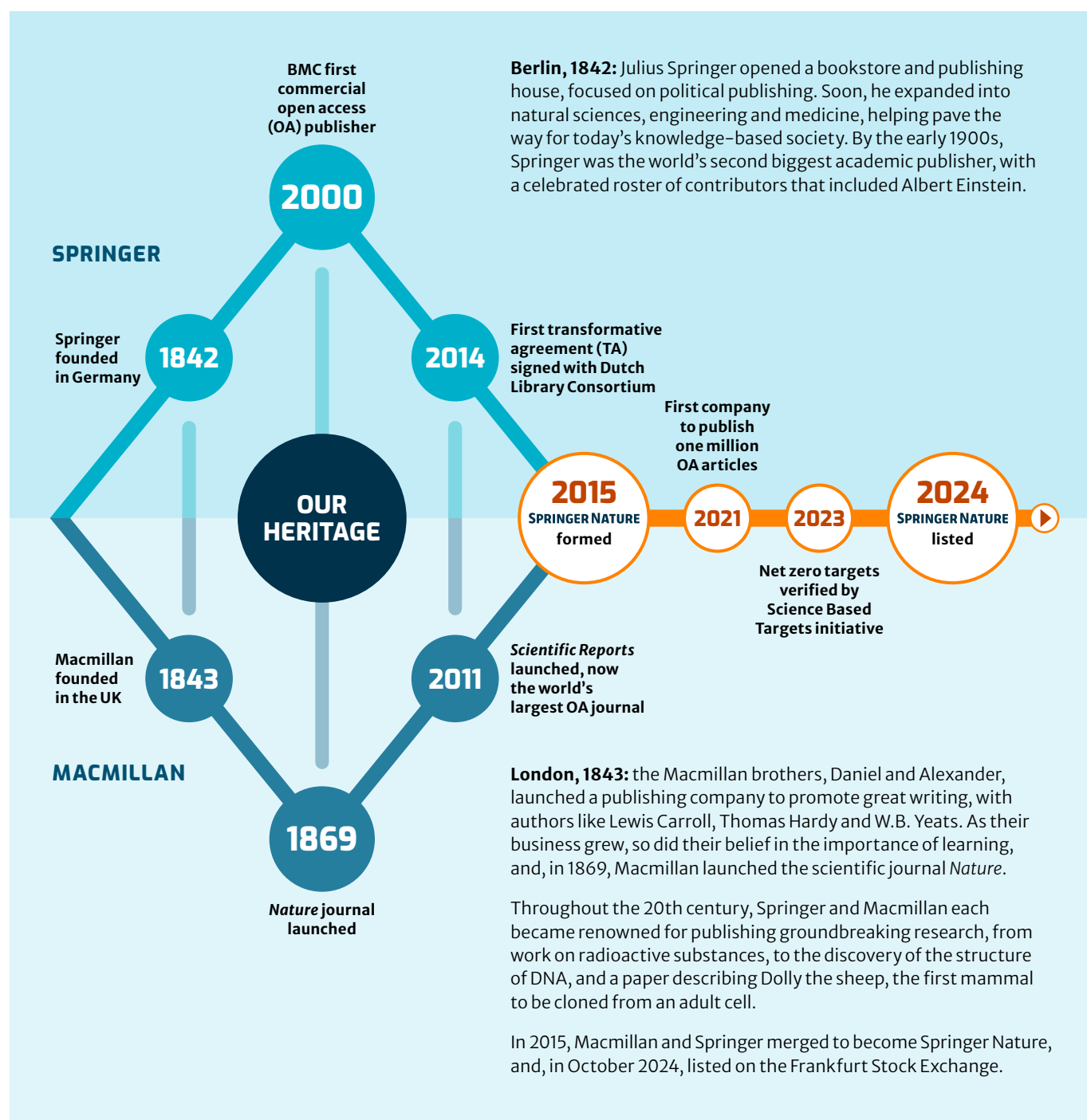
We are proud to be part of progress, working together with the communities we serve to share knowledge and bring greater understanding to the world.



Working with more than **1m** peer reviewers and around **180k+** editors

# OUR MISSION AND HERITAGE

Our mission is to be part of progress by enabling millions of researchers, educators, learners and health professionals to access, trust and make sense of the latest insights and discoveries – every day.





# OUR BUSINESS

We have four complementary business segments. In 2025 this will be three, with our Professional business joining the Research segment.

## RESEARCH

With our market-leading range and our vast global reach, we publish more journals across more disciplines than any other publisher, placing us in a strong position to offer the right home for every piece of sound research. In scope and scale, we are the world's largest academic book publisher, with more than 300,000 books available in our catalogue. Using the latest technology, especially AI, we support the entire research cycle by providing platforms, products and tools that aim to maximise the speed, quality and reach of the research community's work and deliver a great publishing experience.

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## EDUCATION

We support more than 30 million learners to develop critical skills and achieve their full potential every year. Our diverse footprint spans more than 120 countries, including a strong local presence in Asia, the Caribbean, Europe, India, the Middle East, Latin America and Southern Africa. We carefully tailor our engaging and accessible materials to meet students' educational needs, whether they are learning English or working within their country's curriculum, across all subjects and in local languages, from kindergarten to grade 12 (K–12).

© Shutterstock / Ground Picture



## OUR FOUR BUSINESS SEGMENTS

## HEALTH

For nearly 100 years we have provided trusted insights and solutions to doctors, dentists, nurses and pharmacists. Our business units and strong brands help us progress medical knowledge to improve diagnostics, treatment and care for patients, making us number one in Germany with doctors and number one in the Netherlands with healthcare professionals.

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## PROFESSIONAL

We deliver knowledge, insights and support to help professionals achieve their potential. Our tailored information and services lead the way among specialist media in several areas, including engineering and management, in Germany, Austria and Switzerland. Through high-quality content and expert solutions, we help professionals stay informed and adapt to industry developments.

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# CHAIR'S INTRODUCTION



## BRINGING PEOPLE CLOSER TOGETHER

In light of today's challenges, including conflict and misinformation, the role of Springer Nature has never been more important as we help researchers to share their findings in the most efficient way, ensuring that their work promotes understanding and informed discussion. Access to trusted and independent content for teachers, children, academics and healthcare professionals brings light and hope, supporting dialectical thinking and the multiple perspectives needed to challenge accepted ideas and bring people closer together.

In 2024, we continued to broaden the global pool of knowledge by publishing more than 482,000 primary research articles, of which 50% were open access (OA), marking a major milestone in our support of open research. We continued to grow the business and expand geographically, especially in Asia, while delivering on our commitments to reduce our carbon footprint and support the UN Sustainable Development Goals (SDGs). We also reached the milestone of publishing more than one million SDG-related articles and book chapters, in less than 10 years, in support of the UN's 2030 targets.

This was also the year that we entered the public market following a successful initial public offering (IPO) in Germany, delivered by a dedicated, collaborative and capable management team backed by strong results. While this significant project took much of the year, colleagues continued to innovate and experiment with technological advances that could benefit the millions of customers and communities we serve.

We have more than 90 AI projects running across the business – always with humans taking the final decisions – as we explore opportunities to help authors, teachers and healthcare professionals. Tackling fraud in the system through specially developed early warning tools to protect the integrity of the scientific record, helping book authors to reduce the time taken to publish and enabling editors to more easily find peer reviewers – these are all examples of AI initiatives that go right to the heart of the publishing process to improve the experience for all.

### STEFAN VON HOLTZBRINCK

Chair

“

In light of today's challenges, including conflict and misinformation, the role of Springer Nature has never been more important.



# CEO'S INTRODUCTION



It was another good year for Springer Nature, as we celebrated several important milestones, grew the business responsibly and delivered value for our global communities.

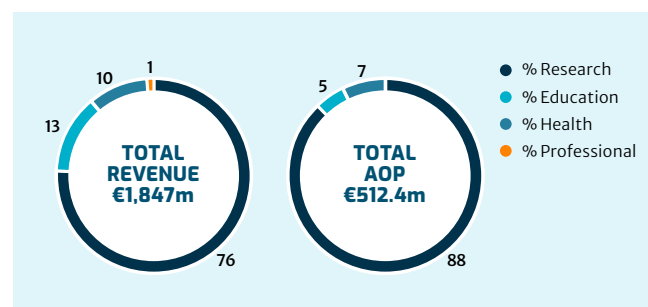
## NEW OWNERSHIP STRUCTURE. SAME MISSION

In October 2024 we launched a successful IPO on the Frankfurt Stock Exchange. The IPO required a big effort from many of our people, and its success reflects investors' trust in our ability to perform and deliver for all our stakeholders, year after year, and in our mission to be part of progress. As a listed company, we are providing greater levels of disclosure and transparency, as you will see in this report. But the IPO doesn't change our strategy, mission, direction or the way we run the business.

## DELIVERING STRONG RESULTS

It also doesn't change our focus on financial performance: we delivered another year of solid results in 2024, extending our track record of continuous improvement in revenues and operating profits.

Our revenue of €1,847 million showed underlying growth of 5%, driven by our Research segment, which delivered underlying revenue growth of 6%. Education also achieved an underlying revenue increase of 3%, with a solid performance in Health contributing to the overall result. Adjusted operating profit (AOP) was €512.4 million, representing underlying growth of 7% versus the previous year, and our free cash flow also increased.



## ADVANCING ON OUR OPEN ACCESS JOURNEY

Research works for the greatest good if it is OA: free for all to use immediately on publication, allowing insights to be built on. We had set ourselves a target to have 50% of our primary research published OA in 2024 – and I'm proud that we achieved it. This proves that OA is a solid, viable model that delivers value. Transformative agreements (TAs), which enable institutions and funders to cover the cost of reading subscriptions and OA publication for their researchers, and the growth of our fully OA journals are helping us accelerate the OA transition. In 2024, we agreed 22 new TAs across the globe, with more than 3,700 institutions now covered.

## CEO'S INTRODUCTION

continued

### INVESTING IN TECHNOLOGY

We believe it is our responsibility to use the latest technology, including AI, for the benefit of all our communities, from researchers who prefer to focus on doing research rather than writing and reading, to peer reviewers and editors who want their contributions to be seamless, manageable and equitable. In 2024, we continued to invest in our expanding suite of platforms and AI-enabled solutions, which are making trustworthy publication and discovery simpler and faster. Our article processing platform Snapp now includes more than 1,180 journals. To strengthen the integrity of our content, we have developed a comprehensive suite of tools, such as Geppetto, which is designed to identify nonsense content and help us protect research integrity. By leveraging technology alongside our expertise, we aim to help researchers spend more time researching, teachers focus on teaching, and professionals enhance their work.

### A PEOPLE BUSINESS

While technology is crucial, what really moves us forward is people, from the hundreds of thousands of researchers, librarians, teachers and doctors with whom we enjoy longstanding relationships, to our more than 9,000 colleagues, who we want to have fulfilling and rewarding careers with us. In 2024, we not only focused on developing our current workforce, but also continued to attract top talent, including three new members of our leadership team: Alexandra Dambeck as Chief Financial Officer, Maria Castresana as Chief People Officer and Saskia Steinacker in the new position of Chief Digital Officer.

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We believe it is our responsibility to use the latest technology, including AI, for the benefit of all our communities.

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### DRIVEN BY OUR PURPOSE

As with our people, our strong reputation is one of our greatest assets – and we are determined to preserve it. That means living up to our purpose by working together with the communities we serve to share knowledge and bring greater understanding to the world. Every day our books, journals, platforms and technology solutions reach millions of people – helping researchers to uncover new ideas and share their discoveries, health professionals to stay at the forefront of medical science and educators to advance learning. Through our leading brands, trusted for more than 180 years, and our steadfast commitment to independence and upholding the most rigorous standards, we help accelerate solutions to the world's urgent challenges and inspire generations to come.

### LOOKING FORWARD WITH OPTIMISM

Science is best served when people work together, which is becoming more challenging in today's polarised world. Nonetheless, as a global company with a long tradition of working across borders and cultures, we remain optimistic about the future. We have a lot of positive momentum in the business and a strong portfolio of titles and brands. In 2025, we look forward to making science even more available to a global audience.

**FRANK VRANCKEN PEETERS**  
Chief Executive Officer

## HOW WE'RE PART OF PROGRESS – OUR IMPACT IN 2024

In an increasingly complex world, our focus in 2024 was on continuing to deliver for our stakeholders and communities. As we continue our pursuit of progress, we are focusing on:

### OPEN ACCESS

Driving the OA transition to build a more open, inclusive and reproducible research system.

Read more on [page 15](#)

### TECH AND AI

Taking advantage of AI and technology to better serve our communities and customers, and to increase efficiency across the business.

Read more on [page 22](#)

### OUR PEOPLE

Strengthening our exceptional team and investing to make Springer Nature a great place to work.

Read more on [page 26](#)

### OUR PLANET

Continuing to deliver on our business performance responsibly and sustainably.

Read more on [page 30](#)

Here are some highlights of what we have achieved this year, followed by an in-depth look at our key focus areas.



HOW WE'RE PART OF PROGRESS – OUR IMPACT IN 2024  
continued

## BRINGING GREAT DISCOVERIES AND INSIGHTS TO THE WORLD

At Springer Nature, we were proud to publish leading research and learning materials in 2024.



Research published in *Nature* showed that water temperatures in and around the Great Barrier Reef, Australia, in the past decade have been the warmest in the past 400 years. These periods of warming increase the risk of mass coral bleaching and mortality and are likely driven by human-induced climate change. The research concludes that without urgent intervention it could have negative consequences for biodiversity and that continuing on the current trajectory would further threaten the ecological function of one of Earth's greatest natural wonders.

Coral Crisis © Tane Sinclair-Taylor

Space Biology © Inspiration4 crew / John Kraus

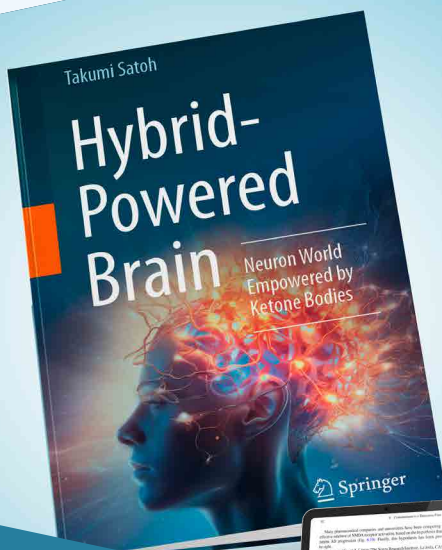


The Space Omics and Medical Atlas (SOMA) package represented the largest-ever compendium of data for aerospace medicine and space biology. Published across a number of our journals including *Nature*, *Nature Communications*, *Communications Biology* and *Scientific Reports*, the package included analyses of samples collected from the first all-civilian crew from the Inspiration4 mission and from astronauts who have spent 180 days or a year on the International Space Station, providing a longer-term view of the effects of space flight on health.

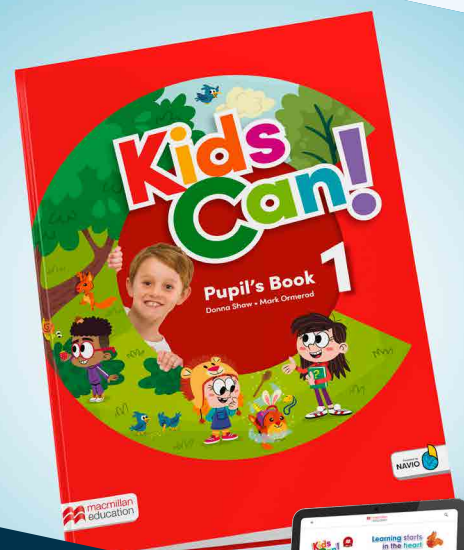
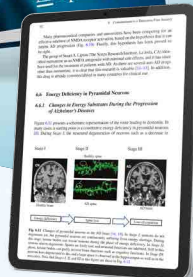
## HOW WE'RE PART OF PROGRESS – OUR IMPACT IN 2024 / BRINGING GREAT DISCOVERIES AND INSIGHTS TO THE WORLD

continued

We helped health professionals stay at the forefront of medical science and supported educators in advancing learning.



### BRAIN HEALTH



### EMPOWER LEARNING



A Springer book presented innovative research on how brain health could be optimised through a hybrid-powered fuel system that combines glucose and ketone bodies. This offered a practical approach to enhancing cognitive function, emotional stability and long-term brain health. By adopting the Small Ketogenic method, which involves simple dietary adjustments, individuals can unlock their brain's full potential and support healthy ageing, an important step in addressing the growing global focus on mental health and cognitive longevity.

Macmillan Education's *Kids Can!* series goes beyond traditional language learning. It sparks curiosity, fosters creativity and promotes global citizenship, empowering young learners with the skills and mindset to thrive in an interconnected world. This best-selling series in the English Language Teaching division helps shape confident individuals who will lead with empathy and a global perspective, making a lasting impact on their futures.

HOW WE'RE PART OF PROGRESS – OUR IMPACT IN 2024  
continued

## PUBLISHING TRUSTED INFORMATION WITH EXTENSIVE REACH

Our journals cover more subject areas than any other publisher, and much of our primary research content is free to read. Macmillan Education supports the learning journeys of millions of learners around the world, and our health brands reach more than 240,000 registered healthcare professionals globally.

**2.3m**

Articles  
submitted

**482k**

Primary research  
articles published

**14k**

Books  
published

**3.7bn**

Content  
downloads across  
all platforms

**50%**

Primary research  
published OA<sup>1</sup>

**104**

New education  
textbook series  
published

**1st**

in Research  
– number of top 50  
journals by  
impact factor

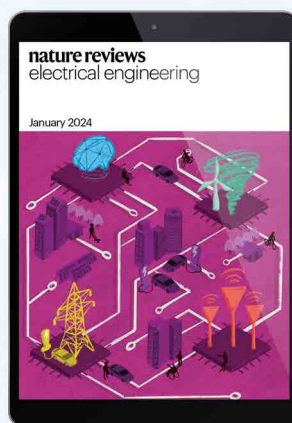
**1st**

in Health  
– in Germany with  
doctors

**1st**

in Education  
– in Brazil in private  
schools (English  
Language Teaching)

73 new journals launched, including three in our Nature Portfolio:



<sup>1</sup> The 50% refers to research articles including Cureus, but excludes Nature Portfolio reviews and magazine content.



## HOW WE'RE PART OF PROGRESS – OUR IMPACT IN 2024

continued

## ADDING VALUE TO RESEARCHERS, TEACHERS, CLINICIANS AND WIDER SOCIETY

Our research content is read and used more than that of other publishers and shows our commitment to being a trusted partner in science, focusing on quality over quantity.

**5.2**

Average citations per article<sup>1</sup> up 4% on 2022

**18%**

Increase in downloads compared to 2023<sup>2</sup>

**1m+**

SDG-related articles published<sup>3</sup>

**86%**

Excellent/good rating from authors<sup>4</sup>

**c.37%**

Fall in cost per download<sup>5</sup>

**No.1**

Publisher with highest reputation<sup>6</sup>

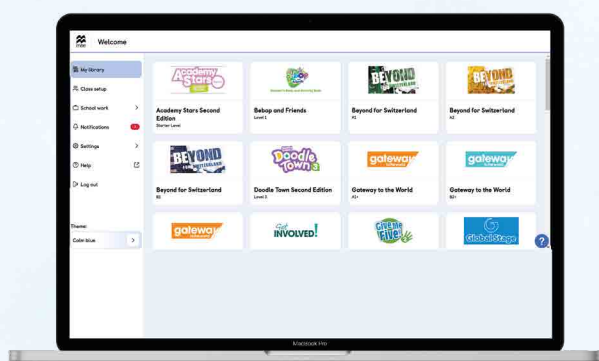
**32k+**

Doctors using our Medbee app



**1.6m+**

Active users engaged with Macmillan Education Everywhere, our single, flexible platform for all our education content



## INVESTING FOR THE FUTURE

Our continued investments in technology, our people and our communities are setting us up for the future.

**€177m+**

Technology-related spend (including research integrity)<sup>7</sup>

**c.€150k+**

Donations to researcher career programmes

**€34m**

Article processing charges waived for authors

1 2023 articles. Source: Digital Science, Dimensions. Article citations in publication year and year after publication year. Data originally reported as 4.34 in 2022 (re-stated to 4.98).

2 Source: COUNTER 5 usage compared to 2023.

3 SDG-related articles since 2015.

4 Journal authors, CSAT score. Proportion of authors rating publishing experience excellent or good.

5 Average cost per download has fallen c.37% since 2019 (books and journals, excluding OA content).

6 Yonder Reputation Credit score of 803, the most positive score among industry peer group.

7 Includes IT-related operational spend.

## HOW WE'RE PART OF PROGRESS – OUR IMPACT IN 2024

continued

### ENGAGING WITH OUR COMMUNITIES

We are constantly looking for ways to forge deeper relations with the communities we serve around the world.

### RESEARCH ADVISORY COUNCILS



We founded a Latin American Research Advisory Council to better support and collaborate with researchers there. This joins our existing research advisory councils in Africa, Europe, Japan, Korea and the United States.

© Courtney Little Senior Licensing Manager-Institutional Solution Sales

### SECOND INDIA RESEARCH TOUR



In India we held our second research tour, a 27-day tour across 15 cities in nine states, hosting 24 research summits emphasising the importance of research integrity and OA.

© Springer Nature

### ANNUAL NURSING CONGRESS

Our annual nursing congress, *Kongress Pflege*, brought 1,700 professionals to Berlin to explore innovation, best practices in nursing, modern recruitment and legal advancements in care.



© Marten Ronneburg / Springer Medizin Verlag GmbH



### ADVANCING FUTURES PROGRAMME

Through the Advancing Futures programme, we are providing educators and students worldwide with the resources and knowledge to address key global issues such as sustainability, while empowering them to contribute towards the SDGs and create positive, lasting change in their communities.

© Springer Nature

### EIGHTH ANNUAL SCIENCE ON THE HILL EVENT



Our eighth annual Science on the Hill event in Washington, D.C., brought together policy leaders and scientists to discuss the problem of space junk. Our second edition of Science on the Spree, in Berlin, focused on how to stop fatal drug abuse.

### EARLY CAREER RESEARCHER PROGRAMME



In our Early Career Researcher programme, we mentored 25 researchers at minority-serving institutions and in underserved communities across 11 countries, providing training on publishing in high-impact journals. *Nature Communications* invited all its reviewers to co-review with an early career researcher.

© Hero Images / Getty Images

## OPEN ACCESS

## EXPANDING THE GLOBAL POOL OF KNOWLEDGE

We want to share knowledge and bring greater understanding to the world, to help solve urgent challenges. We can do this faster and for the widest benefit when science is open: transparent, trustworthy, equitable, accessible and available to all to use, reuse and build on. The foundation for this is OA.

### IN THIS SECTION

- 17 The advantages of OA
- 18 Expanding OA through transformative agreements
- 18 Our progress in 2024





**OPEN  
ACCESS**

We have championed the value and impact of OA for more than 20 years.

**50%**

of primary research published OA in 2024<sup>1</sup>

**240k+**

OA articles published

**796**

OA books published

**57%**

of SDG-related articles were OA<sup>2</sup>

With a growing portfolio of around 700 fully OA journals, we met our ambitious target of publishing 50% of primary research OA in 2024. We published 68 new OA journals including three Cureus titles: *Engineering*, *Computer Science* and *Business and Economics*. The number of OA articles published grew by 31%, with growth especially strong in India.

We are committed to progressing the transition to OA with every Springer Nature-owned journal offering authors an immediate OA option when their article is accepted. Our focus is on Gold OA – where the authoritative final version of the primary research is immediately available to all. We are continuing to invest in our journals and book portfolio, technology and our people, and we are innovating to ensure equity in OA. By working closely with funders and institutions across the world, and pioneering TAs, which combine access to reading and OA publishing, we are helping make the shift to OA simple, scalable and affordable. We report our OA progress in more detail each year – see [stories.springernature.com/oa-report-2023](https://stories.springernature.com/oa-report-2023).

**6.3 citations per OA article,<sup>3</sup> which is 34% more than our closest pure OA competitor.**



1 The 50% refers to research articles including Cureus, but excluding Nature Portfolio reviews and magazine content.

2 SDG-related articles published since 2015.

3 2023 articles in Fully and Hybrid OA journals. Source: Digital Science, Dimensions. Article citations in publication year and year after publication year. Data previously reported 5.84 in 2022 (restated to 6.05).

## OPEN ACCESS

### THE ADVANTAGES OF OPEN ACCESS

#### Greater impact, usage and real-world outcomes

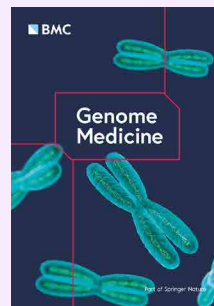
OA delivers many proven benefits within the research sector and outside academia. For researchers and authors, publishing OA increases the visibility and impact of their work, with **1.6 times** more citations for articles and **2.4 times** more citations for books. For librarians and institutions, OA content has the advantage of far greater use than non-OA content, with OA articles downloaded **six times** more and OA books **10 times** more. And for society and science, knowledge that is open to all can be used by researchers and policymakers to tackle urgent global challenges. In 2024, online usage of our OA articles exceeded 1.5 billion downloads.

#### Same publishing process, high standards and quality

With OA, payment shifts from the reader to the author – usually through research funding – but the publishing process does not change. The acceptance rates at portfolio level for our fully OA and Springer hybrid titles are similar. All decisions about quality are made by our expert editors, both in-house and from the wider academic community, and independent peer reviewers. We believe it is the only sustainable approach because our reputation for integrity and the high standards set by our brands are our greatest asset. In our more than 2,200 hybrid journals, which are transitioning towards the fully OA model, authors have the option to publish either OA or through the subscription model.

### ENABLING EQUITABLE OPEN ACCESS

We know that some researchers are concerned that the transition to OA might create new inequities because of the need to fund publishing costs via article processing charges (APCs). This is something we care about too, which is why we operate an APC waiver and discount policy in low- and lower-middle-income countries, and in

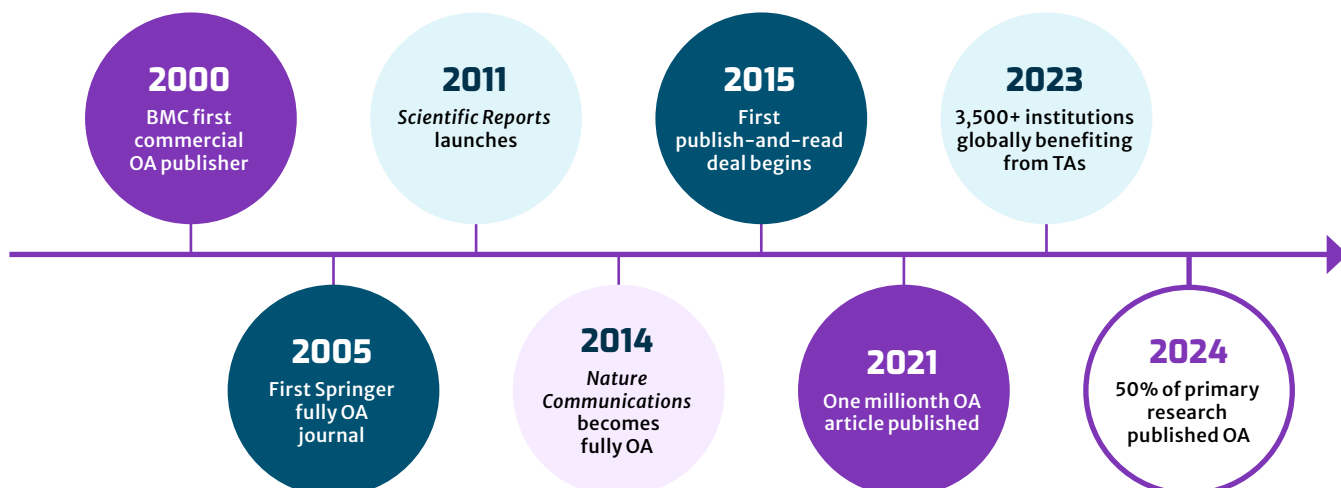


some research disciplines where APCs can be difficult to finance. In 2024, our fully OA journals waived more than €34 million in authors' APCs. We also launched a pilot project with a country-tiered approach to APC pricing in our BMC titles, removing barriers for authors who might not previously have been able to publish in our journals.

### OUR OPEN ACCESS PORTFOLIO

As the most comprehensive OA research publisher, we offer the option to publish articles OA in all our journals, across all academic disciplines. Our fully OA portfolio includes the world's largest fully OA journal, *Scientific Reports*, and around 700 journals across six imprint brands.

### OUR OPEN ACCESS MILESTONES





**OPEN  
ACCESS**

## EXPANDING OPEN ACCESS THROUGH TRANSFORMATIVE AGREEMENTS

We believe the best way to support an equitable transition to OA globally and at scale is through TAs, which we have been pioneering since 2015. TAs are typically agreed at a country or consortium level and, for a single fee, enable participating institutions to combine journal subscription access along with OA publication costs. This allows their researchers to read subscription articles and also to publish their research immediately OA in our journals, assuming the work meets our standards, at no extra cost to themselves.

TAs offer benefits to everyone involved in research. The agreements are negotiated and funded so they are sustainable over the long term. They can be tailored to meet the needs of different institutions, consortia and countries, resulting in expanded access for participating institutions. TAs streamline workflows for librarians and research managers and significantly increase the visibility, reach and impact of an institution's research – which funders also appreciate and is beneficial to society. A Springer Nature OA article is cited on average **5.9 times**, more than for any other publisher.

For researchers, publishing OA becomes more viable because they do not have to worry about payment, and more equitable because agreements are discipline neutral. This helps authors in underfunded areas such as the humanities and social sciences. More than 100,000 of the OA articles we published in 2024 were either funded by TAs, by very low-cost APCs (10% or less of average APCs) or by publishing under Diamond OA – all helping us deliver more equitable OA for authors across disciplines and regions.

## OUR PROGRESS IN 2024

Our global OA transformation journey continued to gather strong momentum in 2024, with 22 new TAs signed and six renewed. The US saw the most activity in 2024, with seven new agreements, including a TA with Lyris that covers 120 institutions, including eight Historically Black Colleges and Universities (HBCUs), which are now benefiting from greater access to articles.

We also signed our first TAs in France, South Korea and Hong Kong and our first TA with a government department in India. We now have 66 TAs (including Nature TAs) covering more than 3,700 institutions worldwide. In 2025 and beyond we will continue to work with all our partners to find a solution so that no researcher, no institution and no country is left behind.

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# 66

TAs worldwide

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# 22

New TAs in 2024

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# 3,700+

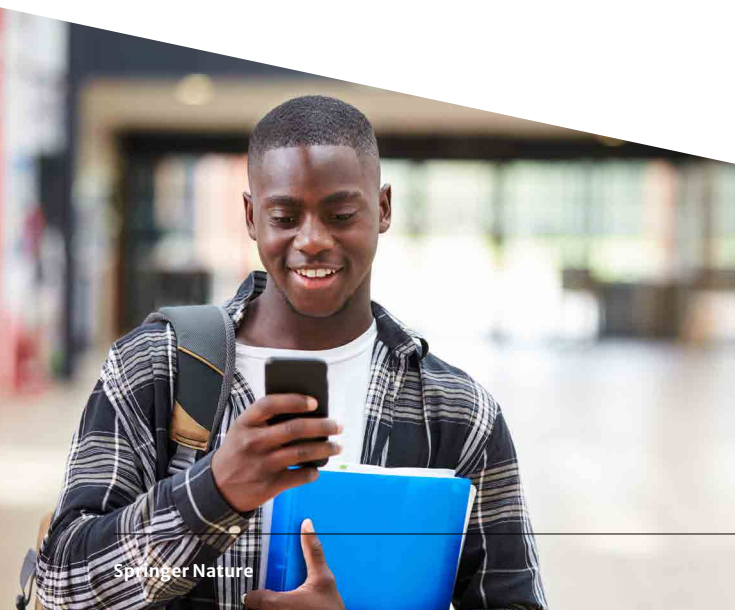
Institutions covered

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# 56k+

OA articles published under TAs in 2024, up 24% on 2023<sup>1</sup>

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OPEN  
ACCESS

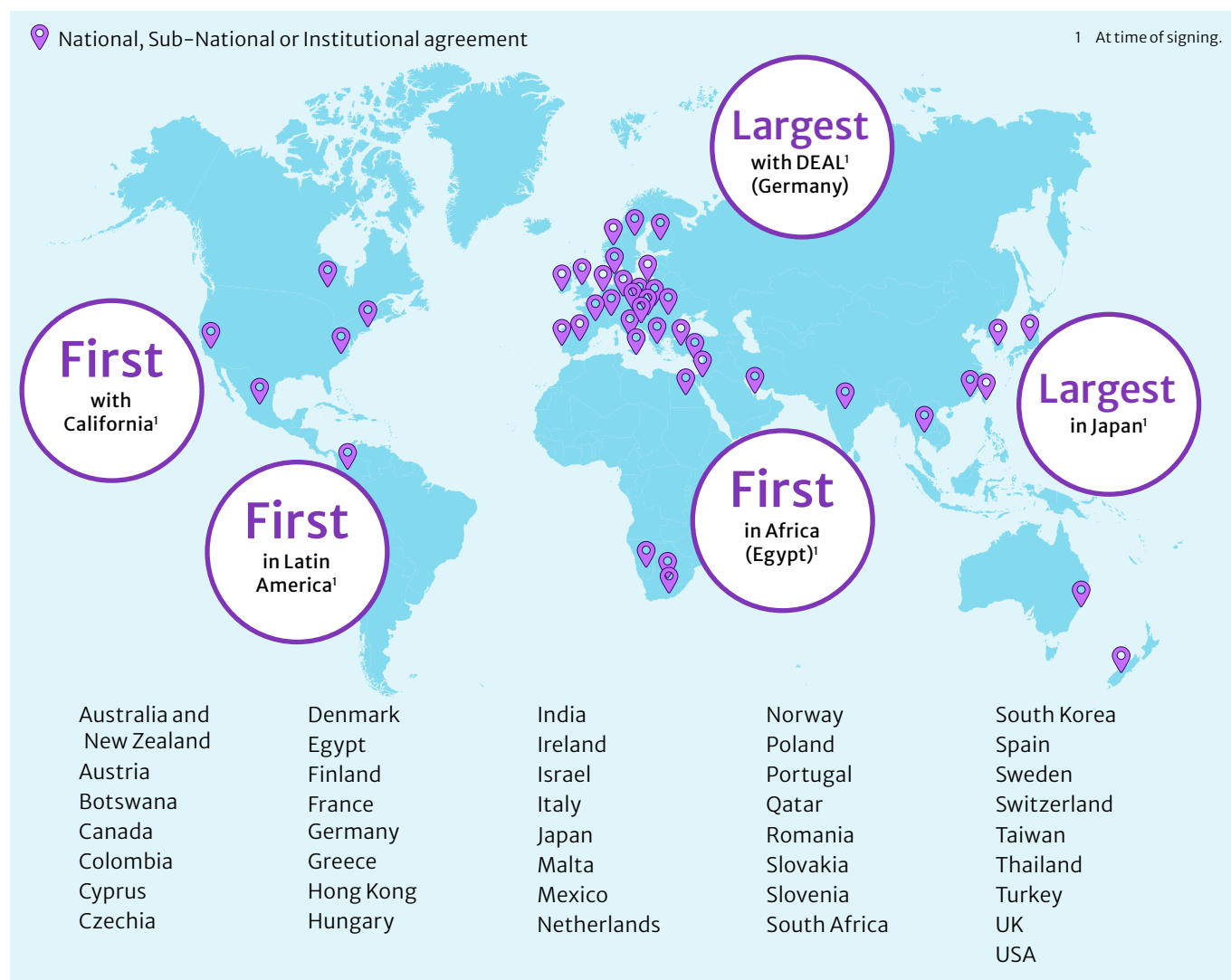
“

It's benefiting our students and faculty members across the board at HBCUs. It's giving us an opportunity where we've been shut out for so long and not been able to present our ideas in a new format. So, I think it's groundbreaking for us.

**Adrienne Webber**

Dean, University Digital Library, Grambling State University, about the Lyrasis agreement

## OUR TRANSFORMATIVE AGREEMENTS SUPPORT AUTHORS FROM MORE THAN 3,700 INSTITUTIONS GLOBALLY



# SPOTLIGHT ON RESEARCH INTEGRITY

## Protecting the publication record

Misinformation is a challenge across all channels of communication, and science is no exception. At Springer Nature, safeguarding the integrity of the scientific record is a guiding principle for every one of us. To address this, we are continuing to invest in human expertise and AI-enabled solutions to make sure the research we publish is robust and can be trusted and built on. However, research integrity is not just an individual issue – it is an industry problem that requires collective action and collaboration, which is why we are working with the wider publishing community in numerous bodies including the Committee on Publication Ethics (COPE), the UK Committee on Research Integrity, the National Information Standards Organization (NISO) and the STM Integrity Hub.

## SPOTLIGHT ON RESEARCH INTEGRITY

CONTINUED

Our commitment includes supporting the research community in applying rigour and best practice, protecting the publication record and providing our editors with the tools to identify, reject and remove problematic content. We do this by harnessing the latest technology, including AI, investing in our rapidly growing expert team, education, training and outreach campaigns, and through leadership and collaboration across the research sector.

Ensuring what we publish is robust and can be trusted is the responsibility of multiple teams and dedicated individuals across the business.

The Springer Nature Research Integrity Group (RIG) leads our work, preventing and resolving integrity issues and providing support to our thousands of academic editors and editorial office teams across the globe. The RIG grew to be 50-strong at the end of 2024 and we have also created a technology product team specifically responsible for developing research integrity solutions.

# 50

### Dedicated people in the Research Integrity Group

Our growing suite of in-house AI-enabled tools is further helping us prevent fraudulent research. For example, Geppetto uses algorithms to flag AI-generated nonsense text, SnappShot identifies problematic images while Referee identifies irrelevant references – all potential indicators of integrity issues. With these tools, anomalies are flagged for a human and can help us identify patterns of activity by paper mills, which make money by deliberately setting out to secure the publication of dubious manuscripts by manipulating editorial and peer review processes.

In addition to our free online training resources, we launched a company-wide communications campaign with the tagline 'spot it, understand it, act on it'. We hold regular discussions with government and other funding agencies around the world about research integrity issues and conduct national surveys, for example in Japan and China in 2024, to establish training and other needs.



Integrity checks are built into multiple steps in the publishing process.

Learn more at [springernature.com/gp/advancing-discovery/research-integrity](https://springernature.com/gp/advancing-discovery/research-integrity).



## TECH AND AI

## DRIVING PROGRESS THROUGH TECHNOLOGY

From helping researchers find the best journal to publish their work, to using AI to help verify and widely share the latest trustworthy knowledge, technology is threaded throughout our business. It allows researchers to spend less time on reading and writing and more time on conducting research. Technology is helping us accelerate discovery, protect integrity and inclusivity, and promote equity. It is taking the strain off the community and delivering better insights, not just for researchers but for wider society.

### IN THIS SECTION

- 24 Unlocking the potential of AI and technology
- 25 Our future-focused platforms

## TECH AND AI

## Speed, equity and integrity.

Technology innovation has always driven us forward. We and other academic publishers switched from print to digital before other content industries. Technology also helped fuel our transition to OA. Today, the major leaps in AI have given us the means to significantly improve the entire publication cycle in a pioneering and responsible way.

Every technology solution we build starts with what matters to our communities – such as the speed of research. By optimising workflows through our platforms and tools, we are helping researchers publish faster and more efficiently and to find relevant research more quickly. Introducing efficiencies and scalability in our internal operations is allowing us to invest further and process the ever-increasing volume of research papers and educational materials.

Science continues to suffer from unequal participation, and we need to enable quality research to be made discoverable and help researchers overcome barriers such as geography, language and economic status. Innovations such as automated translations, article summaries and peer reviewer assignment – to help remove bias – are enabling us to increase inclusivity and deliver scientific content to a wider global audience.

Ensuring the integrity and trustworthiness of research is crucial for scientific progress and the practical application of research. AI-enabled solutions are helping us better protect integrity by identifying potentially problematic research, fraudulent manuscripts and ‘bad actors’ – read more in [Research integrity](#). We will test new approaches as we continue to invest in technology, with the understanding that the human always remains in control and the quality of scientific work is the top priority.

In 2024, our financial performance enabled us to spend €177 million on technology, including personnel costs, lifting our total investment in these areas to more than €650 million since 2021.

### BEING AN EARLY ADOPTER OF TECHNOLOGY HAS HELPED US TO...

#### MAKE OUR CONTENT MORE ACCESSIBLE

More than **90%** of all our journal content and all our books can be accessed digitally

#### MAKE OUR CONTENT MORE OPEN

**50%** of all primary articles published OA in 2024

#### MAKE OUR CONTENT EASY TO USE

Content downloaded **3.7bn** times across all platforms in 2024

#### MAKE IT EASY TO PUBLISH WITH US

Our journal transfer recommender generated **195k** automated transfer recommendations

## TECH AND AI

### UNLOCKING THE POTENTIAL OF AI AND TECHNOLOGY

**AI is revolutionising the way we support all our communities and enhancing our business operations. We believe it has the potential to further accelerate scientific discovery and learning, promote equity and protect integrity if supported by human oversight and developed to meet the needs of our communities. That is why our AI strategy embeds human augmentation as a core value and combines expanding technical expertise with our commitment to harnessing the technology's powers in an ethically responsible and environmentally sustainable way.**

By the end of 2024, we had more than 90 live AI-enabled processes and solutions in place across the research publication journey, making it more efficient, reliable and faster for our communities. At the research stage, for example, our book designer tool uses an iterative process to cut the time needed to create a manuscript. Our review finder tool matches manuscripts with suitable editors and reviewers, while our editorial suitability checker helps with the initial evaluation of submissions. Our journal and transfer recommenders support authors with finding the most appropriate journals for their manuscripts, and our proof editor solution provides online correction of proofs.

AI and technology are also driving innovation in our other business segments. In 2024, we launched AskAdis AI, a conversational chat interface for the pharmaceutical sector that allows users to ask specific questions and receive targeted, relevant and reliable answers. And at Macmillan Education, we created a new tool, Macmillan AI Assistant (MAIA), to help teachers around the world navigate the wide

portfolio of our courses and understand which are the best fit for their classroom's needs. Our Medbee app, which provides doctors with valuable, up-to-date knowledge in German, reached more than 32,000 registered users in 2024.

In our business, across all functions, we're boosting AI literacy so we can all work smarter, freeing up time and enhancing productivity and creativity. In 2024, we launched the AI Academy to build our staff's knowledge, capabilities and awareness of how AI can enable their work, and to reinforce the principles that guide our work with AI-based solutions: dignity, respect and minimising harm; fairness and equity; transparency; accountability; and privacy and data governance. To accelerate our AI initiatives, we also build partnerships with suppliers whose expertise complements our in-house knowledge.

# 90+

Live AI initiatives along  
the research journey

# 100+

New editorial communities created

# 43k

Key contributors being recognised  
and celebrated

### SPRINGER NATURE HUMAN-CENTRED AI INITIATIVES



#### Dignity, respect and minimising harm

We prioritise human wellbeing and dignity, and take steps to prevent harm to society and the environment.



#### Fairness and equity

We mitigate the potential for structural bias and inequities.



#### Transparency

We disclose when an AI system is being used and explain our processes in accessible language.



#### Accountability

We maintain human oversight of the development and outcomes generated by our AI tools and solutions.



#### Privacy and data governance

We safeguard personal privacy and follow all relevant data protection laws.



## TECH AND AI

### OUR FUTURE-FOCUSED PLATFORMS

We are on a mission to build next-generation platforms that smooth the path to publication and offer world-class search and discovery for our communities.

## SPRINGER NATURE Snapp

Snapp, the Springer Nature Article Processing Platform, is designed to make publishing research simple and rewarding. Harnessing the power of AI, including machine-learning technologies, Snapp has been designed in close collaboration with the community and provides authors, editors and reviewers with a streamlined, easy-to-use and intuitive experience, from submission to publication. As a purpose-built platform led by our in-house experts, it has the advantage of being able to evolve and respond to user needs more quickly – today and in the future.

**Snapp is delivering greater benefits for our community. Since launch:**

# 12m+

Authors supported

Worked with

# 78k+

editors from

# 2m+

Submissions

# 162

countries and

# 390k+

Published articles

# 800k+

reviewers

# 1,180

Journals onboarded

## SPRINGER NATURE Link

Springer Nature Link is our new unified platform that offers search and discovery, personalised reading and funding recommendations, and a clear path to publication. The platform delivers fast access to the depth and breadth of our online collection of journals, eBooks, reference works and protocols across a vast range of subject disciplines. With 185 million monthly downloads, it is designed to meet the demands of all researchers, including early career researchers who expect superior digital products that allow them to connect with their communities.

**In 2024, Springer Nature Link saw remarkable engagement:**

# 900k+

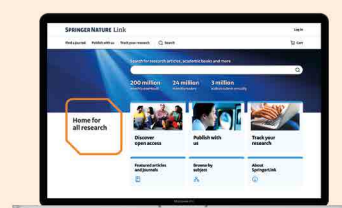
Registered users on Springer Nature Link (2m+ across all platforms)

# 20m

Active users each month

# 185m

Monthly downloads





## OUR PEOPLE

## A GLOBAL AND INCLUSIVE WORKPLACE

We want to create an environment where our more than 9,000 talented, curious colleagues in over 40 countries can do purposeful and rewarding work throughout enduring careers.

### IN THIS SECTION

- 27 Employee engagement
- 27 Wellbeing and mental health
- 27 Training and development
- 28 A global and inclusive workplace
- 29 Inspiring change in our communities
- 29 Effecting progress through our journals and books
- 29 Behaving ethically

OUR  
PEOPLE

By prioritising wellbeing, collaboration, flexibility, opportunity and inclusion, we aim to provide a nurturing, innovative environment where everyone can thrive.

This approach is captured in the promises we make to our people: with us, you can **develop your curiosity**, **stretch your horizons** and **be yourself**.



**DEVELOP  
YOUR  
CURIOSITY**



**STRETCH  
YOUR  
HORIZONS**



**BE  
YOURSELF**

## EMPLOYEE ENGAGEMENT

We make sure we are delivering on these promises by listening closely to our colleagues through our employee forums and engagement surveys, using the feedback to identify areas that need to be addressed and to shape future initiatives. To empower colleagues to be part of progress, we organise an innovation tournament that is open to everyone. The tournament encourages participation and idea-sharing and offers valuable career development and networking opportunities.

## WELLBEING AND MENTAL HEALTH

We strive to support wellbeing and promote good mental health by making guidance and resources available to all colleagues, including a 24/7 global Employee Assistance Programme. We operate a hybrid working policy that provides colleagues with flexibility while allowing us to build a unique culture and value system. Our workation programme allows colleagues to work remotely from another country and combine it with a holiday or a visit to see family or friends.

## TRAINING AND DEVELOPMENT

To encourage continuous learning, we recommend that all our people use five days a year for training and development, including online and in-person courses, and provide on-the-job training and mentoring. We delivered more than 110,000 hours of employee training in 2024. Our SN Leader Programme aims to build a shared leadership community and culture across our business. In 2024, more than 7,000 colleagues spent time developing and practising approaches on topics such as AI and career development.



In early 2025, we were again recognised as a leading employer in Germany, the UK and the US.





## OUR PEOPLE

### A GLOBAL AND INCLUSIVE WORKPLACE

People perform at their best when they can be themselves – feeling valued, respected and that their voice is heard. Our annual global inclusion and diversity survey is designed to help us better understand our colleagues' experiences. In 2024, 60% of our workforce completed the survey (59% in 2023). On questions for inclusion, scores remain high and around benchmark levels.

In 2018 we set our first gender representation goal: having 45% women in the top three tiers of leadership. Our Management Board is now 50% female and our Executive Team 46% female, which represents good progress and compares favourably with our industry peers.

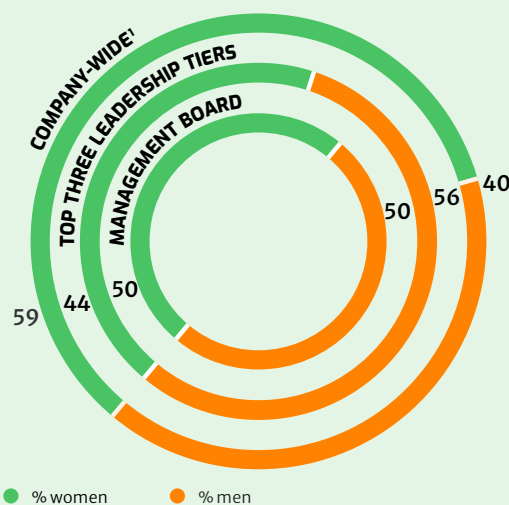
We have also set aspirational global representation goals for race and ethnicity in senior leadership roles, to make sure our senior leaders reflect our global footprint. We worked with an external company to review our hiring processes in 2024 and launched training for our hiring managers. While we strive for equitable representation among our employees, adhering to our goals does not mean we favour certain individuals or groups. You can learn more about our goals on our [website](#).

We expanded our Opening Doors internship programme, a paid opportunity for students and recent graduates from historically underrepresented groups to gain experience in research and science publishing. We continued our diversity, equity and inclusion (DEI) mentoring programme, for people that experience lower levels of inclusion or are currently underrepresented in leadership at Springer Nature. Around 750 colleagues participated in our DEI Learning Journey, a comprehensive training programme to foster a more equitable workplace by providing guidance, support and networking opportunities for participants.



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### GENDER SPLIT



<sup>1</sup> Percentages may not total 100% due to rounding.

### OUR EMPLOYEE NETWORKS

Our employee networks have more than 1,800 members and unite colleagues who share an identity or, like those in our Green Impact Network, are working towards the same goal.

SN Pride

SN Women

SN Parents

SN D&N | Disability & Neurodiversity

SN A&PI | Asians & Pacific Islanders Network

SN JEN | Jewish Employee Network

SN GREEN | IMPACT NETWORK

SN Muslims

SN BEN | Black Employee Network

SN LAN | Latin American Network

## OUR PEOPLE

### INSPIRING CHANGE IN OUR COMMUNITIES

We are committed to using our networks, brands and voice to champion inclusivity in the research, education and professional communities we work with. To enable truly representative publishing in the evolving global research landscape, we need to have clear awareness and understanding of the current demographics across journal portfolios.

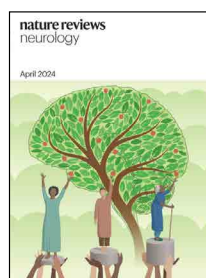
In 2024, we published our first benchmarking report looking at editor diversity at Springer Nature. Using internal data from our community of around 180,000 academic editors across 3,000 Springer Nature journals, the report confirmed what we know to be true across the industry: that editorial decision makers are not fully representative of the diverse research community they serve, and that there is much more we need to do to address this. Also in 2024, *Nature* said in an editorial that it publishes too few papers from women researchers and committed to intensify efforts to diversify the pool of authors and reviewers. In response to these findings, Springer Nature organised learning sessions on implicit bias in the publication journey, reflecting our commitment to fostering a more inclusive academic landscape. These sessions were attended by nearly 500 research publishing colleagues from across our global offices, and our external editors in journal and books publishing.

### BEHAVING ETHICALLY

We expect the communities we work with and our suppliers to adhere to the same standards we set for ourselves by acting in a sustainable, ethical and socially responsible way. In addition to the code of conduct for our colleagues, which sets out our expectation that all employees are treated fairly and respectfully, we have a targeted code of conduct for stakeholders across our supply chain. We also have codes of conduct for the publishing activities of the editors we work with.

### EFFECTING PROGRESS THROUGH OUR JOURNALS AND BOOKS

Every day we interact with millions of people. Connecting with them as authors, peer reviewers, editors, readers, teachers and users of our platforms provides us with the opportunity to influence behaviour on a large scale and effect change. Among the many examples of this in 2024 was a series launched by *Nature Reviews Neurology* to highlight the importance of DEI in efforts to improve global brain health, and a book from Springer that considers the potential ethical and DEI implications of AI applications in various settings. We also cover important DEI issues in our journalism, such as a feature in *Nature* about broadening access to science for deaf students in India.





## OUR PLANET

### TAKING RESPONSIBILITY

We strongly believe in doing things the right way, in all we do, taking responsibility for driving sustainable progress and preserving the planet.

#### IN THIS SECTION

- 31 Helping solve the world's urgent challenges
- 31 Communicating scientific progress
- 31 Community support
- 32 Acting on climate
- 32 Our emissions progress



OUR  
PLANET

This approach is reflected in our support for the SDGs, how we communicate the latest knowledge to our audiences and how we operate our business to minimise our impact on the environment.

## HELPING SOLVE THE WORLD'S URGENT CHALLENGES

Many of our colleagues have a strong personal commitment to sustainability. Nearly a quarter of our people are actively involved in sustainability issues, including through our employee networks such as the Green Impact Network, which has more than 500 active members. It also includes colleagues who volunteer across 17 working groups on projects to advance the SDGs. Read more about how we amplify the SDGs through our published content in [SDG publishing](#).

## COMMUNICATING SCIENTIFIC PROGRESS

By publishing verified research through our high-quality channels and platforms, we can play an important role in combating the rise of misinformation and ensuring accurate understanding of the latest scientific discoveries. Every day our content is amplified across the world, through our websites, social media presence and news coverage.

## COMMUNITY SUPPORT

We partner with and donate to others who contribute positively to the research, health and education communities that we work in, and our charitable giving helps our communities to discover, learn and achieve. The Springer Nature Civitas Saturday School in London celebrated 10 years of providing educational support for seven- to 11-year-olds – around 300 have benefited in total in that time. In India, we supported the school kit distribution drive run by our NGO partner Seva Sahayog Foundation.







## ACTING ON CLIMATE

As a leading publisher of climate research, we follow the science. Our aim is to be net zero by 2040, 10 years ahead of the timeline set out in the Paris Agreement. We have been carbon neutral in our direct operations since 2020, meaning we offset emissions from our buildings, fleet and flights.

In 2023, the Science Based Targets initiative validated our net zero targets. We have also set out a transition plan, including short-term emissions reductions as well as longer-term targets, in line with the scientific consensus that such actions are necessary to avoid the worst effects of climate change.

Our offices reported sustained reductions in emissions. This was driven by the move to new, more energy-efficient offices in Pune, India, and, in 2024, to a new office site in Heidelberg, Germany, which is the most efficient office location in our global portfolio and is run on 100% renewable energy.

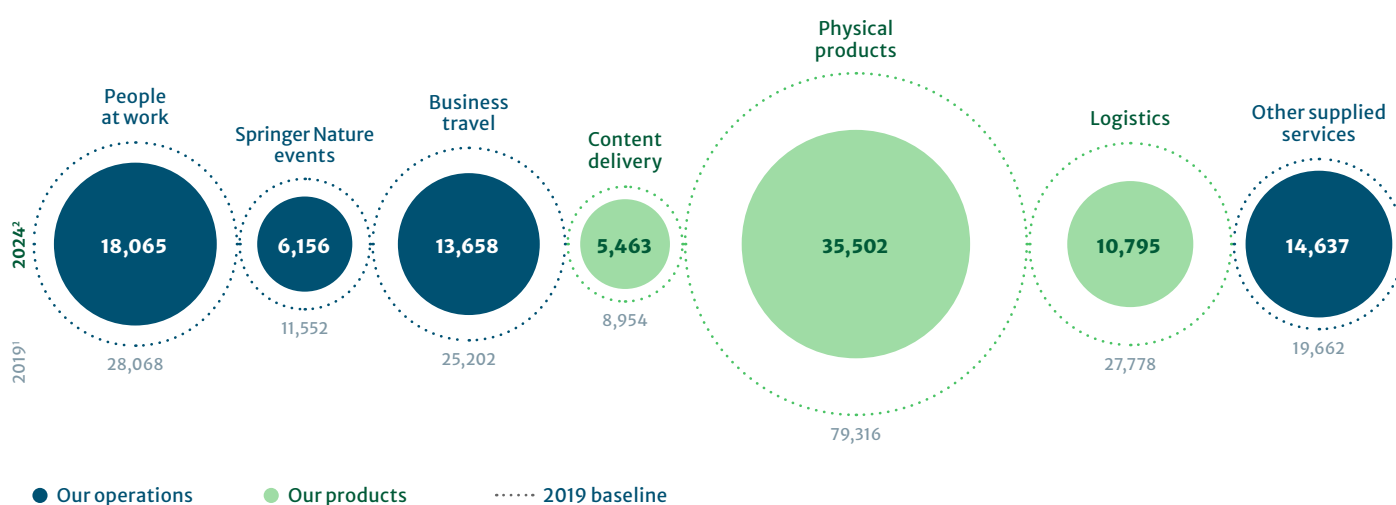
Overall emissions have fallen around 50% since 2019, which is the baseline year for our science-based emission reduction targets. More details can be found in our [Combined non-financial report](#).

We see the restoration of biodiverse forests as a way to contribute to managing global carbon levels and deliver positive benefits to local communities. As in previous years, we offset our net carbon footprint from our direct emissions. Offsets are made through carefully selected forestry projects, working with CommuniTree, the largest reforestation initiative in Nicaragua. The project is certified by [Plan Vivo](#).

We also continued to make progress in reducing our other environmental impacts. Our Paper Policy guides how we ensure that our physical products are published on sustainably sourced papers.

## OUR EMISSIONS PROGRESS

### Scope 1-3 emissions, mandatory and optional reporting (market-based factors)



1 Total: 200,532 tonnes carbon dioxide equivalent (CO<sub>2</sub>e) 2019 baseline.

2 Total: 104,276 tonnes CO<sub>2</sub>e 2024 net carbon emissions. In 2024, we purchased 20,000 tonnes of Plan Vivo-certified carbon offsets.

# SPOTLIGHT ON SDG PUBLISHING

## Championing the Sustainable Development Goals

'Giving up cannot be an option.' That's what *Nature* noted in an editorial in 2024 about the slow progress towards achieving the SDGs, which are a call to action to help solve some of the world's most pressing problems, from poverty to climate change and inequality, by 2030. We wholeheartedly agree. The SDGs are a global priority, and that is why, having passed the milestone of publishing more than one million articles and book chapters related to the SDGs since 2015, we are intensifying our efforts to amplify the goals among our research audiences and to share our content with policymakers.

Our SDG-related articles were downloaded more than 530m times in 2024.

## SPOTLIGHT ON SDG PUBLISHING

CONTINUED

Our steadfast commitment to the SDGs stems from our belief that they are the most effective way to highlight where governments, businesses and civil society can collectively address urgent global challenges with local, evidence-based solutions. The goals provide a framework for new research, partnerships and collaborations that can drive improved outcomes for people and the planet.

The biggest impact we can have on the goals is through our published content. Our aim is to provide a home for SDG-related knowledge, facilitating the discovery, sharing, use and reuse of research. Since the goals were ratified in 2015, our SDG content has been cited more than **17 million times**; and more than half our SDG-related articles are OA, meaning they can be read and shared easily by decision makers and others who need them to take action. In 2024, we started highlighting our journals where at least 50% of the articles are SDG related – around a fifth of all our journal titles – by marking them with a special ‘badge’. This clearly shows our communities, both in academia and outside, the journals that are directly facilitating increased knowledge creation and exchange around the goals.

We have also updated our hub showcasing our SDG-related OA books and held numerous events convening the experts we work with from science, research, policy and practice to demonstrate how impactful research can be. Events in 2024 included the third annual Sustainable Development in Latin America and the Caribbean Summit and the global Nature conference *Breaking Barriers for Gender and Health Equity Through Research*.

“

As a global academic publisher, we know how vital research is to building a better future. By aligning our efforts with the SDGs, we amplify groundbreaking insights and support research that drives meaningful change.

**Ritu Dhand**  
Chief Scientific Officer

1m+

SDG-related book chapters and articles



We publish across all the SDGs, but our five focus areas are: SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), SDG 13 (Climate Action) and SDG 17 (Partnerships for the Goals).