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# COMBINED NON-FINANCIAL REPORT

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# ABOUT OUR NON-FINANCIAL REPORTING

**Springer Nature has voluntarily reported on our progress towards sustainability-related goals since 2017. Our aim is to share relevant information with our stakeholders about material environmental, social and governance (ESG) topics. See our website for our reporting archive.**

**2025 reporting requirements**
Since the initial public offering in 2024, Springer Nature now reports in accordance with the German statutory requirements. We are reporting in accordance with the German Commercial Code (Handelsgesetzbuch, or HGB) and its current requirements for non-financial disclosures. The EU Taxonomy section in this non-financial report has been prepared in line with the reporting requirements outlined in Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation).

The report comprises four core sections, corresponding to the relevant sustainability matters laid out by HGB, as outlined below. We focus on material impacts, risks, opportunities, policies, actions, key metrics and goals or targets (where they have been set) against each of the relevant areas set out in the HGB.

This is the Combined Non-Financial Report of Springer Nature AG & Co. KGaA and all Springer Nature entities for financial year 2025 in accordance with Sections 315b, 315c in conjunction with 289b to 289e of the German Commercial Code (HGB) and the EU Taxonomy Regulation (EU) 2020/852 of the European Parliament and of the Council, including the related delegated acts. The concepts and results presented relate to both Springer Nature AG & Co. KGaA and the Springer Nature entities. In this report, we present environmental, social and governance (ESG) topics of relevance to our business activities. The reporting period is the fiscal year 2025 (1 January 2025 to 31 December 2025). Unless otherwise stated, the report covers all fully consolidated entities of Springer Nature. For 2025, the report was created with reference to the ESRS as specified in the Corporate Sustainability Reporting Directive (CSRD). We describe our materiality approach and the material topics we report on, in the Our report structure and the Assessing our material topics sections of this report.

Selected key performance indicators (KPIs), relating to employee demographics, carbon reporting and some specific publishing topics, have been assured by our auditors, EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, and are provided in a separate sustainability supplement available on our website.

**ABOUT OUR NON-FINANCIAL REPORTING**
continued

## Our report structure

Based on the double materiality assessment (DMA), within this non–financial report we report on:

- environmental matters (including climate change and other environmental impacts, which are related to physical products)

- employee–related matters (our own workforce)

- social matters (including workers in the value chain), and publishing topics (such as author rights, open access (OA), editorial policies and research integrity, and the societal impact of content)

- corruption and bribery (business conduct).

We include references to the relevant ESRS throughout this report, where applicable, as summarised in the table below. Human rights topics are woven into their relevant sections (see especially Employee–related matters, Social matters, and Corruption and bribery; in particular the information on our Business Partner Code of Conduct). Human rights is not considered a material issue, given Springer Nature's business model and operating activities, and so we do not have a dedicated human rights policy. We also publish a UK Modern Slavery Act statement on our website.

Where the values and percentages presented in tables and text are presented as whole numbers throughout the non–financial report, there may be rounding differences.

| Sustainability matters as defined in HGB section 289c | Material topics/Sections in this report (ESRS) |
|---|---|
| Environmental matters | Climate change (E1) |
| | Other environmental impacts related to our physical products across the value chain (E2 Pollution, E4 Biodiversity, E5 Circular economy) |
| Employee-related matters | Own workforce (S1) |
| Social matters | Workers in the value chain (S2) |
| | Information–related impacts for end users (S4 Consumers and end users, including data privacy and author rights) |
| | Editorial policies and research integrity |
| | Open access |
| | Societal impact of content (SDG publishing) |
| Respect for human rights | *Not a material stand–alone topic for Springer Nature AG & Co. KGaA or Springer Nature so is, therefore, woven into other relevant sections of the report* |
| Combating corruption and bribery | Business conduct (G1) |

# BUSINESS MODEL

**Springer Nature is one of the largest publishers of research in the world, providing technology-enabled products, platforms and services that help researchers to uncover new insights and share their discoveries, health professionals to stay at the forefront of medical science, and educators to advance learning.**

Our business model is built around three core segments – Research, Education, and Health – delivering digital and print content, platforms, and services to academic institutions, researchers, educators, and healthcare professionals. Our group strategy sets out our aim to deliver business performance both responsibly and sustainably.

We have policies and actions in place relating to responsible publishing, environmental impacts, and open access (OA). We aim to decouple the increase in knowledge dissemination from environmental impact by accelerating the shift from print to digital formats and by engaging our value chain to reduce emissions.

Using the latest technology, especially artificial intelligence (AI), we support the entire research cycle with platforms, products and tools that aim to maximise the speed, quality and reach of the research community's work. We maintain a human and ethically guided approach to the design, development and deployment of all our AI-enabled solutions.

We work to create an open, welcoming and supportive global culture where our purpose-driven colleagues can perform at their best and are equipped to continually drive business success.

See Group strategy and Corporate information for more detail of the business strategy and business model.

## Our structure
With a team of around 9,500 employees in over 40 countries, Springer Nature is committed to advancing open science and enabling research to address pressing global challenges. We manage our operations through our three main segments. Our Research publishing portfolio includes journals, books, databases and digital platforms, with a growing emphasis on OA publishing. Our Education segment focuses on English language teaching and K–12 curricula, catering for key markets such as Mexico, India and South Africa. In the Health segment, we support healthcare professionals and pharmaceutical clients with educational resources, publications and digital platforms that connect research to practice.
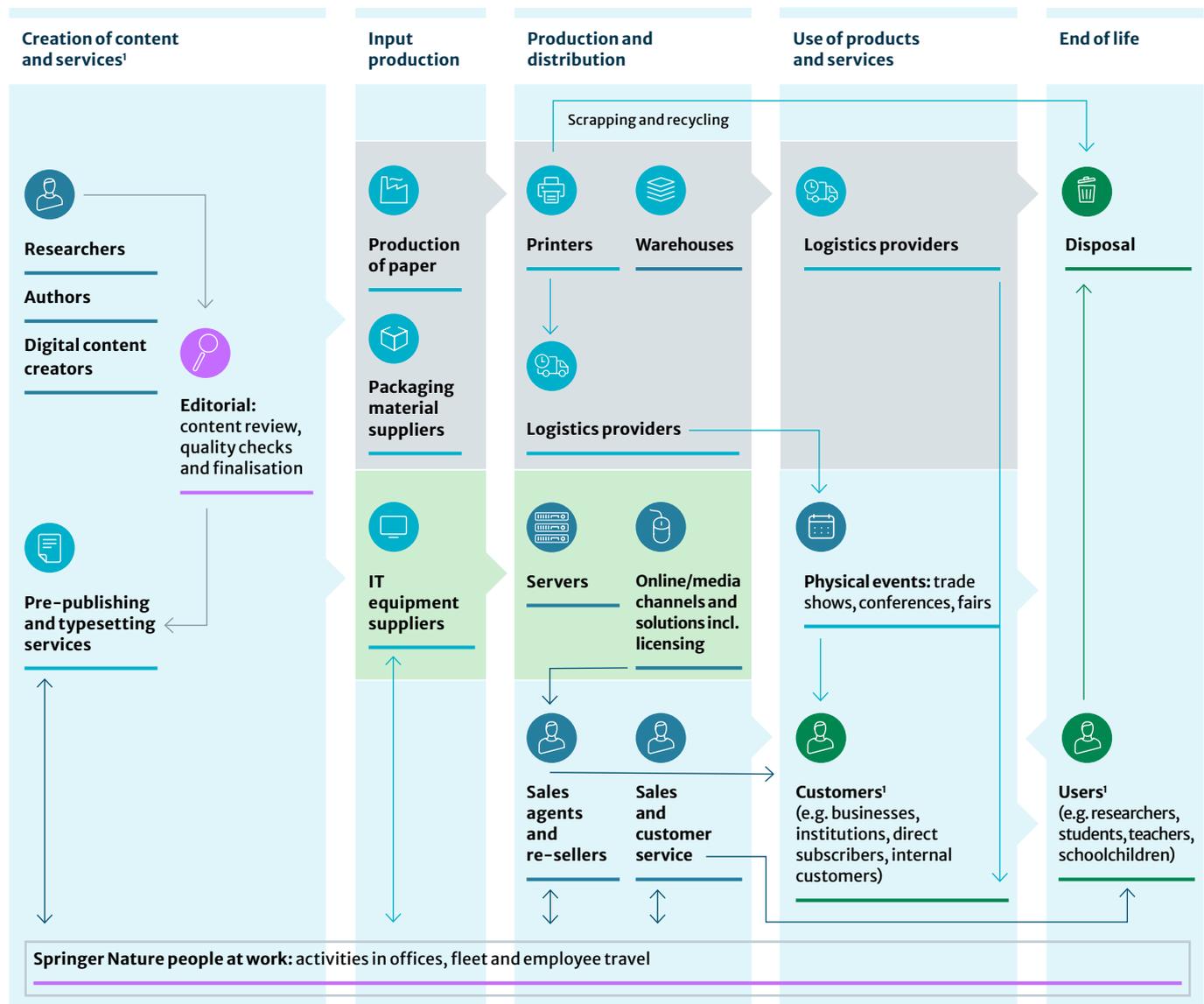
## Our supply chain
Our supply chain is international, although some business areas (including certain education and health markets) operate more locally. Across the business as a whole, inputs and outputs include direct goods and services (those that typically go into the production of the products and services we sell): global production (pre-publishing, print, paper) and global distribution (transport and shipping, postage, warehousing and logistics). Indirect goods and services (those that support daily business operations) include: IT (hardware, software, services, fixed and mobile telecoms), marketing, travel and events, external agencies and communications, auditing, consulting, outsourcing and offshoring.

When mapping our material impacts, risks and opportunities we consider Springer Nature's value chain as a whole, since there are significant overlaps between divisions.

**BUSINESS MODEL**
continued

## OUR VALUE CHAIN

This is a simplified outline of Springer Nature's value chain, a version of which has been used when considering stakeholders and the material topics.
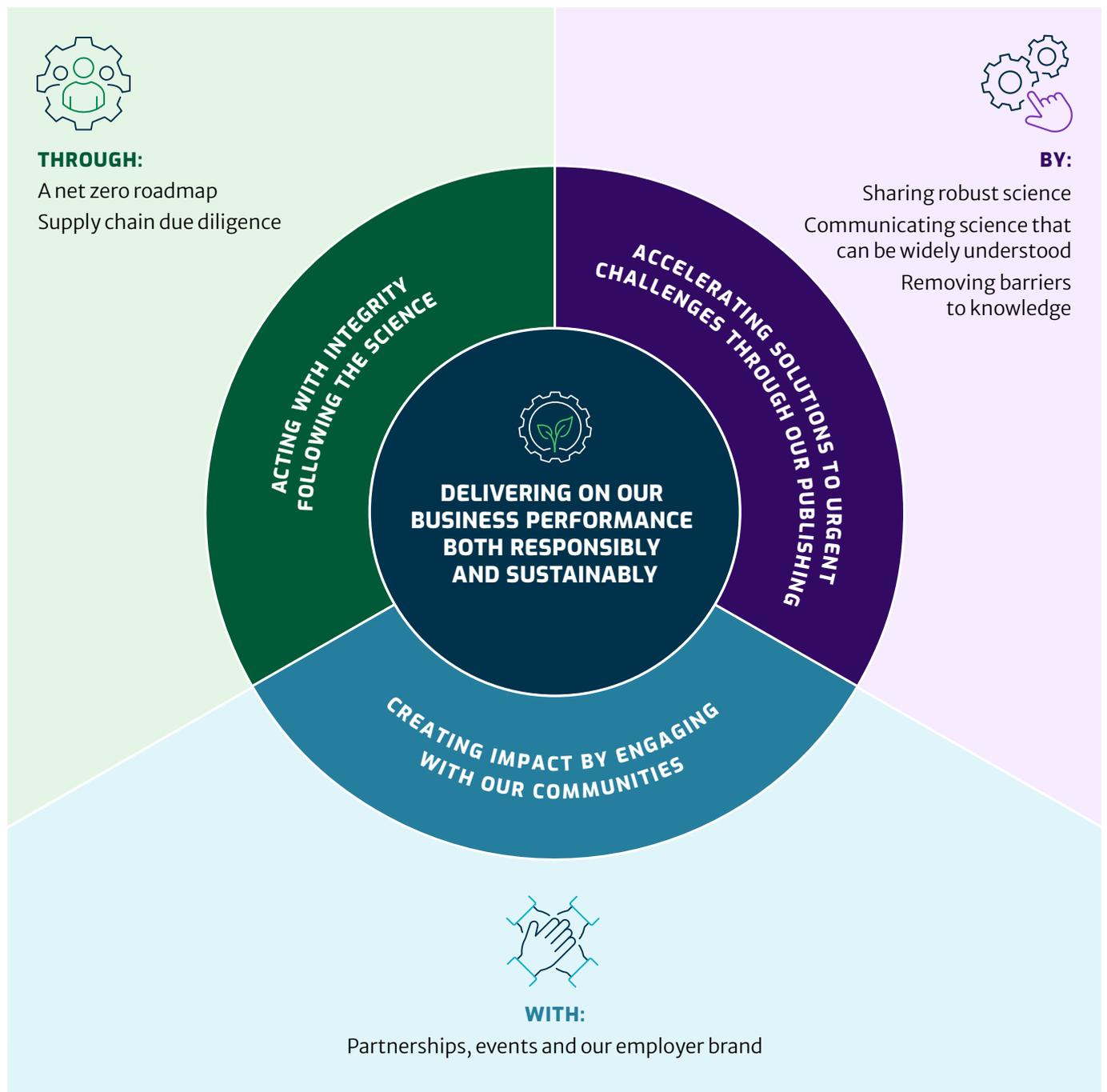


**Creation of content and services[1]**

Researchers

Authors

Digital content creators

Editorial: content review, quality checks and finalisation

Pre-publishing and typesetting services

**Input production**

Production of paper

Packaging material suppliers

IT equipment suppliers

**Production and distribution**

Scrapping and recycling

Printers

Warehouses

Logistics providers

Servers

Online/media channels and solutions incl. licensing

Sales agents and re-sellers

Sales and customer service

**Use of products and services**

Logistics providers

Physical events: trade shows, conferences, fairs

Customers[1] (e.g. businesses, institutions, direct subscribers, internal customers)

**End of life**

Disposal

Users[1] (e.g. researchers, students, teachers, schoolchildren)

**Springer Nature people at work:** activities in offices, fleet and employee travel

Upstream value chain

Own operations

Mixture of own operations and value chain

Downstream value chain (physical and digital routes to market)

Physical products

Digital value creation

1 Customers and users in some cases are the same and in other cases are differentiated.

# SUSTAINABILITY STRATEGY

**Research and learning are the cornerstones of progress, and publishing is an essential link in the process. Through our sustainability strategy – and through the content we publish – we aim to address the challenges presented by the UN Sustainable Development Goals (SDGs).**

**THROUGH:**
A net zero roadmap
Supply chain due diligence

**BY:**
Sharing robust science
Communicating science that can be widely understood
Removing barriers to knowledge

ACTING WITH INTEGRITY
FOLLOWING THE SCIENCE

ACCELERATING SOLUTIONS TO URGENT CHALLENGES THROUGH OUR PUBLISHING

**DELIVERING ON OUR BUSINESS PERFORMANCE BOTH RESPONSIBLY AND SUSTAINABLY**

CREATING IMPACT BY ENGAGING WITH OUR COMMUNITIES

**WITH:**
Partnerships, events and our employer brand

**SUSTAINABILITY STRATEGY**
continued

## ASSESSING OUR MATERIAL TOPICS

In 2024, Springer Nature developed a DMA methodology aligned with the guidance of the European Financial Reporting Advisory Group (EFRAG), building on the materiality approach used in previous reporting cycles and our group-wide risk management framework. This process aims to ensure that our sustainability disclosures reflect the impacts, risks, and opportunities (IROs) that are most relevant for our business and stakeholders.

We began by mapping Springer Nature's core business activities across geographies and segments (see Our value chain graphic), identifying relevant ESRS topics and sector-specific issues.

This informed a consolidated list of ESG topics, as the foundation for our DMA and helped exclude non-relevant ESRS topics. To identify key risks, impacts and opportunities, we conducted a desk-based review of a broad range of relevant stakeholder input from sources such as market research, employee surveys, peer disclosures, and stakeholder meetings. We surveyed senior and executive leaders for their feedback.

We mapped actual and potential impacts – positive and negative – alongside risks and opportunities across the value chain and geographies. Integrating this into our regular risk processes, we held interviews with senior leaders and ran prioritisation workshops. These used a scoring framework based on severity, likelihood, and financial magnitude to rank the IROs.

Risk, in the DMA, means uncertainty that could hinder our ability to achieve Springer Nature's objectives, as set out in our mid-term plan and key strategic priorities.

This process considers the level of risk and potential impact before any mitigating action is taken, which is different from the 'net risk' approach outlined in the Report on risks and opportunities.

In 2024, the DMA process was undertaken by internal experts and with support from a specialist consultancy. Relevant functional stakeholders were consulted as needed on specific points. In 2024, the DMA was completed for the first time and presented to the Management Board, the Executive Team and to the Audit Committee. No significant trade-offs associated with the IROs were identified.

In 2025, a desk-based review, using the same stakeholder feedback mechanisms that were consulted in 2024, confirmed no significant changes to the assessment.

See Report on risks and opportunities in the Management Report for more detail on Springer Nature's overarching risk management system.

## HOW WE GOVERN SUSTAINABILITY

Our sustainability strategy and management of material ESG topics are overseen by a steering group, which includes members of the Management Board and Executive Team.

Dedicated committees and working groups focus on specific initiatives and the operational activities that support them.

Our governance, risk and compliance (GRC) function designs and operates our group-wide risk and compliance system, which is a key part of how we manage ESG topics. This system helps us identify and proactively address the risks and opportunities we face, including relevant ESG, legal and regulatory risks, and other issues covered in our Code of Conduct.

### Our governance approach

| Sustainable Business Steering Group |
| --- |
| Management Board and Executive Team |
| Related groups guide our actions on our material issues |

We have a suite of policies that help us manage our most material sustainability topics. The Policy Management Committee meets several times a year to review and update existing policies and adopt new ones, as needed, ensuring alignment with evolving regulatory requirements, stakeholder expectations, and our sustainability strategy. In setting and updating each policy, we consider all relevant and impacted stakeholders to ensure their perspectives and needs are reflected. We ensure policies are easily accessible to all relevant stakeholders. External stakeholders can view relevant policies on our public website, while employees and internal stakeholders have full access through the corporate intranet.

**SUSTAINABILITY STRATEGY**
continued

The next table illustrates how our existing policies relate to the sustainability matters that we describe in this report (in the order that they appear). See each report section (Environmental matters, Employee–related matters, Social matters, Corruption and bribery) for more detail on these policies and how we use them to manage our material topics.

| | Report sections | | | | | | | | | Policy availability | |
| | Environmental matters | | Employee–related matters | Social matters | | | | | Corruption and bribery | | |
| Referenced policies | Climate change | Other environmental impacts | | Workers in the value chain | Information-related impacts for end users | Editorial policies and research integrity | Open access | Societal impact of content | | Available externally | Availability internally |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Environmental Policy | x | x | | | | | | | | | x |
| Paper Policy | x | x | | | | | | | | x | x |
| Business Partner Code of Conduct | x | x | | x | | | | | x | x | x |
| Code of Conduct | | | x | | | | | | x | | x |
| Global Health and Safety Policy | | | x | | | | | | | | x |
| Global Hybrid Working Framework Policy | | | x | | | | | | | | x |
| Reasonable Workplace Adjustments Framework Policy | | | x | | | | | | | | x |
| Anti–Discrimination and Anti–Harassment Policy | | | x | | | | | | x | | x |
| Whistleblowing Policy and Speak Up System | | | x | x | | | | | x | x | x |
| Open Access (OA) Policy | | | | | x | | | | | x | x |
| Article Processing Charge (APC) Waiver Policy | | | | | x | | | | | x | x |
| AI principles | | | | | x | | | | | x | x |
| Privacy Policy | | | | | x | | | | | x | x |
| Author Rights and Licensing | | | | | x | | | | | x | x |
| Journal Editors' Code of Conduct | | | | | | x | | | x | | x |
| Editorial Policies and Guidance | | | | | x | x | x | | | x | x |
| Anti–Bribery, Fraud and Corruption Policy | | | | | | | | | x | x | x |
| Fair Competition Policy | | | | | | | | | x | | x |

For more detail on governance across Springer Nature, including on the Management and Supervisory Boards, please see the Corporate governance statement.

**SUSTAINABILITY STRATEGY**
continued

## Statement on sustainability due diligence

Springer Nature must comply with certain due diligence obligations via our corporate policies and risk management processes. We apply a structured due diligence approach to identify, assess, and address actual and potential adverse impacts across our operations and value chain, and to comply with relevant regulations including the UK Modern Slavery Act and the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz (LkSG)).

This includes:

- engaging stakeholders in risk identification

- conducting supplier risk assessments and audits

- implementing mitigation and remediation actions

- monitoring effectiveness and reporting transparently.

We require our business partners to follow our Business Partner Code of Conduct and include this in our standard contract templates. Under our due diligence approach we risk assess our suppliers and carry out supplier audits.

While the external reporting requirement has been suspended by the German Government as of November 2025, we continue to comply with the due diligence requirements in line with the law.

| Core elements of due diligence | Where to find in this report | Associated HGB sustainability matters |
|---|---|---|
| Embedding due diligence in governance, strategy and business model | – Sustainability strategy<br>– Business conduct | – *Overarching across all matters*<br>– Corruption and bribery |
| Engaging with affected stakeholders | – Climate change<br>– Other environmental impacts in our value chain<br>– Own workforce | – Environmental matters<br>– Employee-related matters<br>– Social matters |
| Identifying and assessing negative impacts on people and the environment | – Assessing our material topics<br>– Climate change<br>– Workers in the value chain | – *Overarching across all matters*<br>– Environmental matters<br>– Employee-related matters |
| Taking actions to address negative impacts on people and the environment | – Action sub-sections in all sustainability matters. | – Environmental matters<br>– Employee-related matters<br>– Social matters |
| Tracking the effectiveness of these efforts | – Metrics sub-sections in all sustainability matters. | – Corruption and bribery |

See Workers in the value chain and Policies related to business conduct for more detail on due diligence and whistleblowing.

# ENVIRONMENTAL MATTERS

**Given our globally distributed business and value chain, and the raw materials used to make our products, we recognise the potential risks that climate change poses to Springer Nature and our business model. Other environmental impacts that are associated with the parts of our supply chain that produce and distribute physical products (highly reliant on printing processes and the paper supply chain) are also relevant to us. In addition, we publish research and insights that can help policymakers and the media, as well as academic audiences, understand the challenges the world is facing and find potential solutions.**

This section covers:

- climate change

- other environmental impacts related to our value chain.

## CLIMATE CHANGE

We are committed to becoming net zero by 2040. We have been carbon neutral, by offsetting emissions related to buildings, fleet and flights, since 2020 (for details on offsetting see GHG removals and mitigation). We have set carbon reduction targets, validated by the Science Based Targets initiative (SBTi) in 2023, and review our progress on an ongoing basis.

Our carbon footprint data, which we report according to the Greenhouse Gas Protocol (GHG Protocol) and additionally categorise in line with our business activities, helps us take action to reduce that footprint and work with our suppliers to encourage further reductions within the value chain.

### The impact of climate change on our strategy and business model

We consider climate change within our group-wide risk management processes and as part of the materiality assessment, conducted in 2024. This includes transition risks, such as the impact of regulatory and market factors on, and the physical risks to, our own operations and our critical suppliers.

We follow the framework applied by the ESRS, including the development of a transition plan.

### Resilience to climate-related risks

In 2024, Springer Nature conducted analysis to understand how resilient our operations are to climate change. This included climate scenario analysis of both the physical and transition-related climate risks and opportunities we face.

This analysis reviewed our own operations, focusing on strategically important locations, as well as critical parts of our value chain (see Business model). We considered a broad range of risks and opportunities, including acute and chronic effects of climate change, as well as transition-related developments and their impact on our business model in a scenario that aims to avoid global average temperatures increasing beyond 1.5°C above pre-industrial levels.

We discussed and documented the risks affecting our business model and financial position in a series of workshops. These involved internal expert stakeholders and used scientific data from climate projections from the Intergovernmental Panel on Climate Change (IPCC) and scenario modelling from the Central Banks and Supervisors Network for Greening the Financial System (NGFS).

We used these time horizons, to reflect future developments of climate change:

| | Short term | Mid term | Long term |
| --- | --- | --- | --- |
| Physical risks | Historical values | Until 2040 | Until 2060 |
| Transition risks | 0–5 years | 5–15 years | 15+ years |

These time horizons reflect the longer timescale over which climate-related effects are expected to unfold and align with the data used to assess our risks and opportunities.

For the purpose of the assessment, we assumed that macroeconomic variables remain stable and that print products will not be replaced entirely with digital content in the future. At the same time, we assumed a steady increase in demand for digital content.

The analysis revealed insights into the capacity of our operations to withstand both physical effects of climate change, in particular from heat- and water-induced hazards, and transition effects in a 1.5°C scenario. It confirmed that our strategy and business model require only minor adjustments, such as updates to business continuity planning documents, and considerations for additional or amended insurance. The risks and opportunities identified by the analysis would have little impact on our business, while the ongoing shift towards digital content mitigates transition-related climate risks. We have taken steps to counteract the effects of physical climate risks on our operational expenses, procurement costs and revenues.

**ENVIRONMENTAL MATTERS**
continued

We could face higher transition risks, because of uncertainty about potential carbon taxation or other penalties, or because of financial instruments related to future environmental policies. This could lead to increased costs, especially in printing logistics, or disposal of unsold products.

Actions include continuing to take steps to reduce the carbon footprint of our inputs, including paper. We have additional business continuity processes in place for some of our strategic processes, such as printing for key journals. See Actions in relation to climate change policies for more information.

Overall, the analysis confirmed that our business model is resilient in a 1.5°C scenario.

## Our transition plan

Our transition plan (which we call our net zero roadmap) includes a commitment to achieving net zero greenhouse gas (GHG) emissions across our value chain by 2040 from a 2019 baseline. The plan includes carbon reduction targets, externally validated by the SBTi.

Our emission reduction targets, combined with our total carbon footprint, map our route to net zero by 2040. The targets required the development of a comprehensive emissions inventory, which now informs our strategy.

See Our climate targets for more detail on our GHG emission reduction targets.

The main ways in which we are aiming to achieve our targets include:

- reducing emissions from offices and warehouses by sourcing clean energy and implementing energy efficiency measures

- reducing business travel emissions

- participating in the ongoing transition to digital products

- shifting towards carbon-neutral and energy-efficient cloud-based suppliers, wherever possible, rather than fixed data centres

- monitoring and managing emissions from logistics services to distribute our products.

Corresponding to these levers, key actions for 2025 are set out and prioritised across Scope 1, 2 and 3 $CO_2$ equivalent ($CO_2e$) emissions. See Actions in relation to climate change policies.

Springer Nature allocates financial and other resources to support the 2040 net zero goal. While there is currently no overarching budget for the transition plan, funding is directed toward specific measures such as office renovations and operational costs.

Our Environment Committee is responsible for identifying, reviewing and acting on priority environmental issues. That includes monitoring progress and recommending actions to address our science-based carbon reduction targets and other environmental goals. The committee reports to the Sustainable Business Steering Committee, which, in turn, reports relevant information to the Management Board.

To help meet our targets and support collective climate action across our organisation, we have put specific training measures in place. Our internal mandatory values and conduct training follows a three-year cycle. In 2023, we introduced a dedicated environment module, which we developed in-house, making use of leading climate science including examples from research published in our journals and books. It also includes guidance on how to apply our Environmental Policy. See Training on business conduct for more detail on our training programme.

Actions relating to the transition plan and reduction of carbon emissions continued during the reporting period. Progress is outlined in Our emissions progress graphic.

## Policies related to climate change and energy

Springer Nature has several policies in place to manage the material topics related to climate change and energy. These policies cover all our operations.

### Environmental Policy

Our Environmental Policy guides our approach to climate change. It sets expectations for colleagues on how we can take action to reduce our environmental footprint in line with our targets, and clarifies the areas of greatest focus for action. It covers climate mitigation and adaptation, energy efficiency, and renewable energy. It applies across all locations and segments, covering operational activities and relevant parts of our value chain, such as paper, energy and fleet.

The policy aligns with our Business Partner Code of Conduct, which sets environmental expectations for partners.

See Other environmental impacts in our value chain for more detail on the other areas covered by our Environmental Policy.

**ENVIRONMENTAL MATTERS**
continued

## Actions in relation to climate change policies

In 2025, we undertook several actions to support our commitments and to achieve our climate–related targets. These correspond to the levers set out in our transition plan. See the climate change–related Metrics section to see the impact of actions on emissions data.

*Reducing emissions at our office buildings*
This primarily includes energy efficiency and clean energy sourcing. Our major sites use an internally developed tool, called the Green Building Checklist, to guide discussion and collaboration on activities that could make our offices more environmentally friendly. This may include improvements to heating or cooling, lighting, energy efficiency of office equipment, water and waste reduction. Major sites review and complete the Green Building Checklist biannually and the created action plans currently comprise identified potential actions across all 19 sites. Smaller sites are also encouraged to use the checklist.

By the end of 2025, we had also reduced our total office portfolio floor area by more than 34% as part of specific office reduction programmes implemented since 2019.

In 2025, renewable and clean electricity use in our buildings was at 100%. This includes directly purchased green electricity from suppliers, and the use of renewable electricity certificates where that is not practical.

*Reducing business travel emissions*
While the number of flights taken for business purposes increased in 2025, total emissions fell by 26% in 2025 compared with 2024, due to reductions in the related carbon emissions factors. This continues to be a key area of focus for us.

*Shift from physical to digital products*
All our Research segment content is available digitally. As the transition to digital continues we expect the number of physical products we produce to fall, which will lower our emissions associated with the use of paper, as well as transporting and storing products. We also seek opportunities to further digitise products in our Education and Health segments.

*Reducing our technology footprint*
In 2024, we launched a dedicated initiative to transition our computing infrastructure to cloud–based solutions powered by renewable energy. This multi–year effort, continuing through to 2027, includes the planned closure of an internal data centre and migration to cloud providers that meet stringent criteria relating to green energy. We actively engage with our IT partners, including those providing AI–related services, to monitor emissions and ensure alignment with our sustainability goals.

*Reducing logistics emissions*
In 2025, we continued to enhance our fulfilment and returns processes to reduce emissions across our global logistics network. We worked with suppliers to cut delivery emissions and shift transport routes to lower–carbon alternatives.

In 2024 and 2025, we consolidated returns processing into our Heidelberg warehouse to optimise transport routes and reduce handling emissions. We are also improving warehouse efficiency through data–driven forecasting and closer coordination with our distribution partners.

*Updating our approach to fleet management*
We updated fleet policies and all future vehicle replacements in our largest markets – such as Germany and the Netherlands – will be hybrid or fully electric.

*Addressing deforestation–related risks*
We undertook a review of the supply chain for printed products placed on the EU market.

The actions set out do not rely on significant financial resources or access to finance.

## Our climate targets

We have set climate–related targets, using the process set out by the SBTi, which includes distinct targets for Scope 1, 2 and 3 emissions. These reduction targets, together with our total carbon footprint, define our pathway to net zero. We have committed to both a near–term target for 2032 and a net zero target for 2040. These targets were validated by the SBTi in 2023.

The carbon reduction targets were set in collaboration with the members of the Environment Committee and approved by the Management Board, and in response to feedback from colleagues and customers. Progress on initiatives which are part of the roadmap to achieving the near–term targets is monitored in regular Environment Committee meetings.

### Our targets

| | Near–term target (2032) | Net zero target (2040) |
| --- | --- | --- |
| **Scope 1 and 2**<br>Includes:<br>On-site fuel and electricity and fleet | Reduce absolute Scope 1 and 2 GHG emissions by 54.6% | Reduce absolute Scope 1 and 2 GHG emissions by 90% |
| **Scope 3**<br>GHG Protocol Categories 1–15 | Reduce absolute Scope 3 GHG emissions by 32.5% | Reduce absolute Scope 3 GHG emissions by 90% |

The collection and calculation of emissions, as well as the derivation of reduction targets, are based on the requirements of the GHG Protocol.

**ENVIRONMENTAL MATTERS**
continued

We have adopted the market-based accounting approach for Scope 2 (in line with GHG Protocol requirements Scope 2 emissions are measured and reported using the location-based and market-based approach). In line with SBTi requirements, 95% of these emissions are covered by both our near-term (2032) and our net zero (2040) target.

Scope 3 categories covered are fuel- and energy-related activities, waste generated in operations, business travel, upstream leased assets, purchased goods and services, capital goods, and upstream transportation and distribution.

**Scope of our climate-related targets**
Each target includes Springer Nature's own activities and extends, where applicable, to our upstream and downstream value chain. This is in line with Springer Nature's methodology and assumptions used for our GHG inventory boundaries as stated in the following pages and consistent with the GHG Protocol definition of Scope 1, 2 and 3 emissions. Our targets follow a cross-sector pathway of absolute contraction.

In accordance with the SBTi's approach, our near-term targets must cover 67% of our Scope 3 emissions in the base year. Categories 7, 9, 11, 12, 13 and 15 (see next table) are not covered by our near-term (2032) targets but are covered by our net zero (2040) targets. We intend to continue reviewing potential carbon emissions reductions across all categories where we have emissions. Optional reporting activities are not covered by our targets.

## Scope of our climate-related targets

| | 2019 tCO$_2$e | 2032 target coverage (%) | 2040 target coverage (%) |
|---|---|---|---|
| **Scope 1** | 4,311 | 95 | 95 |
| **Scope 2 (market-based accounting approach)** | 2,361 | | |
| **Scope 3** | | | |
| 1 Purchased goods and services | 95,188 | 78 | 100 |
| 2 Capital goods | 13,731 | 78 | 100 |
| 3 Fuel and energy-related activities (not included in Scope 1 & 2) | 2,835 | 100 | 100 |
| 4 Upstream transportation and distribution | 21,909 | 78 | 100 |
| 5 Waste generated in operations | 168 | 100 | 100 |
| 6 Business travel | 23,290 | 100 | 100 |
| 7 Employee commuting | 11,610 | 0 | 35 |
| 8 Upstream leased assets | 490 | 100 | 100 |
| 9 Downstream transportation and distribution | 8,522 | 0 | 100 |
| 10 Processing of sold products | Not relevant | Not relevant | Not relevant |
| 11 Use of sold products | 0 | 0 | 0 |
| 12 End-of-life treatment of sold products | 15,113 | 0 | 35 |
| 13 Downstream leased assets | 170 | 0 | 100 |
| 14 Franchises | Not relevant | Not relevant | Not relevant |
| 15 Investments | 29 | 0 | 100 |

Our near-term emission target year is 2032. By then we aim to reduce absolute Scope 1 and 2 GHG emissions by 54.6% compared with the 2019 baseline, and to reduce absolute Scope 3 GHG emissions from the covered categories by 32.5% within the same timeframe.

Our net zero target is to reduce absolute Scope 1, 2 and 3 GHG emissions by 90% by 2040, from a 2019 baseline. This is in line with the SBTi requirements that no more than 10% of emissions be offset via permanent carbon removal and storage to counterbalance the residual emissions that cannot be eliminated.

We recognise that becoming a net zero business requires ambitious emissions reductions and that some residual emissions will need to be neutralised before we reach net zero.

While we work towards our targets, we are committed to remaining carbon neutral for emissions related to our offices and warehouses (including leased buildings) and flights.

**ENVIRONMENTAL MATTERS**
continued

*Our reduction areas*

For Scope 1 and 2 emissions, the main levers for reduction are building energy consumption, renewable and clean electricity, and a reduction in fleet emissions. More improvements in energy efficiency within our office buildings will reduce energy needs and support progress on our net zero target.

In Scope 3, the largest area of impact is the physical product and associated logistics – together accounting for around 45% of value chain emissions in 2025 – while the ongoing shift to digital product is supporting decarbonisation. Another lever is business travel, especially flights. We have already realised significant reductions compared with pre-pandemic levels and aim to remain well below the 2019 baseline.

See Actions in relation to climate change policies, for more detail.

*Baseline year approach*

We monitor and calculate our emissions yearly to measure progress towards our emission targets. The baseline year for our GHG inventory is 2019, chosen at the time targets were set as the most recent pre-pandemic year, since 2020–2021 data were considered anomalous due to COVID-19.

As part of our SBTi validation, we commit to reviewing and recalculating our targets every five years. A baseline recalculation is required if inorganic growth (e.g. mergers, acquisitions) or methodological changes alter emissions by more than 5%. A recalculation may also occur below this threshold to ensure fair performance comparisons.

In 2025, we rebaselined our emissions to reflect structural and methodological changes. The recalculation reflects the divestment of Springer Fachmedien. It also incorporates methodological improvements, including refined print and paper spend allocations based on multi-year data, updated last-mile delivery assumptions and the inclusion of additional flight data. The impact is a 0.2% increase from 199,401tCO$_2$e to 199,729tCO$_2$e (approach as per our SBTi targets) and from 205,709tCO$_2$e to 206,013tCO$_2$e (location-based approach for Scopes 2, 3.8 and 3.13; includes 1,415tCO$_2$e to convert Scopes 3.8 and 3.13 to this approach, added to previously reported 204,295tCO$_2$e) for the total 2019 baseline (mandatory reporting boundary). Aligned with SBTi's Corporate Net Zero Standard (v1), the review showed no material change to Scope 3, increasing around 0.4% from 192,338tCO$_2$e, to 193,056tCO$_2$e (as per our SBTi targets) and a reduction of around 5.5% in baseline Scope 1 and 2 emissions, changed from 7,063 tCO$_2$e to 6,672 tCO$_2$e (market-based approach for Scope 2) and from 11,956tCO$_2$e to 11,542tCO$_2$e (location-based approach for Scope 2). Our SBTi targets use the market-based approach for all scopes. We provide location-based data for scopes 2, 3.8 and 3.13 in addition, including within the "Total GHG emissions (location-based)" reporting line. The recalculation of the rebaseline has no impact on the ambition of our SBTi commitments.

**Metrics**

In this section we report on key metrics that allow us to understand the climate-related impacts of our operations, following the GHG Protocol.

Our reported metrics are:

- energy consumption and mix

- GHG emissions

- GHG removal and mitigation.

**Energy consumption and mix**

In 2025, total energy use in our buildings (which includes offices and some other storage facilities) was 11,503 MWh, 73% of which was renewable energy.

With fleet vehicles included, total energy use was 19,471 MWh. Electricity use in our buildings from renewable and clean sources was 100%. We aim to prioritise purchasing renewable electricity directly from our energy suppliers; where that is not practical, we buy renewable electricity certificates (RECs).

Energy consumption of our own operations relates to offices and some storage facilities where we have operational control, our serviced sites and a major outsourced data centre. Energy consumption was confirmed either through meter readings, reports from energy providers or confirmations from landlords.

We collect primary data for our largest sites (those with more than 100 employees) and sites of strategic importance, based on either geographic location or business activity. Approximately 84% of energy consumption and 83% of the associated gross carbon emissions is therefore based on actual data. Data for the remaining locations is extrapolated based on consumption values per square metre of office space or per employee.
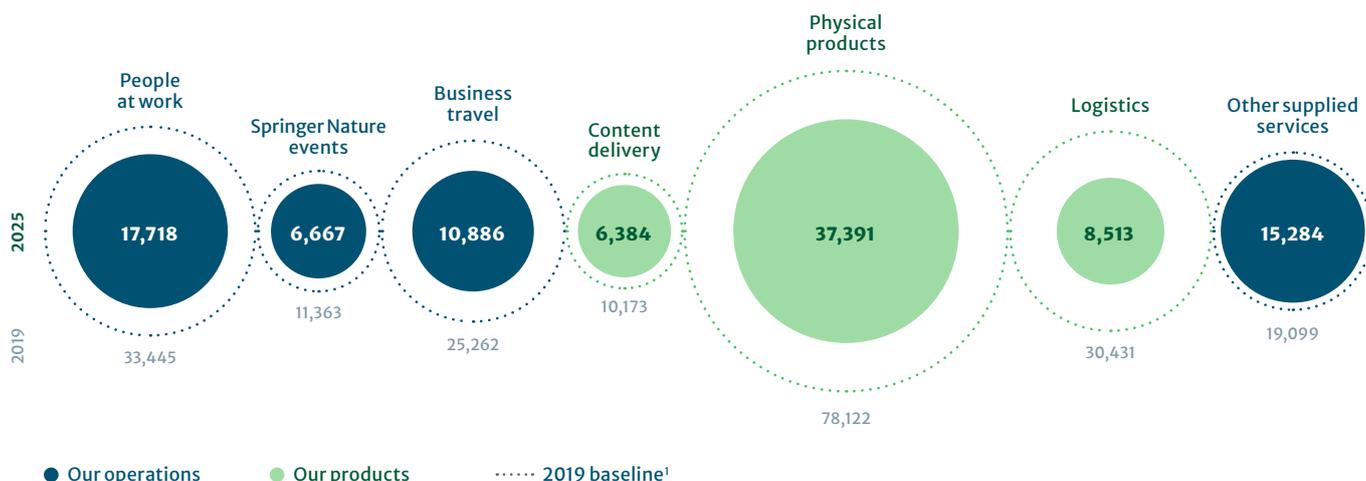
Springer Nature is not active in high-climate-impact sectors.

**ENVIRONMENTAL MATTERS**
continued

## Our emissions progress

**Scopes 1, 2, 3 emissions, mandatory and optional reporting (market-based factors)**



Legend:
● Our operations  ● Our products  ⋯⋯ 2019 baseline[1]

- 2025 total all scopes – 102,843 tonnes of $CO_2$e net carbon emissions. (Scope 3 only – 100,464 $tCO_2$e.)[2]

- 2019 total all scopes – 207,895 $tCO_2$e. (Scope 3 only – 201,222 $tCO_2$e.)

Between 2019 and 2025, Springer Nature achieved a significant absolute reduction in GHG emissions across all scopes. Throughout the entire reporting period, actual emissions remained consistently below the Science Based Target (SBT) trajectory, demonstrating performance that exceeded the expected decarbonisation pathway defined from the 2019 base year.

According to the GHG Protocol, Springer Nature reports emissions that are considered 'optional'. These 'optional' emissions are not included in our science-based target as per the SBTi guidelines but are included in figures in this report (see Scope 3 emissions inventory sorted by GHG Protocol category; optional reporting).

**GHG emissions categories**
Our emissions categories align with areas where we can take action across the business:

*Emissions from physical products*
Include paper, printing and binding.

*Emissions from people at work*
Emissions from our offices, homeworking environments, commuting and fleet. Emissions from people at work include additional optional reporting on homeworking. Employee homeworking emissions related to electricity usage (Category 7) use the national production figures sourced from the International Energy Agency (IEA). The market-based figures are the basis of our target, validated by the SBTi.

*Emissions from business travel*
The transport, accommodation and other expenses involved in business trips. Emissions from business travel include additional optional reporting on hotel stays.

*Emissions from other supplied services*
Supply chain emissions not captured elsewhere.

*Emissions from Springer Nature events*
Virtual and physical events. Includes optional reporting on 'Use of sold products' (Category 11). These emissions include those associated with guests travelling to our physical conferences or accessing our digital content.

*Emissions from logistics*
Packaging, storage and distribution of our physical products in our direct operations and supply chain.

*Emissions from content delivery*
Processes and activities to produce and digitally host content. Includes optional reporting on 'Use of sold products' (Category 11). Emissions associated with customer electricity use during online content access were calculated using activity data (time spent and page views) and the 'World' emission factor from the IEA dataset.

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1   2019 baseline data has been restated following the rebaselining exercise.
2   In 2025, we purchased 20,000 tonnes of Plan Vivo-certified carbon offsets.

**ENVIRONMENTAL MATTERS**
continued

The following table shows our GHG emissions in Scopes 1, 2 and 3, comparing the 2025 figure with 2024 and the 2019 baseline. Gross emissions are before the purchase of renewable and clean energy (including renewable energy certificates) or offsets are taken into account. Net emissions take account of supplier–sourced green and clean electricity and purchases of additional renewable electricity certificates, but exclude offsets.

### Disaggregated GHG emissions

| | Base year (2019) | 2024 | 2025 | % 2025/2024 |
|---|---|---|---|---|
| **Scope 1 GHG emissions** | | | | |
| Gross Scope 1 GHG emissions (tCO$_2$e) | 4,311 | 2,645 | 2,138 | −19% |
| Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%) | Not relevant | Not relevant | Not relevant | n/a |
| **Scope 2 GHG emissions** | | | | |
| Gross market–based Scope 2 GHG emissions (tCO$_2$e) | 2,361 | 193 | 241 | 25% |
| Gross location–based Scope 2 GHG emissions (tCO$_2$e) | 7,230 | 3,964 | 3,237 | −18% |
| **Significant Scope 3 GHG emissions** | | | | |
| *Total Gross indirect (Scope 3) GHG emissions (tCO$_2$e), market–based, as per our SBTi targets* | *193,056* | *98,206* | *93,632* | *−5%* |
| Total Gross indirect (Scope 3) GHG emissions (tCO$_2$e), location–based for 3.8 & 3.13 | 194,471 | 98,883 | 94,224 | −5% |
| 1 Purchased goods and services | 95,188 | 53,330 | 56,681 | 6% |
| 2 Capital goods | 13,731 | 5,659 | 4,257 | −25% |
| 3 Fuel– and energy–related activities (not included in Scope 1 or Scope 2) | 2,835 | 1,562 | 1,472 | −6% |
| 4 Upstream transportation and distribution | 21,909 | 7,871 | 6,289 | −20% |
| 5 Waste generated in operations | 168 | 108 | 75 | −31% |
| 6 Business travel | 23,290 | 12,586 | 9,770 | −22% |
| 7 Employee commuting | 11,610 | 4,733 | 4,927 | 4% |
| 8 *Upstream leased assets, market–based, as per our SBTi targets* | *490* | *37* | *41* | *12%* |
| Upstream leased assets, location–based | 1,792 | 636 | 564 | −11% |
| 9 Downstream transportation | 8,522 | 3,569 | 2,224 | −38% |
| 10 Processing of sold products | Not relevant | Not relevant | Not relevant | n/a |
| 11 Use of sold products | – | – | – | n/a |
| 12 End–of–life treatment of sold products | 15,113 | 8,682 | 7,824 | −10% |
| 13 *Downstream leased assets, market–based, as per our SBTi targets* | *170* | *60* | *65* | *8%* |
| Downstream leased assets, location–based | 283 | 137 | 134 | −2% |
| 14 Franchises | Not relevant | Not relevant | Not relevant | n/a |
| 15 Investments | 29 | 9 | 7 | −22% |
| **Total GHG emissions (market–based) (tCO$_2$e), as per our SBTi targets** | **199,729** | **101,045** | **96,011** | **−5%** |
| **Total GHG emissions (market–based) (tCO$_2$e)** | **201,144** | **101,721** | **96,603** | **−5%** |
| **Total GHG emissions (location–based) (tCO$_2$e)** | **206,013** | **105,491** | **99,599** | **−6%** |

The 2024 GHG data has been restated, the impact of which is a 4% increase in the total figure (mandatory reporting boundary), from 97,477tCO$_2$e to 101,045tCO$_2$e (as per our SBTi targets, including a reduction of 676tCO$_2$e for the reported 98,153tCO$_2$e figure to align with the SBTi target approach) and from 101,923tCO$_2$e to 105,491tCO$_2$e (location–based approach for Scopes 2, 3.8 and 3.13). Adjustments were made to Scope 1 and 2, due to a correction in the fleet data. This increased Scope 1 emissions from 2,009tCO$_2$e to 2,645tCO$_2$e (+31%). Scope 2 increased from 187tCO$_2$e to 193tCO$_2$e (market–based approach) and from 3,957tCO$_2$e to 3,964tCO$_2$e (location–based approach).

Total Scope 3 emissions have increased from 95,957tCO$_2$e to 98,883tCO$_2$e (location–based approach for Scopes 2, 3.8 and 3.13), due to methodology changes, replacing estimated with more accurate data. This adjustment comes from a reduction in Category 4 emissions, from 8,298tCO$_2$e to 7,871tCO$_2$e (−5%), and increases in Category 9, from 2,497tCO$_2$e to 3,569tCO$_2$e (+43%), and Category 12, from 6,401tCO$_2$e to 8,682tCO$_2$e (+36%).

**ENVIRONMENTAL MATTERS**
continued

## Scope 3 emissions inventory sorted by GHG Protocol category; optional reporting

|  | Base year (2019) | 2024 | 2025 | % 2025/2024 |
|---|---|---|---|---|
| 6  Employee use of hotels | 1,343 | 730 | 752 | 3.0% |
| 7  Employee homeworking | 138 | 4,069 | 4,324 | 6.3% |
| 11  Indirect use–phase emissions, e.g. relating to in–person events | 6,685 | 2,000 | 1,756 | −12.2% |
| **Total** | **8,166** | **6,800** | **6,832** | **0.5%** |

This report presents the GHG inventory of Springer Nature in 2025. The organisational boundary reflects the same consolidation approach as is used for Springer Nature's financial reporting. No exclusions are made by geography or function.

The GHG inventory boundary is defined based on operational control, and Scope 1 and 2 emissions are reported for consolidated entities only, because there are no unconsolidated entities under our operational control.

The figures presented here do not include any removals, or any purchased, sold or transferred carbon credits or GHG allowances.

In our Scope 3 Category 15 Investments we include emissions that relate to associates and other investments in proportion to our shareholding.

No acquisitions or divestments in 2025 had a material impact on our emissions data.

### Scope 1 and 2 GHG emissions
*Methodology and assumptions*
For Scope 1 and 2, we collect primary data for our largest sites (with more than 100 employees) and sites of strategic importance, based on either geographic location or business activity. Data for the remaining locations is extrapolated based on consumption values per square metre of office space or per employee.

We report both gross location–based and gross market–based Scope 2 emissions. The hierarchy of emission factors from the GHG Protocol Scope 2 Guidance is applied for both location–based and market–based reporting.

Market–based emissions figures are the basis of our target, and include the carbon benefits of purchasing renewable electricity.

For location–based emissions reporting, we apply the hierarchy of emission factors illustrated in the table below – that is regional or sub–national grid averages where a recent factor is available and, if not, national production figures:

| Factor source | Territory |
|---|---|
| UK Government, greenhouse gas reporting: conversion factors (2025) | UK |
| The most recently published regional grid factors available from the national government | Argentina, France, Germany, Japan, Mexico, New Zealand, Singapore, Switzerland, Taiwan, Thailand, Vietnam |
| The most recently published sub–national grid factors available from the national government | Australia, US |
| Grid Emission Factor South Africa, published by the Department of Forestry, Fisheries, and the Environment of South Africa (2025 edition) | Botswana, Eswatini, Lesotho, Namibia, South Africa, Zimbabwe |
| European Environment Agency, greenhouse gas emission intensity of electricity generation (2025 edition) | Austria, Czech Republic, Italy, Netherlands, Poland, Portugal, Slovakia, Spain |
| IEA, Emission Factors (2025 edition) | All other operations |

For market–based emissions reporting, emission factors are selected per site following a hierarchy of factor sources. We use supplier information where available and otherwise make use of residual factors, as set out by the GHG Protocol. If these options are not available, the market–based factor is taken as equal to the location–based factor.

We make use of two types of electricity instruments to reduce our emissions from electricity consumption at our sites:

- renewable and/or clean electricity purchased directly through the electricity provider

- additional renewable energy certificates (RECs) purchased centrally via a broker.

Our biogenic $CO_2$ emissions amount to 2,110 tonnes. For 2025 reporting, this figure includes an estimate of the biogenic emission relating to purchased electricity (assuming a location–based reporting approach), as well as the direct use of biofuels.

**ENVIRONMENTAL MATTERS**
continued

**Scope 3 GHG emissions**
*Methodology and assumptions*
Springer Nature's Scope 3 figures meet the minimum reporting requirements under the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

The following Scope 3 categories are not applicable to us:

- Scope 3.10 Processing of sold products – Springer Nature only sells a final product, which does not require further processing

- Scope 3.14 Franchises – the Group does not have franchises.

We identify our significant Scope 3 categories based on the magnitude of estimated GHG emissions. The categories with emissions greater than zero under the 'minimum boundary' reporting of the GHG Protocol include Categories 1–9, 12, 13 and 15 – in other words, all categories except Category 11 Use of sold products.

We measure our Scope 3 GHG emissions using inputs from specific activities within the entity's upstream and downstream value chain. We calculate around 38% of our Scope 3 emissions within the minimum boundary using primary data obtained from suppliers or other value chain partners, ensuring a more accurate representation of the emissions associated with the activities corresponding to the Scope 3 categories of the GHG protocol.

Emissions are calculated per type of purchase based on the 'amount' or 'volume' of the goods or services purchased by Springer Nature or value chain partners, which is multiplied by an 'average' emission factor – for example, tonnes of paper and cubic metres of water used in offices (Category 1); kWh of fuel and electricity used to power buildings and vehicles (Categories 3, 6, 8, 13 and 15); tonnage of waste (Categories 5 and 12); distances travelled (Categories 6, 7 and 11); and tonne–kilometre of freight transported (Categories 4 and 9).

We continuously work towards increasing our use of primary data so that calculation methodologies will be gradually substituted for more accurate alternatives, as set out by the GHG Protocol.

The calculation methodology for each category is selected based on which is the most accurate for the data available, as defined by the GHG Protocol. In order of preference:

a  supplier–specific method, 2) hybrid method,

b  average–data method and 4) spend–based method.

Factors for the upstream emissions of electricity purchased by Springer Nature (Category 3) are sourced from the IEA (the factors for UK electricity are sourced from the UK Government). Other carbon intensity factors per unit of volume (applied to minimum boundary emissions) are sourced from the UK Government, 'Government conversion factors for company reporting of greenhouse gas emissions'.

Carbon factors per unit of spend are sourced from the Environmental Protection Agency (EPA) 'Supply Chain GHG Emission Factors for US Commodities and Industries'.

The Global Warming Potential (GWP) applied by the EPA factors and the UK Government dataset relates to the AR5 figures over a 100–year period. The figures provided by EPA are adjusted for inflation to match the current reporting year based on the US Consumer Price Index. For some categories, different methodologies are used for different data sources. We ask suppliers from certain key sectors (for example, the production of printed products and IT services) to complete an annual questionnaire to provide supplier–specific data.

In all cases, the carbon factor set published closest to the reporting year (and available at the time of reporting) is chosen.

*Categories 1 and 2*
The spend–based method has been applied for some of the Category 1 and 2 emissions calculations, such as those related to our purchases of production paper (used to print our books and journals; this accounts for approximately 40% of Category 1 emissions in 2025), and certain IT and production services and for Category 15 in relation to one of our associated companies. The 'share' of these emissions is calculated based on the percentage shareholding.

Spend data for purchases of goods and services is multiplied by a relevant 'industry average per monetary value of goods' factor; in 2025 this was the main approach used for calculating Category 1 and 2 emissions and third–party warehousing services.

For 2024, emission estimates for the Education logistics segment were made based on revenue and units sold. In 2025, the actual logistics data for the Education area were collected for both 2024 and 2025. Based on these data, the emission values for Categories 4, 9, and 12 have been recalculated. For Category 4, the restatement results in a reduction, whereas the values for Categories 9 and 12 have increased. The correction also leads to a higher carbon intensity in 2024 than previously reported (see GHG emissions intensity).

Given the timescales for our 2025 reporting, fourth–quarter 2025 paper purchases and the associated carbon are extrapolated based on spend data.

**ENVIRONMENTAL MATTERS**
continued

*Categories 4, 6, 7 and 9*
All transport-related figures (for example business travel, transportation of products, and employee commuting) include well-to-tank (WTT) emissions associated with the extraction and refining of transport fuels used by our travel and logistics suppliers, as required by the SBTi.

Category 4 covers transportation of our product and excludes delivery of other goods from direct suppliers; these emissions are estimated to be minimal.

*Category 11*
Emissions for Category 11 within the minimum boundary ('mandatory reporting') are zero.

In 2025, there were no significant changes or disruptive events that had a substantial effect on our carbon footprint.

### GHG emissions intensity – emissions per million € net revenue

| Type | 2024 | 2025 | % 2025/2024 |
|---|---|---|---|
| Location-based | 57.1 | 51.7 | −9.5% |
| Market-based | 55.1 | 50.1 | −8.9% |

The 2024 intensity figures have been updated in line with the restatement of 2024 emissions.

We include all Scope 1, 2 and 3 (except Category 15) GHG emissions from entities that are included in our consolidated financial statements. In our Scope 3 Category 15 (Investments) emissions we include emissions that relate to associates and other investments in proportion to our shareholding. In 2025 there were no significant changes or disruptive events that had a substantial effect on our carbon footprint.

### GHG removals and mitigation
Springer Nature offices, warehouses, fleet and flights have been carbon neutral since 2020. We have achieved this by using renewable electricity, introducing energy efficiencies and purchasing offsets. We recognise that to reach net zero, we will need to deliver 90% emissions reductions by 2040 and that offsetting is not included in those reductions.

Our work relies on using paper – produced from timber, a natural resource – to produce physical products (journals and books), so we aim to contribute positively to biodiversity and carbon sequestration while also delivering positive social co-benefits to local communities through the carbon offsetting programmes that we support. Working with C Level, we support Taking Root's CommuniTree project in Nicaragua, which enables local farmers to reforest land with native trees in ways that build their capacity to earn money from their well-maintained forests.

We prioritise the core principle of additionality, by ensuring that the certificates we purchase reflect carbon balancing that would not have occurred without our investment. The initiative – and all the credits we purchase – are certified by Plan Vivo, the longest-standing voluntary carbon standard. These credits meet strict quality standards ensuring they are additional, permanent, and verified by third parties.

In 2025, we purchased certificates totalling 20,000 tonnes of $CO_2$e. Offset certificates are listed on the S&P Global (formerly IHS Markit) Registry and retired in the following calendar year.

## OTHER ENVIRONMENTAL IMPACTS IN OUR VALUE CHAIN

We consider the impact of our operations and the upstream and downstream value chain on the natural environment. We expect our suppliers and business partners to meet our standards and to manage their environmental impacts as relevant to their own business.

Environmental risks primarily arise from the production of physical books and journals, which are typically printed by third parties using paper produced from primary pulp. As our environmental impact is largely driven by procurement decisions, we have consolidated disclosures related to pollution, biodiversity and resource use across the value chain. Paper production and printing can contribute to air and water pollution through substances such as chlorine-based bleaching agents and volatile organic compounds, despite regulatory controls.

Biodiversity is considered material only within the value chain, not within Springer Nature's own operations.

### Policies related to pollution, biodiversity and resource use and circular economy
Springer Nature has several policies in place to manage the material topics related to pollution, biodiversity, resource use and circular economy. These policies cover all our operations. Our relevant policies are:

- Environmental Policy
- Paper Policy
- Business Partner Code of Conduct

**ENVIRONMENTAL MATTERS**
continued

**Environmental Policy**

This policy's key objective is to set clear expectations for colleagues and actions taken with our suppliers and other partners, to reduce our environmental footprint, as well as to clarify the areas for greatest focus for action. It focuses on our own operations and the environmental impacts of our supply chain. It includes a commitment to using only paper from sustainable sources. Working with suppliers who are also responsible businesses is a key pillar of our Business Partner Code of Conduct. See Climate change for more detail.

**Paper Policy**

This policy aims to ensure that our physical products are made with papers that have come through a responsible paper supply chain. We are committed to sourcing papers from sustainable sources and responsible suppliers, and without a negative impact on biodiversity or other environmental or social impacts. Our Paper Policy guidance helps our purchasing managers implement the policy. We prioritise papers certified by the Forest Stewardship Council (FSC), the Programme for the Endorsement of Forest Certification (PEFC), the Sustainable Farming Incentive (SFI), or equivalent schemes. As a minimum, papers should be rated 3* or 5* in the Publishers' Database for Responsible Environmental Paper Sourcing (PREPS) database.

Our associated guidance also includes information on how our suppliers can comply with the policy, along with the information we need from them to monitor their compliance. The policy applies to print and paper suppliers and to those responsible for purchasing. It relates to both papers that we purchase directly and that are purchased by our printers for use in our products.

Springer Nature is a member of the BookChain Project, a collaborative cross-industry initiative involving book and journal publishers, print suppliers and paper manufacturers. The BookChain Project collects and analyses data, such as the origin of the tree fibres used to make paper and the paper manufacturing process, chemicals and materials, with a focus on producing more sustainable materials, as well as supplier data through environmental and labour self-assessments. Access to the data enables us to make informed decisions about our production and manage the impact of our resource use.

We communicate the Paper Policy guidance to relevant suppliers via our purchasing managers and on our website. It is shared with relevant internal colleagues via the company intranet, Hive.

**Business Partner Code of Conduct**

The Business Partner Code of Conduct outlines our expectation that suppliers operate in accordance with applicable laws and regulations, and to uphold sustainable, ethical, and socially responsible practices.

See Business conduct for more detail on the Business Partner Code of Conduct.

We have identified potential risks related to material dependencies, including higher prices, limited raw material availability because of deforestation and biodiversity loss, regulatory instruments, and potential reputational risks. To date, these risks have not occurred to any material extent. We regularly review risks to our business and monitor the developments in this field as part of our risk assessment processes.

**Actions related to pollution, biodiversity and resource use**

In 2025, we undertook several actions to support our commitment to manage our material topics related to pollution, biodiversity, resource use and circular economy. These actions are integrated into our broader approach to responsible sourcing.

**Pollution**

We take action through existing policies for supply chain due diligence. We consider the environmental practices of key print suppliers as part of our supplier due diligence and onboarding, and in supplier reviews. See Workers in the value chain for more detail on these reviews.

**Biodiversity**

The biggest effect on biodiversity lies within the sourcing of timber for paper production. We take action by undertaking due diligence on our supply chain. We expect our business partners to source responsibly, to conduct business in a responsible way, to minimise negative impacts on biodiversity and to avoid deforestation risk. We consider these criteria when selecting strategic suppliers.

**Resource use and circular economy**

We consider the impact of our upstream and downstream value chain on the natural environment. We manage our resource use and promote circular economy principles by focusing on reducing paper consumption, minimising waste and optimising packaging.

The continued migration from printed books and journals to digital delivery of product is already well under way at Springer Nature and is a significant contributor to the ongoing reduction in overall use of paper. For example, almost all Springer Nature Research books are available digitally.

**ENVIRONMENTAL MATTERS**
continued

We aim to minimise packaging, especially plastic packaging for our products. In our Research segment, we limit the wrapping of individual books in plastic to very heavy titles, for example, where protection is required to prevent damage.

We continue to work to reduce overprinting and logistics emissions by increasing our use of print-on-demand services. Our products are produced by third-party suppliers. We optimise our supply chain to make stock movement more efficient, taking advantage of data-driven forecasting, print-on-demand solutions, and a digital-first approach to minimise waste and avoid unnecessary scrappage.

These are ongoing activities, with further reviews of returns handling and unsold stock management planned for 2025–2026.

## Metrics

Each year, we collect data to assess the proportion of paper used in Springer Nature products that complies with our Paper Policy. For 2025, we estimate an overall compliance rate of approximately 95%. This figure is based on complete data from January to September, with the fourth quarter extrapolated using existing trends.

Many of our products are provided in digital-only format; where they are printed, materials are produced by third-party suppliers. Paper consumption for printed products is calculated using actual data from our printing suppliers covering January to September, including weight and associated spend. For the fourth quarter, the weight is estimated based on spend alone, applying the cost-per-ton ratio derived from the first three quarters. Based on this approach, we estimate that we used around 22,000 tonnes of paper for our products in 2025, and used this figure – likely to be an overestimate – in our carbon reporting. We used around 20,000 tonnes in 2024.

# EMPLOYEE-RELATED MATTERS

## OWN WORKFORCE

**Our people play a critical part in our business. We want to provide a workplace where everyone can thrive, perform, learn, develop and be themselves in an inclusive environment.**

As a people business with strong brands, we invest in our highly skilled and engaged employees. Our employees form the foundation of Springer Nature's success, driving innovation, upholding our performance and value-based culture and directly influencing our ability to serve our global community with integrity and excellence. And we encourage and support them to reach their full potential so they can enjoy fulfilling, enduring careers. This is reflected in our people strategy, which contributes to Springer Nature's overall business strategy, demonstrating just how central our employees are.

The employee experience is a fundamental part of our people strategy, and we embed inclusive practices into our everyday processes. We are committed to rewarding individual and team performance and to a value-based culture that emphasises a success and growth mindset across all levels of the organisation and ensuring leaders are accountable for delivering results while modelling our values and ways of working.

### Processes for engaging our workforce

Feedback from surveys, forums and individual contributions is regularly reviewed to assess engagement levels. These insights help shape global priorities, guide new initiatives, and inform policy updates to maintain relevance and impact. We conducted our most recent full employee engagement survey in March 2025.

We also gather feedback through employee representation forums and work councils. We have formally elected employee representation in Germany, the Netherlands, UK, Spain, France, Poland and Austria, alongside international employee representative meetings (held at least twice a year) that support cross-border dialogue with senior leaders from HR as well as the business.

Senior leaders and leaders in each of our global locations bring people together in our local sites and focus on building a community where everyone feels welcome. Our senior leadership group meets quarterly with the Executive Team. Our Chief People Officer holds operational responsibility for workforce engagement and feedback informs Springer Nature's approach to addressing risks and concerns raised by employees.

### Policies related to own workforce

Springer Nature has several policies in place to manage the material topics for our own workforce related to fair and just working conditions. These policies cover all employees within Springer Nature's own workforce, with no regional or business variation. Local law takes precedence if it is more detailed or precise.

- Code of Conduct
- Global Health and Safety Policy
- Global Hybrid Working Framework Policy
- Reasonable Workplace Adjustments Framework Policy
- Anti-Discrimination and Anti-Harassment Policy
- Whistleblowing Policy

Our workforce policies align with internationally recognised frameworks, including the UN Global Compact, OECD Guidelines for Multinational Enterprises, and ILO standards. We also publish an annual Modern Slavery Act statement on our website.

**EMPLOYEE-RELATED MATTERS**
continued

## Code of Conduct

The Code sets out how we expect employees to interact with colleagues, suppliers, customers and external stakeholders to promote a responsible business culture. All employees are expected to adhere to the Code. See Business conduct for more detail.

## Global Health and Safety Policy

This policy guides how we manage both physical and mental health risks at all our sites. It was developed in partnership with employees working in relevant roles within our operations and facilities management functions.

We aim to keep our risks as low as possible through mandatory training for colleagues, a health and safety management system, and regular reporting to senior management to consider trends and action to avoid an incident occurring again. Health and safety management guidance includes an accident prevention policy.

## Global Hybrid Working Framework Policy

This policy aims to support a balanced combination of working in the office and working from home as an equitable and sustainable solution for all, contributing to employee wellbeing by fostering work-life balance. This policy expects a weekly average of two days in the office and allows up to three days of work from home, with colleagues given the flexibility to decide with their manager how they want to spread office days throughout the month.

## Reasonable Workplace Adjustments Framework Policy

This policy sets out our commitment to creating a safe and supportive workplace for all employees, as well as potential future employees within Springer Nature. It gives guidance on the reasonable workplace adjustments available to support colleagues by removing or reducing a disadvantage related to disability, neurodiversity, and short- or long-term health conditions, and the process for accessing them.

## Anti-Discrimination and Anti-Harassment Policy

We are committed to offering equal opportunities to our employees and fostering an inclusive workplace, guided by EU regulations and national laws. This policy outlines Springer Nature's dedication to treating all employees with dignity and respect, and to preventing discrimination or harassment based on any personal characteristics.

To ensure that discrimination is prevented, mitigated, and acted upon, we require all managers and employees to read and ensure they fully understand their obligations to comply with this policy. Springer Nature takes immediate and decisive actions if any employee believes they have been or are being subjected to conduct that violates this policy or has witnessed conduct that violates this policy.

## Whistleblowing Policy

It is very important to us that our own workforce, as well as anyone working with and for Springer Nature, can raise any concerns. We offer multiple channels for employees, business partners, and third parties to raise concerns or ask questions about our operations. This includes the confidential Speak Up system, operated independently to ensure anonymity and prevent retaliation.

### Processes to remediate negative impacts and channels to raise concerns

Additional options for our employees to raise concerns include local grievance mechanisms, town halls, feedback via HR colleagues, and works councils. HR teams track locally raised issues and take remedial actions, via local processes. Legal proceedings over a certain threshold are reported to and tracked centrally by our GRC function. See also Whistleblowing Policy and Speak Up system for more detail.

### Actions related to own workforce

In 2025, we undertook several actions to support our commitment to manage our material topics related to working conditions, health and safety, training and development, equal treatment and opportunities for all, and inclusion.

*Promoting wellbeing and health and safety*

The health, safety and wellbeing of our employees is of great importance, which is why we provide colleagues with guidance and resources to support their wellbeing and promote good mental health and reduce feelings of stress. One example is our global employee assistance programme, which offers short-term counselling, information and resources on emotional, financial, legal and work-life issues. The programme is free to use and available 24/7 for all our employees, as well as their immediate family members, on an ongoing basis.

*Providing a healthy work-life balance*

We offer a 'workation' programme, which allows our employees to work remotely or combine work in a different country with a holiday or extended visits to family, for up to 20 days each year. This highlights our commitment to continually provide and improve flexibility to support the wellbeing of our employees and promote a healthy work-life balance.

**EMPLOYEE-RELATED MATTERS**
continued

*Enhanced training, learning and development*
All employees are encouraged to spend up to five days a year taking part in training and development activities. These include online and in-person courses, mentoring, job shadowing, on-the-job training and other developmental activities or education.

Our internal career hub brings together resources, training and events to help our people take ownership of their careers with support from their manager. In 2025, we upgraded our online training platform, giving colleagues more advanced features and more opportunities to personalise their learning experience. We extended our AI learning options, offering live and on-demand training, and podcasts.

Also in 2025, we launched a new Global Mentoring Programme to support career development and connectivity, promoting a culture of learning and dialogue within our workforce.

*Creating a welcoming environment for all*
We have several employee networks across the organisation that help foster inclusion and connection. We encourage employees to undertake training in inclusive leadership and building cultural awareness, to support strong international working relationships.

Our Opening Doors internship programme offers students and recent graduates in the UK, the US, Germany, China and the Netherlands the opportunity to develop early career experience with us, in a paid role. Interns have access to training, career development guidance and insights into different career pathways in publishing.

*Increase inclusion for people with disabilities in our own workforce*
In 2025, we rolled out a new Reasonable Workplace Adjustments Framework Policy to support colleagues who may need workplace adjustments, together with a training programme for managers on how to better support disabled and neurodivergent colleagues (see Reasonable Workplace Adjustments Framework Policy).

**Targets related to own workforce**
We aim to attract, hire and retain great people. To do so, we continually review our hiring practices, offer resources and training for managers and invest in employee career development. We also have an aspirational goal, which applies in countries where regulations allow, to maintain at least 45% women in the top three tiers of leadership over the next few years (2024–2028). In 2025, we met this goal.

**Metrics**
In the following section we provide key metrics related to our workforce:

- employee characteristics

- collective bargaining coverage and social dialogue

- training and skills development

- health and safety

- incidents and complaints.

**EMPLOYEE-RELATED MATTERS**
continued

## Employee characteristics

Data in the following tables was taken as a snapshot on 31 December 2025.

### Number of employees by gender

| Gender | Headcount |
|---|---|
| Male | 3,875 |
| Female | 5,784 |
| Other | 4 |
| Not reported | 9 |

Springer Nature is committed to fostering inclusion across all levels of its workforce, and particularly monitors gender representation in top management.

### Gender distribution in number and percentage at top management level

| Gender | Headcount | Percentage |
|---|---|---|
| Male | 165 | 53.1% |
| Female | 146 | 46.9% |
| **Total** | **311** | **100%** |

*Methodology and assumptions*

We report on diversity of the Management Board, following the recommendations of the German Corporate Governance Code. Fifty per cent of the Management Board are women.

For Springer Nature, the gender distribution in number and percentage at the top management level refers to the representation of different genders within the top three tiers of management. The Management Board is tier 1, direct reports to the Management Board are tier 2, and their direct reports are tier 3. For reporting purposes, this group is referred to as the 'top three tiers of management'.

### Distribution of employees by age group

| Age | Percentage |
|---|---|
| Under 30 | 13.5% |
| 30–50 | 64.6% |
| Over 50 | 21.9% |

### Number of employees in countries with 50 or more employees, representing at least 10% of its total number of employees

| Country | Headcount |
|---|---|
| Germany | 1,828 |
| United Kingdom | 1,755 |
| India | 2,208 |

### Information on employees by contract type, broken down by gender

| Contract type | Female | Male | Other | Not disclosed | Total |
|---|---|---|---|---|---|
| Number of employees | 5,784 | 3,875 | 4 | 9 | **9,672** |
| Number of permanent employees | 5,653 | 3,815 | 2 | 9 | **9,479** |
| Number of temporary employees | 126 | 56 | 2 | 0 | **184** |
| Number of non–guaranteed–hours employees | 5 | 4 | 0 | 0 | **9** |

**EMPLOYEE-RELATED MATTERS**
continued

## Information on employees by contract type, broken down by region

| Contract type | Europe | North America | South America | Asia | Africa | Oceania | Total |
|---|---|---|---|---|---|---|---|
| Number of employees | 4,805 | 1,253 | 282 | 2,953 | 291 | 88 | **9,672** |
| Number of permanent employees | 4,681 | 1,249 | 282 | 2,931 | 250 | 86 | **9,479** |
| Number of temporary employees | 118 | 4 | 0 | 22 | 39 | 1 | **184** |
| Number of non–guaranteed–hours employees | 6 | 0 | 0 | 0 | 2 | 1 | **9** |
| Number of full–time employees | 4,009 | 1,245 | 280 | 2,947 | 291 | 84 | **8,856** |
| Number of part–time employees | 796 | 8 | 2 | 6 | 0 | 4 | **816** |

*Methodology and assumptions*
Headcount figures are as at 31 December 2025. For the purpose of this report, an employee is defined as any gainfully employed individual recorded on the reporting date ('headcount'). This includes full–time employees as well as part–time employees, home workers or teleworkers employed by the entity, employees during sick leave (including long–term sick leavers not paid by the business), employees during statutory maternity protection period (maternity leave) and employees in the working phase of pre–retirement part–time employment. For consistency with financial reporting, interns, apprentices and trainees are counted as zero.

**Employee turnover**
In 2025, 767 people left Springer Nature, and our turnover rate was 7.4%.

*Methodology and assumptions*
We calculate employee turnover as a percentage, representing the number of employees who left the company during the year in relation to the total headcount at the start of the year (1 January 2025), plus any new hires within that reporting year.

Turnover rates vary according to local markets. Our total and voluntary turnover rates continue to be in line with or better than global–footprint–weighted benchmarks we use. During exit interviews, the percentage of leavers who say they would positively recommend working at Springer Nature to others meets or exceeds benchmark level.

**Collective bargaining coverage and social dialogue**
We have works councils, employee representation forums and other local, formally elected employee representation groups in Austria, France, Germany, the Netherlands, Spain, Poland and the UK, covering 48% of our global workforce.

Some 90% of employees within the EEA are covered by workers' representatives. This includes total headcount for EEA countries where a workers' council is established as per legal requirements.

Globally, 23% of employees are covered by collective bargaining agreements.

**EMPLOYEE-RELATED MATTERS**
continued

## Training and skills development metrics

Providing training and skills development is an important way in which we support the personal and professional development of our workforce.

The following tables provide disclosure on our training and skills development metrics.

### Rate of employees that participated in training and regular performance reviews

|  | Total | Male | Female | Other | Not reported |
|---|---|---|---|---|---|
| % of employees that participated in regular performance and career development reviews | **66%** | 65% | 67% | 80% | 67% |
| Average number of training hours | **6.9** | 6.7 | 7.0 | 19.7 | 12.7 |

*Methodology and assumptions*
The percentage of employees that participated in regular performance and career development reviews at Springer Nature is based on the completion of year-end appraisals, in which managers and employees discuss priorities, workload and wellbeing. These appraisals follow a timeline from April to March, which does not fully align with the business's financial year. For reporting purposes, as at 31 December 2025, we count all reviews completed in the prior year's cycle – ending 31 March 2025. While we encourage all colleagues to participate in reviews, it is not mandatory in all our locations and the proportion of colleagues participating is consistent with recent years.

The training hours figure is calculated by dividing the total number of training hours of all employees by the number of employees (headcount). Training includes on-site physical sessions managed by the people learning centre of excellence and reported globally, instructor-led virtual sessions, and e-learning based on estimated duration of the course, or browser view time. Training hours account for completed digital courses and booked time for instructor-led courses recorded in the learning management system (LMS). We evaluate data from a selection of other third-party learning platforms available to our workforce based on view time, and other estimations for completed courses. Since the data is limited to training where there is access to systems that record usable data, it does not reflect external training programmes or development activities, and is therefore only a fraction of our employees' overall training and development time. The data used to prepare these figures includes interns, apprentices and trainees, as well as individuals who left Springer Nature during 2025.

## Health and safety

Springer Nature is committed to protecting the health and safety of all employees. Any person conducting work on behalf of Springer Nature is, by default, covered by the health and safety management systems as set out in the global health and safety policy – that is 100% coverage – regardless of whether they are directly employed, working as a contractor or any other person, such as a subcontractor. In 2025, Springer Nature recorded seven work-related accidents (including five involving employees and two involving non-employees), which resulted in an accident frequency rate of 0.40 per million hours worked. Incidents reported were minor and did not require treatment off-site.

*Methodology and assumptions*
We calculate the accident frequency rate (AFR) based on the accepted standard formula: (number of work-related accidents x 1,000,000)/total average hours worked. To perform this calculation, we centrally estimate the average hours worked based on the assumption of 27 days' annual leave plus eight days public holiday and, on average, eight hours of work a day per employee.

## Incidents and complaints

In 2025, across our global workforce, Springer Nature recorded 20 incidents of potential cases of discrimination and harassment, reported and investigated via local grievance mechanisms. Where these were substantiated through investigation, corrective and preventative measures were taken – such as training, coaching and disciplinary action – depending on local legal frameworks.

# SOCIAL MATTERS

**As a large global company and one of the world's largest publishers of research, we also have an impact on the people around us – for example by providing open access to research and fostering research with societal impact. Through our editorial policies and research integrity we aim to enhance the quality of the research we publish and minimise associated potential negative impacts.**

This section covers:

- workers in the value chain
- information-related impacts for end users
- editorial policies and research integrity
- open access
- societal impact of content.

## WORKERS IN THE VALUE CHAIN

We work closely with business partners throughout the value chain to deliver a variety of products and services to our communities. Our partners' workers – including larger strategic suppliers involved in content and publishing operations, or those working in sectors such as typesetting, printing, logistics and digital delivery, through to the end use and disposal of products – fulfil important functions for us. We focus our action on these business partners and the labour standards of their workforce, aiming to create a positive impact for those workers. Together, we provide trusted content to our customers.

### Types of workers
Most of the value chain workers involved in these production activities work at supplier sites. However, some value chain workers, including those in editorial, information technology and facilities roles, may work at Springer Nature sites.

We consider labour standards, working conditions and health and safety practices of our business partners to be potential material impacts for our value chain workers, which is why we have policies in place to monitor and manage them, particularly among strategic suppliers.

### Modern slavery
We report on the actions we take to monitor and avoid child and forced labour in our annual Modern Slavery Act statement. It sets out the steps we take to assess potential risks of human trafficking and modern slavery within the goods and services we buy. This covers:

- assessing goods and services where these risks are most prevalent, such as provision of security personnel, cleaning services, staffing agency support, driving and certain logistics services, warehousing, maintenance and construction, direct manufacturing and printing and pre-publishing providers

- the risk indices used to assess countries with a higher risk profile for slavery and trafficking. At a group level, the in-scope suppliers that we monitor are those with whom we spend more than €100,000 a year. Where this threshold is not reached, local offices are encouraged to carry out monitoring activities locally. We also take reference from the Global Slavery Index to identify potential countries with higher risk profiles where certain commodities are known to have elevated risks of child or forced labour.

As described in Assessing our material topics, all in-scope suppliers must complete a due diligence questionnaire at least every three years or more frequently based on the risk profile of the supplier. The questionnaire covers modern slavery and human trafficking, and we regularly revise it to align with evolving legal and regulatory requirements. We actively manage and monitor suppliers through our engagement programme.

To understand how specific workers in our value chain are treated, we conduct supplier audits at least every three years for suppliers in scope. The audits review five areas: labour, wages and hours, health and safety, management systems and environment. See Actions below for more information on our supplier audits. The results of key performance indicators as well as incidents reported via our whistleblowing system, Speak Up, are communicated to our Management Board twice a year.

Within our risk assessment processes, we consider the types of goods and services provided, the countries we source them from and the level of spend with suppliers, which allows us to prioritise suppliers for our planned programme of supplier audits.

See our Modern Slavery Act statement for more detail.

## SOCIAL MATTERS
continued

### Policies related to value chain workers

Springer Nature has several policies in place to manage the material topics related to labour standards in our value chain. These policies cover all our operations across the value chain.

- Business Partner Code of Conduct

- Whistleblowing Policy (included in the Code of Conduct)

Our Code of Conduct and Business Partner Code of Conduct define how we expect colleagues, suppliers and customers to treat one another.

Topics covered in our Business Partner Code of Conduct include labour standards, fair pay and conditions, health and safety, and environmental practices. Human trafficking, forced labour and child labour are specifically addressed. It also covers freedom of association, the right to collective bargaining, respect, diversity and prevention of discrimination and harassment. The policy's main objective is to set out our expectation that our business partners will follow responsible business standards as well as external legal and regulatory requirements. The policy applies to all our suppliers, subcontractors, sales representatives, agents and other intermediaries (referred to as business partners). See Business conduct for more detail.

The Code of Conduct and Business Partner Code of Conduct require alignment with our operational standards. Compliance is monitored via audits, grievance mechanisms, and annual reporting, including our Modern Slavery Act statement.

We follow international frameworks such as the UN Global Compact, OECD Guidelines, and ILO standards, and expect our partners to do the same.

### Processes for engaging with workers in the value chain

By agreeing to our Business Partner Code of Conduct, our suppliers are expected to communicate to their employees the principles of the Code, including taking action to raise concerns regarding non-compliance or any suspected violation of human rights. The Code includes information about our Speak Up system which can be used by all our value chain workers to raise concerns about any issues, including relating to labour standards, as well as health and safety practices and other topics.

We aim to engage with our value chain workers and consider their perspectives by conducting risk-informed audits. Our supplier audit programme is conducted annually, with scoping reviewed each year based on the risk levels of respective suppliers. Highest-risk suppliers are audited annually, while lower-risk suppliers are audited every two to three years. Whenever there are concerns, we work directly with the suppliers to address these concerns, discuss our findings and any action plans stemming from them. When needed, we follow up on agreed actions and provide support to ensure the action plans are being followed.

### Actions related to workers in the value chain

We adopt a proactive approach to managing the material impacts on our main value chain workers. We aim to leverage our business relationship with our suppliers to ensure adequate working conditions in our supply chain and to advance working conditions, where necessary.

In 2025, we undertook several actions to support our commitment to manage our material topics related to labour standards in our value chain.

*Springer Nature Information on Customers and Suppliers (SNICS) system*
We use the SNICS system to monitor and manage our relationships with partners, their labour standards, their health and safety and environmental practices. All new suppliers must be registered in the system and a risk assessment questionnaire is completed. We monitor the responses and identify more adjustments as necessary.

*Supplier audits*
We use a risk-based approach to supplier management, coordinated by our Business Partner Risk Steering Group and supported by SNICS to collect due diligence data and prioritise suppliers based on risks such as bribery, labour standards, human rights, data protection and environmental impact.

Regular audits are conducted, with non-compliance addressed through action plans and follow-up. The steering group – comprising senior leaders and overseen by our Chief Risk and Compliance Officer – monitors progress to ensure resolution. We collaborate with suppliers to support remediation.

To guide responses to labour standards and health and safety incidents, we follow the Workplace Conditions Assessment (WCA) programme and local legal requirements. Our audits include interviews with a representative sample of workers, conducted without management present, to hear directly from value chain employees. All feedback is included in audit reports and informs our Modern Slavery Act statement and reporting to the Management Board.

**SOCIAL MATTERS**
continued

### Metrics

We believe that we can make the most impact through our audits and by following up on the findings. In 2025, we completed 21 audits, more than our threshold of 80% of in-scope suppliers for the year.

The in-scope suppliers are identified based on responses to a due diligence questionnaire completed in our SNICS system.

As part of the audit findings, across 21 audits conducted, 30 high-priority issues were identified. Most of these were in the categories of health and safety, or fair pay and conditions. Follow up actions are being monitored, with the majority expected to be closed out in early 2026.

## INFORMATION-RELATED IMPACTS FOR END USERS

Our customers and end users rely on the high-quality, trusted research we publish – and our success relies on that trust. In this section, the impacts we consider relate to ensuring our content is widely accessible and inclusive, protecting our data and privacy, and preventing copyright infringement of the content we publish, all of which are relevant to how we operate as a global publisher.

By managing these topics well, we aim to minimise the potential financial, reputational and content integrity risks that may arise. As a publisher of research, we have key consumers and end users who are, in some cases, also our suppliers – that is, researchers and employees of research institutions. We also engage with institutional librarians, researchers and educators through a range of events such as conferences, client meetings, editorial boards and library advisory boards.

### Processes for engaging with our research community

We use the insights gathered from an annual reputation survey to manage actual or potential impacts on our consumers and end users. The survey gives us an insight into the reputation of Springer Nature and how we serve the communities we work with, over time (see more in Editorial policies and research integrity).

### Policies related to information-related impacts

Springer Nature has several policies in place to manage these impacts, including data privacy and author rights.

We put policies in place to manage the potential negative impacts on consumers or end users of our products that might arise from areas such as:

- inaccurate, misleading or harmful content
- data breaches leading to losses of personal data
- piracy of content, in breach of authors' interests.

These policies, which are available on our website, include:

- editorial policies to uphold research integrity and trusted content (see Editorial policies and research integrity)
- OA Policy and Article Processing Charge (APC) Waiver Policy (see Open access)
- artificial intelligence (AI) principles
- Privacy Policy
- author rights and licensing.

These specific policies are underpinned by several general policies that act as guiding principles for our business. For example, protecting the intellectual property and data of our consumers is central to maintaining the trust that consumers and end users place in our work.

**SOCIAL MATTERS**
continued

## Actions related to consumers and end users

To effectively manage our relationship with consumers and end users, Springer Nature implements targeted actions to help ensure customer satisfaction and enhance value creation in areas such as data privacy and author rights. These actions also help mitigate negative impacts or issues related to published content – especially severe negative impacts such as human rights issues or incidents.

In 2025, we undertook several actions to support our commitment to manage our material topics related to information-related impacts:

*Preventing data breaches*
We rely on data to provide the trusted services and insights that our customers and end users expect, so we have a duty to ensure we protect that data and have established technical and organisational measures to protect our systems and commercially sensitive information. We also ensure all personally identifiable information is stored and processed in a legally compliant manner. We have infrastructure and server-level security initiatives in place and continue to invest in regular data protection training for our employees.

*Preventing piracy and protecting author rights*
In 2025, we issued more than 7.2 million requests to take down content that infringes our copyright and enhanced our take-down programme to incorporate all major social media platforms. This number reflects the comprehensive effort we make to proactively identify, monitor and act against potential legal infringements in all published content – to best protect the rights of our authors – ensuring that threats are identified, targeted, disrupted and, where possible, countered. We participate in industry-wide efforts to do so, and collaborate with relevant police authorities where necessary.

*Creating accessible and inclusive content*
We support inclusive editorial practices, broaden access to knowledge, and strive to ensure our content and platforms are relevant and representative of the global research community. In 2025, we published two reports to improve understanding of gender representation in peer review and book publishing. These insights inform our work to create inclusive content that reflects the world around us, using a data-led approach. In our Education segment in 2025, we organised training for teachers as part of our Universal Design for Learning (UDL) campaign. UDL is a framework for inclusive learning and teaching materials, which will be embedded across our courses from next year.

We want to make our content and platforms accessible to all our consumers and end users. To do so, we work to meet or exceed all relevant local laws pertaining to disability, including the European Accessibility Act (EAA).

## Metrics

To track the effectiveness of our policies and actions, we monitor our anti-piracy activity and track progress towards compliance with the EAA. We also use our reputation survey (see Editorial policies and research integrity) to understand perceptions of our business among the research community.

## EDITORIAL POLICIES AND RESEARCH INTEGRITY

As previously outlined, we are committed to sharing impactful and robust research with our consumers and end users. Inaccurate, incomplete or unethical content could lead to a loss of trust in our publications, with the potential for reputational damage or financial loss.

We also set standards for best practices and ethical conduct in research. We do so through the work of our Research Integrity Group (RIG). RIG considers topics regarding authorship, data, plagiarism, duplicate submissions and publications, research ethics and research participant consent.

We provide training for editors on the fundamentals of publication best practice, and we take action to investigate research integrity problems when they arise. Whenever issues are confirmed, we act by publishing corrections, editors' notes or expressions of concern, or by retracting articles. We have a dedicated webpage for research integrity featuring relevant resources and guides. We participate in the STM Integrity Hub, an industry-wide initiative that supports publishers to ensure the integrity of their published content, and we are members of the Committee on Publication Ethics (COPE), working with others to resolve shared challenges.

By upholding our comprehensive editorial policies and retracting content that does not meet our editorial standards, we aim to minimise the potential negative effects of inaccurate content published in our journals or books.

We also use the insights gathered from an annual reputation survey to understand and measure the reputation of Springer Nature, including our reputation when it comes to trust and integrity. The survey is hosted by a third-party market intelligence agency, which collects responses on our behalf from across our core research stakeholder audiences (see also: Processes for engaging with our research community and Metrics).

**SOCIAL MATTERS**
continued

## Policies related to editorial policies and research integrity

Springer Nature has several policies in place to manage the material topics related to editorial policies and research integrity. These policies and guidelines, help us support and encourage researchers to follow good practice in their research and ensure the content we publish adheres to our research integrity standards.

Our relevant policies are:

- Journal Editors' Code of Conduct

- third-party standards and initiatives

- editorial policies and guidance.

### Journal Editors' Code of Conduct

Our Journal Editors' Code of Conduct sets out our standards and expectations associated with the role of editors. We base our requirements on guidelines and best practice issued by organisations such as COPE, of which we are a member. By adhering to these principles, we aim to work to the highest standards of editorial practice.

### Third-party standards and initiatives

We commit and refer to other third-party standards that are relevant to everyone publishing with Springer Nature – that is, our authors, editors, researchers and peer reviewers as well as our employees. They include the:

- IUCN Policy Statement on Research Involving Species at Risk of Extinction and the Convention on International Trade in Endangered Species of Wild Fauna and Flora

- World Medical Association Declaration of Helsinki or a comparable standard that aims to protect safety and human rights of research participants

- TRUST Code: a global code of conduct for equitable research partnerships to avoid the practices of helicopter research or ethics dumping.

### Editorial policies and guidance

We have several editorial policies and guidelines in place that underpin our commitment to supporting research excellence. These editorial policies and underlying guidance are relevant to everyone publishing with Springer Nature, that is, our authors, editors, researchers and peer reviewers, most of whom are not employees.

This guidance addresses:

- **artificial intelligence** – AI must be used responsibly and for the benefit of the research community

- **author contributions** – all authors should be adequately credited within their publications

- **competing interests** – editors, peer reviewers and authors are required to disclose competing interests

- **corrections and retractions** – in a case where an allegation is made, we act as quickly as possible to investigate it, aiming to maintain the integrity of the published literature (see also Editorial policies and research integrity)

- **editorial independence** – the editorial process should be independent from all commercial concerns

- **harmful research content** – providing guidance for authors, editors, reviewers and publishers when considering potentially harmful or discriminatory content

- **plagiarism** – we investigate instances of plagiarism, have clear guidelines for editors in place and routinely check submitted manuscripts using a third-party tool

- **reproducibility** and robustness of research – by providing clear guidance to authors and supporting them in the reporting of their work, we aim to ensure high standards of transparency and robustness in the research we publish (see also Open access).

**SOCIAL MATTERS**
continued

### Actions

In 2025, we undertook several actions to support our commitment to manage material topics related to research integrity and editorial policies.

*Using tools*
Tools can help identify and, so, mitigate the risk of inaccurate, nonsense or unethical content. In 2025, we donated our unique AI tool that detects cases of AI-generated nonsense text in research manuscripts to the STM Integrity Hub. We also launched a new technology tool in 2025, to detect non-standard phrases across submissions to our journals and books, and another AI tool to identify irrelevant references in submitted manuscripts.

*Research integrity surveys*
Conducting surveys enables us to collect insights into research integrity training and data, which then helps us to identify gaps and training needs and to support the research community to improve practices. In 2024, we ran surveys in Japan, China and Brazil and, before that, we collected survey data in Australia, India, the UK and the US. In 2025, we summarised all the survey findings to date in a white paper.

*Supporting science briefings for media*
Throughout 2025, as in previous years, Springer Nature has provided financial support for the infrastructure, project management and communications of the global network of Science Media Centres. Bringing together these expert organisations helps ensure the public has access to the best evidence and expertise when science is in the news, ensuring accurate understanding of the latest scientific discoveries.

### Metrics

To track the effectiveness of our policies and actions we collect data on the number of papers we reject and retract, as well as those detected as problematic. We publicly share data on our website about our ongoing work to protect the scientific record.

In 2025's reputation survey mentioned above, Springer Nature held the highest Reputation Credit Score and Intensity Score in the publishing sector. The former is a metric of top line corporate reputation while the latter measures how strongly people feel towards a company and how sure they are of their perceptions. Some 96% of more than 2,700 respondents surveyed said Springer Nature publishes research that can be trusted, leading industry peers.

## OPEN ACCESS

At Springer Nature we believe that global challenges can be best addressed when all aspects of science and research, including data, code and protocols, are open to all. Open access (OA) is the foundation of our support for open science. We aim to provide immediate access at the point of publication to the final published version of record (VOR) of peer-reviewed research across all academic disciplines. We also aim to increase the use and reuse of research, create faster research systems, speed up scientific advances, build an equitable research landscape and encourage collaboration between disciplines.

We use platforms such as figshare and Code Ocean to facilitate secure data and code sharing. We continue to work with ResearchGate, SeamlessAccess and GetFullTextResearch (GetFTR) enabling researchers to easily access Springer Nature content, speeding up discovery and collaboration.

Our main objective is to support researchers and the wider community, so anyone wanting to publish OA, regardless of location or discipline, can do so. To help achieve this, we collect feedback from customers through our OA funding and support service. Our full OA journals offer APC waivers and discounts for researchers who are unable to fund publishing costs, including (but not limited to) researchers in low- and lower-middle-income countries (LICs and LMICs) and in some research disciplines where APCs and transformative agreements (TAs) are more difficult to finance. Subscription research content and services such as Nature Masterclasses are also available for free or at low cost, to enable more equitable access to publishing for scholars in LICs or LMICs.

### Policies related to open access

Springer Nature has several policies in place to manage the material topics related to open access to research. These policies address OA holistically, helping our stakeholders achieve a high level of openness with their research, and supporting them to meet the OA requirements of their funders and institutions. They include:

- a self-archiving policy

- accepted manuscript terms of use

- guidance on funder compliance

- copyright and licensing

- a policy on sharing newly developed code used for research

- policies on research data covering areas like data availability and data repositories.

We also adhere to Findable, Accessible, Interoperable, Reusable (FAIR) data principles as part of our effort to support researchers to share their data.

**SOCIAL MATTERS**
continued

### Actions related to open access

In 2025, we undertook several actions to support our commitment to manage our material topics related to open access to research.

*Transformative agreements*
TAs enable authors to publish OA in most journals while still being able to access subscription content. They are centrally negotiated with individual institutions or groups of institutions meaning costs can be spread out and are of particular benefit for authors who are active in less-well-funded research areas, such as humanities and social sciences. We believe TAs are the best means of delivering a fast and equitable OA publishing system on a global scale.

In 2025, we launched 19 new TAs including our first national agreement in Malaysia and Southeast Asia. In total that means our 85 TAs now cover more than 4,000 institutions worldwide.

*Equitable access*
In 2024 and 2025, in our BMC Series and EMBO titles, we have piloted discounts where corresponding authors are eligible for up to 100% discount of the journal's standard APC, depending on their territory of residence.

Additionally, we are long-standing partners of and active contributors to Research4Life, a cross-industry initiative that offers subscription research content to scholars in institutions in low- and lower-middle-income countries at no, or very low, cost and provide a range of other support and services to enable more equitable access to publishing. In 2025, we extended our partnership to provide Research4Life users with no-cost or low-fee access to premium features on protocols.io, Springer Nature's digital solution for creating, managing, and sharing research methods and protocols in a transparent and reproducible way.

### Metrics

In 2025, 53.5% of primary research articles published by Springer Nature were published OA. This figure refers to research articles including Cureus but excluding Nature Reviews and magazine content.

## SOCIETAL IMPACT OF CONTENT

Global challenges – which we consider through the lens of the UN's Sustainable Development Goals (SDGs) aims and targets – will not be solved in a single research lab, institution or think tank. They require teamwork, cross-disciplinary thinking and an openness to alternative views. We believe that the biggest impact we can have on the SDGs is through the content we publish. By publishing more SDG-related research, we can disseminate new knowledge beyond academic circles and contribute to informed policy decisions. We can also help global students develop an understanding of sustainable development through our SDG-related curriculum content, published by our Education segment.

Our SDG publishing strategy supports our strategic goal to be the publisher of choice for researchers working on SDG-relevant topics. It includes our aim to grow our SDG content across all publication forms and supports our transition to OA, which in turn makes SDG-related content accessible to even wider audiences. Our employee engagement activity, through which we increase internal awareness of the goals, is also supported by our strategy.

We have an SDG Steering Committee and working groups for each SDG. Within each of these groups, colleagues collaborate to commission and promote relevant content, and organise SDG-related events, often through our 17 SDG content hubs. The content hubs aim to make relevant publishing activities and content more visible to practitioners in policy, business and civil society and, so, increase their positive impact.

For a more global and holistic perspective we also engage directly with relevant stakeholders, partners and membership bodies such as the UN Global Compact, the UN SDG Publishers Compact and the UN Sustainable Development Solutions Network.

### Actions related to societal impact of content

In 2025, we undertook several actions to support our commitment to manage our material topics related to societal impact of content.

*Publishing*
Since 2015, the breadth of content we publish has expanded to address global challenges that require input from multiple academic disciplines, most recently across the Nature Portfolio with new journals *Communications Sustainability* and *Nature Health* opening for submissions in 2025. Also in 2025, we introduced an option for users of Springer Nature Link – our online collection of journals, books and reference works – to filter search results by SDG, making the content easier to find, read and share.

**SOCIAL MATTERS**
continued

*Surveys*

As outlined in Editorial policies and research integrity, we conduct a reputation survey every year. The 2025 survey found that 48% agreed with the statement 'Springer Nature is supporting the Sustainable Development Goals'. In our most recent employee engagement survey (2025), our question about whether Springer Nature has a positive social and environmental impact scored 76, a one-point increase compared with 2023.

*Partnerships and events*

We organise regular SDG-related events for researchers, policymakers and subject-matter experts to raise awareness of the goals and encourage discussion and progress towards them. In 2025, this included the fifth Science for a Sustainable Future event, the sixth SDGs Symposium in partnership with the University of Tokyo and our annual Science on the Hill and Science on the Spree events in Washington DC and Berlin respectively. We also worked in partnership with Overton – a database of policy citations – to analyse the industry-wide impact of research on SDG policy. The findings were published in a report in 2025. Our Education segment expanded its partnership with Digital Schoolhouse in 2025 to advance digital literacy around the world with a new suite of resources.

*Employee engagement on the SDGs*

The SDG Impact Festival is an internal programme recognising projects and colleagues across SDG-related activities. In 2025, the festival marked 10 years of the SDGs and Springer Nature with the fifth annual SDG Impact Awards and our first ever global volunteering campaign. Colleagues took action towards the SDGs by supporting local causes and communities through in-person events at their office location or online volunteering. The festival supports awareness of the SDGs and encourages colleagues to actively participate to progress the goals.

**Metrics**

Our actions are jointly aimed at increasing the volume and impact of SDG content. Since the SDGs were launched in 2015, we have published around 1.4 million SDG-related articles and book chapters. These articles and chapters have collectively been cited more than 23 million times. In line with the aim as defined in our SDG publishing strategy, in 2025, 30% of articles published were SDG-related. Downloads of SDG content we have published since 2015 reached more than 860 million in 2025, an increase of 60% since 2024. This increase partly reflects the implementation of in-line tracking of usage on Nature.com in late 2024, replacing the prior pixel-tracking approach, in addition to growth in usage of open access content. In-line tracking typically produces more complete usage data because events are recorded directly within the page, whereas pixel-based tracking can miss some activity when consent is denied, scripts are blocked, or pages fail to fully load. This means that figures for 2025 are not directly comparable to previous years.

# CORRUPTION AND BRIBERY

## BUSINESS CONDUCT

As a responsible business we seek to manage the risks related to corruption and bribery that could arise within our organisation or business partners, and that could have the potential to create financial, reputational or content integrity impacts, and to take active steps to improve business conduct and culture.

Our company culture, and the policies and guidance that underlie it, are overseen by members of our Management Board and the Executive Team to ensure Springer Nature operates responsibly and is addressing the issues that are of most importance to our business and our stakeholders.

We require our business partners to adopt these same standards within their own business and supply chains, so we set clear expectations on conduct throughout the company and for our business partners. We operate a zero-tolerance policy towards corruption involving our employees or supply chain and recognise our role in ensuring that the funds committed to projects are not diverted or misused. We conduct stand-alone anti-bribery, fraud and corruption (ABFC) risk assessments on a regular basis and have an ABFC Policy and ABFC management guidance. We follow the UN Global Compact and the OECD Guidelines for Multinational Enterprises at all locations in which we are active.

Springer Nature is committed to the highest standards of business conduct. That means we operate in accordance with applicable laws in an honest and ethical way, free of corrupt practices, acts of bribery, fraud, anti-competitive behaviour or conflicts of interests.

### Policies related to business conduct

Springer Nature has several policies in place to manage the material topics related to business conduct. These policies cover all our operations and help us embed the principles of compliance with laws, responsible governance and ethical business conduct throughout our company. Springer Nature considers the interests of key stakeholders in setting these policies.

Our policies are:

- Code of Conduct for employees
- Whistleblowing Policy and Speak Up system
- Business Partner Code of Conduct
- Fair Competition Policy
- Anti-Bribery, Fraud and Corruption Policy

### Code of Conduct for employees

Springer Nature's Code of Conduct provides a framework for ethical behaviour, ensuring compliance with laws and regulations while reflecting our core values. It guides employee interactions with colleagues, suppliers, customers, and other stakeholders to prevent legal or reputational risks and foster a responsible business culture.

The Code addresses material topics such as bribery, corruption, fraud prevention, and whistleblower protection. It is supported by annual values and conduct training and our Speak Up system, which reinforces awareness and accountability.

Employees are encouraged to report any concerns to their managers, directly to the GRC function, or to use the whistleblower system which allows anonymous reporting.

### Whistleblowing Policy and Speak Up system

Our whistleblowing system, called Speak Up, and associated policies are designed to encourage people to raise concerns or ask questions about the way we operate and to protect whistleblowers. As set out in our Code of Conduct, retaliation against whistleblowers is forbidden, and we make clear that such behaviour would lead to disciplinary action.

Speak Up is provided by Business Keeper AG, a third-party company, and enables people to report concerns securely and anonymously. The system's data security and data privacy measures are checked and certified by independent experts.

The system is available globally and questions and concerns can be raised in any language to our compliance officers or our Ombudsman. Reported complaints are reviewed by a member of the GRC team who will evaluate the report and where necessary investigate or forward it to relevant teams for follow-up.

Springer Nature continues to engage employees regularly, including via company-wide training and targeted awareness sessions, on the importance of speaking up. This includes training for managers on how to respond to a report made directly to them.

By implementing our Whistleblowing Policy, Springer Nature commits to complying with the EU Whistleblowing Directive.

**CORRUPTION AND BRIBERY**
continued

### Business Partner Code of Conduct
Through our Business Partner Code of Conduct we require our business partners to confirm that their value chains are conducting business in a legal, ethical and honest manner, without corruption, bribery, conflicts of interest, or anti-competitive behaviour. The Code is shared via a dedicated website for suppliers and directly during contracting and onboarding. The Code also includes environmental aspects (see Other environmental impacts in our value chain).

### Fair Competition Policy
The Fair Competition Policy raises awareness among employees, officers and directors about how to compete fairly. It establishes a consistent set of expectations and requirements and ensures that controls are in place to manage interactions and agreements with competitors, suppliers, service providers, retailers and customers. It also includes the exchange of information and the participation in committees and subcommittees of industry associations. By raising awareness of public procurement rules among employees who deal with public bodies, we provide clear guidance to people who have concerns about the way we or our competitors operate. This guidance also includes ways to raise concerns and seek help.

### Anti-Bribery, Fraud and Corruption Policy
Our Anti-Bribery, Fraud and Corruption (ABFC) Policy is designed to ensure we operate in a manner that minimises the risk of bribery, fraud and corruption.

It aims to establish transparent and ethical practices across all business activities, ensuring that Springer Nature complies with legal standards and maintains its integrity. It specifically addresses the risks related to bribery, particularly in non-contractual expenditure, such as gifts, hospitality, entertainment and donations. It highlights three primary conditions that increase the risk of fraud: incentive or pressure to commit fraud, opportunity due to lack of controls, and the attitude or rationalisation of the person committing fraud. We monitor this in several ways, including a register of interests, reporting and controls and audits.

The policy also defines basic principles of conduct for a wide range of issues, such as combating corruption and fraud. Engaging in any type of corruption, whether with public officials or in the private sector, is a breach of this policy.

We take a zero-tolerance approach to any corruption involving our employees and our supply chain.

### Prevention and detection of corruption and bribery
We encourage our employees and business partners to raise any questions or concerns as soon as possible with the message: "If you see something – say something." Any authors, suppliers, editors or customers who do not wish to contact us directly can raise their issue through the Speak Up system.

To further understand potential risks, we conducted a group-wide ABFC risk assessment and review in 2023 and 2024. We are now incorporating the assessment's findings and recommendations into our key controls that will be rolled out.

### Chain of management in investigations
We encourage our colleagues and everyone working in our value chain to raise any concerns about our operations with us, or if they suspect corruption or bribery, via the independently operated Speak Up.

Investigations are separate from the chain of management and can be conducted anonymously to avoid the possibility of retaliation. However, since we are required to carry out some investigations locally to comply with the EU Whistleblowing Directive, these investigations are not completely separate from the chain of management.

Our Chief Risk and Compliance Officer provides the Management Board and Audit Committee of our Supervisory Board with reports on our compliance programme twice a year. These reports include the outcome of all group-level investigations, including any allegations of corruption or bribery.

### Training on Business Conduct
Compliance with the Code of Conduct is considered mandatory. It is embedded in our processes and in our values and conduct training programme. This programme follows a three-year cycle, starting with the Code of Conduct in year 1 and then breaking down the topics into bite-sized modules (years 2 and 3).

The risk of corruption and bribery varies across business functions, depending on factors such as geographic location, the nature of external interactions, and the extent of engagement with public officials. To mitigate these risks, Springer Nature provides anti-corruption and bribery training across all roles and functions, ensuring full workforce coverage.

This comprehensive approach equips employees with the knowledge and skills needed to identify, prevent and respond to potential misconduct.

### Metrics
All colleagues are required to complete training each year. Actual completion rates vary given employee turnover and reasons such as long-term sickness or parental leave. In 2025, 96% of our staff completed the training.

There have been no convictions or fines related to violation of anti-corruption and anti-bribery laws during the reporting period.

# EU TAXONOMY DISCLOSURES

In this chapter on the EU Taxonomy, we include information on the following sub-chapters:

- Assessment of EU Taxonomy eligibility

- Assessment of EU Taxonomy alignment

- EU Taxonomy KPIs

- Reporting of EU Taxonomy KPIs.

## INTRODUCTION

The EU Taxonomy is a classification system for sustainable economic activities in the context of the European Green Deal. Its aim is to transform Europe into a net zero emitter of greenhouse gases (GHG) by 2050. The information from the EU Taxonomy provides companies, investors and policymakers with appropriate definitions for which economic activities can be considered environmentally sustainable. The EU Taxonomy currently defines sustainable economic activities under six environmental objectives:

1 Climate change mitigation

2 Climate change adaptation

3 Sustainable use and protection of water and marine resources

4 Transition to a circular economy

5 Pollution prevention and control

6 Protection and restoration of biodiversity and ecosystems.

The EU Taxonomy regulatory framework, as applicable in our 2025 reporting, includes regulation (EU) 2020/852 as well as all delegated acts, guidelines and other supporting documents published up to the end of January 2026. Springer Nature exercises the option to apply the Delegated Regulation (EU) 2026/73, mandatory for financial years on or after 1 January 2026, already in 2025.

For all defined sustainable economic activities, the EU Taxonomy differentiates between eligibility and alignment of the respective activity. An activity is considered taxonomy-eligible if it matches the descriptions provided in the delegated acts and has the potential to contribute to one of the environmental objectives. A taxonomy-aligned economic activity is one that meets the EU Taxonomy requirements by substantially contributing to at least one of the six environmental objectives and satisfying the prescribed technical screening criteria outlined in the delegated acts of the EU Taxonomy regulation. Additionally, it must 'Do No Significant Harm' (DNSH) to any of the other objectives and comply with minimum safeguards. The relevance of an economic activity to these environmental objectives is determined by its potential to influence them.

Minimum safeguards are due diligence and remediation processes. These are designed to align with a number of international guidelines including: the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the eight fundamental conventions of the International Labour Organization (ILO) covered in the Declaration on Fundamental Principles and Rights at Work and the International Bill of Human Rights. These safeguards ensure compliance with human rights, including labour and consumer rights, and cover areas such as anti-bribery, anti-corruption, taxation and fair competition.

**EU TAXONOMY DISCLOSURES**
continued

## ASSESSMENT OF EU TAXONOMY ELIGIBILITY

In 2025, we evaluated the impact of the EU Taxonomy framework. We based our evaluation on the delegated acts as published by the European Commission on its EU Taxonomy Navigator portal. Following this evaluation, we identified an economic activity that qualifies as eligible.

As our business model is not within any focus sector of the EU Taxonomy and publishing activities are not considered in the list of economic activities, we identified only the following material taxonomy-eligible economic activity:

- Activity 7.7 – Acquisition and ownership of buildings.

For 2025, this economic activity is solely eligible to the environmental objective climate change mitigation. We have not identified any other eligible economic activities related to the other five environmental objectives.

Springer Nature applies the materiality concept introduced by Delegated Regulation (EU) 2026/73. Applying the materiality concept, the Group assessed Activity 6.5 (NACE H49.39, N77.11.) as non-material for Taxonomy reporting purposes. No taxonomy eligibility or alignment assessment has been performed. The activity is disclosed separately and retained in the KPI denominators, in accordance with Recital (6). In 2024, Activity 6.5 was reported as a taxonomy-eligible activity. Following the application of the new materiality concept, it is no longer subject to detailed assessment.

No eligible turnover-related activities occurred in 2025, therefore the numerator of the turnover KPI amounts to zero. By following the materiality concept only one activity was identified as relevant related to capital expenditure (CapEx).[1]

Furthermore, Operational Expenditure (OpEx)[2] is not considered material as it is not material to our business model and has a limited contribution to the environmental objectives. Hence, the OpEx KPI is reported as zero. Further details regarding the assessment and definition of KPIs are described below.

### Activity 7.7 – Acquisition and ownership of buildings – eligibility
Activity 7.7 consists of buying real estate and exercising ownership of that real estate, for example in the form of rental or leasing. As we own and lease offices and other buildings, this activity applies to us.

Only the CapEx KPI is applicable to us for this activity.

### Assessment of other economic activities
We evaluated the potential applicability of additional Taxonomy activities. Specifically, activities 7.3, 7.4, 7.5 and 7.6 pertain to the installation, maintenance and repair of systems in office buildings aimed at reducing energy consumption or promoting the adoption of renewable energy sources. Although such activities may be present at our offices, we concluded that in 2025 installation, maintenance and repair were predominantly conducted by landlords of our leased offices and not by us. We also did not conduct such activities at our owned buildings in 2025.

In addition, Activity 6.5 was assessed and determined as non-material for Taxonomy reporting purposes.

## ASSESSMENT OF EU TAXONOMY ALIGNMENT

As we only report CapEx C (see EU Taxonomy KPIs) the full alignment assessment for the respective activities lies within the responsibility of our suppliers and depends on the information provided by them. The results of the supplier questionnaire regarding potential alignment are described under the respective activity.

### Activity 7.7 – Acquisition and ownership of buildings – alignment
The technical screening criteria required to fulfil alignment with this activity prescribes that buildings that were built before 31 December 2020 have at least an Energy Performance Certificate class A or are in the top 15% of the national or regional building stock with regards to operational primary energy demand. Buildings constructed after this date must meet numerous detailed requirements around primary energy demand, use of water, reusability or recycling of construction and demolition waste, and pollution of building components and materials. For the DNSH assessment, a climate risk and vulnerability assessment regarding climate change adaptation must have been performed.

Most of the buildings that Springer Nature uses are office buildings leased from third-party providers. In-scope buildings for potential alignment are all additions that we acquired in 2025, including all newly leased buildings as well as buildings where the leasing contract was renewed in 2025. We could not obtain sufficient evidence and confirmations to conclusively assess their potential Taxonomy alignment. Accordingly, they are reported as not aligned under the current EU Taxonomy criteria.

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1  In the following, CapEx always refers to CapEx according to the EU Taxonomy definition. For more detail, see EU Taxonomy KPIs.
2  In the following, OpEx always refers to OpEx according to the EU Taxonomy definition. For more detail, see EU Taxonomy KPIs.

EU TAXONOMY DISCLOSURES
continued

## EU TAXONOMY KPIS

Companies within the scope of the EU Taxonomy must report turnover, CapEx, and OpEx ratios associated with their Taxonomy-eligible or -aligned economic activities. These ratios must be detailed for each relevant activity, indicating the environmental objective it supports and specifying whether the activity is transitional or enabling.

The definitions as per the EU Taxonomy for all three KPIs are outlined below. Due to the nature of the EU Taxonomy these definitions differ from Springer Nature's definitions of CapEx and OpEx laid out in the financial statement of this report. The underlying accounting policies for the calculation of the KPIs are the IFRS as endorsed by the EU.

Our EU Taxonomy KPIs are summarised as follows:

| 2025<br>In € million, unless otherwise stated | Taxonomy-aligned | Taxonomy-eligible, but not aligned | Taxonomy-non-eligible | Total |
|---|---|---|---|---|
| EU Taxonomy turnover | 0 (0%) | 0 (0%) | 1,926.4 (100%) | 1,926.4 |
| EU Taxonomy CapEx | 0 (0%) | 13.4 (8.3%) | 149.4 (91.7%) | 162.9 |
| Activity 7.7 – Acquisition and ownership of buildings | – | 13.4 (8.3%) | – | – |
| EU Taxonomy OpEx | 0 (0%) | 0 (0%) | 16.5 (100%) | 16.5 |

Activity 6.5 (NACE H49.39, N77.11) has been assessed as non-material for Taxonomy reporting purposes, so consequently no Taxonomy eligibility or alignment assessment has been performed; no turnover with this activity under the EU Taxonomy definitions.

| 2024<br>In € million, unless otherwise stated | Taxonomy-aligned | Taxonomy-eligible, but not aligned | Taxonomy-non-eligible | Total |
|---|---|---|---|---|
| EU Taxonomy turnover | 0 (0%) | 0 (0%) | 1,847.1 (100%) | 1,847.1 |
| EU Taxonomy CapEx | 0 (0%) | 22.2 (12.3%) | 158.9 (87.7%) | 181.1 |
| Activity 6.5 – Transport by motorbikes, passenger cars and light commercial vehicles | – | 2.6 (1.4%) | – | – |
| Activity 7.7 – Acquisition and ownership of buildings | – | 19.7 (10.9%) | – | – |
| EU Taxonomy OpEx | 0 (0%) | 0 (0%) | 18.0 (100%) | 18.0 |

We provide further details on our EU Taxonomy KPIs below.

### EU Taxonomy turnover
Turnover as per the EU Taxonomy definition includes revenues of all fully consolidated group companies from:

- revenue from customer contracts (IFRS 15)

- revenue from leases (operating and finance leases under IFRS 16), including related interest income

- other sales revenue.

The numerator of the turnover KPI per EU Taxonomy comprises the total revenues from eligible and aligned activities according to EUT definition. The denominator consists of total external revenues as reported in the financial statement.

As mentioned above, in 2025 there was no eligible and no aligned turnover for any economic activity at Springer Nature, i.e. the numerator of the turnover KPI is reported as zero.

The amount of total turnover can be reconciled to the Consolidated financial statements in the notes in Table 1 Revenue under Total revenue.

### EU Taxonomy CapEx
The Group's CapEx as per the EU Taxonomy definition includes additions to property, plant and equipment and intangible assets in the financial year before depreciation and amortisation (including those resulting from revaluations and impairments for the relevant financial year and excluding changes in fair value) including additions from business combinations.

The numerator of CapEx per the EU Taxonomy includes CapEx in three categories: CapEx A (associated with taxonomy-aligned activities), CapEx B (associated with expansion of taxonomy-aligned activities or conversion of eligible activities into aligned ones) and CapEx C (associated with the purchase of products from taxonomy-aligned activities or individual measures to reduce GHG emissions, provided that these measures are implemented and operational within 18 months).

At Springer Nature, the numerator of the EU Taxonomy CapEx KPI relates to the economic activity 7.7. It only includes CapEx C, i.e. only expenditures for taxonomy-eligible products or implementation of low-carbon measures. The denominator encompasses the expenditures as described above. In 2024, the numerator of the EU Taxonomy CapEx KPI also included the economic activity 6.5.

**EU TAXONOMY DISCLOSURES**
continued

The amount of total CapEx can be reconciled in the notes to the Consolidated financial statements under 13. Goodwill and other intangible assets, 14. Property, plant and equipment and 15. Right–of–use assets.

### EU Taxonomy OpEx

OpEx as per the EU Taxonomy definition includes direct non–capitalised costs for research and development, building renovations, short–term leases, maintenance, repair and other expenditures related to the day–to–day servicing of assets, either by the company or outsourced to third parties, to maintain their effective functioning.

The numerator of the OpEx KPI in the context of the EU Taxonomy, as for the CapEx KPI, includes OpEx in three categories (OpEx A, OpEx B, OpEx C). The definitions for the classification of OpEx into the three categories are the same as for CapEx. The denominator encompasses the expenditures as described above.

As mentioned above, OpEx as defined by the EU Taxonomy is not material to our business model, i.e. the numerator of the OpEx KPI is reported as zero.

## REPORTING OF EU TAXONOMY KPIS

### EU Taxonomy turnover

The total turnover in 2025 was €1,926.4 million (2024: €1,847.1 million) while the eligible turnover amounted to €0 (2024: €0).

### EU Taxonomy CapEx

The total EU Taxonomy CapEx in 2025 amounted to €162.9 million (2024: €181.1 million). Eligible CapEx amounted to €13.4 million (8.3% of total) (2024: €22.2 million; 12.3% of total).

All reported eligible CapEx is related to the purchase of products from taxonomy–aligned activities or to individual measures that help carry out the target activities in a low–carbon manner or reduce GHG emissions (CapEx C), i.e. none of it is part of existing plans to expand taxonomy–eligible economic activities or enables taxonomy–eligible economic activities to become taxonomy–aligned.

Of the eligible CapEx, €0 was acquired through business combinations.

### EU Taxonomy OpEx

The total OpEx according to the EU Taxonomy definition in 2025 was €16.5 million (2024: €18.0 million) while the eligible OpEx amounted to €0 (2024: €0).

**EU TAXONOMY DISCLOSURES**
continued

## PROPORTION OF TURNOVER, CAPEX, OPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ELIGIBLE OR TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2025

**Financial year 2025**

| KPI | Total | Proportion of Taxonomy–eligible activities | Taxonomy–aligned activities | Proportion of Taxonomy–aligned activities | Breakdown by environmental objectives of Taxonomy–aligned activities | | | | | | Proportion of enabling activities | Proportion of transitional activities | Not assessed activities considered non–material | Taxonomy–aligned activities in previous financial year 2024 | Proportion of Taxonomy–aligned activities in previous financial year |
| | | | | | Climate Change Mitigation | Climate Change Adaptation | Water | Circular Economy | Pollution | Biodiversity | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) | (14) | (15) | (16) |
| Text | € million | % | € million | % | % | % | % | % | % | % | % | % | % | € million | % |
| Turnover | 1,926.4 | 0.0% | 0 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 | 0.0% |
| CapEx | 162.9 | 8.3% | 0 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.3% | 0 | 0.0% |
| OpEx | 16.5 | 0.0% | 0 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0 | 0.0% |

**Reported KPI (CapEx)**
**Financial year 2025**

| Economic Activities | Code | Taxonomy–eligible KPI (Proportion of Taxonomy–eligible CapEx) | Taxonomy–aligned KPI (monetary value of CapEx) | Taxonomy–aligned KPI (Proportion of Taxonomy–aligned CapEx) | Environmental objective of Taxonomy–aligned activities | | | | | | Enabling activity | Transitional activity | Proportion of Taxonomy–aligned in Taxonomy–eligible |
| | | | | | Climate Change Mitigation | Climate Change Adaptation | Water | Circular Economy | Pollution | Biodiversity | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) | (14) |
| Text | | % | € million | % | % | % | % | % | % | % | (E where applicable) | (T where applicable) | % |
| Acquisition and ownership of buildings | CCM.7.7 | 8.3% | 0.0 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Sum of alignment per objective | | | | | % | % | % | % | % | % | | | |
| **Total KPI (CapEx)** | | **8.3%** | **0.0** | **0.0%** | **0.0%** | **0.0%** | **0.0%** | **0.0%** | **0.0%** | **0.0%** | **0.0%** | **0.0%** | **0.0%** |