

<p>Form 5500</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p>This Form is Open to Public Inspection</p>
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Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 05/01/2024 and ending 04/30/2025

A This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. ▶

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶

Part II Basic Plan Information—enter all requested information

<p>1a Name of plan <u>EMPLOYEES' RETIREMENT PLAN OF JOHN WILEY & SONS, INC.</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>001</u></p>
<p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>JOHN WILEY & SONS, INC.</u></p> <p><u>111 RIVER STREET</u> <u>HOBOKEN, NJ 07030</u></p>	<p>1c Effective date of plan <u>01/01/1955</u></p> <p>2b Employer Identification Number (EIN) <u>13-5593032</u></p> <p>2c Plan Sponsor's telephone number <u>201-748-6000</u></p> <p>2d Business code (see instructions) <u>511130</u></p>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	02/05/2026	KEVIN MONACO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor JOHN WILEY & SONS, INC. BENEFITS ADMINISTRATION BOARD 111 RIVER STREET HOBOKEN, NJ 07030	3b Administrator's EIN 13-2863942 3c Administrator's telephone number 201-748-6000
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4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
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5 Total number of participants at the beginning of the plan year	5	2741
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6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
6a(1) Total number of active participants at the beginning of the plan year 6a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 6a(2) 6b 6c 6d 6e 6f 6g(1) 6g(2) 6h	341 295 1006 1305 2606 106 2712 0

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	
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8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 1A

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) **R** (Retirement Plan Information)
- (2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) **DCG** (Individual Plan Information) – Number Attached _____
- (5) **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information – Small Plan)
- (3) **A** (Insurance Information) – Number Attached 0
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 05/01/2024 and ending 04/30/2025

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>EMPLOYEES' RETIREMENT PLAN OF JOHN WILEY & SONS, INC.</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>JOHN WILEY & SONS, INC.</u>	D Employer Identification Number (EIN) <u>13-5593032</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>05</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>173569244</u>
	b Actuarial value	2b	<u>183518040</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>1066</u>	<u>125364644</u>
	b For terminated vested participants	<u>1334</u>	<u>54294873</u>
	c For active participants	<u>341</u>	<u>17054283</u>
	d Total	<u>2741</u>	<u>196713800</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.21 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>0</u>
	b Expected plan-related expenses	6b	<u>1732859</u>
	c Target normal cost	6c	<u>1732859</u>

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE Signature of actuary <u>SONJA C. BORSARI, FSA, EA, MAAA</u> Type or print name of actuary <u>BUCK GLOBAL, LLC</u> Firm name <u>420 LEXINGTON AVENUE SUITE 2220</u> <u>NEW YORK, NY 10170</u> Address of the firm	<u>02/05/2026</u> Date <u>23-05568</u> Most recent enrollment number <u>203-886-6756</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	12644869
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	3362127
9	Amount remaining (line 7 minus line 8)	0	9282742
10	Interest on line 9 using prior year's actual return of <u>1.12</u> %	0	103967
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.29</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	9386709

Part III Funding Percentages			
14	Funding target attainment percentage	14	87.59 %
15	Adjusted funding target attainment percentage	15	87.59 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	95.99 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls							
18 Contributions made to the plan for the plan year by employer(s) and employees:							
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees		
			Totals ▶	18(b)	0	18(c)	0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a 0	
	b Contributions made to avoid restrictions adjusted to valuation date	19b 0	
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 0	
20	Quarterly contributions and liquidity shortfalls:		
	a Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost			
21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)			21b 4
22 Weighted average retirement age			22 64
23 Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

Part VI Miscellaneous Items	
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years	
28 Unpaid minimum required contributions for all prior years	28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30 0

Part VIII Minimum Required Contribution For Current Year		
31 Target normal cost and excess assets (see instructions):		
a Target normal cost (line 6c)	31a 1732859	
b Excess assets, if applicable, but not greater than line 31a	31b 0	
32 Amortization installments:		
a Net shortfall amortization installment	24665674	2288532
b Waiver amortization installment.....	0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	4021391
	Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement	0	4021391
36 Additional cash requirement (line 34 minus line 35)	36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	38b	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0
40 Unpaid minimum required contributions for all years	40	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)	
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021	

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **05/01/2024** and ending **04/30/2025**

A Name of plan EMPLOYEES' RETIREMENT PLAN OF JOHN WILEY & SONS, INC.	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 JOHN WILEY & SONS, INC.	D Employer Identification Number (EIN) 13-5593032	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

RUSSELL INVESTMENTS TRUST COMPANY

1301 SECOND AVENUE
SEATTLE, WA 98101

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
25 50 99	NONE	456977	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

BUCK GLOBAL, LLC

13-3954297

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 16 50	NONE	185820	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

BLACKROCK INSTITUTIONAL TRUST CO,NA

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 50 51	NONE	3630	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
 (complete as many entries as needed)

a Name:	THOMAS L. MOSHER	b EIN:	13-3954297
c Position:	ENROLLED ACTUARY		
d Address:	BUCK GLOBAL LLC 420 LEXINGTON AVE, SUITE 2220 NEW YORK, NY 10170	e Telephone:	203-858-3277

Explanation: REASSIGNMENT OF RESPONSIBILITY FOR THE PLAN'S ACTUARIAL SERVICES WITHIN BUCK GLOBAL, LLC IN CONNECTION WITH ACTUARY'S RETIREMENT.

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 <hr/> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 05/01/2024 and ending 04/30/2025

A Name of plan <u>EMPLOYEES' RETIREMENT PLAN OF JOHN WILEY & SONS, INC.</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>JOHN WILEY & SONS, INC.</u>	D Employer Identification Number (EIN) <u>13-5593032</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>25+ YEAR STRIPS FIXED INCOME FUND</u>		
b Name of sponsor of entity listed in (a): <u>RUSSELL INVESTMENTS TRUST COMPANY</u>		
c EIN-PN <u>26-6609096-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>18213715</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>14 YEAR LDI FIXED INCOME FUND</u>		
b Name of sponsor of entity listed in (a): <u>RUSSELL INVESTMENTS TRUST COMPANY</u>		
c EIN-PN <u>26-6609096-008</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>50410017</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>15-20 YEAR STRIPS FIXED INCOME FUND</u>		
b Name of sponsor of entity listed in (a): <u>RUSSELL INVESTMENTS TRUST COMPANY</u>		
c EIN-PN <u>26-6609096-011</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6709195</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INTERNATIONAL INDEX FUND - SERIES1</u>		
b Name of sponsor of entity listed in (a): <u>RUSSELL INVESTMENTS TRUST COMPANY</u>		
c EIN-PN <u>91-1117282-081</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>12727240</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>8 YEAR LDI FIXED INCOME FUND</u>		
b Name of sponsor of entity listed in (a): <u>RUSSELL INVESTMENTS TRUST COMPANY</u>		
c EIN-PN <u>26-6609096-005</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>27020692</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>RUSSELL 1000 INDEX FUND SERIES</u>		
b Name of sponsor of entity listed in (a): <u>RUSSELL INVESTMENTS TRUST COMPANY</u>		
c EIN-PN <u>91-1117282-033</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>35882634</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>RUSSELL 2000 INDEX FUND SERIES I</u>		
b Name of sponsor of entity listed in (a): <u>RUSSELL INVESTMENTS TRUST COMPANY</u>		
c EIN-PN <u>91-1117282-080</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>3116696</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: MSCI EMERGING MARKETS FREE FUND

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN 33-1030441-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4904234
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a Name of MTIA, CCT, PSA, or 103-12 IE: 10-15 YEAR STRIPS FIXED INCOME FUN

b Name of sponsor of entity listed in (a): RUSSELL INVESTMENTS TRUST COMPANY

c EIN-PN 26-6609096-010	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 15185541
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 05/01/2024 and ending 04/30/2025	
A Name of plan EMPLOYEES' RETIREMENT PLAN OF JOHN WILEY & SONS, INC.	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 JOHN WILEY & SONS, INC.	D Employer Identification Number (EIN) 13-5593032

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

	(a) Beginning of Year	(b) End of Year
Assets		
a Total noninterest-bearing cash	1a	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1)	
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	
(2) U.S. Government securities	1c(2)	
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other	1c(3)(B)	
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	
(6) Real estate (other than employer real property)	1c(6)	
(7) Loans (other than to participants)	1c(7)	
(8) Participant loans	1c(8)	
(9) Value of interest in common/collective trusts	1c(9)	173569245
(10) Value of interest in pooled separate accounts	1c(10)	174169964
(11) Value of interest in master trust investment accounts	1c(11)	
(12) Value of interest in 103-12 investment entities	1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	
(15) Other	1c(15)	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	173569245	174169964
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	19513	5720
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	19513	5720
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	173549732	174164244

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		15110786
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		15110786

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	12711886	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		12711886
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	130673	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	3630	
(6) Bank or trust company trustee/custodial fees	2i(6)	456977	
(7) Actuarial fees	2i(7)	55147	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1137961	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1784388
j Total expenses. Add all expense amounts in column (b) and enter total	2j		14496274

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		614512
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: WITHUMSMITH+BROWN, PC

(2) EIN: 22-2027092

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 565557.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 05/01/2024 and ending 04/30/2025

A Name of plan <u>EMPLOYEES' RETIREMENT PLAN OF JOHN WILEY & SONS, INC.</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>JOHN WILEY & SONS, INC.</u>	D Employer Identification Number (EIN) <u>13-5593032</u>	

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1		0
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2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 04-3581074

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

3		2
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Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline?..... Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: 32.0 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 63.0 %
 High-Yield Debt: 1.0 % Real Assets: _____ % Cash or Cash Equivalents: 4.0 % Other: _____ %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.

**Employees' Retirement Plan of John Wiley & Sons, Inc.
Financial Statements
April 30, 2025 and 2024
With Independent Auditor's Report**

Employees' Retirement Plan of John Wiley & Sons, Inc.
Table of Contents
April 30, 2025 and 2024

Independent Auditor's Report	1
Statements of Net Assets Available for Benefits	4
Statement of Changes in Net Assets Available for Benefits	5
Statements of Accumulated Plan Benefits	6
Statement of Changes in Accumulated Plan Benefits	7
Notes to Financial Statements	8
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	14
Schedule H, Line 4j - Schedule of Reportable Transactions	15

Independent Auditor's Report

To the Plan Administrator of
Employees' Retirement Plan of John Wiley & Sons, Inc.:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Employees' Retirement Plan of John Wiley & Sons, Inc., an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits and of accumulated plan benefits as of April 30, 2025 and 2024, and the related statements of changes in net assets available for benefits and of changes in accumulated plan benefits for the year ended April 30, 2025, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Employees' Retirement Plan of John Wiley & Sons, Inc.'s financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from a qualified institution as of April 30, 2025 and 2024, and for the year ended April 30, 2025, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Employees' Retirement Plan of John Wiley & Sons, Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Employees' Retirement Plan of John Wiley & Sons, Inc.'s ability to continue as a going concern for at least one year following the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Employees' Retirement Plan of John Wiley & Sons, Inc.'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Employees' Retirement Plan of John Wiley & Sons, Inc.'s ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4i - Schedule of Assets (Held at End of Year), and Schedule H, Line 4j - Schedule of Reportable Transactions as of or for the year ended April 30, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

A handwritten signature in blue ink that reads "Withum Smith + Brown, PC".

February 2, 2026

**Employees' Retirement Plan of John Wiley & Sons, Inc.
 Statements of Net Assets Available for Benefits
 April 30, 2025 and 2024**

	<u>2025</u>	<u>2024</u>
Assets		
Investments		
Investments at fair value	\$ 174,169,964	\$ 173,569,245
Total assets	<u>174,169,964</u>	<u>173,569,245</u>
Liabilities		
Accrued expenses	5,720	19,513
Net assets available for benefits	<u>\$ 174,164,244</u>	<u>\$ 173,549,732</u>

The Notes to Financial Statements are an integral part of these statements.

**Employees' Retirement Plan of John Wiley & Sons, Inc.
Statement of Changes in Net Assets Available for Benefits
Year Ended April 30, 2025**

Additions

Investment income

Net appreciation in fair value of investments

\$ 15,110,786

Total additions

15,110,786

Deductions

Benefits paid to participants

12,711,886

Administrative expenses

1,784,388

Total deductions

14,496,274

Net change in net assets available for benefits

614,512

Net assets available for benefits

Beginning of year

173,549,732

End of year

\$ 174,164,244

The Notes to Financial Statements are an integral part of this statement.

Employees' Retirement Plan of John Wiley & Sons, Inc.
Statements of Accumulated Plan Benefits
April 30, 2025 and 2024

	<u>2025</u>	<u>2024</u>
Actuarial present value of accumulated plan benefits		
Vested benefits		
Participants currently receiving payments	\$ 121,049,899	\$ 119,608,539
Terminated vested participants	51,487,857	50,522,727
Active participants	14,165,115	15,888,202
Total vested benefits	<u>186,702,871</u>	<u>186,019,468</u>
Nonvested benefits	1,543,555	1,933,094
Total actuarial present value of accumulated plan benefits	<u><u>\$ 188,246,426</u></u>	<u><u>\$ 187,952,562</u></u>

The Notes to Financial Statements are an integral part of these statements.

**Employees' Retirement Plan of John Wiley & Sons, Inc.
Statement of Changes in Accumulated Plan Benefits
Year Ended April 30, 2025**

Actuarial present value of accumulated plan benefits at beginning of year	\$ 187,952,562
Change during the year attributable to	
Change in actuarial assumptions	1,961,389
Benefits accumulated	506,561
Increase for interest	10,537,800
Benefits paid	(12,711,886)
Net increase	<u>293,864</u>
Actuarial present value of accumulated plan benefits at end of year	<u><u>\$ 188,246,426</u></u>

The Notes to Financial Statements are an integral part of this statement.

Employees' Retirement Plan of John Wiley & Sons, Inc.

Notes to Financial Statements

April 30, 2025 and 2024

1. Description of Plan

The following description of Employees' Retirement Plan of John Wiley & Sons, Inc. (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a noncontributory defined benefit plan established effective January 1, 1955, as restated January 1, 2023. Prior to the plan freeze, the Plan covered all employees of John Wiley & Sons, Inc. (the "Company") who had completed one year of service and was age 21 or older, excluding any leased employees as well as any person who was compensated solely on a piecework basis, who was included in a unit of employees covered by a collective bargaining agreement which did not provide for his or her participation in the plan, were classified as a consultant by the Company, or were on the payroll of a third party with whom the Company had contracted for the provision of said person's services. Effective May 1, 1999, any person who was accruing benefits under another defined benefit or defined contribution plan (qualified or unqualified) maintained by the Company (other than the Plan or a nonqualified deferred compensation plan maintained by the Company) was not eligible. In addition, any person who, pursuant to a written contract with the Company that provided that such person was (a) an independent contractor and not an employee, and (b) waived participation in the Plan, was not eligible to participate during the period such written contract was in effect. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

In March 2013, the Company's Board of Directors approved Plan amendments that froze the Plan effective June 30, 2013.

Funding Policy

The Plan's funding policy is for the Company to contribute an amount that will meet or exceed the annual ERISA minimum funding requirement. The minimum funding requirements of ERISA were met in 2025 and 2024.

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

Pension Benefits

Plan participants are entitled to their Plan benefits after terminating employment with vested rights. Participants become vested in the Plan upon completion of at least 5 years of eligible service (after attainment of the age of 18) or attainment of the normal retirement age (65), although the Plan does allow for early retirement at the age of 55 with 10 years of service. If employees terminate before rendering the required years of service, they forfeit the right to receive the portion of their accumulated plan benefits attributable to the Company's contributions. Upon becoming vested, participants are entitled to 1.17% of average final compensation not in excess of covered compensation, plus 1.67% of average final compensation in excess of covered compensation multiplied by years of benefit service not in excess of 35 years based on service rendered prior to January 1, 2005. Beginning on January 1, 2005, a member will accrue each year, an annual benefit, payable at normal retirement age, equal to 1.0% of Total Compensation up to and including 80% of the Social Security Wage Base, plus 1.3% of Total Compensation over 80% of the Social Security Wage Base. Benefit service and Total Compensation are frozen as of June 30, 2013 for all participants. Upon termination of employment, pension payments are normally paid in the form of a monthly annuity payable for their lifetime or, if married, in the form of a qualified joint or survivor annuity.

If an active employee dies at age 55 or older, a death benefit equal to the value of the employee's accumulated pension benefit is paid to the employee's beneficiary. Active employees who become totally disabled receive annual disability benefits that are equal to the equivalent normal retirement benefit they have accumulated as of the time they become disabled. Disability benefits are paid until normal retirement age, at which time disabled participants will receive the normal retirement benefit computed as though they had been employed to normal retirement age, with their annual compensation remaining the same as at the time they became disabled.

Employees' Retirement Plan of John Wiley & Sons, Inc.
Notes to Financial Statements
April 30, 2025 and 2024

2. Summary of Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements and changes therein. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at net asset value (NAV), which estimate fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Employees' Retirement Plan Asset determines the Plan's valuation policies utilizing information provided by the investment advisors, custodians, and insurance company, as applicable. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefits payments to participants are recorded upon distribution.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the statement of changes in net assets available for benefits. In addition, certain investment-related expenses are included in net appreciation in fair value of investments in the statement of changes in net assets available for benefits.

Subsequent Events

Subsequent events were evaluated through February 2, 2026, the date the financial statements were available to be issued.

3. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based on employees' compensation during each year of credited service. The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances, such as retirement, death, disability, and termination of employment, are included to the extent that they are attributable to employee service rendered to the valuation date. Benefits to be provided via annuity contracts excluded from Plan assets are excluded from accumulated plan benefits.

The actuarial present value of accumulated plan benefits is determined by the Plan's independent actuary and is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

The computations of the actuarial present value of accumulated plan benefits were made as of May 1, 2025 and 2024. Had the valuations been performed as of April 30, there would be no material differences. The significant actuarial assumptions used in the valuations were as follows:

Employees' Retirement Plan of John Wiley & Sons, Inc.
Notes to Financial Statements
April 30, 2025 and 2024

	April 30, 2025	April 30, 2024
Discount rate	5.70%	5.80%
Mortality	Pri-2012 Total Employee and Retiree Mortality Tables (base year 2012), except for current and future beneficiaries of deceased participants, which is based on the Pri-2012 Total Contingent Survivor Mortality Table with Blue Collar adjustment, and disabled participants, which is based on the Pri-2012 Total Disabled Retiree Mortality Table with Blue Collar adjustment (base year 2012). All tables are projected with Mortality Improvement Scale MP-2021.	Pri-2012 Total Employee and Retiree Mortality Tables (base year 2012), except for current and future beneficiaries of deceased participants, which is based on the Pri-2012 Total Contingent Survivor Mortality Table with Blue Collar adjustment, and disabled participants, which is based on the Pri-2012 Total Disabled Retiree Mortality Table with Blue Collar adjustment (base year 2012). All tables are projected with Mortality Improvement Scale MP-2021.
Retirement age	65	65

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820, *Fair Value Measurement*, are described as follows:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability; and
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Employees' Retirement Plan of John Wiley & Sons, Inc.
Notes to Financial Statements
April 30, 2025 and 2024

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation techniques used for assets measured at fair value. There have been no changes in the techniques used at April 30, 2025 and 2024.

Investments Measured at Net Asset Value: Consisting of common collective trusts (CCTs) valued at the net asset value ("NAV") of units of a bank collective trust. NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the common collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

As of April 30, 2025 & 2024, the Plan's investments consisted of CCTs, which are excluded from the fair value hierarchy.

Fair Value of Investments that Calculate Net Asset Value

The following table summarizes investments measured at fair value based on net asset value per share as of April 30, 2025 and 2024. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

April 30, 2025				
	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Russell Investments Trust Co. LDI and STRIPS funds	\$ 117,539,160	\$ -	Daily	None
Russell Investments Trust Co. commingled trust funds	51,726,570	-	Daily	Three business days
BlackRock MSCI Emerging Markets Free Fund	4,904,234	-	Daily	Two business days
Total	\$ 174,169,964	\$ -		

April 30, 2024				
	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Russell Investments Trust Co. LDI and STRIPS funds	\$ 109,732,928	\$ -	Daily	None
Russell Investments Trust Co. commingled trust funds	58,238,187	-	Daily	Three business days
BlackRock MSCI Emerging Markets Free Fund	5,598,130	-	Daily	Two business days
Total	\$ 173,569,245	\$ -		

Employees' Retirement Plan of John Wiley & Sons, Inc.
Notes to Financial Statements
April 30, 2025 and 2024

5. Information Certified by Trustee

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA for 2025 and 2024. Accordingly, Russell Investments Trust Company, the Trustee of the Plan, has certified to the completeness and accuracy of all investments reported in the accompanying statements of net assets available for benefits as of April 30, 2025 and 2024, and Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of April 30, 2025, and the related investment activity reported in the statement of changes in net assets available for benefits for the year ended April 30, 2025 and the information reported in the supplemental Schedule H, Line 4(j) - Schedule of Reportable Transactions for the year ended April 30, 2025.

6. Related-Party and Party In Interest Transactions

The Plan's investments are administered under a contract with Russell Investments Trust Company, the trustee of the Plan. Contributions are held and managed by Russell Investments Trust Company, who invests cash received, interest, and dividend income and makes distributions to participants. These transactions are party-in-interest transactions under ERISA.

As described in Note 2, the Plan paid certain expenses related to Plan operations and investment activity to various service providers. Additionally, certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. These transactions are party-in-interest transactions under ERISA.

7. Plan Termination

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
2. Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC") (a U.S. government agency) for up to the applicable limitations.
3. All other vested benefits (that is, vested benefits not insured by the PBGC).
4. All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

8. Tax Status

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated June 23, 2014, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC.

Employees' Retirement Plan of John Wiley & Sons, Inc.
Notes to Financial Statements
April 30, 2025 and 2024

Plan management is required to evaluate tax positions taken by the Plan and to recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits. As of April 30, 2025 and 2024, four investments represented a concentration of greater than 10% of the Plan's net assets available for benefits.

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported, based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Supplementary Information

Employees' Retirement Plan of John Wiley & Sons, Inc.
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN: 13-5593032 Plan Number: 001
April 30, 2025

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	BlackRock	MSCI Emerging Markets Free Fund	\$ 5,327,312	\$ 4,904,234
*	Russell Investments Trust Co.	Russell 1000 Index Fund - Series I	23,266,573	35,882,634
*	Russell Investments Trust Co.	14-Year LDI Fixed Income Fund	49,681,452	50,410,017
*	Russell Investments Trust Co.	8-Year LDI Fixed Income	25,401,755	27,020,692
*	Russell Investments Trust Co.	International Index Fund - Series I	8,882,666	12,727,240
*	Russell Investments Trust Co.	Russell 2000 Index Fund - Series I	2,633,828	3,116,696
*	Russell Investments Trust Co.	15-to-20-Year STRIPS Fixed Income Fund	6,553,262	6,709,195
*	Russell Investments Trust Co.	10-to-15-Year STRIPS Fixed Income Fund	14,407,902	15,185,541
*	Russell Investments Trust Co.	25 Plus Year STRIPS Fixed Income Fund	25,444,623	18,213,715
Total common-collective trusts			\$ 161,599,373	\$ 174,169,964

* Denotes a party in interest

Employees' Retirement Plan of John Wiley & Sons, Inc.
Schedule H, Line 4j - Schedule of Reportable Transactions
EIN: 13-5593032 Plan Number: 001
Year Ended April 30, 2025

	(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost	(h) Current Value	(i) Net Gain/(Loss)
Single Transactions							
*	Russell Investments Trust Co.	10-to-15-Year STRIPS Fixed Income Fund	\$ 16,481,440	\$ -	\$ 16,481,440	\$ 16,481,440	\$ -
			\$ 16,481,440	\$ -	\$ 16,481,440	\$ 16,481,440	\$ -
Series Transactions							
*	Russell Investments Trust Co.	10-to-15-Year STRIPS Fixed Income Fund	16,482,646	2,117,810	2,074,745	18,600,456	43,065
*	Russell Investments Trust Co.	Russell 1000 Index Fund - Series I	3,411,007	13,908,782	8,252,784	17,319,789	5,655,997
*	Russell Investments Trust Co.	25 Plus Year STRIPS Fixed Income Fund	3,241,156	8,333,781	11,296,916	11,574,937	(2,963,135)
*	Russell Investments Trust Co.	14-Year LDI Fixed Income Fund	3,395,014	12,821,247	12,752,869	16,216,261	68,379
*	Russell Investments Trust Co.	8-Year LDI Fixed Income	6,588,153	3,831,501	3,679,238	10,419,654	152,263
			\$ 33,117,976	\$ 41,013,121	\$ 38,056,552	\$ 74,131,097	\$ 2,956,569

*Denotes a party-in-interest

See Independent Auditor's Report.

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Line 26a – Schedule of Active Participant Data

Attained Age	Years of Credited Service									
	Under 1	1 – 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 & up
Under 25	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	1	0	0	0	0	0	0	0	0
35-39	1	18	7	0	0	0	0	0	0	0
40-44	1	13	45	2	0	0	0	0	0	0
45-49	1	12	25	17	5	0	0	0	0	0
50-54	5	8	15	20	4	2	0	0	0	0
55-59	2	11	11	29	13	5	1	0	0	0
60-64	2	12	8	10	8	5	1	1	0	0
65-69	1	2	5	8	1	0	1	1	0	0
70 & up	0	0	0	0	1	0	0	0	0	0

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Part V – Actuarial Assumptions and Methods

Actuarial Standards of Practice No. 27 ("ASOP 27") provides guidance to actuaries on economic assumptions for measuring pension obligations. Actuarial Standards of Practice No. 35 ("ASOP 35") provides guidance to actuaries on demographic and other noneconomic assumptions for measuring pension obligations. Under these ASOPs, for each assumption that has a significant effect on the measurement and that the actuary has selected or advised the plan sponsor to select, the actuary should disclose the information and analysis used to support the actuary's determination that, in the actuary's professional judgement, it is reasonable for the purpose of the measurement. No information or analysis is needed for any assumption prescribed by law or regulation.

Funding assumptions and methods selection and rationale

The following assumptions were selected by the plan's enrolled actuary. The asset valuation method was selected by the plan sponsor with the actuary's advice and is an acceptable method under the applicable provisions of the Internal Revenue Code and associated regulations.

The interest rates and mortality assumption used for this measurement have a significant impact on the Funding Target and are prescribed by law.

The non-prescribed assumptions having a significant impact on the measurement of the Funding Target are the frequency of optional forms of payment, retirement rates, and withdrawal rates. These assumptions are based on the historical gain and loss experience of the plan. We perform annual gain/loss analyses each year to review the validity of each assumption. Changes are then made, as appropriate, based on this review.

Use of Models

Actuarial Standard of Practice No. 56 ("ASOP 56") provides guidance to actuaries when performing actuarial services with respect to designing, developing, selecting, modifying, using, reviewing, or evaluating models. Gallagher uses third-party software in the performance of annual actuarial valuations and projections. The model is intended to calculate the liabilities associated with the provisions of the plan using data and assumptions as of the measurement date under the funding rules specified in this Schedule SB. Further, the models apply those funding rules to the liabilities derived and other inputs, such as plan assets and contributions, to generate many of the exhibits found in this Schedule SB. Gallagher has an extensive review process whereby the results of the liability calculations are checked using detailed sample output, changes from year to year are summarized by source, and significant deviations from expectations are investigated. Other funding outputs are similarly reviewed in detail and at a high level for accuracy, reasonability and consistency with prior results. Gallagher also reviews the model when significant changes are made to the software. The review is performed by experts within the company who are familiar with applicable funding rules as well as the manner in which the model generates its output.

Future actuarial measurements

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the actuarial assumptions, changes expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions, applicable law or regulations. An analysis of the potential range of such future differences is beyond the scope of this Schedule SB. However, in accordance with ASOP 51, an assessment of risks for the plan was performed.

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Prescribed Funding Assumptions and Methods

The following assumptions and methods are prescribed by ERISA, as currently amended.

Interest rates

	2024 Plan Year	2023 Plan Year
Funding Rates – Constrained*		
First Segment Rate	4.75%	4.75%
Second Segment Rate	4.96%	5.00%
Third Segment Rate	5.59%	5.74%
Effective Interest Rate	5.21%	5.29%
Funding Rates – Unconstrained**		
First Segment Rate	4.37%	2.13%
Second Segment Rate	4.96%	3.62%
Third Segment Rate	4.95%	3.93%
Effective Interest Rate	4.92%	3.70%

* Used for minimum funding and benefit restriction purposes.

** Used for maximum tax-deduction purposes.

The interest rates used for funding purposes are the Segment Rates with 4-month lookback, constrained in accordance with relevant legislation.

Mortality

Mortality tables mandated by applicable law and regulation as specified in IRS Regulation 1.430(h)(3)-1, as amended in the Federal Register on October 20, 2023, in TD 9983, 88 FR 72357, applied on a fully generational basis using the IRS 2024 Adjusted Scale MP-2021 mortality improvement scale.

Actuarial cost method

The Funding Target is the present value of accrued benefits based on compensation and service to date.

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods

Expenses

Expected plan related expenses equal to prior year plan related expenses, excluding the prior year PBGC premiums multiplied by 2.5% inflation factor plus current year PBGC premium were added to Target Normal Cost. The resulting expected expenses are discounted back from their expected payment dates to the valuation date. This amount is equal to \$1,732,859.

Inflation

The rate of inflation was assumed to increase 2.50% per year. The rate of inflation is based on historical increases as well as other economic data presently available.

Frequency of optional payment forms

Form	% of Male Participants Will Elect	% of Female Participants Will Elect
50% Joint & Survivor Annuity	20%	3%
100% Joint & Survivor Annuity	25%	2%
Life Only Annuity	55%	95%

Marital percentage

85% of participants are assumed to be married at death. Husbands are assumed to be 5 years older than their wives.

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Separations before Normal Retirement

Representative values of the assumed annual rates of withdrawal, disability and early retirement are as follows:

<u>Age</u>	<u>Withdrawal</u> (Not Eligible for Retirement)			<u>Early/Late Retirement</u>	
	<u>Less than 5</u> <u>Years of Service</u>	<u>5 or More Years</u> <u>of Service</u>	<u>Disability</u>	<u>Less than 20</u> <u>Years of Service</u>	<u>20 or More Years</u> <u>of Service</u>
25	17.00%	22.50%	0.03%		
30	14.50	6.00	0.03		
35	12.00	8.00	0.03		
40	8.00	5.00	0.04		
45	8.00	2.00	0.08		
50	8.50	3.00	0.21		
55	5.50	4.00	0.45	3.30%	3.30%
56	5.00	4.00	0.52	3.48	3.48
57	5.50	3.50	0.61	3.65	3.65
58	7.00	3.50	0.71	3.83	3.83
59	10.00	3.50	0.84	4.03	4.03
60	15.00	3.50	1.01	4.25	4.25
61	23.00	5.00	1.21	4.42	4.42
62	23.00	8.00	1.44	4.62	18.00
63	23.00	13.00	1.70	4.82	18.00
64	23.00	13.00	2.00	5.00	18.00
65				10.00	25.00
66				15.00	40.00
67				30.00	40.00
68				25.00	40.00
69				15.00	40.00
70				100.00	100.00

Asset valuation method

The Actuarial Value of Assets is market value as of the valuation date, including discounted receivable contributions, reduced by 2/3 and 1/3 of the of the gain/(loss) in the prior 2 years, respectively. The gain/(loss) for each period is determined as the actual return on market value during the period less the expected return on market value based on an assumed earnings rate chosen by the actuary but required by PPA to be not greater than the applicable third Segment Rate. The resulting value is constrained to be within a corridor of 90% to 110% of market value, including discounted receivable contributions.

	<u>Actuary's Assumption</u>	<u>Third Segment Rate</u>	<u>Reflecting PPA Limit</u>
2024 Expected Return	5.75%	5.59%	5.59%
2023 Expected Return	5.75%	5.74%	5.74%
2022 Expected Return	5.00%	5.92%	5.00%

The actuary's expected rate of return is based on the plan's asset allocation and forward-looking expected rates of return by asset category provided by the plan's investment consultant.

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Summary of Changes from the May 1, 2023 Valuation

- The interest rate basis was updated to the current rates as specified in IRS Regulations 1.430(h)(2)-1. These rates are constrained in accordance with relevant legislation.
- The mortality assumption was updated according to the projection specified in IRS Regulation 1.430(h)(3)-1, as amended in the Federal Register on October 20, 2023, in TD 9983, 88 FR 72357, applied on a generational basis using the IRS 2024 Adjusted Scale MP-2021 mortality improvement scale.

The assumption changes listed above increased the Funding Target by approximately \$0.4M.

- The expected plan related expenses added to the Target Normal Cost were updated from \$2,625,436 to \$1,732,859. This change had no impact on the Funding Target.

Employees' Retirement Plan of John Wiley & Sons, Inc.
Schedule H, Line 4j - Schedule of Reportable Transactions
EIN: 13-5593032 Plan Number: 001
Year Ended April 30, 2025

	(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost	(h) Current Value	(i) Net Gain/(Loss)
Single Transactions							
*	Russell Investments Trust Co.	10-to-15-Year STRIPS Fixed Income Fund	\$ 16,481,440	\$ -	\$ 16,481,440	\$ 16,481,440	\$ -
			\$ 16,481,440	\$ -	\$ 16,481,440	\$ 16,481,440	\$ -
Series Transactions							
*	Russell Investments Trust Co.	10-to-15-Year STRIPS Fixed Income Fund	16,482,646	2,117,810	2,074,745	18,600,456	43,065
*	Russell Investments Trust Co.	Russell 1000 Index Fund - Series I	3,411,007	13,908,782	8,252,784	17,319,789	5,655,997
*	Russell Investments Trust Co.	25 Plus Year STRIPS Fixed Income Fund	3,241,156	8,333,781	11,296,916	11,574,937	(2,963,135)
*	Russell Investments Trust Co.	14-Year LDI Fixed Income Fund	3,395,014	12,821,247	12,752,869	16,216,261	68,379
*	Russell Investments Trust Co.	8-Year LDI Fixed Income	6,588,153	3,831,501	3,679,238	10,419,654	152,263
			\$ 33,117,976	\$ 41,013,121	\$ 38,056,552	\$ 74,131,097	\$ 2,956,569

*Denotes a party-in-interest

See Independent Auditor's Report.

**SCHEDULE SB
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 05/01/2024 and ending 04/30/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

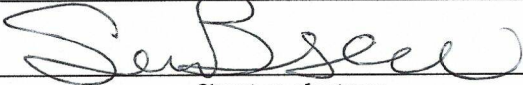
A Name of plan EMPLOYEES' RETIREMENT PLAN OF JOHN WILEY & SONS, INC.	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF JOHN WILEY & SONS, INC.	D Employer Identification Number (EIN) 13-5593032	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B		
F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500		

Part I Basic Information

1	Enter the valuation date: Month <u>05</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	173,569,244
	b Actuarial value	2b	183,518,040
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	1,066	125,364,644
	b For terminated vested participants	1,334	54,294,873
	c For active participants	341	17,054,283
	d Total	2,741	196,713,800
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	5.21%
6	Target normal cost		
	a Present value of current plan year accruals	6a	0
	b Expected plan-related expenses	6b	1,732,859
	c Target normal cost	6c	1,732,859

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		<u>2/5/2026</u>	
	Signature of actuary	Date	
	Sonja C. Borsari, FSA, EA, MAAA	2305568	
	Type or print name of actuary	Most recent enrollment number	
	Buck Global, LLC	203-886-6756	
	Firm name	Telephone number (including area code)	
	420 Lexington Avenue Suite 2220		
	New York NY 10170		
	Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

**Schedule SB (Form 5500) 2024
v. 240311**

Part II	Beginning of Year Carryover and Prefunding Balances	
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	12,644,869
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	3,362,127
9 Amount remaining (line 7 minus line 8)	0	9,282,742
10 Interest on line 9 using prior year's actual return of <u>1.12%</u>	0	103,967
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.29%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	9,386,709

Part III	Funding Percentages	
14 Funding target attainment percentage	14	87.59%
15 Adjusted funding target attainment percentage	15	87.59%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	95.99%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV	Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:						
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	
Totals ▶			18(b)	0	18(c)	0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a 0
b Contributions made to avoid restrictions adjusted to valuation date	19b 0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 0
20 Quarterly contributions and liquidity shortfalls:	
a Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
c If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year	
(1) 1st	(2) 2nd
0	0
(3) 3rd	(4) 4th
0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
-------------------------	------------------------	------------------------	-----------------------	---

b Applicable month (enter code)..... **21b** 4

22 Weighted average retirement age **22** 64

23 Mortality table(s) (see instructions) Prescribed - combined Prescribed - separate Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... Yes No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. Yes No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. Yes No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... Yes No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment..... **27**

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c).....	31a	1,732,859
b Excess assets, if applicable, but not greater than line 31a	31b	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	24,665,674	2,288,532
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33**

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	4,021,391
--	-----------	-----------

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	4,021,391	4,021,391

36 Additional cash requirement (line 34 minus line 35)..... **36** 0

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... **37** 0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0

40 Unpaid minimum required contributions for all years **40** 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. 2019 2020 2021

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Line 22 – Description of Weighted Average Retirement Age

This table calculates the weighted average retirement age for all active persons in the plan

(1) Age	(2) Expected Active Headcount	(3) Retirement Rate	(4) Expected Retirements (2)*(3)	(5) Weighted Age (1)*(4)
55	163.0863	0.0330	5.3818	296.0017
56	170.6940	0.0348	5.9402	332.6484
57	181.5462	0.0365	6.6264	377.7070
58	189.4390	0.0383	7.2555	420.8199
59	188.4049	0.0403	7.5927	447.9703
60	192.7601	0.0425	8.1923	491.5382
61	192.0969	0.0442	8.4907	517.9316
62	187.7184	0.1705	31.9993	1,983.9571
63	157.4185	0.1694	26.6631	1,679.7767
64	138.5360	0.1679	23.2621	1,488.7760
65	118.9886	0.2370	28.2040	1,833.2582
66	94.3130	0.3764	35.5025	2,343.1642
67	61.3975	0.3895	23.9158	1,602.3577
68	41.1871	0.3801	15.6569	1,064.6725
69	26.3107	0.3669	9.6533	666.0744
70	17.5009	1.0000	<u>17.5009</u>	<u>1,225.0628</u>
Total			261.8376	16,771.7166
Weighted Average Retirement Age = 16,771.7166 / 261.8376				64.05
Rounded Weighted Average Retirement Age				64

Note to Column 2: The Expected Active Headcount for each age includes persons who are eligible to retire and persons who are not eligible to retire at each age.

Note to Column 3: At each age, these retirement rates are a weighted average of the rates shown in Attachment to Part V for active participants eligible to retire at the age and zero for all other active participants.

General note: The table presents values rounded to fewer significant digits than used in the calculation.

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	\$ 77,474	\$ 583,154	\$ 12,390,160	\$ 13,050,788
2025	\$ 203,600	\$ 744,479	\$ 12,021,977	\$ 12,970,056
2026	\$ 347,529	\$ 934,516	\$ 11,645,745	\$ 12,927,790
2027	\$ 473,475	\$ 1,204,647	\$ 11,262,786	\$ 12,940,908
2028	\$ 600,255	\$ 1,518,456	\$ 10,873,241	\$ 12,991,952
2029	\$ 733,641	\$ 1,814,571	\$ 10,476,606	\$ 13,024,818
2030	\$ 869,290	\$ 2,081,044	\$ 10,072,182	\$ 13,022,516
2031	\$ 998,881	\$ 2,381,100	\$ 9,659,388	\$ 13,039,369
2032	\$ 1,124,297	\$ 2,761,265	\$ 9,237,918	\$ 13,123,480
2033	\$ 1,241,346	\$ 3,179,373	\$ 8,807,846	\$ 13,228,565
2034	\$ 1,348,986	\$ 3,498,842	\$ 8,369,643	\$ 13,217,471
2035	\$ 1,437,233	\$ 3,875,685	\$ 7,924,156	\$ 13,237,074
2036	\$ 1,516,741	\$ 4,157,711	\$ 7,472,592	\$ 13,147,044
2037	\$ 1,581,826	\$ 4,405,878	\$ 7,016,558	\$ 13,004,262
2038	\$ 1,632,923	\$ 4,629,152	\$ 6,558,016	\$ 12,820,091
2039	\$ 1,673,875	\$ 4,882,071	\$ 6,099,203	\$ 12,655,149
2040	\$ 1,715,551	\$ 5,022,727	\$ 5,642,643	\$ 12,380,921
2041	\$ 1,745,847	\$ 5,112,422	\$ 5,191,098	\$ 12,049,367
2042	\$ 1,764,933	\$ 5,199,672	\$ 4,747,470	\$ 11,712,075
2043	\$ 1,769,057	\$ 5,286,175	\$ 4,314,750	\$ 11,369,982
2044	\$ 1,772,179	\$ 5,318,099	\$ 3,895,899	\$ 10,986,177
2045	\$ 1,774,193	\$ 5,290,123	\$ 3,493,767	\$ 10,558,083
2046	\$ 1,762,765	\$ 5,269,645	\$ 3,111,021	\$ 10,143,431
2047	\$ 1,738,763	\$ 5,224,710	\$ 2,750,040	\$ 9,713,513
2048	\$ 1,718,237	\$ 5,138,567	\$ 2,412,797	\$ 9,269,601
2049	\$ 1,681,934	\$ 5,042,722	\$ 2,100,805	\$ 8,825,461
2050	\$ 1,637,140	\$ 4,905,900	\$ 1,815,058	\$ 8,358,098
2051	\$ 1,582,619	\$ 4,748,853	\$ 1,556,025	\$ 7,887,497
2052	\$ 1,519,631	\$ 4,569,200	\$ 1,323,685	\$ 7,412,516
2053	\$ 1,452,042	\$ 4,378,526	\$ 1,117,520	\$ 6,948,088
2054	\$ 1,380,821	\$ 4,171,260	\$ 936,575	\$ 6,488,656
2055	\$ 1,305,559	\$ 3,955,994	\$ 779,510	\$ 6,041,063
2056	\$ 1,228,024	\$ 3,735,302	\$ 644,666	\$ 5,607,992
2057	\$ 1,149,478	\$ 3,510,842	\$ 530,166	\$ 5,190,486
2058	\$ 1,070,794	\$ 3,284,063	\$ 433,988	\$ 4,788,845
2059	\$ 992,776	\$ 3,056,597	\$ 354,060	\$ 4,403,433
2060	\$ 915,982	\$ 2,830,091	\$ 288,326	\$ 4,034,399
2061	\$ 841,092	\$ 2,606,227	\$ 234,803	\$ 3,682,122
2062	\$ 768,657	\$ 2,386,656	\$ 191,636	\$ 3,346,949
2063	\$ 699,127	\$ 2,172,952	\$ 157,127	\$ 3,029,206
2064	\$ 632,905	\$ 1,966,610	\$ 129,752	\$ 2,729,267
2065	\$ 570,221	\$ 1,768,976	\$ 108,175	\$ 2,447,372
2066	\$ 511,254	\$ 1,581,189	\$ 91,240	\$ 2,183,683
2067	\$ 456,105	\$ 1,404,168	\$ 77,971	\$ 1,938,244
2068	\$ 404,827	\$ 1,238,621	\$ 67,554	\$ 1,711,002
2069	\$ 357,461	\$ 1,085,048	\$ 59,331	\$ 1,501,840
2070	\$ 313,917	\$ 943,728	\$ 52,779	\$ 1,310,424
2071	\$ 273,993	\$ 814,733	\$ 47,482	\$ 1,136,208
2072	\$ 237,593	\$ 697,938	\$ 43,117	\$ 978,648
2073	\$ 204,612	\$ 593,053	\$ 39,440	\$ 837,105

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Part V – Summary of Plan Provisions

The plan was amended to freeze accruals and participation as of June 30, 2013.

The Employees' Retirement Plan of John Wiley & Sons, Inc. became effective as of January 1, 1955 and was last amended to freeze the plan as of June 30, 2013. On June 16, 1999 (the acquisition) employees of Jossey-Bass became eligible for Plan membership. On September 21, 2001 (the acquisition) employees of Hungry Minds became eligible for Plan membership. On May 1, 2007 (following the February 2, 2007 acquisition date), employees of Blackwell Publishing became eligible for Plan membership. On May 1, 2012 (following the acquisition date), employees of Harlan Davidson Inc. became eligible for Plan membership. On January 1, 2013 (following the acquisition date), employees of Inscape Holdings Inc. became eligible for Plan membership. In addition, a select group of former employees have been granted additional normal retirement pensions, effective May 1, 2008.

Effective June 30, 2013, participation in the plan was frozen.

Membership

Age 21 and one year of eligibility service.

Normal Retirement Benefit

Condition for Retirement

Age 65 (requires 5 years of Plan membership or 5 years of eligibility service).

Amount of Benefit

Sum of:

- a) Based on service rendered prior to January 1, 2005, 1.17% of average final compensation (3 year average frozen as of December 31, 1997 or after attainment of 3 years of service if later) not in excess of covered compensation, plus 1.67% of average final compensation in excess of covered compensation (frozen as of December 31, 1997); multiplied by years of benefit service not in excess of 35 years. This benefit shall not be less than such Participant's Accrued Benefit on April 30, 1994 of the Plan as then in effect plus 1.17% of average final compensation not in excess of covered compensation plus 1.67% of average final compensation in excess of covered compensation multiplied by years of benefit service rendered on or after May 1, 1994 where the combined years of benefit service in this minimum benefit shall not exceed 35 years. The minimum normal retirement benefit is equal to \$120 multiplied by years of service; and
- b) Beginning on January 1, 2005, a member will accrue each year, an annual benefit, payable at normal retirement age, equal to 1.0% of Total Compensation up to and including 80% of the Social Security Wage Base, plus 1.3% of Total Compensation over 80% of the Social Security Wage Base. However, this annual accrual shall never be less than the member's accrued benefit at December 31, 2004 divided by the participant's benefit service at December 31, 2004. Total benefit service under the Plan is limited to 35 years.

Benefit service and Total Compensation are frozen as of June 30, 2013 for all participants.

Late Retirement Benefit

Condition for Retirement

Continued employment beyond Normal Retirement.

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Late Retirement Benefit (continued)

Amount of Benefit

The benefit that is payable is the greater of (i) the accrued normal retirement benefit at Late Retirement, or (ii) the accrued benefit that would have been payable at normal retirement, increased to be an actuarially equivalent annuity at the Late Retirement date. Actuarial equivalence is computed using an 8% interest rate and a unisex mortality table derived from the 1984 George B. Gallagher Mortality Table for men and women based on a blend of 80 percent male lives and 20 percent female lives for Plan Participants and 80 percent female lives and 20 percent male lives for spouses or contingent annuitants.

Early Retirement Benefit

Condition for Retirement

Age 55 and 10 years of eligibility service.

Amount of Benefit

Accrued normal retirement benefit deferred to age 65 or an immediate benefit reduced by 1/12 of 4% of itself for each month the early retirement date precedes the normal retirement date. Such reduction shall not apply if when the member terminates employment, he or she has attained age 62 and completed 20 or more years of eligibility service.

Termination Benefit

Condition for Benefit

5 years of eligibility service.

Amount of Benefit

Accrued normal retirement benefit deferred to age 65 or, if the member has 10 years of service, a benefit commencing after age 55 reduced on an early retirement basis.

Benefit after Long Term Disability

Condition for Benefit

A member who becomes disabled while actively employed by the Company as an eligible employee and who is in receipt of Long-Term Disability benefits or disability insurance benefits under the Social Security Act.

Amount of Benefit

Normal retirement benefit computed as though the member had remained in service June 30, 2013 with annual compensation which is equal to the member's compensation for the last full year of service prior to disability.

Spouse's Allowance

Condition for Allowance

Death after 5 years of eligibility service.

Amount of Allowance

If death while in active service, one-half of the normal retirement benefit accrued to the date of death, unreduced for payment prior to the member's normal retirement date. If death after termination but before payments commence, one-half of the normal retirement benefit accrued to date of death and reduced for early commencement and payment in the form of a 50% Joint and Survivor annuity.

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.

EIN/PN: 13-5593032 / 001

Schedule SB, Part V – Summary of Plan Provisions (continued)

Normal Form of Benefit

Single

Life annuity.

Married

Reduced 50% joint and survivorship annuity.

Optional Benefits

- (1) Joint and 75% survivorship annuity
- (2) Joint and 100% survivorship annuity
- (3) 75% pop-up
- (4) 100% pop-up
- (5) 50% pop-up
- (6) Joint and 50% survivorship annuity (option for single participants)
- (7) Life annuity (option for married participants)
- (8) Social Security leveling option

All contributions required to support the Plan are made by the Company.

Summary of Changes from the May 1, 2023 Valuation

None.

Employees' Retirement Plan of John Wiley & Sons, Inc.
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN: 13-5593032 Plan Number: 001
April 30, 2025

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	BlackRock	MSCI Emerging Markets Free Fund	\$ 5,327,312	\$ 4,904,234
*	Russell Investments Trust Co.	Russell 1000 Index Fund - Series I	23,266,573	35,882,634
*	Russell Investments Trust Co.	14-Year LDI Fixed Income Fund	49,681,452	50,410,017
*	Russell Investments Trust Co.	8-Year LDI Fixed Income	25,401,755	27,020,692
*	Russell Investments Trust Co.	International Index Fund - Series I	8,882,666	12,727,240
*	Russell Investments Trust Co.	Russell 2000 Index Fund - Series I	2,633,828	3,116,696
*	Russell Investments Trust Co.	15-to-20-Year STRIPS Fixed Income Fund	6,553,262	6,709,195
*	Russell Investments Trust Co.	10-to-15-Year STRIPS Fixed Income Fund	14,407,902	15,185,541
*	Russell Investments Trust Co.	25 Plus Year STRIPS Fixed Income Fund	25,444,623	18,213,715
Total common-collective trusts			\$ 161,599,373	\$ 174,169,964

* Denotes a party in interest

John Wiley & Sons, Inc.

Employees' Retirement Plan of John Wiley & Sons, Inc.
EIN/PN: 13-5593032 / 001

Schedule SB, Line 32 – Schedule of Amortization Bases

Date Established	Type Of Base	Years Remaining	Shortfall Amortization Installment	Present Value of Remaining Installments as of May 1, 2024
May 1, 2023	Shortfall	14	\$ 736,691	\$ 7,686,360
May 1, 2024	Shortfall	15	<u>\$ 1,551,841</u>	<u>\$ 16,979,314</u>
Total			\$ 2,288,532	\$ 24,665,674