



Sanoma

2025 CDP Corporate Questionnaire 2025

Word version

Important: this export excludes unanswered questions

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

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C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

EUR

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

Publicly traded organization

(1.3.3) Description of organization

At Sanoma, we impact the lives of millions of people every day. We work hard to equip the world with the highest-quality learning resources, independent media and local entertainment. Sustainability is integrated into our purpose and everything we do. In 2024, we operated in eleven European countries and employed more than 5,000 professionals. In 2024, our net sales were approx. EUR 1.3 billion and our operational EBIT margin excl. PPA was 13.4%. Sanoma shares are listed on Nasdaq Helsinki. Sanoma has two strategic business units: Sanoma Learning and Sanoma Media Finland. Sanoma Learning is one of the global leaders in K12 education, serving about 25 million students in 11 countries throughout Europe. Our learning products and services enable teachers to develop the talents of every child to reach their potential. We offer printed and digital learning materials as well as digital learning and teaching platforms for K12, i.e. primary, secondary and vocational education. We develop our methodologies based on deep teacher and student insight and by truly understanding their individual needs. By combining our educational technologies and pedagogical expertise, we create learning products and services with the highest learning impact. Sanoma Media Finland is the leading cross-media company in Finland, reaching almost all Finns weekly. We provide information, experiences, inspiration and entertainment through multiple media platforms: newspapers, TV, radio, events, magazines, online and mobile channels. We have leading brands and services, such as Helsingin Sanomat, Ilta-Sanomat, Aamulehti, Me Naiset, Aku Ankka, Nelonen, Ruutu, Supla and Radio Suomipop. For advertisers, we are a trusted partner with insight, impact and reach. Sanoma has an ambitious strategy for sustainable, profitable growth. Sanoma's ambition is to grow its net sales to over 2 bn euros by 2030, with at least 75% coming from the learning business. Sanoma's climate strategy is an important part of our 2030 business strategy, transforming our business to meet the requirements of a low-carbon

economy. Our ambitious environmental action focuses on climate and biodiversity impacts throughout our value chain. Our Sustainability strategy focuses on six main topics, in which we have the greatest impact on society. It is designed to maximise our positive impact on society and to minimise our environmental footprint. Following its business model, Sanoma produces printed and digital learning and media products. Sanoma's printed products are produced either in its own operations, i.e., two newspaper printing houses in Finland, or by upstream printing suppliers used for books and magazines. This exposes Sanoma to environmental impacts through the use of resources. Key environmental impacts include the generation of GHG emissions as well as biodiversity impacts especially through the use of paper. The use of resources, especially paper, also generates dependencies and causes transition risks such as the availability of certified paper, availability of renewable energy and regulatory and customer demand risks. In addition, risks include physical risks related to climate change hazards, such as flooding. Sanoma aims to protect the climate and environment through its climate transition plan and biodiversity actions, with key projects focusing on reducing its impacts and cooperating with suppliers especially in the upstream value chain. These goals and actions apply to all Sanoma's operations across Europe. The Science Based Targets initiative (SBTi) has validated Sanoma's near-term science-based emission reduction targets for its own operations (Scope 1 and 2) and value chain (Scope 3), which confirms that Sanoma's emission reduction targets are aligned with the SBTi 1.5 degree criteria to limit global warming in line with the Paris Agreement. Sanoma's validated SBTi target for its own operations is to reduce combined absolute Scope 1 and 2 GHG emissions by 42% by 2030, from the 2021 base year. A majority of Sanoma's greenhouse gas emissions originate from indirect Scope 3 emissions. Sanoma aims to reduce Scope 3 emissions by 38% by 2030, from the 2021 base year. This Scope 3 target applies to Sanoma's GHG emissions under categories 1 Purchased goods and services, 3 Fuel and energy-related activities and 4 Upstream transportation and distribution, which together accounted for over 75% of Sanoma's value chain emissions in 2024. More information is available at www.sanoma.com.

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/30/2024

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

3 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

3 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

3 years

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

1344800000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

Yes

(1.6.2) Provide your unique identifier

FI4000075023

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

Yes

(1.6.2) Provide your unique identifier

FI0009007694

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

Yes

(1.6.2) Provide your unique identifier

SANOMA

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

Yes

(1.6.2) Provide your unique identifier

743700XJC24THUPK0S03

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Spain | <input checked="" type="checkbox"/> Denmark |
| <input checked="" type="checkbox"/> Norway | <input checked="" type="checkbox"/> Finland |
| <input checked="" type="checkbox"/> Poland | <input checked="" type="checkbox"/> Germany |
| <input checked="" type="checkbox"/> Sweden | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(1.22) Provide details on the commodities that you produce and/or source.

Timber products

(1.22.1) Produced and/or sourced

Select from:

- Produced and sourced

(1.22.2) Commodity value chain stage

Select all that apply

- Production

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

- Yes, we are providing the total volume

(1.22.5) Total commodity volume (metric tons)

43430

(1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

No

(1.22.11) Form of commodity

Select all that apply

Paper

(1.22.12) % of procurement spend

Select from:

6-10%

(1.22.13) % of revenue dependent on commodity

Select from:

41-50%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

Yes

(1.22.19) Please explain

57% of Sanoma's total GHG emissions resulted from purchased goods and services (category 1), including e.g. paper purchases, energy and material usage for printing newspapers, magazines and books as well as marketing and TV production services. In 2024, the total amount of paper used declined by 18% to 43,430 tonnes, mainly driven by lower paper usage in Media Finland. This follows the prevailing media trend of consumers moving from printed to digital and hybrid media products.

[Fixed row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

- Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

- Upstream value chain
- Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

- Tier 3 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

- Tier 4+ suppliers

(1.24.6) Smallholder inclusion in mapping

Select from:

- Smallholders not relevant, and not included

(1.24.7) Description of mapping process and coverage

Sanoma's spend on materials and services was around EUR 434 million in 2024. Sanoma has over 12,000 suppliers ranging from small local content providers to large, global corporations. About 6.5% of these suppliers have an annual spend above EUR 100,000 and are considered key suppliers. To ensure business continuity, compliance and sustainability throughout our supply chain, we evaluate our suppliers during the supplier selection process and carry out continuous monitoring and risk assessments during supplier cooperation. We monitor suppliers to discover and predict possible shortcomings in supplier performance and compliance. Our Know Your Counterparty (KYC) process identifies possible risks and non-compliance of doing business with third parties.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

No, but we plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

Judged to be unimportant or not relevant

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

Sanoma has evaluated the amount of plastics used in its products, newspapers, magazines and books. Newspaper production uses only minor amounts of plastic binding. Sanoma annually reports the amount of binding used, minimises the amount and considers the amount very low. In magazine production plastics are used in some cases to combine magazines to one another, but amounts of plastics are minimised through development work. In books, plastics is used in some cases as binding of the books. Sanoma has issued a statement to all book printing houses to avoid use of virgin plastics and to use recyclable plastics. In book planning, the use of plastic binding is also minimised.

[Fixed row]

(1.24.2) Which commodities has your organization mapped in your upstream value chain (i.e., supply chain)?

Timber products

(1.24.2.1) Value chain mapped for this sourced commodity

Select from:

Yes

(1.24.2.2) Highest supplier tier mapped for this sourced commodity

Select from:

Tier 3 suppliers

(1.24.2.3) % of tier 1 suppliers mapped

Select from:

100%

(1.24.2.4) % of tier 2 suppliers mapped

Select from:

76-99%

(1.24.2.5) % of tier 3 suppliers mapped

Select from:

51-75%

(1.24.2.7) Highest supplier tier known but not mapped for this sourced commodity

Select from:

Tier 4+ suppliers

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Sanoma uses the time-horizons defined by the European Sustainability Reporting Standards (ESRS): short-term time horizon being the reporting period in the financial statements (0-1 years), medium-term time horizon being from 1–5 years and long-term time horizon being more than 5 years. These timeframes help us plan and prepare for risks and opportunities related to sustainability, including mitigating our impact on the climate. These time horizons for assessing climate-related risks and opportunities are aligned with our financial planning and risk management time horizons.

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Sanoma uses the time-horizons defined by the European Sustainability Reporting Standards (ESRS): short-term time horizon being the reporting period in the financial statements (0-1 years), medium-term time horizon being from 1–5 years and long-term time horizon being more than 5 years. Medium-term planning is considered also as strategic period planning. For environmental and climate-related initiatives, we consider medium-term planning to be between 1-5 years.

Long-term

(2.1.1) From (years)

5

(2.1.2) Is your long-term time horizon open ended?

Select from:

Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Sanoma uses the time-horizons defined by the European Sustainability Reporting Standards (ESRS): short-term time horizon being the reporting period in the financial statements (0-1 years), medium-term time horizon being from 1–5 years and long-term time horizon being more than 5 years. In addition to strategic planning, long-term planning includes evaluating alternative futures and long-term visioning, including climate-related scenarios.

[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

- Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Dependencies
- Impacts
- Risks
- Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain
- Downstream value chain

(2.2.2.4) Coverage

Select from:

- Full

(2.2.2.5) Supplier tiers covered

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers
- Tier 3 suppliers

(2.2.2.7) Type of assessment

Select from:

- Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- Annually

(2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term

- Long-term

(2.2.2.10) Integration of risk management process

Select from:

- Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- National
- Not location specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

- Enterprise Risk Management
- Internal company methods
- Risk models

International methodologies and standards

- IPCC Climate Change Projections
- ISO 14001 Environmental Management Standard

Other

- Desk-based research
- Internal company methods
- Materiality assessment
- Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

- Flood (coastal, fluvial, pluvial, ground water)
- Heavy precipitation (rain, hail, snow/ice)

Chronic physical

- Increased severity of extreme weather events

Policy

- Carbon pricing mechanisms
- Changes to international law and bilateral agreements
- Changes to national legislation
- Lack of mature certification and sustainability standards

Market

- Availability and/or increased cost of certified sustainable material
- Changing customer behavior

Reputation

- Increased partner and stakeholder concern and partner and stakeholder negative feedback

Technology

- Data access/availability or monitoring systems
- Transition to lower emissions technology and products

Liability

- Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- NGOs
- Customers
- Employees
- Regulators

- Investors
- Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- Yes

(2.2.2.16) Further details of process

Sanoma's formal risk management process includes the following phases and has been applied to our climate-related risks (see examples in each step): 1.

Setting strategic, operational, reporting and compliance objectives: Sanoma has validated its climate targets with the Science Based Target initiative (SBTi). The 2024 Sustainability Statement complies with the European Sustainability Reporting Standards (ESRS) for E1 Climate Change, including GHG Protocol-based emission calculations across all scopes. Targets are set for 2030, and the company achieved a 44% reduction in Scope 1 and 2 emissions and a 38% reduction in Scope 3 emissions compared to 2021. 2. Identification and assessment of risks: Sanoma applies the ESRS methodology to assess climate-related risks and opportunities across short-term (0–1 year), medium-term (1–5 years), and long-term (5+ years) horizons. The assessment incorporated scenario analysis aligned with the Task Force on Climate-related Financial Disclosures (TCFD), evaluating both physical and transition risks under different climate futures. Data sources included internal operational data, supplier disclosures, and external ESG ratings such as CDP and Sustainalytics. 3. Defining risk management activities: Sanoma identified low to medium transition risks, including reputational and regulatory risks due to increasing stakeholder expectations and evolving EU regulations (CSRD, CSDDD, EUDR, Green Claims Directive). Minor physical risks, such as flooding hazards, were also noted. These risks are evaluated jointly by the Sustainability, Procurement, and Risk Management teams and mitigated through operational policies, contingency planning and insurance. 4.

Implementation of risk management activities: Climate-related risks are managed operationally by the Sustainability and Procurement teams. In 2024, improvements in data quality—such as enhanced supplier data collection and the adoption of the PEFC chain of custody system for paper—enabled more accurate risk identification and mitigation planning. 5. Monitoring performance and efficiency: Sanoma's Sustainability team reports regularly to the Executive Management Team (EMT) and the Audit Committee (AC). The efficiency of climate-related risk management is reviewed in collaboration with Risk Management. In 2024, monitoring was strengthened through improved data granularity and digital tools supporting ESG performance tracking. 6.

Continuous improvement: Sanoma advanced its systematic approach to climate risk management in 2024 by integrating scenario analysis and refining data collection processes. The company's public reporting, aligned with CSRD and ESRS, reflects these improvements. 7. Reporting of updated risk assessment results: Climate-related risks and mitigation actions were reported regularly in 2024 to the AC, acting as the Board's Sustainability Committee. The Sustainability and Procurement teams continue to monitor these risks, supported by improved data systems and ESG reporting frameworks.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

- Forests

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Dependencies
- Impacts
- Risks
- Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain
- Downstream value chain

(2.2.2.4) Coverage

Select from:

- Full

(2.2.2.5) Supplier tiers covered

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers
- Tier 3 suppliers

(2.2.2.7) Type of assessment

Select from:

- Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- Annually

(2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

(2.2.2.10) Integration of risk management process

Select from:

- Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- Site-specific
- Local
- Sub-national
- National

(2.2.2.12) Tools and methods used

Enterprise Risk Management

- Enterprise Risk Management
- Internal company methods

Other

- Desk-based research

- Internal company methods

(2.2.2.13) Risk types and criteria considered

Policy

- Changes to international law and bilateral agreements
- Changes to national legislation

Market

- Availability and/or increased cost of certified sustainable material
- Changing customer behavior

Reputation

- Increased partner and stakeholder concern and partner and stakeholder negative feedback

Liability

- Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- Customers
- Employees
- Investors
- Regulators
- Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- Yes

(2.2.2.16) Further details of process

Sanoma reviews also forest-related risks following the formal risk management process described above. Forest-related risks and opportunities have been reviewed and monitored as a part of the climate-risk process due to the fact that our value chain GHG emissions are strongly linked to our forest-related risk and impact management.

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

Yes

(2.2.7.2) Description of how interconnections are assessed

Sanoma has assessed sustainability-related dependencies during both its ERM risk assessment as well as the double materiality assessment process. Identified dependencies include e.g., dependencies related to the availability of key staff, availability of certified paper to produce its printed products and dependency of customer data to develop its digital products. Following its business model, Sanoma produces printed and digital learning and media products. Sanoma's printed products are produced either in its own operations, i.e., two newspaper printing houses in Finland, or by upstream printing suppliers used for books and magazines. This exposes Sanoma to environmental impacts through the use of resources. Key environmental impacts include the generation of GHG emissions as well as biodiversity impacts especially through the use of paper. The use of resources, especially paper, also generates dependencies and causes transition risks such as the availability of certified paper, availability of renewable energy and regulatory and customer demand risks. In addition, risks include physical risks related to climate change hazards, such as flooding. Sanoma aims to protect the climate and environment through its climate transition plan and biodiversity actions, with key projects focusing on reducing its impacts and cooperating with suppliers especially in the upstream value chain. These goals and actions apply to all Sanoma's operations across Europe.

[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

- Upstream value chain

(2.3.3) Types of priority locations identified

Sensitive locations

- Areas important for biodiversity

Locations with substantive dependencies, impacts, risks, and/or opportunities

- Locations with substantive dependencies, impacts, risks, and/or opportunities relating to forests
- Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity

(2.3.4) Description of process to identify priority locations

Sanoma identifies priority locations through tracing paper production as well as printing production suppliers' locations. In addition Sanoma is developing its forest-related Due Diligence process to trace and report the origin (geolocations) of the paper used in our products. This development work is ongoing to meet the EUDR regulatory requirements and deliver Due Diligence Statements for all our forest commodities. During the EUDR project, Sanoma is assessing its value chain for locations situated in or near sensitive locations.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

- No, we do not have a list/geospatial map of priority locations

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

- Qualitative
- Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- EBITDA

(2.4.3) Change to indicator

Select from:

- Absolute decrease

(2.4.5) Absolute increase/ decrease figure

20000000

(2.4.6) Metrics considered in definition

Select all that apply

- Time horizon over which the effect occurs
- Likelihood of effect occurring

(2.4.7) Application of definition

Sanoma Enterprise Risk Management Policy defines Group-wide risk management principles, objectives, roles, responsibilities and procedures. Same principles have been followed in Sanoma's climate- and forest-related risk assessment. According to the ERM Policy, the President & CEO supported by Executive Management Team is responsible for defining risk management strategies, procedures and setting risk management priorities. Strategic Business Units are responsible for identifying, measuring, reporting, and managing risks. Reporting of updated risk assessment results with related ongoing or planned mitigation actions is done to the Audit Committee and further to the Board of Directors twice a year. Financial impacts are categorised as annual decline of EBIT as follows: 1) Not significant EUR 0-1 million 2) Low EUR 1-5 million 3) Average EUR 5-20 million 4) High EUR 20-40 million 5) Very high over EUR 40 million A substantial impact is considered annually by the Audit Committee in relation to the company's EBIT. In 2024, Sanoma's EBIT was EUR 180 million. A substantial financial impact is an impact of EUR 20-40 million (high impact) or over EUR 40 million (very high impact) annual decline of EBIT. Risk management is integrated in Sanoma's management, strategic planning and internal control system, and covers all risk categories at Group, business units and entity levels. It covers short-, medium- and long-term risks. Likelihood is assessed on a scale of very unlikely (10%), unlikely (30%), uncertain (50%), likely (70%) and very likely (90%). The prioritisation of

Sanoma's sustainability work will be based on Sanoma's double materiality assessment. In late 2023, Sanoma conducted its first double materiality assessment following the CSRD and the reporting requirements set in the ESRS. The results of the double materiality assessment were finalised during 2024 and Sanoma published its first CSRD report (Sustainability Statement), including the results of the double materiality assessment, in its Report of the Board of Directors for 2024.

Opportunities

(2.4.1) Type of definition

Select all that apply

- Qualitative
- Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- EBITDA

(2.4.3) Change to indicator

Select from:

- Absolute increase

(2.4.5) Absolute increase/ decrease figure

20000000

(2.4.6) Metrics considered in definition

Select all that apply

- Time horizon over which the effect occurs
- Likelihood of effect occurring

(2.4.7) Application of definition

Sanoma Enterprise Risk Management Policy defines Group-wide risk management principles, objectives, roles, responsibilities and procedures, including environmental risks. Same principles have been used in Sanoma's climate opportunity assessment. According to the ERM Policy, the President & CEO supported by Executive Management Team is responsible for defining risk management strategies, procedures and setting risk management priorities. Strategic Business Units are responsible for identifying, measuring, reporting, and managing risks. Reporting of updated assessment results with related ongoing or planned mitigation actions is done to the Audit Committee and further to the Board of Directors twice a year. Financial impacts are categorised as annual increase of EBIT as follows: 1) Not significant EUR 0-1 million 2) Low EUR 1-5 million 3) Average EUR 5-20 million 4) High EUR 20-40 million 5) Very high over EUR 40 million A substantial impact is considered annually by the Audit Committee in relation to the company's EBIT. In 2024, Sanoma's EBIT was EUR 180 million. A substantial financial impact is an impact of EUR 20-40 million (high impact) or over EUR 40 million (very high impact) annual decline of EBIT. Risk management is integrated in Sanoma's management, strategic planning and internal control system, and covers all risk categories at Group, business units and entity levels. It covers short-, medium- and long-term risks. Likelihood is assessed on a scale of very unlikely (10%), unlikely (30%), uncertain (50%), likely (70%) and very likely (90%). The prioritisation of Sanoma's sustainability work will be based on Sanoma's double materiality assessment. In late 2023, Sanoma conducted its first double materiality assessment following the CSRD and the reporting requirements set in the ESRS. The results of the double materiality assessment will be finalised during 2024. The results of the double materiality assessment were finalised during 2024 and Sanoma published its first CSRD report (Sustainability Statement), including the results of the double materiality assessment, in its Report of the Board of Directors for 2024.

[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

Yes, both in direct operations and upstream/downstream value chain

Forests

(3.1.1) Environmental risks identified

Select from:

Yes, both in direct operations and upstream/downstream value chain

Plastics

(3.1.1) Environmental risks identified

Select from:

No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

Other, please specify :Plastics are not used in the production of newspapers and only to a very small extend in magazine and book production.

(3.1.3) Please explain

Plastics are not used in the production of newspapers. In magazine and book production, plastics are used only to a very small extent. Therefore, Sanoma has not responded to the CDP Plastics survey, although Sanoma monitors and minimises the amount of plastics used in its products.

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Market

Changing customer behavior

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

Italy

Spain

Norway

Belgium

Denmark

Finland

- Poland
- Sweden
- United Kingdom of Great Britain and Northern Ireland

- Germany
- Netherlands

(3.1.1.9) Organization-specific description of risk

As global mean temperatures continue to rise, mitigating the effects of climate change and active climate action are some of the top priorities for Sanoma's diverse group of stakeholders in both learning and media businesses. Based on Sanoma's overall view of the market, the company's stakeholders views and the climate-related scenario analysis, both businesses face a 360-degrees stakeholder demand regarding environmental practices. For example, according to Media Finland B2B study on consumer preferences, 67% of Finnish consumers prioritise sustainable products in consumer decisions, and the amount of critical consumers has been steadily growing. Trust in Sanoma's climate action as well as in the correctness and factuality of both the content and the advertising provided in Sanoma's media is key for both consumer and B2B customers. Sanoma was ranked the 21th most valuable company brand in Finland in 2025 (source: Brand Finance). Lack of active and transparent climate action could impact Sanoma's reputation and lead to decreased trust in Sanoma and our products. This could lead to loss of customers and result in reduced revenue due to reduced demand particularly for our newsmedia products in Finland.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term
- Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- About as likely as not

(3.1.1.14) Magnitude

Select from:

- Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The Group's revenue in 2024 was EUR 1,345 million, of which 43% came from the media business in Finland and 57% from the learning business in 11 European countries. The impact of a damage in Sanoma's reputation on our learning business could be less significant than in the media business as in the 11 European countries where Sanoma offers learning products the company's operations are very local and operate under local brands.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1922000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

1922000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

1922000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

1922000

(3.1.1.25) Explanation of financial effect figure

*The Group's revenue in 2024 was 1,345 million euros, of which 57% came from the learning business and 43% from the media business. The potential financial impact of decreased revenues resulting from lower demand caused by reputational issues related to climate is estimated to be 0.2% of the revenue of Sanoma's media business and 0.1% of the revenue of the learning business totalling 1.922 EUR million ((Learning: 766000000*0.001)+(Media Finland: 578000000*0.002)).*

(3.1.1.26) Primary response to risk

Policies and plans

- Develop a climate transition plan

(3.1.1.27) Cost of response to risk

300000

(3.1.1.28) Explanation of cost calculation

The annual cost to respond to the potential reputational risk is difficult to estimate, because developing our climate action and the related trainings are implemented throughout our business. The Sustainability Team, together with Procurement and Business development, is responsible for Group-wide target-setting, reporting and communication. The cost of it was approx. EUR 300,000 in 2024, of which over 75% comes from the 3 FTEs allocated to sustainability and procurement work and 25% from investments to Sanoma's climate action related tools. This is our estimated cost to respond to this risk. The 3 FTEs for example conduct Sanoma's annual GHG emission calculation project throughout the business with third-party assurance. Through these calculations Sanoma is able to follow and communicate reductions against our climate targets. The Sustainability Team also evaluates climate-related risks and opportunities and develops Sanoma's communications on environmental and climate action.

(3.1.1.29) Description of response

Sanoma's response on to this risk focuses on our ambitious climate strategy. Sanoma's climate targets follow the Science-Based Target Initiative guidelines, which ensure our ambition level meets the Paris agreements 1.5 degree goal criteria. We aim to reduce our Scope 1 and 2 by 42% and Scope 3 emissions by 38% against a 2021 baseline by 2030. As a part of our climate strategy, we transparently report and communicate annually our actions to ensure our customers and other stakeholders are able to find reliable, third-party validated information on our progress. The strategy contributes to SDG 13: Climate Action and involves collective efforts through industry partnerships that promote sustainable practices. Secondly, we invest in training and knowledge sharing on green claims especially within our B2B staff working with advertising. This development work is expected to increase awareness and knowhow around correct ways to use green claims and develop the reliability of environmental advertising.

Forests

(3.1.1.1) Risk identifier

Select from:

- Risk4

(3.1.1.2) Commodity

Select all that apply

- Timber products

(3.1.1.3) Risk types and primary environmental risk driver

Market

- Lack of availability and/or increased cost of certified sustainable material

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Spain | <input checked="" type="checkbox"/> Denmark |
| <input checked="" type="checkbox"/> Norway | <input checked="" type="checkbox"/> Finland |
| <input checked="" type="checkbox"/> Poland | <input checked="" type="checkbox"/> Germany |
| <input checked="" type="checkbox"/> Sweden | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.1.1.9) Organization-specific description of risk

The availability of certified fiber as a raw material for paper is an issue that has potential influence in the price of supply, resulting in increased commodity prices for Sanoma. Learning and Media Finland are dependent on paper and with that indirectly of wood fiber, although digitalisation is accelerating in both businesses. In 2024, around 49% of customers paid for a printed component either as a print-only product (book, newspaper, magazine) or as part of a hybrid package. In 2024, Sanoma's paper use was 43,430 tons and it decreased by 14% from 2023 due to especially the digitalization of the media business. The risk of increased commodity prices is followed and mitigated through frequent negotiations with paper suppliers conducted by Procurement. Especially the availability of standard newsprint paper is followed closely, since newspapers published by Media Finland are dependent on a limited number of suppliers. At the same time, digitalisation of the media business decreases use of paper and reduces paper-related risks. In 2024, 85% of the Group's end customers paid for a digital component as part of a hybrid (digital print) package or as a full digital product.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- About as likely as not

(3.1.1.14) Magnitude

Select from:

- Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The availability of certified fiber as a raw material for paper poses a supply risk that may lead to increased commodity prices, particularly affecting Sanoma Learning and Media Finland, which remain partially dependent on paper despite ongoing digitalisation. In 2024, approximately 49% of customers paid for a printed component, and Sanoma's total paper usage was 43,430 tons—a 14% decrease from 2023, largely driven by the digital transformation of the media business. In 2024, Sanoma operated in a relatively stable market environment, with direct paper-related costs amounting to approximately EUR 43 million. These costs highlight the financial relevance of paper procurement, even as digitalisation continues to reduce paper volumes and related risks. If certified fiber availability becomes more constrained, it could lead to higher procurement costs and increased pressure on operating cash flows, particularly in the short- to medium-term. This risk is especially relevant for standard newsprint paper, where Sanoma Media Finland relies on a limited number of suppliers. To mitigate this risk, Sanoma's Procurement function conducts frequent negotiations with paper suppliers to manage pricing and ensure supply continuity. Over the medium to long term, the accelerating shift toward digital products—evidenced by 85% of end customers paying for a digital component in 2024—will continue to reduce reliance on paper, thereby decreasing exposure to fiber-related risks and associated financial impacts. In summary, while short-term financial performance and cash flows may be affected by fluctuations in paper prices, the long-term outlook is resilient due to digitalisation and proactive risk management.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

4300000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

4300000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

4300000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

4300000

(3.1.1.25) Explanation of financial effect figure

*The financial impact of the risk of increased commodity prices is calculated by evaluating a potential further 10% rise in the paper prices, corresponding to an estimated range of the financial impact of EUR 4,3 million (EUR 43 million*0.1 = EUR 4,3 million). This estimation has been done by Sanoma's procurement team based on paper price forecasting. We estimate the potential financial impact to be at a level of medium-low for Sanoma.*

(3.1.1.26) Primary response to risk

Engagement

Engage with suppliers

(3.1.1.27) Cost of response to risk

1900000

(3.1.1.28) Explanation of cost calculation

*In 2024, Sanoma's capital expenditure amounted to EUR 38 million and the vast majority of it was related to tech development. Of this total approx. EUR 38 million investment in 2024, we estimate that around 5% or EUR 1.9 million (EUR 38 million*0,05 = EUR 1.9 million) was linked to responding to this risk*

(3.1.1.29) Description of response

Sanoma updates its procurement strategy on annual basis and evaluates potential market impacts of the costs and availability of paper. Potential risks are also followed and mitigated through annual negotiations with suppliers conducted by Sanoma's Procurement. The risk of potentially rising prices is mitigated by diversifying paper supply, which also complements domestic materials, and diversifies overall risk of wood supply. Especially, the risk is closely followed in standard newsprint paper, where Sanoma Media Finland is dependent on a limited amount of suppliers. Sanoma also mitigates dependency on paper through transformation towards digital, and already 85% of all Sanoma's end customers pay for digital services. To ensure that customers are able to continue using our products, we continuously develop our product portfolio both in our learning and media businesses to ensure a hybrid experience. To mitigate the dependency on paper, Sanoma has invested in the transition to digital and cloud.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Policy

Changes to regulation of existing products and services

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- Italy
- Spain
- Norway
- Poland
- Sweden
- United Kingdom of Great Britain and Northern Ireland

- Belgium
- Denmark
- Finland
- Germany
- Netherlands

(3.1.1.9) Organization-specific description of risk

The EU's regulation for companies' climate actions will impact Sanoma directly and indirectly. Sanoma operates in 11 countries across Europe and has an ambitious growth strategy including acquisitions in its learning business. As direct and indirect regulation towards ambitious climate action and reporting increases, reporting requirements can lead to increased operating costs both in own operations but also indirectly through the supply chain. According to Sanoma's view, existing and proposed regulations can impact Sanoma's direct operational costs as well as indirect paper, materials, printing and delivery costs in all our current operating countries in the short- and medium-term. The Corporate Sustainability Reporting Directive (CSRD) has made Scope 1, 2 and 3 reporting mandatory for Sanoma and the EU Taxonomy requires reporting of climate change adaptation eligible and aligned turnover, capex and opex. Also, EU legislation includes directive proposals on renewables and energy efficiency, the Emissions Trading System, the EU energy taxation directive and several proposals relating to the transportation sector.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased compliance costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- Very likely

(3.1.1.14) Magnitude

Select from:

Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The potential financial impact of current and future regulation is evaluated for both own operations and the supply chain. Costs to comply with the reporting requirements of the EU Taxonomy and the CSRD include developing data collection, data management, reporting infrastructure, potential external expertise and stakeholder engagement. According to Sanoma's estimates the annual cost of developing reporting practices to align with current and future regulation is around EUR 500,000 as annual cost of reporting tools, development and resources related to meeting reporting requirements. This estimate is based on the EU's initial evaluation of total estimated costs per company and Sanoma's own evaluation. In addition to reporting regulation costs, carbon taxes in the supply chain could affect Sanoma's supply and distribution costs. Sanoma's operating costs for materials and services were EUR 434.3 million in 2024, of which paper, print and raw material supplies account for approx. EUR 189 million. According to Sanoma's analysis these costs are the most potential ones to rise due to carbon taxes, tariffs or tax-like costs following the regulation. If these operational costs would rise with 2%, as has been evaluated based on Sanoma's scenario analysis, Sanoma's paper, print and raw material costs would increase by EUR 3.78 million ($189 \times 0.02 = 3.78$). In 2023, Sanoma included sustainability-linked KPIs to its EUR 300 million Syndicated Revolving Credit Facility. With the addition, a part of the pricing of the loan is linked to Sanoma's sustainability performance in reducing greenhouse gas (GHG) emissions in line with Sanoma's commitment to Science Based Targets. When meeting the targets, Sanoma's interest costs would decrease by EUR 75,000 as a result of a decrease in the margin of the loan ($EUR\ 300,000,000 \times \text{margin benefit } 0.00025 = EUR\ 75,000$). Similarly, not meeting SBTi targets, would result in an increase of the margin. Altogether, the potential net financial impact for both own operations and the supply chain would be around EUR 4,355,000 ($EUR\ 500,000 + 3,780,000 + 75,000 = EUR\ 4,355,000$) and would constitute to an average financial risk and impact for Sanoma. This financial impact estimate does not take into account potential increases in selling prices due to cost hikes and is evaluated to be the risk before Sanoma's mitigation actions.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

4355000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

4355000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

4355000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

4355000

(3.1.1.25) Explanation of financial effect figure

Altogether, the potential net financial impact for both own operations and the supply chain would be around EUR 4,355,000 (EUR 500,000 + 3,780,000 + 75,000 = EUR 4,355,000) and would constitute to an average financial risk and impact for Sanoma. This financial impact estimate does not take into account potential increases in selling prices due to cost hikes and is evaluated to be the risk before Sanoma's mitigation actions.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

Greater compliance with regulatory requirements

(3.1.1.27) Cost of response to risk

1580000

(3.1.1.28) Explanation of cost calculation

The total cost of response to risk is around EUR 1.58 million, a sum of these three projects: EUR 80,000 in renewable energy and energy efficiency, EUR 1 million in supplier cooperation and EUR 500,000 in developing reporting practices (EUR 80,000+EUR 1 million + EUR 500,000=EUR 1.58 million).

(3.1.1.29) Description of response

As global and EU-wide climate-action and regulation progresses, the cost of materials, energy and logistics may increase due to regulation, as it may lead to increased indirect (operating) costs. Sanoma mitigates this risk through several actions. Firstly, in-line with our sustainability and climate strategy we mitigate this risk in our own operations by transitioning to renewable energy to transition to low-carbon production. In Finland, the additional cost paid for renewable energy was around EUR 20,000 in 2024. In addition, we have invested in using AI to reduce the amount and costs of heating.. We estimate that approx. EUR 60,000 was used on energy efficiency and renewable energy. This estimation is calculated by combining project costs and calculating a EUR 80,000 payback for energy efficiency projects (60,000+20,000=EUR 80,000). This figure doesn't include office space consolidation costs. In 2024, we also continued our office space consolidation programme in operating countries across Europe Secondly, following especially our climate strategy to reduce Scope 3 supply chain emissions, we mitigate the risk of increasing pricing of key supplies through active supplier engagement, supplier selection and active negotiations by Procurement with suppliers. We estimate that in 2024

approx. EUR 1 million was used to develop supplier cooperation, including for example a Supplier Day focusing on sustainability and climate action. Thirdly, to respond to regulation and enhanced emissions-reporting obligations of the CSRD, Sanoma has set up a project to ensure compliancy in own operations but also to manage the risk of increased operating costs. The cost of developing our reporting practices to align with regulation was around EUR 0,5 million in 2024. This estimation is based on Sanoma's assessment after its first CSRD-aligned Sustainability Statement 2024.

Climate change

(3.1.1.1) Risk identifier

Select from:

Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

Flooding (coastal, fluvial, pluvial, groundwater)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

Italy

Spain

Norway

Poland

Sweden

United Kingdom of Great Britain and Northern Ireland

Belgium

Denmark

Finland

Germany

Netherlands

(3.1.1.9) Organization-specific description of risk

Due to rising temperatures caused by climate change, the occurrence of both extremes, long dry spells and heavy rains, increase. Climate-related extreme weather patterns, for example flooding can have an impact and pose a risk on Sanoma's office facilities and printing houses through power cut-offs. Also the physical distribution of Sanoma's products could be disturbed and the online distribution of the cross-media and digital learning services might be threatened. Sanoma provides and distributes learning materials throughout Europe as well as media products and services throughout Finland. Sanoma reviews flood risks by comparing its office, warehouse and printing house locations to the EU's Flood Risk Areas Viewer. The risk of flooding is especially relevant for Sanoma's locations in flood risk areas. In particular offices and a warehouse in Spain, more specifically in Mallorca, face an increased risks of flooding due to their location in a flood risk area.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Reduced availability of insurance on assets in "high-risk" locations

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term
- Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- Unlikely

(3.1.1.14) Magnitude

Select from:

- Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Any larger disturbances due to extreme weather could cause losses in revenue in continuity as well as both print and/or digital services. Sanoma's net sales in 2024 were EUR 1.3 billion, which means an average of EUR 3.8 million sales per day (EUR 1.3 billion / 365 days = EUR 3.8 million). If the potential power cut-off or disturbance in distribution of Sanoma's products would last for example half a day in total throughout Sanoma's operations, the losses in revenue could be around EUR 3.8/2=1.9 million. We expect this not to take place simultaneously throughout our operations and therefore this is a rough estimation.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1900000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

1900000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

1900000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

1900000

(3.1.1.25) Explanation of financial effect figure

Any larger disturbances due to extreme weather could cause losses in revenue in continuity as well as both print and/or digital services. Sanoma's net sales in 2024 were EUR 1.3 billion, which means an average of EUR 3.8 million sales per day (EUR 1.3 billion / 365 days = EUR 3.8 million). If the potential power cut-off or disturbance in distribution of Sanoma's products would last for example half a day in total throughout Sanoma's operations, the losses in revenue could be around EUR 3.8/2=1.9 million. We expect this not to take place simultaneously throughout our operations and therefore this is a rough estimation.

(3.1.1.26) Primary response to risk

Policies and plans

Amend the Business Continuity Plan

(3.1.1.27) Cost of response to risk

(3.1.1.28) Explanation of cost calculation

*In 2024, Sanoma's capital expenditure amounted to EUR 43 million and the vast majority of it was related to tech development. Of this total approx. EUR 43 million investment in 2024, we estimate that around 2% or EUR 0.86 million (EUR 43 million*0.02=EUR 0.88 million) was related to ensuring continuity, flexibility and resilience of our digital products. This is a high-level internal estimation, the capex is related to several other actions too and is not directed only on managing potential hazard physical risks. In addition, operational policies, efficient and accurate process management, contingency planning and insurance support the management of this risk and help in preparing for potential hazards and ensuring business continuity. We estimate that the risk of a large-scale power outage affecting all of Sanoma's digital services at the same time is unlikely.*

(3.1.1.29) Description of response

Natural disasters are long-recognised climate-related risk factors that can cause business interruption and result in operational costs for Sanoma. To mitigate and respond to these potential physical risks, Sanoma has continuity and disaster recovery plans in place for its critical systems and operations. In addition, insurance policies support the management of physical risks. Operational policies, efficient and accurate process management, contingency planning, and insurance help prepare for potential hazards and ensure business continuity. Sanoma estimates that the risk of a large-scale power outage affecting all of Sanoma's digital services at the same time is unlikely. While the response does not currently involve collective action initiatives, it contributes to SDG 13: Climate Action by strengthening Sanoma's resilience to climate-related hazards and supporting long-term adaptation to changing environmental conditions.

Forests

(3.1.1.1) Risk identifier

Select from:

Risk5

(3.1.1.2) Commodity

Select all that apply

Timber products

(3.1.1.3) Risk types and primary environmental risk driver

Market

Changing customer behavior

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- Italy
- Spain
- Norway
- Poland
- Sweden
- United Kingdom of Great Britain and Northern Ireland
- Belgium
- Denmark
- Finland
- Germany
- Netherlands

(3.1.1.9) Organization-specific description of risk

As the global biodiversity crisis continues, protecting biodiversity is one of the top priorities for Sanoma's stakeholders in both learning and media businesses. Protecting biodiversity and active climate action are important for Sanoma's stakeholders and for its operating companies in all 11 countries. Based on Sanoma's overall view of the market, stakeholders' views and the climate-related scenario analysis, especially Sanoma's Finnish media business faces a 360-degree stakeholder demand regarding environmental practices. For example, according to Sanoma's study on consumer preferences, already 67% of Finnish consumers prioritise sustainable products.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

Very unlikely

(3.1.1.14) Magnitude

Select from:

Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Lack of active and transparent environmental action and for example unethical use of paper or use of non-certified fibers could impact Sanoma's reputation and lead to decreased trust in Sanoma and our products. This could lead to loss of customers and result in reduced demand particularly for our news media products in Finland. Trust in our environmental action as well as in the correctness of the content and the advertising provided in our media is key for both the consumers and B2B customers. Sanoma was ranked the 21th most valuable company brand in Finland in 2025 (source: Brand Finance). The impact of a damage in Sanoma's reputation on our learning business could be less significant than in the media business as in the 11 European countries where Sanoma offers learning products the company's operations operate under local brands.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1344000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

1344000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1344000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

1344000

(3.1.1.25) Explanation of financial effect figure

*The Group's revenue in 2024 was 1,344 million euros, of which 57% came from the learning business and 43% from the media business. The potential financial impact of decreased revenues resulting from lower demand caused by reputational issues related to climate is estimated to be 0.1% of the revenue of Sanoma's media business and 0.1% of the revenue of the learning business totalling $0,766+0.578= 1.344$ EUR million ((Learning: $766*0.001$)+(Media: $578*0.001$)). Therefore we estimate the potential financial impact to be low.*

(3.1.1.26) Primary response to risk

Policies and plans

More ambitious no-conversion commitments and policies

(3.1.1.27) Cost of response to risk

434000

(3.1.1.28) Explanation of cost calculation

The cost to respond to the reputational risk has been evaluated to be around EUR 434,300 annually. This cost is calculated by estimating that the price of paper sourced from certified sources is around EUR 10 per tonne higher than for non-certified paper. Sanoma sourced around 43,430 tonnes of paper in 2024 ($43,430$ tonnes x EUR 10 = EUR 434,300). We have rounded this estimate to EUR 700,000. In addition, Sanoma invests annually in the implementation of its Sustainability Strategy.

(3.1.1.29) Description of response

Sanoma mitigates this risk primarily by aiming to use responsibly produced, certified paper fiber with traceable origin. In 2024, 98% (2023: 94%) of paper fiber used by Sanoma originated from certified sources. Sanoma regularly collects direct feedback from the customers in both the learning and media businesses to understand changing customer needs and follow customer concerns on climate- and forest-related issues. In 2024, Sanoma continued implementing its Sustainability Strategy. Environmental issues are one of the six main topics in our strategy. In practice this means proactive cooperation with paper and printing suppliers, measuring and reporting results and developing our actions continuously to ensure we continue to minimise our impacts. In 2023, following our Sustainability Strategy, we for example invested in training and knowledge sharing on green claims especially within our B2B staff working with advertising. This development work is expected to increase awareness and knowhow around correct ways to use green claims and ensure the reliability of environmental advertising.

Forests

(3.1.1.1) Risk identifier

Select from:

- Risk6

(3.1.1.2) Commodity

Select all that apply

- Timber products

(3.1.1.3) Risk types and primary environmental risk driver

Policy

- Changes to regulation of existing products and services

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Spain | <input checked="" type="checkbox"/> Denmark |
| <input checked="" type="checkbox"/> Norway | <input checked="" type="checkbox"/> Finland |
| <input checked="" type="checkbox"/> Poland | <input checked="" type="checkbox"/> Germany |
| <input checked="" type="checkbox"/> Sweden | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.1.1.9) Organization-specific description of risk

Sanoma faces a regulatory and operational risk due to the EU Deforestation Regulation (EUDR), which requires all wood-based products placed on the EU market after December 2025 to be deforestation-free, legally produced, and supported by a due diligence statement including geolocation data. This regulation directly impacts Sanoma's paper and print supply chain, where compliance depends on the company's ability to trace the origin of wood fiber used in its products. The risk arises from potential gaps in supplier data, unclear or missing certifications, and the limited capacity of non-EU suppliers to meet EU standards. Verifying the accuracy of origin information and ensuring full traceability from raw material to final product is complex and resource-intensive. Failure to comply could lead to regulatory penalties, reputational damage, and disruption in product availability.

(3.1.1.11) Primary financial effect of the risk

Select from:

- Increased compliance costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term
- Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- About as likely as not

(3.1.1.14) Magnitude

Select from:

- Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Lack of compliance with the EUDR regulation could lead to disturbances in the delivery of our media and learning products to customers.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

5000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

5000000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

5000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

5000000

(3.1.1.25) Explanation of financial effect figure

The immediate and critical financial risk lies in business disruption—if Sanoma cannot comply with EUDR requirements, it could face interruptions in delivering media and learning products. This disruption is estimated to cost up to €5–10 million, equivalent to two to three days of lost sales based on Sanoma's average daily revenue of €3.8 million. Sanoma's net sales in 2024 was EUR 1.3 billion, which means an average of EUR 3.8 million sales per day (EUR 1.3 billion / 365 days = EUR 3.8 million). In addition to business disruption, non-compliance with the EU Deforestation Regulation (EUDR) may result in financial penalties of up to 4% of Sanoma's annual EU turnover, along with other sanctions such as market exclusion, product confiscation, and reputational damage. These penalties are designed to be dissuasive and proportionate, and may escalate in cases of repeated or systematic breaches. However, these fines are not included in the current risk cost estimate as due to Sanoma's active measures to prepare for EUDR-compliance, Sanoma estimates the risk of actual fines low.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

Ensure no deforestation and no conversion in own operations

(3.1.1.27) Cost of response to risk

300000

(3.1.1.28) Explanation of cost calculation

The annual cost to respond to this risks focuses on building compliance with the EUDR, resourcing the project and the costs of a tool to ensure the data flow of information collected from suppliers and delivered to the EU Traces system. The cost of responded is estimated to be was approx. EUR 300,000, of which over 75% comes from the 2-3 FTEs allocated and 25% from investments to tools. This is our estimated cost to respond to this risk.

(3.1.1.29) Description of response

Sanoma's response on to this risk focuses on developing a due diligence process to comply with the EUDR rules. Sanoma has set up a separate project for this.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

Other, please specify :Total of anticipated effects of Sanoma's climate-related risks

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

6277000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

91-99%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

1900000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

1-10%

(3.1.2.7) Explanation of financial figures

Vulnerability to risk has been calculated by totalling the anticipated effects of Sanoma's climate-related risks.

Forests

(3.1.2.1) Financial metric

Select from:

Other, please specify :Total of anticipated effects of Sanoma's forest-related risks

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

10644000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

91-99%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

Less than 1%

(3.1.2.7) Explanation of financial figures

Vulnerability to risk has been calculated by totalling the anticipated effects of Sanoma's forest-related risks.

[Add row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	Select from: <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized
Forests	Select from: <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Energy source

Use of renewable energy sources

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

Italy

Spain

Norway

Poland

Sweden

United Kingdom of Great Britain and Northern Ireland

Belgium

Denmark

Finland

Germany

Netherlands

(3.6.1.8) Organization specific description

Sanoma's operations across 11 European countries consume approximately 35 GWh of energy annually, making energy use a material climate-related risk, particularly in light of volatile energy markets following the war in Ukraine. To mitigate this risk and support its science-based climate target of a 42% reduction in Scope 1 and 2 emissions by 2030 (against a 2021 baseline), Sanoma has identified energy efficiency and renewable energy adoption as strategic opportunities. These measures not only build resilience against rising energy costs but also directly contribute to achieving the company's climate goals. In 2024, Sanoma's energy consumption declined due to prior investments in energy efficiency and office space restructuring in Finland, Sweden, Norway, France, and the Netherlands. With 97% of electricity already fossil-free in 2024, Sanoma is on track to meet its target of using only fossil-free or renewable energy by 2030. These actions reduce exposure to regulatory and market risks associated with carbon-intensive energy, while also lowering indirect operating costs, reinforcing the business case for climate action.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

- Low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Building resilience by participating in renewable energy programs and adoption of energy-efficiency measures offers Sanoma an opportunity to ensure meeting its ambitious climate targets in own operations but also to save cost related to energy usage, which has become strongly relevant after the war in Ukraine and the consequent energy crisis. Our climate target in Scope 2 are achieved by using lower-emission sources of energy and investing in energy efficiency which enables Sanoma to also reduce its indirect operating costs. To realise this opportunity and to mitigate the potential risk of rising energy costs, Sanoma has invested in several

energy savings and efficiency projects. In 2024, our energy use declined mainly as a result of previous years' energy efficiency projects and office floorspace restructurings. Our target is that Sanoma uses only fossil-free electricity and by 2030, all energy used is fossil-free or renewable. In 2024, the share of fossil-free electricity was 97% and the share of fossil-free energy was 92%.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

43000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

43000

(3.6.1.23) Explanation of financial effect figures

In 2024, Sanoma advanced its renewable energy strategy by commissioning two solar power plants in collaboration with its landlords—one at the Sanomatalo headquarters and another at the Manu printing house. These installations operate under on-site power purchase agreements (PPAs), where Sanoma purchases solar energy directly from third-party-owned systems located on the premises. This model has delivered financial benefits. At the Manu site, solar electricity is procured at a rate lower than the average market price, and because the energy is generated locally, transmission fees are entirely avoided. Similarly, at Sanomatalo, the solar energy produced is used without incurring direct electricity costs or transmission charges. When combining the avoided energy purchase costs and transmission fees across both sites, Sanoma achieved total savings exceeding €13,000 in 2024. The investment structure also supports cost efficiency. At Manu, no upfront investment was required, as the cost is embedded in the electricity purchase agreement. At Sanomatalo, Sanoma contributed approximately €30,000—30% of the total investment—while the property owner covered the remaining 70%. This co-investment model enabled Sanoma to benefit from zero-cost electricity for the portion generated on-site. Beyond solar energy, Sanoma has realized further savings through AI-driven energy optimization. Since 2022, AI systems have been used to regulate heating and cooling in Sanoma House and both printing houses. These systems have led to a continued decline in electricity, district heating, and cooling consumption in 2024, with no additional investment required beyond the initial implementation. Sanoma also ensures that all electricity consumed is backed by EECS RES-GO certificates, guaranteeing fossil-free origin. In leased facilities Sanoma also collaborates with landlords to prioritize fossil-free electricity. The total estimated financial impact, €43,000 (€13,000 + €30,000), is the sum of direct cost savings generated by Sanoma's energy efficiency and savings programmes in 2024.

(3.6.1.24) Cost to realize opportunity

45000

(3.6.1.25) Explanation of cost calculation

In 2024, we invested EUR 20,000 to renewable electricity and heating. The use of AI in Tampere and Vantaa printing houses has also required investments which have been made in previous years. We evaluate that half of the systems use is related to monitoring the heating consumption of the printing houses, resulting in an annual cost of EUR 25,000. Sanoma also takes part in a national energy savings campaigns, which do not require investments. The total cost to realise the opportunity, EUR 45,000 is the sum of the above mentioned investments (EUR 20,000 + EUR 25 000).

(3.6.1.26) Strategy to realize opportunity

Sanoma´s strategy to realise this opportunity focuses on reducing Sanoma´s own operations Scope 2 emissions, which are linked directly also to our energy consumption and costs. By the end of 2024, we have already met our 2030 climate targets and reduced own operations Scope 1&2 emissions by 44% compared to the 2021 base year. Further reductions will require also energy savings, which will support in realising the opportunity of reduced energy costs. To realise this opportunity and to mitigate the potential risk of rising energy costs, Sanoma has invested in several energy savings and efficiency projects. For example, our energy use has declined as a result of energy efficiency projects, energy savings optimisation done in our printing houses in Finland using AI and office floorspace restructurings in Finland, Sweden, Norway, France and the Netherlands. As most of our offices outside Finland are leased and energy usage is a part of the leasing agreement, only our direct investments in energy savings projects and the use of renewables are included in the costs of realising this opportunity.

Forests

(3.6.1.1) Opportunity identifier

Select from:

Opp4

(3.6.1.2) Commodity

Select all that apply

Timber products

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Reputational capital

Reputational benefits resulting in increased demand for products/services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- Italy
- Spain
- Norway
- Poland
- Sweden
- United Kingdom of Great Britain and Northern Ireland
- Belgium
- Denmark
- Finland
- Germany
- Netherlands

(3.6.1.8) Organization specific description

Growing awareness and concern of the biodiversity crisis and climate change drive changes in consumer behavior. For Sanoma, the ongoing transformation towards low-carbon economy together with our business transforming from print to digital services both in learning and in media businesses provides opportunities to stand out positively with active environmental action. International consulting company Brand Finance has listed Sanoma to be one of the most valuable company brands in Finland. Sanoma ranked 21th being the only media company in the top 25. Sanoma Media Finland'S study reveals that 67% of consumers prioritise sustainable products in consumer decisions. Through our media, we reach 96% of Finns. By investing in rigorous environmental action and for example the use of certified paper, Sanoma invests in the opportunity of increased customer trust. Even though our business as a learning and media company is not highly carbon-intensive, all companies face increasing stakeholder demand regarding their environmental practices. The general opinion on paper products is also relevant for Sanoma, since a significant portion of the Group's customers pay for printed products, either as a print-only product such as a school book, newspaper or a magazine or as part of a hybrid (print + digital) package.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

Low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

To realise this opportunity, in 2022–2023 Sanoma aligned its Climate Strategy with the Science Based Targets initiative’s guidelines for 1.5-degree short-term targets. As part of the SBTi project, Sanoma incorporated sustainability-linked key performance indicators (KPIs) into its EUR 300 million Syndicated Revolving Credit Facility, published in 2023. With this addition, a portion of the loan’s pricing is directly tied to Sanoma’s performance in reducing greenhouse gas (GHG) emissions, reinforcing the company’s commitment to achieving its science-based climate goals. The facility, which has a maturity of three years and includes two one-year extension options—both of which have been exercised—now extends to November 2027. It serves as a committed backup for Sanoma’s commercial paper programmes and supports general corporate purposes. This enhances the company’s financial flexibility and ensures access to liquidity under varying market conditions. From a financial position standpoint, the revolving credit facility strengthens Sanoma’s balance sheet by providing access to long-term funding and reducing dependence on short-term financing instruments. It improves the company’s ability to manage working capital efficiently and respond to potential fluctuations in the business environment. The facility also supports Sanoma’s strategic initiatives by ensuring that capital is available when needed. In terms of financial performance, the sustainability-linked pricing mechanism introduces a performance-based incentive structure. If Sanoma meets its annual sustainability targets—such as reducing GHG emissions and improving accessibility in digital learning platforms—the loan pricing may be more favourable. This creates a direct financial benefit from achieving environmental goals and encourages continuous improvement in sustainability performance. Regarding cash flows, the facility provides a stable and flexible source of liquidity that can be drawn as needed. This helps Sanoma manage seasonal variations in cash flow and maintain operational resilience. The revolving nature of the credit line allows the company to optimise financing costs and allocate resources efficiently across its business segments.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

1344000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

1344000

(3.6.1.23) Explanation of financial effect figures

Sanoma's revenue was EUR 1,344 million at the year-end 2024. Sanoma's long-term financial targets are a 2-5% comparable net sales growth in Sanoma Learning and a +/-2% comparable net sales growth in Sanoma Media Finland. Calculating the annual potential financial impact figure for this opportunity is challenging but we estimate that environmental and climate-related actions could result in increased demand for our products and thus grow our revenue slightly, by 0.1%. This would result in a EUR 1.344 million ($1,344 \times 0.001 = 1.344$) impact. Therefore we estimate the potential financial impact to be low. Increasing the amount of environmental and climate-related content in our media and learning products and services could result in growing our revenue through stronger customer demand towards our products while also improving our sustainable finance opportunities and our position in ESG ratings.

(3.6.1.24) Cost to realize opportunity

43430

(3.6.1.25) Explanation of cost calculation

The investment of around EUR 434,300 annually is calculated by estimating that the price of paper sourced from certified sources is around EUR 10 higher per tonne than non-certified paper. Sanoma sourced 43,430 tonnes of paper in 2024 ($43,430 \text{ tonnes} \times \text{EUR } 10 = \text{EUR } 434,300$).

(3.6.1.26) Strategy to realize opportunity

Sanoma's strategy to realise this opportunity focuses around its Sustainability Strategy and implementing our targets to ensure all paper fiber used by Sanoma originates from certified and traceable sources.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Capital flow and financing

- Access to sustainability linked loans

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Spain | <input checked="" type="checkbox"/> Denmark |
| <input checked="" type="checkbox"/> Norway | <input checked="" type="checkbox"/> Finland |
| <input checked="" type="checkbox"/> Poland | <input checked="" type="checkbox"/> Germany |
| <input checked="" type="checkbox"/> Sweden | <input checked="" type="checkbox"/> Netherlands |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.6.1.8) Organization specific description

The EU Sustainable Finance regulation has created a landscape where companies with ambitious climate targets and demonstrable annual emission reductions can turn regulatory pressure into a financing advantage. It is estimated that already around 25% of new corporate financing in the EU is tied to sustainability KPIs, such as GHG emission reductions. For Sanoma, the ongoing shift toward a low-carbon economy—combined with our business transformation from print to digital in both learning and media—offers a clear opportunity to align our climate targets with our funding strategy. This also helps address Sanoma’s climate-related risks. As expectations from investors, regulators, and other stakeholders grow, companies that fail to act on climate may face higher financing costs, reputational damage, or reduced access to capital. By integrating climate considerations into our financial strategy and transparently reporting progress, we can mitigate these risks while supporting our long-term resilience and competitiveness.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased access to capital at lower/more favorable rates

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

Low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

To realise this opportunity, in 2022-2023 Sanoma aligned its Climate Strategy with the Science Based Target initiative's guidelines for 1.5 degree short-term targets. As a part of the SBTi project, Sanoma also added sustainability-linked KPIs to its EUR 300 million Syndicated Revolving Credit Facility, published in 2023. With the addition, a part of the pricing of the loan will be linked to Sanoma's sustainability performance in reducing greenhouse gas (GHG) emissions in line with Sanoma's commitment to Science Based Targets.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

75000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

75000

(3.6.1.23) Explanation of financial effect figures

EUR 75,000 is the potential loan margin benefit Sanoma could gain annually for its current EUR 300 million revolving credit facility when reaching its science-based climate targets (EUR 300,000,000*margin benefit 0.00025 =EUR 75,000). This margin benefit is directive, since Sanoma is not able to disclose the details of the loan agreement in more detail. This calculation is based on the assumption that Sanoma would achieve the targeted annual reduction calculated into Sanoma's Science Based Target for climate action in Scope 1, 2 and 3. This SBTi target is included into Sanoma's sustainable finance framework added into the loan agreement.

(3.6.1.24) Cost to realize opportunity

30000

(3.6.1.25) Explanation of cost calculation

In 2024, the cost to realise this sustainable finance opportunity was roughly estimated 10% of the annual EUR 300,000 costs of Sanoma's climate strategy implementation. Therefore the cost to realise opportunity is around EUR 30,000 (EUR 300,000/0.1=EUR 30,000). The cost of our climate strategy was approx. EUR 300,000 in 2022, of which over 75% comes from the 3 FTEs allocated to sustainability work and 25% from investments to Sanoma's climate action related tools. Sanoma's Sustainability Team, together with Procurement and Business development, is responsible for Group-wide target-setting, reporting and communication. In 2024, these 3 FTEs for example were responsible for product-level CO2 calculations modelling which gave Sanoma more detailed insights on reduction opportunities, Sanoma's climate targets, which included building reduction roadmaps together with business, annual GHG emissions inventory to measure progress against our climate targets, internal and external cooperation to engage with employees and suppliers (e.g. Supplier Day), evaluation of climate-related risks and opportunities using the Task Force on Climate Related Disclosure Framework and the Science-Based Target setting project.

(3.6.1.26) Strategy to realize opportunity

As part of Sanoma's climate strategy, we develop our approach on ESG, sustainable finance opportunities and our reporting following the EU Taxonomy. Sanoma's strategy to realise this opportunity is our ambitious Science-Based Target Initiative aligned climate targets, which were set in 2022 and are a part of Sanoma's Sustainability Strategy.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

Increased brand value

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- Italy
- Spain
- Norway
- Poland
- Sweden
- United Kingdom of Great Britain and Northern Ireland
- Belgium
- Denmark
- Finland
- Germany
- Netherlands

(3.6.1.8) Organization specific description

Fighting the climate crisis is one of the most critical challenges industries and societies face. Although Sanoma operates in a low-carbon industry, minimising environmental impact and raising fact-based climate awareness are key priorities. Growing public awareness and scientific evidence of climate change are already shifting consumer behavior. Media Finland's study revealed that 67% of consumers now prioritise sustainable products in their decisions. This reflects a clear move toward environmentally conscious choices. For Sanoma, the global shift to a low-carbon economy—alongside its transformation from print to digital—offers a chance to stand out through climate action and transparent product-level data, such as carbon footprints. Sanoma has updated its climate targets and aligned them with the Science Based Targets initiative (SBTi), committing to emission reductions in line with the 1.5°C goal of the Paris Agreement. Reaching 97% of Finns through its media, Sanoma can raise awareness of climate change and solutions, strengthening its brand as a responsible corporate citizen. This opportunity is linked to climate risks: by addressing physical threats like extreme weather and transitional challenges such as regulations and consumer expectations, Sanoma can turn vulnerabilities into strategic advantages, reinforcing its role as a resilient, sustainable company.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

Low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Growing awareness and concern of the biodiversity crisis and climate change drive changes in consumer behavior. For Sanoma, the ongoing transformation towards low-carbon economy together with our business transforming from print to digital services both in learning and in media businesses provides opportunities to stand out positively with active environmental action. This provides Sanoma with an opportunity of increased revenues through through active development of sustainable products. This can have a minor impact on Sanoma's financial position, as explained in this opportunity.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

1344000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

1344000

(3.6.1.23) Explanation of financial effect figures

Sanoma's revenue was EUR 1,344 million at the year-end 2024. Sanoma's long-term financial targets are a 2-5% comparable net sales growth in Sanoma Learning and a +/-2 % comparable net sales growth in Sanoma Media Finland. Calculating the annual potential financial impact figure is difficult but we estimate that climate-related content actions could result in increasing our revenue slightly, by 0.1%. This could result in a EUR 1.344 million ($1,344 \times 0.001 = 1.344$) impact. Therefore we estimate the potential financial impact to be low. Increasing the amount of climate-related content in our media and learning products and services could result in growing our revenue through stronger customer demand towards our products while also improving our sustainable finance opportunities and our position in ESG ratings.

(3.6.1.24) Cost to realize opportunity

150000

(3.6.1.25) Explanation of cost calculation

In 2024, the total cost to realise this opportunity was roughly half of the annual EUR 300,000 costs of Sanoma's climate strategy implementation according to our estimation. Therefore the cost to realise opportunity is around EUR 150,000 ($EUR\ 300,00 / 2 = EUR\ 150,000$). Our climate strategy implementation, extending to 2030, and these costs include following components: Product-level CO2 calculations modelling for Sanoma, Sustainability Team resources responsible for Sanoma's climate targets together with Sanoma's Procurement, annual GHG emissions inventory to measure progress against our climate targets, internal cooperation projects together with Sanoma's Procurement to engage with employees and suppliers (e.g. Supplier Day), evaluation of climate-related risks and opportunities using the Task Force on Climate Related Disclosure Framework and the Science-Based Target setting.

(3.6.1.26) Strategy to realize opportunity

These projects support in realising the opportunity of increased revenues resulting from increased demand for greener products and services, because they build the basis for future development and marketing. For example, Sanoma has during 2024 continued product-level carbon footprint calculations for its newspapers produced in Sanoma-owned printing houses and cooperated with magazine printing suppliers to produce product level insights on the carbon footprint of a magazine, which we believe will provide further tools to respond to customer demand. The development work done is needed to progress in our climate action in a trustworthy and systematic way, which is especially important for media and learning businesses based on customer trust.

[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1387000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

91-99%

(3.6.2.4) Explanation of financial figures

Financial opportunity related to increased brand value and cost saving related to energy efficiency and sustainable finance opportunities have been calculated by totalling the anticipated effects of Sanoma's climate-related opportunities.

Forests

(3.6.2.1) Financial metric

Select from:

Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1344000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

91-99%

(3.6.2.4) Explanation of financial figures

Financial opportunity related to increased brand value has been calculated by totalling the anticipated effects of Sanoma's forest-related opportunities.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

The policy applies to all employees and the management of Sanoma is expecting all to respect and act in accordance with the policy. It aims to ensure fair treatment and equal opportunities for all in recruitment, employment terms, remuneration, working conditions, training and development as well as internal appointments.

(4.1.6) Attach the policy (optional)

sanoma-diversity-and-inclusion-policy-1.pdf

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Forests	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- Other policy applicable to the board, please specify :Sustainability and Human Rights Policy

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Reviewing and guiding annual budgets
- Overseeing and guiding scenario analysis
- Overseeing the setting of corporate targets
- Monitoring progress towards corporate targets
- Approving corporate policies and/or commitments
- Monitoring the implementation of a climate transition plan
- Overseeing and guiding the development of a business strategy
- Overseeing and guiding acquisitions, mergers, and divestitures
- Monitoring compliance with corporate policies and/or commitments
- Overseeing and guiding the development of a climate transition plan
- Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
- Overseeing and guiding public policy engagement
- Approving and/or overseeing employee incentives
- Overseeing and guiding major capital expenditures
- Monitoring the implementation of the business strategy
- Overseeing reporting, audit, and verification processes

(4.1.2.7) Please explain

Sustainability is embedded to Sanoma's governance, strategy and business model. The sustainability governance and management model is defined in Sanoma's Sustainability and Human Rights Policy. From the sustainability governance perspective, Sanoma's administrative body is the Board of Directors, the management body the President and CEO supported by the EMT, and the supervisory body the Board of Directors' Audit Committee. Sanoma's Board of Directors is responsible for the approval of strategic sustainability guidelines and sustainability management model, the appropriate arrangement of the control of the sustainability reporting and its assurance, the oversight of sustainability-related impacts, risks and opportunities, the approval of the Sustainability and Human Rights Policy, the approval of the statutory Sustainability Statement, and the review of the double materiality assessment process and the approval of its outcomes. The Audit Committee acts as Sanoma's Sustainability Committee and supports the Board in overseeing sustainability-related impacts, risks and opportunities. The Audit Committee reviews Sanoma's sustainability progress and monitors the implementation of the Sustainability Strategy through regular updates it receives from the management. In 2024, the Audit Committee received five updates on material sustainability impacts, risks and opportunities.

Forests

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- Other policy applicable to the board, please specify :Sustainability and Human Rights Policy

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Reviewing and guiding annual budgets
- Approving and/or overseeing employee incentives
- Overseeing the setting of corporate targets
- Overseeing and guiding major capital expenditures
- Monitoring progress towards corporate targets
- Monitoring the implementation of the business strategy
- Approving corporate policies and/or commitments
- Overseeing reporting, audit, and verification processes
- Overseeing and guiding public policy engagement
- Overseeing and guiding the development of a business strategy
- Overseeing and guiding acquisitions, mergers, and divestitures
- Monitoring compliance with corporate policies and/or commitments
- Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

Sustainability is embedded to Sanoma's governance, strategy and business model. The sustainability governance and management model is defined in Sanoma's Sustainability and Human Rights Policy. From the sustainability governance perspective, Sanoma's administrative body is the Board of Directors, the management body the President and CEO supported by the EMT, and the supervisory body the Board of Directors' Audit Committee. Sanoma's Board of Directors is responsible for the approval of strategic sustainability guidelines and sustainability management model, the appropriate arrangement of the control of the sustainability reporting and its assurance, the oversight of sustainability-related impacts, risks and opportunities, the approval of the Sustainability and Human Rights Policy, the approval of the statutory Sustainability Statement, and the review of the double materiality assessment process and the approval of its outcomes. The Audit Committee acts as Sanoma's Sustainability Committee and supports the Board in overseeing sustainability-related impacts, risks and opportunities. The Audit Committee reviews Sanoma's sustainability progress and monitors the implementation of the Sustainability Strategy through regular updates it receives from the management. In 2024, the Audit Committee received five updates on material sustainability impacts, risks and opportunities.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

Other policy applicable to the board, please specify :Sustainability and Human Rights Policy

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Reviewing and guiding annual budgets
- Overseeing the setting of corporate targets
- Monitoring progress towards corporate targets
- Approving corporate policies and/or commitments
- Overseeing and guiding public policy engagement
- Overseeing and guiding acquisitions, mergers, and divestitures
- Monitoring compliance with corporate policies and/or commitments
- Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
- Approving and/or overseeing employee incentives
- Overseeing and guiding major capital expenditures
- Monitoring the implementation of the business strategy
- Overseeing reporting, audit, and verification processes
- Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

Sustainability is embedded to Sanoma's governance, strategy and business model. The sustainability governance and management model is defined in Sanoma's Sustainability and Human Rights Policy. From the sustainability governance perspective, Sanoma's administrative body is the Board of Directors, the management body the President and CEO supported by the EMT, and the supervisory body the Board of Directors' Audit Committee. Sanoma's Board of Directors is responsible for the approval of strategic sustainability guidelines and sustainability management model, the appropriate arrangement of the control of the sustainability reporting and its assurance, the oversight of sustainability-related impacts, risks and opportunities, the approval of the Sustainability and Human Rights Policy, the approval of the statutory Sustainability Statement, and the review of the double materiality assessment process and the approval of its outcomes. The Audit Committee acts as Sanoma's Sustainability Committee and supports the Board in overseeing sustainability-related impacts, risks and opportunities. The Audit Committee reviews Sanoma's sustainability progress and monitors the implementation of the Sustainability Strategy through regular updates it receives from the management. In 2024, the Audit Committee received five updates on material sustainability impacts, risks and opportunities.

[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

- Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- Consulting regularly with an internal, permanent, subject-expert working group
- Integrating knowledge of environmental issues into board nominating process
- Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
- Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

- Executive-level experience in a role focused on environmental issues
- Active member of an environmental committee or organization

Forests

(4.2.1) Board-level competency on this environmental issue

Select from:

- Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- Consulting regularly with an internal, permanent, subject-expert working group
- Integrating knowledge of environmental issues into board nominating process
- Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

- Executive-level experience in a role focused on environmental issues
- Active member of an environmental committee or organization

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	<i>Select from:</i> <input checked="" type="checkbox"/> Yes
Forests	<i>Select from:</i> <input checked="" type="checkbox"/> Yes
Biodiversity	<i>Select from:</i> <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing public policy engagement related to environmental issues

Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Measuring progress towards environmental science-based targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Developing a climate transition plan
- Implementing a climate transition plan
- Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

- Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Half-yearly

(4.3.1.6) Please explain

Sustainability is embedded to Sanoma's governance, strategy and business model. The sustainability governance and management model is defined in Sanoma's Sustainability and Human Rights Policy. From the sustainability governance perspective, Sanoma's administrative body is the Board of Directors, the management body the President and CEO supported by the EMT, and the supervisory body the Board of Directors' Audit Committee. The President and CEO is responsible for the

implementation of strategic sustainability guidelines. The EMT supports the President and CEO in assessing and validating sustainability-related impacts, risks and opportunities and outlining Sanoma's strategic approach to sustainability, managing sustainability development, and monitoring regularly how sustainability is reflected in the business units. The effectiveness of the sustainability-related policies, actions, metrics and targets are integrated into the sustainability scorecard that is monitored annually by the Board of Directors, Audit Committee and the EMT. In 2024, the President and CEO and the EMT reviewed and approved Sanoma's Environmental standard that covers climate, biodiversity, resource use, energy and waste related topics.

Forests

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing public policy engagement related to environmental issues

Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Implementing the business strategy related to environmental issues
- Managing acquisitions, mergers, and divestitures related to environmental issues
- Managing major capital and/or operational expenditures relating to environmental issues

Other

- Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

- Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Half-yearly

(4.3.1.6) Please explain

Sustainability is embedded to Sanoma's governance, strategy and business model. The sustainability governance and management model is defined in Sanoma's Sustainability and Human Rights Policy. From the sustainability governance perspective, Sanoma's administrative body is the Board of Directors, the management body the President and CEO supported by the EMT, and the supervisory body the Board of Directors' Audit Committee. The President and CEO is responsible for the implementation of strategic sustainability guidelines. The EMT supports the President and CEO in assessing and validating sustainability-related impacts, risks and opportunities and outlining Sanoma's strategic approach to sustainability, managing sustainability development, and monitoring regularly how sustainability is reflected in the business units. The effectiveness of the sustainability-related policies, actions, metrics and targets are integrated into the sustainability scorecard that is monitored annually by the Board of Directors, Audit Committee and the EMT. In 2024, the President and CEO and the EMT reviewed and approved Sanoma's Environmental standard that covers climate, biodiversity, resource use, energy and waste related topics.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing public policy engagement related to environmental issues

Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Implementing the business strategy related to environmental issues
- Managing acquisitions, mergers, and divestitures related to environmental issues
- Managing major capital and/or operational expenditures relating to environmental issues

Other

- Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

- Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Half-yearly

(4.3.1.6) Please explain

Sustainability is embedded to Sanoma's governance, strategy and business model. The sustainability governance and management model is defined in Sanoma's Sustainability and Human Rights Policy. From the sustainability governance perspective, Sanoma's administrative body is the Board of Directors, the management body the President and CEO supported by the EMT, and the supervisory body the Board of Directors' Audit Committee. The President and CEO is responsible for the implementation of strategic sustainability guidelines. The EMT supports the President and CEO in assessing and validating sustainability-related impacts, risks and opportunities and outlining Sanoma's strategic approach to sustainability, managing sustainability development, and monitoring regularly how sustainability is reflected in the business units. The effectiveness of the sustainability-related policies, actions, metrics and targets are integrated into the sustainability scorecard that is monitored annually by the Board of Directors, Audit Committee and the EMT. In 2024, the President and CEO and the EMT reviewed and approved Sanoma's Environmental standard that covers climate, biodiversity, resource use, energy and waste related topics.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing public policy engagement related to environmental issues
- Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Measuring progress towards environmental science-based targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

Strategy and financial planning

- Developing a climate transition plan environmental issues
- Implementing a climate transition plan
- Managing annual budgets related to environmental issues
- Developing a business strategy which considers environmental issues
- Managing acquisitions, mergers, and divestitures related to environmental issues
- Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

(4.3.1.6) Please explain

Sustainability is embedded to Sanoma's governance, strategy and business model. The sustainability governance and management model is defined in Sanoma's Sustainability and Human Rights Policy. From the sustainability governance perspective, Sanoma's administrative body is the Board of Directors, the management body the President and CEO supported by the EMT, and the supervisory body the Board of Directors' Audit Committee. The President and CEO is responsible for the implementation of strategic sustainability guidelines. The EMT supports the President and CEO in assessing and validating sustainability-related impacts, risks and opportunities and outlining Sanoma's strategic approach to sustainability, managing sustainability development, and monitoring regularly how sustainability is reflected in the business units. The effectiveness of the sustainability-related policies, actions, metrics and targets are integrated into the sustainability scorecard that is monitored annually by the Board of Directors, Audit Committee and the EMT. In 2024, the President and CEO and the EMT reviewed and approved Sanoma's Environmental standard that covers climate, biodiversity, resource use, energy and waste related topics. The Chief Financial Officer (CFO), who is a member of the EMT, is responsible for sustainability on the management level.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Procurement Officer (CPO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing supplier compliance with environmental requirements
- Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Measuring progress towards environmental science-based targets
- Setting corporate environmental targets

Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a business strategy which considers environmental issues
- Developing a climate transition plan
- Implementing a climate transition plan

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Financial Officer (CFO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- More frequently than quarterly

(4.3.1.6) Please explain

The Chief Procurement Officer (CPO) is responsible for implementing the Sanoma Sustainability Strategy throughout the supply chain. 95% of Sanoma's emissions result from the value chain and supplier engagement and selection plays a key role in reaching Sanoma's targets. The CPO assesses and manages climate-related risks and opportunities together with the Procurement Management Team, the CSO and Sustainability Team. Together, they collect emission data annually from the suppliers for Scope 3 emission calculations and engage with suppliers to communicate Sanoma's climate targets and ensure cooperation to meet targets. In 2024, climate-related issues have been a regular agenda item on the Procurement Management Team meetings. In addition, Procurement and Sustainability Managers have cooperated to update Sanoma's SBTi climate targets forward, to engage with suppliers and reduce emission on a monthly basis.

Forests

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Procurement Officer (CPO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing supplier compliance with environmental requirements
- Managing value chain engagement related to environmental issues

Strategy and financial planning

- Implementing the business strategy related to environmental issues
- Managing acquisitions, mergers, and divestitures related to environmental issues
- Managing annual budgets related to environmental issues
- Managing major capital and/or operational expenditures relating to environmental issues

- Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Operating Officer (COO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- More frequently than quarterly

(4.3.1.6) Please explain

Forest-related issues are a part of the responsibilities of Sanoma's Procurement. The Chief Procurement Officer (CPO), reporting to the CFO, member of the EMT, is responsible for the management and implementation of paper purchasing, monitoring the price, availability and sustainability of the materials. The CPO together with the Paper and Print procurement team implements our requirements to suppliers via Sanoma's Paper Procurement Standard and the Supplier Code of Conduct, which form an important component of the procurement and purchasing framework, including supplier selection, evaluation and performance appraisal. All new supplier engagements initiated via Sanoma's source-to-contract solution incorporate the Supplier Code of Conduct as a mandatory step for successful selection. The Supplier Code of Conduct is part of Sanoma's standard contractual framework and general terms of purchase. In addition, all paper suppliers are expected to comply with the Paper Procurement Standard.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Procurement Officer (CPO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities

- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing supplier compliance with environmental requirements
- Managing value chain engagement related to environmental issues

Strategy and financial planning

- Implementing the business strategy related to environmental issues
- Managing acquisitions, mergers, and divestitures related to environmental issues
- Managing annual budgets related to environmental issues
- Managing major capital and/or operational expenditures relating to environmental issues
- Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Operating Officer (COO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- More frequently than quarterly

(4.3.1.6) Please explain

Forest-related issues are a part of the responsibilities of Sanoma's Procurement. The Chief Procurement Officer (CPO), reporting to the CFO, member of the EMT, is responsible for the management and implementation of paper purchasing, monitoring the price, availability and sustainability of the materials. The CPO together with the Paper and Print procurement team implements our requirements to suppliers via Sanoma's Paper Procurement Standard and the Supplier Code of Conduct, which form an important component of the procurement and purchasing framework, including supplier selection, evaluation and performance appraisal. All new supplier engagements initiated via Sanoma's source-to-contract solution incorporate the Supplier Code of Conduct as a mandatory step for successful selection. The Supplier Code of Conduct is part of Sanoma's standard contractual framework and general terms of purchase. In addition, all paper suppliers are expected to comply with the Paper Procurement Standard.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Measuring progress towards environmental science-based targets
- Setting corporate environmental targets

Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a business strategy which considers environmental issues
- Developing a climate transition plan
- Implementing a climate transition plan
- Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Financial Officer (CFO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- More frequently than quarterly

(4.3.1.6) Please explain

The CSO, reporting to the CFO, together with the Sustainability Managers leads the planning and implementation of Sanoma's Sustainability Strategy. In addition, they support the Group and SBUs in target achievement, project implementation and communications. The CSO also supports the Group's overall risk management process by monitoring emerging risks, including those related to climate change. In cooperation with the business units, procurement and other internal and external stakeholders (for example the CPO, the CRO and the process operation manager for printing facilities), the CSO controls sustainability and climate-related risks.

Forests

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing public policy engagement related to environmental issues

Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental targets

Strategy and financial planning

- Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Financial Officer (CFO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- More frequently than quarterly

(4.3.1.6) Please explain

The CSO, reporting to the CFO, together with the Sustainability Managers leads the planning and implementation of Sanoma's Sustainability Strategy. In addition, they support Sanoma Procurement and the SBU's in implementing the Sustainability Strategy. The CSO also supports the Group's overall risk management process by monitoring emerging risks, including those related to climate change. In cooperation with the business units, procurement and other internal and external stakeholders (for example the CPO, the CRO and the process operation manager for printing facilities), the CSO controls sustainability and climate-related risks.

Forests

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing public policy engagement related to environmental issues
- Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Managing acquisitions, mergers, and divestitures related to environmental issues
- Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- More frequently than quarterly

(4.3.1.6) Please explain

Sustainability is embedded to Sanoma's governance, strategy and business model. The sustainability governance and management model is defined in Sanoma's Sustainability and Human Rights Policy. From the sustainability governance perspective, Sanoma's administrative body is the Board of Directors, the management body the President and CEO supported by the EMT, and the supervisory body the Board of Directors' Audit Committee. The President and CEO is responsible for the implementation of strategic sustainability guidelines. The EMT supports the President and CEO in assessing and validating sustainability-related impacts, risks and opportunities and outlining Sanoma's strategic approach to sustainability, managing sustainability development, and monitoring regularly how sustainability is reflected in the business units. The effectiveness of the sustainability-related policies, actions, metrics and targets are integrated into the sustainability scorecard that is monitored annually by the Board of Directors, Audit Committee and the EMT. In 2024, the President and CEO and the EMT reviewed and approved Sanoma's Environmental standard that covers climate, biodiversity, resource use, energy and waste related topics. The Chief Financial Officer (CFO), who is a member of the EMT, is responsible for sustainability on the management level.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing public policy engagement related to environmental issues
- Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

Strategy and financial planning

- Developing a business strategy which considers environmental issues
- Managing acquisitions, mergers, and divestitures related to environmental issues
- Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Financial Officer (CFO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- More frequently than quarterly

(4.3.1.6) Please explain

Sustainability is embedded to Sanoma's governance, strategy and business model. The sustainability governance and management model is defined in Sanoma's Sustainability and Human Rights Policy. From the sustainability governance perspective, Sanoma's administrative body is the Board of Directors, the management body the President and CEO supported by the EMT, and the supervisory body the Board of Directors' Audit Committee. The President and CEO is responsible for the implementation of strategic sustainability guidelines. The EMT supports the President and CEO in assessing and validating sustainability-related impacts, risks and opportunities and outlining Sanoma's strategic approach to sustainability, managing sustainability development, and monitoring regularly how sustainability is reflected in the business units. The effectiveness of the sustainability-related policies, actions, metrics and targets are integrated into the sustainability scorecard that is monitored annually by the Board of Directors, Audit Committee and the EMT. In 2024, the President and CEO and the EMT reviewed and approved Sanoma's Environmental standard that covers climate, biodiversity, resource use, energy and waste related topics. The Chief Financial Officer (CFO), who is a member of the EMT, is responsible for sustainability on the management level.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- Managing public policy engagement related to environmental issues

Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments

- Measuring progress towards environmental corporate targets
- Setting corporate environmental targets

Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a business strategy which considers environmental issues
- Developing a climate transition plan
- Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Financial Officer (CFO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- More frequently than quarterly

(4.3.1.6) Please explain

The CSO, reporting to the CFO, together with the Sustainability Managers leads the planning and implementation of Sanoma's Sustainability Strategy. In addition, they support the Group and SBUs in target achievement, project implementation and communications. The CSO also supports the Group's overall risk management process by monitoring emerging risks, including those related to climate change. In cooperation with the business units, procurement and other internal and external stakeholders (for example the CPO, the CRO and the process operation manager for printing facilities), the CSO controls sustainability and climate-related risks.

[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

5

(4.5.3) Please explain

Sanoma has performance-based incentive schemes that cover the Company's management bodies and personnel. Sustainability targets are embedded into the short-term incentives of the executive management. In 2024, alongside financial metrics, sustainability targets constituted 20% of the total annual short-term incentives for the members of the EMT at the target level. 5% out of the overall targets were linked to the climate targets.

Forests

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

5

(4.5.3) Please explain

Sanoma has performance-based incentive schemes that cover the Company's management bodies and personnel. Sustainability targets are embedded into the short-term incentives of the executive management. In 2024, alongside financial metrics, sustainability targets constituted 20% of the total annual short-term incentives for the members of the EMT at the target level. 5% out of the overall targets were linked to the climate targets.

[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

- Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- Achievement of environmental targets

Strategy and financial planning

- Achievement of climate transition plan

Emission reduction

- Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

20% of Sanoma's Executive Management Team members' short-term incentives are linked to Sustainability targets. Of this 20%, 5% is a climate target related to SBTi target and performance.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The performance indicator is in line with our near-term science-based target, which forms a part of our climate transition plan. This incentive supports our commitment to reduce 38% of GHG emissions throughout our supply chain by 2030 compared to a 2021 baseline.

Forests

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

- Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- Progress towards environmental targets

Strategy and financial planning

- Increased proportion of revenue from low environmental impact products or services

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

20% of Sanoma's Executive Management Team members' short-term incentives are linked to Sustainability targets. Of this 20%, 5% is a climate target related to SBTi target and performance. The SBTi target is linked to forest as Purchased goods (in Scope 3 emissions) includes paper and print, and forms 75% of Sanoma's GHG emissions.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The performance indicator is in line with our near-term science-based target, which forms a part of our climate transition plan. This incentive supports our commitment to reduce 38% of GHG emissions throughout our supply chain by 2030 compared to a 2021 baseline.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

Chief Financial Officer (CFO)

(4.5.1.2) Incentives

Select all that apply

Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

Achievement of environmental targets

Strategy and financial planning

Achievement of climate transition plan

Emission reduction

Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

20% of Sanoma's Executive Management Team members' short-term incentives are linked to Sustainability targets. Of this 20%, 5% is a climate target related to SBTi target and performance.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The performance indicator is in line with our near-term science-based target, which forms a part of our climate transition plan. This incentive supports our commitment to reduce 38% of GHG emissions throughout our supply chain by 2030 compared to a 2021 baseline.

Forests

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

- Chief Financial Officer (CFO)

(4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- Progress towards environmental targets

Strategy and financial planning

- Increased proportion of revenue from low environmental impact products or services

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

20% of Sanoma's Executive Management Team members' short-term incentives are linked to Sustainability targets. Of this 20%, 5% is a climate target related to SBTi target and performance. The SBTi target is linked to forest as Purchased goods (in Scope 3 emissions) includes paper and print, and forms 75% of Sanoma's GHG emissions.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The performance indicator is in line with our near-term science-based target, which forms a part of our climate transition plan. This incentive supports our commitment to reduce 38% of GHG emissions throughout our supply chain by 2030 compared to a 2021 baseline.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

- Chief Sustainability Officer (CSO)

(4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- Organization performance against an environmental sustainability index

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

10% of the CSO's annual short-term incentives at the target level were linked to personal performance targets on improvement in certain ESG ratings, incl. the CDP. Members of the Sustainability Team were in addition incentivised on the development of Sanoma's climate-related risk and opportunity management including GHG emissions inventory and TCFD reporting.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The performance indicator is in line with our near-term science-based target, which forms a part of our climate transition plan. This incentive supports our commitment to reduce 38% of GHG emissions throughout our supply chain by 2030 compared to a 2021 baseline.

Forests

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

- Chief Sustainability Officer (CSO)

(4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- Organization performance against an environmental sustainability index

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The CSO's annual financial incentives are linked to Sanoma's Sustainability Strategy. In 2024, 10% of the CSO's annual short-term incentives at the target level were linked to personal performance targets on improvement in certain ESG ratings, incl. the CDP. Members of the Sustainability Team were in addition incentivised on the development of Sanoma's climate and forest-related work.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The performance indicator is in line with our near-term science-based target, which forms a part of our climate transition plan. This incentive supports our commitment to reduce 38% of GHG emissions throughout our supply chain by 2030 compared to a 2021 baseline.

[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

- Climate change

(4.6.1.2) Level of coverage

Select from:

- Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- Direct operations

(4.6.1.4) Explain the coverage

All Sanoma employees are required to apply the Code of Conduct in full to their day-to-day conduct and business decisions. We expect our business partners to apply and follow equivalent international standards on human rights, labour conditions, the environment and anticorruption.

(4.6.1.5) Environmental policy content

Environmental commitments

- Commitment to comply with regulations and mandatory standards

Social commitments

- Adoption of the UN International Labour Organization principles
- Commitment to promote gender equality and women's empowerment
- Commitment to respect and protect the customary rights to land, resources, and territory of Indigenous Peoples and Local Communities
- Commitment to respect internationally recognized human rights

- Commitment to secure Free, Prior, and Informed Consent (FPIC) of indigenous people and local communities

Additional references/Descriptions

- Description of environmental requirements for procurement
- Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

- Publicly available

(4.6.1.8) Attach the policy

code-of-conduct-2025_may.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

- Climate change
- Forests

(4.6.1.2) Level of coverage

Select from:

- Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- Upstream value chain

(4.6.1.4) Explain the coverage

Sanoma's key standard related to guiding its suppliers is the Supplier Code of Conduct. The SCoC outlines Sanoma's environmental principles and requirements towards all Sanoma suppliers and addresses climate change, use of renewable energy, use of plastics, deforestation or forest degradation impacts, waste management, circularity and pollution prevention. The SCoC sets out the ethical standards and responsible business principles key suppliers and service providers are required to comply with. It applies to all Sanoma suppliers in all geographies.

(4.6.1.5) Environmental policy content

Environmental commitments

- Commitment to comply with regulations and mandatory standards

Climate-specific commitments

- Other climate-related commitment, please specify :Reduction or elimination of GHG emissions

Social commitments

- Adoption of the UN International Labour Organization principles

Additional references/Descriptions

- Description of environmental requirements for procurement
- Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

- Publicly available

(4.6.1.8) Attach the policy

sanoma-supplier-code-of-conduct-1.5_english.pdf

Row 3

(4.6.1.1) Environmental issues covered

Select all that apply

- Climate change
- Forests
- Biodiversity

(4.6.1.2) Level of coverage

Select from:

- Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- Direct operations

(4.6.1.4) Explain the coverage

Sanoma's Environmental Standard outlines Sanoma's environmental principles and determines how Sanoma manages its environmental impacts. The Environmental Standard addresses climate change adaptation and mitigation, energy efficiency, use of fossil-free energy, use of plastics, biodiversity impacts, waste management, circularity and pollution prevention. It applies to all Sanoma operations.

(4.6.1.5) Environmental policy content

Environmental commitments

- Commitment to a circular economy strategy
- Commitment to avoidance of negative impacts on threatened and protected species
- Commitment to comply with regulations and mandatory standards
- Commitment to take environmental action beyond regulatory compliance
- Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

- Commitment to 100% renewable energy
- Other climate-related commitment, please specify :Commitment to transitioning to low-carbon energy sources

Social commitments

- Adoption of the UN International Labour Organization principles
- Commitment to respect internationally recognized human rights

Additional references/Descriptions

- Description of commodities covered by the policy
- Description of environmental requirements for procurement
- Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

- Publicly available

(4.6.1.8) Attach the policy

Row 4

(4.6.1.1) Environmental issues covered

Select all that apply

- Climate change
- Biodiversity

(4.6.1.2) Level of coverage

Select from:

- Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- Direct operations

(4.6.1.4) Explain the coverage

The Sustainability and Human Rights Policy outlines Sanoma's sustainability-related principles and summarises its core commitments in own operations. It defines Sanoma's sustainability due diligence process in general, including identification, assessment, management and remediation of sustainability-related impacts. This policy also outlines Sanoma's sustainability management model as well as the responsibilities to identify impact, risks and opportunities through the double materiality assessment process. As a signatory of the UN Global Compact (UNGC), Sanoma commits to the UN Guiding Principles and the Agenda 2030, including UN Sustainable Development Goals (SDGs). In relation to environmental topics, Sanoma commits to the Ten Principles related to fundamental responsibilities, especially environment, as well as the Rio Declaration on Environment and Development. The policy applies to all Sanoma operations across Europe.

(4.6.1.5) Environmental policy content

Environmental commitments

- Commitment to comply with regulations and mandatory standards

Social commitments

- Adoption of the UN International Labour Organization principles
- Commitment to respect internationally recognized human rights

Additional references/Descriptions

- Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

- Publicly available

(4.6.1.8) Attach the policy

sanoma_sustainability-and-human-rights-policy_final.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

- Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

- ☑ UN Global Compact
- ☑ European Climate Pact
- ☑ Forest Stewardship Council (FSC)
- ☑ Science-Based Targets Initiative (SBTi)
- ☑ Global Reporting Initiative (GRI) Community Member
- ☑ Task Force on Climate-related Financial Disclosures (TCFD)
- ☑ Programme for the Endorsement of Forest Certification (PEFC)
- ☑ Other, please specify :**Climate Leadership Coalition (CLC)**

(4.10.3) Describe your organization's role within each framework or initiative

Sanoma is a signatory of the world's largest corporate responsibility initiative, UN Global Compact. The ten principles of the UN Global Compact related to fundamental responsibilities in human rights, labour, environment and anti-corruption are embedded in the Sanoma Code of Conduct. The seventeen United Nations (UN) Sustainable Development Goals (SDGs) are the blueprint for achieving a more sustainable future for all. They address several common, global challenges the world is facing. We have identified nine of the SDGs as most relevant for our business based on where we have the greatest impact. These nine SDGs are embedded into our Sustainability Strategy, including SDG 13 Climate action. Sanoma is a supporter of the Task Force on Climate-related Financial Disclosures (TCFD). Through its CDP Climate Change disclosure, Sanoma has pledged to support the European Climate Pact and will continue supporting this European Green Deal initiative. The Science Based Targets initiative (SBTi) approved in 2023 Sanoma's near-term science-based emission reduction targets for own operations (Scope 1 and 2) and value chain (Scope 3). This validation confirms that Sanoma's climate strategy and business model are compatible with transition to a sustainable economy and limiting of global warming to 1.5°C in line with the Paris Agreement. Sanoma is also a member of the Climate Leadership Coalition (CLC), a partnership of Finnish businesses and research organizations committed to developing business-led solutions to combat climate change. Sanoma's Sustainability report was based on Global Reporting Initiative (GRI) Standards 2010-2023. As of 2024, Sanoma uses the European Sustainability Reporting Standards as a sustainability reporting framework. Paper certification schemes, such as the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC), provide standards and guidelines for sustainable forest management. These certifications encourage responsible practices that prioritise biodiversity conservation, ecosystem preservation, and the rights of indigenous communities. Certification schemes promote traceability and help verify that the wood used in paper production comes from certified and legal sources, reducing the risk of illegal logging and associated deforestation. By adhering to paper certification standards, Sanoma demonstrates its commitment to responsible sourcing. It's important to note that while paper certification can contribute to sustainable forest management, it is not a standalone solution. Sanoma continuously seeks to increase the share of certified fiber used in its paper products. Sanoma actively monitors its suppliers to assess the progress, and to identify and address non-compliance, according to the Sanoma's Paper Procurement Standard and the Supplier Code of Conduct annexed to all paper procurement agreements. The aim is to ensure that paper used by Sanoma is produced responsibly and originates from traceable and verified sources through the FSC and PEFC certificates suppliers that are verified by a third-party. Sanoma collects supplier information via national tools and databases by national forest organisations, research institutes and FSC and PEFC registry.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

Paris Agreement

(4.11.4) Attach commitment or position statement

Sanoma Corporation - Near-Term Target Approval Letter (1).pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

Yes

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

Voluntary government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

Sanoma Media Finland Ltd (440600622097-82) is registered in the EU Transparency Register. Sanoma Corporation (712395115155-72) is not directly registered in the EU Transparency Register.

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Sanoma has committed to the Science Based Target Initiative. The Science Based Targets initiative (SBTi) approved in 2023 Sanoma's near-term science-based emission reduction targets for own operations (Scope 1 and 2) and value chain (Scope 3). This validation confirms that Sanoma's climate strategy and business model are compatible with transition to a sustainable economy and limiting of global warming to 1.5C in line with the Paris Agreement. The climate targets are well-integrated into Sanoma's strategy and way of working. Together with development of inclusive learning solutions, Sanoma's science-based targets are linked as sustainability KPIs to its EUR 300 million Syndicated Revolving Credit Facility.

[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

Indirect engagement via a trade association

(4.11.2.4) Trade association

Europe

Other trade association in Europe, please specify :Finnish Media Federation (FIN Media)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Finnish Media Federation (Finnmedia) is an advocacy organisation for private companies in the media and printing industries. For example in 2021, the media industry, led by Finnmedia, set industry-wide climate targets to become carbon neutral by 2035. These targets also support Finland's national target (also carbon neutral by 2035) aligned with the Paris Agreement. Sanoma participated in the project of analysing industry GHG emissions and discussions to set targets. Sanoma's climate targets are more ambitious than the Finnmedia's position, as Sanoma aims to become carbon neutral in 2030. During 2024, Sanoma for example responded to a climate strategy progress survey by the Finnmedia.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

309416.38

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

From a climate perspective, Finnmedia provides Sanoma with an industry network to enhance climate policies and action throughout the industry.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

- Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

- Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

Select from:

- Non-Governmental Organization (NGO) or charitable organization

(4.11.2.3) State the organization or position of individual

Climate Leadership Coalition

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Sanoma is a member of the Climate Leadership Coalition (CLC), an organisation to advance climate policies. In 2024, Sanoma took part in CLC working groups. As CLC's position is Paris-agreement aligned, it is also consistent with Sanoma's view and position.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

11000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Through the funding Sanoma is able to connect with the largest non-profit coalition and business network in Europe, keep up to date on latest development and also gain insight for its own climate action.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

- Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

- Paris Agreement

Row 3

(4.11.2.1) Type of indirect engagement

Select from:

- Indirect engagement via a trade association

(4.11.2.4) Trade association

Europe

- Other trade association in Europe, please specify :Finnish Media Federation (FIN Media)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- Forests

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Finnish Media Federation (Finnmedia) is an advocacy organisation for private companies in the media and printing industries. For example during 2024-2025, Finnmedia has been preparing an industry-wide nature transition plan including forest, biodiversity and climate aspects. Sanoma has participated in surveys, workshops and round tables as a part of the project.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

309416.38

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Finnmedia provides Sanoma with an industry network to enhance environmental cooperation throughout the industry.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

Kunming-Montreal Global Biodiversity Framework

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

Yes

(4.12.1) Provide details on the information published about your organization’s response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

- In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

- ESRS

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- Climate change
- Forests
- Biodiversity

(4.12.1.4) Status of the publication

Select from:

- Complete

(4.12.1.5) Content elements

Select all that apply

- Strategy
- Governance
- Emission targets
- Value chain engagement
- Dependencies & Impacts
- Biodiversity indicators

- Emissions figures
- Risks & Opportunities

- Public policy engagement
- Content of environmental policies

(4.12.1.6) Page/section reference

Sanoma's Sustainability Statement starts on page 36. The environmental specific topics start on page 59.

(4.12.1.7) Attach the relevant publication

sanoma-corporation-annual-report-2024.pdf

(4.12.1.8) Comment

Sanoma's Sustainability Statement ("Sustainability Report" as per the Finnish Accounting Act) has been prepared in accordance with the Corporate Sustainability Reporting Directive (EU) 2022/2464 and the European Sustainability Reporting Standards (ESRS) defined in the Commission Delegated Regulation (EU) 2023/2772, the requirements of Chapter 7 of the Finnish Accounting Act on sustainability reporting, and the EU Taxonomy legislation (2020/852). The Sustainability Statement has been prepared on a consolidated basis and comprises Sanoma Corporation and its subsidiaries. The scope of consolidation is the same as for the Consolidated Financial Statements. Aligned with the Financial Statements, the figures include joint operations according to the Sanoma's ownership share exceeding 50% ownership share (50%). The reported topics are based on Sanoma's double materiality assessment process conducted in 2024. The identified material impacts, risks and opportunities cover Sanoma's own operations as well as the upstream and downstream value chain. For the upstream value chain, the statements cover information on Sanoma's tier 1 suppliers. In addition, Sanoma traces and monitors the origin of its purchased materials further in the supply chain to tier 2 suppliers. For downstream value chain, the statements cover information extending to consumers and end-users.

[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

Yes

(5.1.2) Frequency of analysis

Select from:

Every two years

Forests

(5.1.1) Use of scenario analysis

Select from:

No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

Insufficient data

(5.1.4) Explain why your organization has not used scenario analysis

Sanoma evaluates annually forest-related risks and opportunities, but has not evaluated forest scenarios due to lack of methodology. We have followed the development of the Task-Force on Nature-Related disclosure (TNFD) as we already have used the Task-Force on Climate-Related Disclosure (TCFD) framework to analyse our climate-related scenarios. We plan to develop our approach going forward.

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

IEA SDS

(5.1.1.3) Approach to scenario

Select from:

Qualitative

(5.1.1.4) Scenario coverage

Select from:

Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

Policy

Market

Reputation

Technology

(5.1.1.6) Temperature alignment of scenario

Select from:

1.6°C - 1.9°C

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

2050

2070

2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

When analysing the IEA's Sustainable Development Scenario (SDS), Sanoma assumes that jurisdictions relevant to its operations will implement climate policies aligned with the SDS pathway, including net-zero targets by 2050 for advanced economies, by 2060 for China, and by 2070 for other regions. Sanoma expects macroeconomic growth to remain stable, with increasing investment in low-carbon sectors and green technologies. Regional factors such as weather variability, urbanization, and land use are anticipated to evolve toward sustainability, with infrastructure adapting to support electrification and resource efficiency. Technological development is assumed to be rapid and transformative, particularly in renewable energy, energy storage, hydrogen, and carbon capture, supported by digital innovation and declining costs. Energy demand is expected to peak before 2030 and decline thereafter, with renewables becoming the dominant source and fossil fuels being phased out. This scenario assumes high ambition and consistency in climate policy, fast-paced technological progress, growing consumer preference for sustainable solutions, and strong global cooperation. However, uncertainties remain, including potential delays in policy implementation, geopolitical tensions affecting supply chains, slower-than-expected technology deployment, public resistance to change, and financial constraints in developing regions. These factors may influence the severity and outcomes of the scenario. The SDS scenario assumes all energy-related Sustainable Development Goals and current net-zero pledges are achieved, offering a 50% probability of limiting global temperature rise to 1.65°C, with the potential to reach 1.5°C by 2100 if net negative emissions are deployed after 2070.

(5.1.1.11) Rationale for choice of scenario

The Sustainable Development Scenario (SDS) is based on a surge in clean energy policies and investment that puts the energy system on track for key SDGs. This scenario was selected, because Sanoma has committed, in its sustainability strategy to advance the SDG's. In this scenario, all current net zero pledges are achieved in full and there are extensive efforts to realise near-term emissions reductions; advanced economies reach net zero emissions by 2050, China around 2060, and all other countries by 2070 at the latest. Without assuming any net negative emissions, this scenario is consistent with limiting the global temperature rise to 1.65 °C with a 50% probability. With some level of net negative emissions after 2070, the temperature rise could be reduced to 1.5 °C in 2100. In regards to impacts of the SDS scenario for Sanoma, we looked at regulatory and legal, technological, market, reputation impacts, at the timeframe of 2030 and 2050 as this is the timeframe in which action is needed. All risks types were identified with inherent assumptions in them, such as countries reaching current net-zero pledges. As this is a energy transition related scenario, especially regulatory risks were identified as risks increased energy pricing on the business, while achieving this scenario would also offer a more stable energy market and transition, which was seen as an opportunity. Market-wise a clear increase in energy pricing will impact Sanoma directly and also indirectly through pricing of supply. With technological systems and our digital business heavily relying on energy and renewable energy sources, this scenario was seen as an opportunity.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

RCP 1.9

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

SSP1

(5.1.1.3) Approach to scenario

Select from:

Qualitative

(5.1.1.4) Scenario coverage

Select from:

Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Policy
- Market
- Technology

(5.1.1.6) Temperature alignment of scenario

Select from:

- 1.5°C or lower

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

- 2030
- 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumptions The scenario assumes that global climate action is rapid and coordinated, aligning with the IPCC RCP2.6 / SSP1, IEA Sustainable Development Scenario, and the IPR Forecast Policy Scenario. Global warming is limited to 1.5°C, though this outcome is increasingly unlikely under current policy trajectories. At this level of warming, 14% of the global population is exposed to severe heat at least once every five years. Sea levels rise by 0.4 metres by 2100. Deforestation is halted by 2030, and large-scale reforestation efforts are underway. Precipitation intensifies in the Northern Hemisphere, while the Southern Hemisphere experiences prolonged dry spells. Massive policy shifts are implemented globally, including widespread carbon taxation (~£100/tCO₂e by 2030). Fossil fuels are rapidly phased out through bans, taxes, and incentives, with coal eliminated first, followed by gas and oil. Renewable electricity exceeds 95% of the global energy mix by 2050. Transport electrification accelerates at a 36% compound annual growth rate, with 230 million EVs on the road by 2030 and all new vehicles fossil-free by 2050.

Uncertainties The likelihood of achieving the 1.5°C target is decreasing due to current global policy gaps. The pace and effectiveness of fossil fuel phase-out may vary across regions. Technological breakthroughs, public support, and political will are critical but unpredictable factors. Climate impacts such as heat exposure, sea level rise, and precipitation changes may differ regionally and depend on local adaptation efforts. The economic and social consequences of rapid decarbonization, including energy transitions and employment shifts, are difficult to forecast precisely. *Constraints* The scenario relies on strong global cooperation and policy alignment, which may be difficult to sustain. It assumes high carbon prices and aggressive regulation, which could face political resistance. Infrastructure and supply chains must adapt quickly to support electrification and renewable energy deployment. The transition may strain economies with limited resources or fossil-dependent industries. While the scenario reflects an ideal mitigation pathway, its feasibility is constrained by current geopolitical, economic, and institutional realities.

(5.1.1.11) Rationale for choice of scenario

In regards to impacts of the 1.5 degree scenario for Sanoma, we looked at regulatory and legal, technological, market, reputation and physical risks. All risk types were identified with inherent assumptions in them, such as the timing of carbon taxes for example. Regulatory risks were identified as risks of carbon taxes on the business in case of not being able to reduce GHG emissions according to our climate targets. Reliable technological systems form an integral part of Sanoma's business and in this scenario flooding was seen as the biggest threat. Market-wise we identified a risk of not able to access finance due to lack of climate action. Also, market-shifts may impact our advertising business for example in Finland. Also, especially in our learning business we see steady use of paper-related products and therefore also identified a risk of price increases on supply and also issues with availability. In the 1.5 degree scenario, severe weather phenomena pose a threat especially on the digital systems used. In this Sanoma's first assessment we looked at the timeframe of 2030 and 2050 as this is the timeframe in which action is needed.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

- RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

- SSP2

(5.1.1.3) Approach to scenario

Select from:

- Qualitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Chronic physical
- Policy
- Reputation
- Technology

(5.1.1.6) Temperature alignment of scenario

Select from:

- 2.0°C - 2.4°C

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

- 2030
- 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumptions The scenario assumes that moderate climate action has been taken, but not at the pace or scale recommended by scientists. Global temperatures continue to rise, peaking in the second half of the century, with warming reaching around 2–3°C. At 2°C, approximately 37% of the global population is exposed to severe heat at least once every five years. Sea levels rise by 35% by 2100, and biodiversity begins to decline significantly. Health impacts such as heat-related deaths and the spread of vector-borne diseases increase by mid-century. Fossil fuel use is reduced, especially coal and oil, while renewables grow to 80% of the energy mix by 2050. Transport electrification accelerates at a compound annual growth rate of 29%. A carbon price of £25/tCO₂e by 2030, rising to £100 by 2050, is common in developed economies. Energy prices fall by 12% in advanced economies but rise by 70% in emerging ones. *Uncertainties* The effectiveness and consistency of climate policies remain uncertain, with implementation varying across regions. The actual trajectory of global emissions may diverge from modeled expectations due to political, economic, or technological shifts. Regional climate impacts, especially in Northern Europe, may differ from global averages. The pace of renewable energy adoption and transport electrification could be influenced by market dynamics, innovation, and public acceptance. Health and biodiversity impacts are difficult to quantify precisely and may be influenced by local adaptation measures. *Constraints* The scenario is based on RCP4.5 / SSP2 and other mid-range policy forecasts, which assume partial mitigation but not full alignment with the Paris Agreement. It reflects a world where climate action is taken, but not uniformly or systematically. The uneven distribution of energy price impacts and climate vulnerability—especially in developing economies—poses challenges for global equity and resilience. Long-term projections carry inherent uncertainty, and the scenario may not fully capture short-term disruptions or tipping points. Policy and market responses are assumed to be reactive rather than transformative.

(5.1.1.11) Rationale for choice of scenario

In regards to impacts of the 2 degree scenario for Sanoma, we looked at regulatory and legal, technological, market, reputation and physical risks, at the timeframe of 2030 and 2050 as this is the timeframe in which action is needed. All risk types were identified with inherent assumptions in them, such as the timing of price increases of energy pricing. Regulatory risks were identified as risks of carbon taxes and energy pricing on the business. With technological systems, flooding was seen as the biggest threat. Market-wise a clear increase in energy pricing will impact Sanoma directly and also indirectly through pricing of supply. Also, market shifts may impact content requirements for example in our media business as consumers interest shift. Also, especially in our learning business we see steady use of paper-related products and therefore also identified a risk of price increases on supply and also issues with availability. In the 2 degree scenario, severe weather phenomena pose a threat through power cut-offs on the digital systems used but also offices and for example customers using our content as digital.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

- No SSP used

(5.1.1.3) Approach to scenario

Select from:

- Qualitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Chronic physical
- Policy
- Reputation
- Technology

(5.1.1.6) Temperature alignment of scenario

Select from:

- 4.0°C and above

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

2030

2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumptions The scenario assumes that global greenhouse gas emissions continue to rise throughout the century, driven by fossil fuel use, population growth, and limited climate policy. It projects a global temperature increase of over 4°C by 2100, with significant regional impacts. In Northern Europe, this includes more frequent and intense heatwaves, flooding, and storms. It assumes that infrastructure, energy systems, and digital networks are increasingly exposed to climate-related disruptions. The scenario also anticipates growing public concern about climate change, influencing media consumption and educational priorities. Energy supply is assumed to become more volatile, affecting digital services and operational continuity. *Uncertainties* There is uncertainty regarding future climate policy and mitigation efforts, which could shift the world away from the RCP 8.5 trajectory. Technological advancements in energy systems, infrastructure resilience, and digital platforms may reduce exposure to climate risks. Consumer behavior in response to climate stressors is unpredictable and may vary across regions. Regional climate impacts may differ from global projections, making local effects harder to model. The vulnerability of supply chains and partner networks to climate disruptions remains uncertain and may evolve over time. *Constraints* The scenario's assumptions may conflict with corporate sustainability goals and ongoing mitigation efforts. Availability of localized climate data and impact models may limit the precision of risk assessments. Long-term projections to 2100 are useful for strategic foresight but may be less actionable for short- to medium-term planning. Stakeholders may question the relevance of a worst-case scenario unless clearly framed as a stress test. Some risks, such as infrastructure damage or societal instability, may be difficult or costly to fully mitigate, constraining the effectiveness of adaptation strategies.

(5.1.1.11) Rationale for choice of scenario

While RCP 8.5 is not the most probable scenario, it serves as a stress test for Sanoma's resilience. It helps identify vulnerabilities in a worst-case context, ensuring preparedness even if mitigation efforts falter globally. This scenario is particularly relevant for risk management.

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- Risk and opportunities identification, assessment and management
- Strategy and financial planning
- Resilience of business model and strategy
- Capacity building
- Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The critical questions Sanoma seeks to address through its climate-related scenarios and strategy are: how will climate change affect Sanoma? How can we support the transition to a low-carbon economy? Focal questions are: what are the climate-related physical and transition risks that will impact our business? What kind of targets, actions and changes are required to mitigate risks? Scenario analysis helps to consider climate-related issues with possible medium- to long-term outcomes that are uncertain and may have substantive impacts on Sanoma's strategy. Sanoma has mapped internally climate change risks as a part of the implementation of the TCFD recommendations, participated in the UN Global Compact Climate Ambition Accelerator programme, which contributed to the scenario analysis, and scenarios are updated as a part of Sanoma's CSRD-aligned double materiality assessment annually. Sanoma's scenario analysis for transition and physical risks has included assessing the impacts of current and future regulations on operations and supply chains, evaluating changes in customer behaviour and market demand for sustainable products, as well as identifying opportunities for adopting new technologies to reduce emissions. In its assessment, Sanoma has used climate scenarios, including scenarios in line with limiting global warming to 1.5°C with no or limited overshoot and high-climate scenarios, such as RCP 1.9, RCP 4.5, RCP 8.5 and IEA SDS to understand potential alternative futures and to develop strategies to mitigate identified risks based on scenario outcomes. These scenarios are based on best available scientific evidence, such as the IPCC assessments. As Sanoma's assets are mostly intangible, no assets or business activities that are sensitive to significant physical hazards or transition risks or incompatible with the transition to a climate-neutral economy have been identified. The RCP1.9 represents the 1.5°C pathway, following the Paris Agreement. As focal questions, we looked at regulatory, legislative and policy (especially EU legislation on finance, carbon taxation, energy, reporting, due diligence, supply chain accountability) perspectives. Also technological, market, reputation and physical risks were analysed. In Sanoma's assessment we looked at the timeframes 2021–2030 and 2021–2050 as these are the timeframes in which action is needed. These timeframes were used to consider the immediate and long-term impact as well as actions needed. The results highlighted the potential for increased operational costs through energy and carbon schemes (such as wider adoption of carbon pricing, tariffs and impact of these on materials pricing availability). It also highlighted the importance of monitoring of paper carbon profiles, origin and suppliers of our paper supply. Also, a risk of availability of finance and a reputational risk as a result of potential lack of transparent and ambitious climate action was identified. Physical risks were also seen as relevant due to two main reasons. Firstly, flooding may impact both direct operations (printing houses, offices, digital continuity) and indirect operations (mainly pricing and delays in supply). Secondly, the impact of both flooding and potential power cut-offs on digital systems reliability. During 2024, Sanoma's scenario analysis has influenced for example the identification, assessment and management of climate-related risks and opportunities, forming a part of our Double Materiality Assessment (DMA). The insights gained from scenario modelling have been integrated into our DMA processes, informing decision-making. The results of Sanoma's climate-risk assessment have been used to inform business and incorporating the results of

the analysis into Sanoma's climate target setting and annual risk assessment process. The qualitative information gained from the analysis has been used as a part of Sanoma's climate target setting and led to a commitment to validate our climate-targets against the Science-Based Target initiative. The scenario analysis and DMA assessment highlighted the importance of monitoring the source and supplier of our paper supply, and as a result, we have embedded this point of view into our regular paper negotiations. Through our current climate targets we mitigate the risk of availability of finance and reputational risk, but also see the Science Based Target commitment and validation as important step to ensure our climate action is ambitious enough. Physical risks are mitigated through operational policies, accurate process management, contingency planning and insurance.

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

No, but we plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

Due to the nature of Sanoma's media and learning business, Sanoma doesn't perform investments in e.g. infrastructure related to fossil fuels or new capital goods, which rely on fossil fuels. Sanoma's revenue is not linked to fossil fuel expansion. Despite of this, we plan to develop our transition plan to ensure we explicitly commit to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

- We do not have a feedback mechanism in place, but we plan to introduce one within the next two years

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Sanoma's transition plan is based on climate risk and opportunity assessments, including customer expectations, regulatory developments, and physical risks. It aligns with our strategic shift from print to digital, which supports long-term emissions reductions. Key dependencies include the availability of low-carbon paper, the decarbonization of energy and transport sectors, and evolving ESG regulations. We resource the transition through dedicated internal teams, leadership oversight, and integration of sustainability into core business functions. Investments are directed toward energy efficiency, digitalization, and supply chain improvements. In 2024, we achieved a 44% reduction in Scope 1 and 2 emissions and a 38% reduction in Scope 3 emissions compared to 2021. These reductions reflect our commitment to operational changes and continuous improvement. Looking ahead, Sanoma plans to continue resourcing the transition through especially supplier engagement. Sustainability is embedded in our governance and planning processes, and we align with CSRD and ESRS requirements to ensure transparency and accountability.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

Progress Against Transition Plan: Sanoma has made strong progress in implementing its climate transition plan disclosed in previous reporting periods. By the end of 2024, Sanoma reduced Scope 3 emissions in categories 1, 3 and 4 by 38% from the 2021 base year—meeting its SBTi target well ahead of 2030. These categories accounted for over 75% of Scope 3 emissions in 2024. Key actions included: - Supplier collaboration: Continued cooperation with paper suppliers to use lower-carbon paper and with printing suppliers to improve carbon accounting and target setting. Lower paper use led to reduced printing-related emissions. - Supplier Day 2024: Strengthened partnerships and shared knowledge on product-level emission calculations and regulatory developments (EUDR, CSRD, CSDDD). - Annual data collection: Maintained supplier-specific emissions tracking and follow-up on climate targets. - Digital shift: Ongoing transition from print to digital in the media business reduced emissions from paper, materials and logistics. Sanoma also improved emissions accounting for other purchased services (e.g., IT, consulting, cloud services, TV production) and enhanced cooperation with related suppliers. In Scope 1 and 2, Sanoma achieved a 44% reduction by the end of 2024 from the 2021 baseline. These reductions stem from: - Energy transition: Increased use of renewable and fossil-free electricity and heating. - Office restructuring: Optimized floorspace in Media Finland and Learning, lowering energy use. - Fleet policy updates: New car policies in Italy, the Netherlands and Belgium supported the shift to electric and hybrid vehicles. These results reflect Sanoma's continued implementation of its transition plan across both its value chain and own operations.

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

- Forests

(5.2.14) Explain how the other environmental issues are considered in your climate transition plan

For Sanoma's climate-related impact and forest impact are strongly connected, as our most significant Scope 3 emissions result from the production of our forest-based paper products, newspapers, magazines and newspapers. Our ability to transition to paper with low carbon profile and digitalisation impact both our climate and forest strategy.

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

- Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

- Products and services
- Upstream/downstream value chain
- Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

Climate change

Forests

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

To meet customer information needs, manage reputational risks, and harness emerging opportunities, Sanoma has developed product-level CO₂ calculations for both its printed and digital products. This initiative is part of a broader sustainability strategy aimed at increasing transparency, supporting customer decision-making, and reinforcing Sanoma's role as a responsible media company. Sanoma annually calculates the greenhouse gas emissions produced by its newspaper printing houses in Tampere and Vantaa. These calculations inform operational decisions and investment planning, such as optimizing energy use and selecting lower-emission materials. Product-level carbon footprint assessments have been conducted for flagship publications, including Helsingin Sanomat—the largest newspaper in the Nordics—in 2010, 2019, and 2022–2024. These assessments support long-term strategic goals to reduce emissions and improve environmental performance. The carbon footprint of Helsingin Sanomat has decreased by approximately 27% compared to 2010 and about 16% compared to 2019, reflecting the effectiveness of targeted emission reduction measures. In addition, Sanoma delivers digital emissions calculations and reports to its advertising customers, enabling them to make informed choices and align with their own sustainability goals. This service is a strategic response to growing market demand for climate transparency in digital media and advertising. These actions are guided by Sanoma's sustainability governance framework, which integrates climate-related risks and opportunities into strategic planning. Decisions are made through cross-functional collaboration involving sustainability, operations, and business development teams, and are reviewed annually to ensure alignment with evolving stakeholder expectations and regulatory requirements.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

Risks

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

Climate change

Forests

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Sanoma's climate strategy is an important part of our 2030 business strategy, transforming its business to meet the requirements of a low-carbon economy, aligned with the Paris Agreement 1.5°C goal. Value chain (Scope 3) emissions are the most significant source of GHG emissions for Sanoma. In 2024, 75% of total GHG emissions resulted from categories 1, 3 and 4. During 2024, Sanoma continued to cooperate with our suppliers help reduce the GHG emissions and our common

climate footprint. We encourage our suppliers to measure their climate footprint and energy used. Annually, we collect allocated data from the suppliers to calculate Sanoma's GHG emissions according to the GHG Protocol. Our focus is especially on supporting our paper and printing suppliers in reducing GHG emissions related to the materials' production and transport, and to ensure we continue to reduce our emissions in line with our targets. Sanoma favours suppliers that set ambitious energy and emission reduction targets to transition towards a low-carbon future. We also follow-up on our key suppliers' climate targets to develop our climate-related scenarios. In addition to climate action, we favour suppliers with a commitment to professional environmental management and certified environmental management systems. Safeguarding biodiversity protects wildlife populations and supports the adaptation to climate change. As a sizeable paper purchaser, Sanoma is responsible for protecting biodiversity and promoting the responsible use of forest resources. Our Paper Procurement Standard is annexed to all direct and indirect paper procurement agreements and guides suppliers to ensure that the paper used by us is produced responsibly and originates from traceable and verified sources. We also monitor closely the carbon profiles of the paper used, to ensure we are able to meet our emission reduction targets. All paper used in Sanoma's newspapers, magazines and books is expected to originate from certified and sustainably managed forests i.e. traceable, verified and legal sources.

Operations

(5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change
- Forests

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Sanoma has integrated climate change-related risks and opportunities into its strategic planning and operational practices. The company actively monitors evolving sustainability regulations such as the Corporate Sustainability Reporting Directive (CSRD), Corporate Sustainability Due Diligence Directive (CSDDD), and the EU Deforestation Regulation (EUDR), ensuring compliance and readiness for their implications on its operations. In response to climate-related risks, Sanoma has adopted science-based targets for reducing emissions across its own operations (Scope 1 and 2) and its value chain (Scope 3), which have been validated by the Science Based Targets initiative (SBTi). This alignment with the Paris Agreement demonstrates its commitment to limiting global warming to 1.5°C. The company calculates its greenhouse gas emissions using the GHG Protocol, enabling comprehensive tracking and reduction of its climate impact. Sanoma has also implemented a group-wide Environmental Standard to guide efforts in minimizing environmental and biodiversity impacts. This includes improving operational efficiency, using sustainable materials, and ensuring responsible procurement practices. Climate-related risks and opportunities are assessed annually following the Task Force on Climate-Related Financial Disclosures (TCFD) framework. In addition to operational measures, Sanoma leverages its role as a media and learning company to raise awareness and educate society about climate change and sustainability, contributing positively beyond its direct operations.

[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

Indirect costs

(5.3.2.2) Effect type

Select all that apply

Risks

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

Climate change

Forests

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Sanoma identifies climate-related physical risks that may affect its business in the short, medium, and long term. Acute risks such as flooding, driven by extreme weather events, pose threats to printing houses, facilities, and warehouses—especially in high-risk areas. In 2024, some facilities in Spain experienced damage due to heavy flooding. Sanoma mitigates these risks through response planning and insurance coverage. Transition risks are also recognized, including increasing complexity and costs related to compliance with evolving regulations like the CSRD and EUDR. These require extensive data collection and reporting infrastructure, potentially raising operational costs both internally and across the supply chain. Non-compliance could lead to financial penalties and reputational harm. Changing customer expectations may also pose risks. Sanoma addresses these by monitoring regulatory developments, advancing its climate transition plan, and collaborating with suppliers to reduce emissions. Opportunities are linked to the implementation of Sanoma's climate transition plan. Transparent climate and biodiversity actions can enhance brand value and drive demand. Operational cost savings are possible through renewable energy adoption and energy-efficiency initiatives, such as AI-optimized heating and renewable heating in Finland. Sanoma also leverages sustainable finance by aligning its climate targets with the Science Based Targets initiative (SBTi), enabling access to capital at more favorable rates. Its €300 million Syndicated Revolving Credit Facility includes KPIs that reduce interest costs when

emission targets are met. Sanoma has not identified a need for major strategic or business model changes based on its climate resilience analysis. It considers climate adaptation not to pose a significant threat to financing access. The ongoing digital shift, especially in the media business, supports the climate transition, although it increases energy demand and the need for fossil-free energy. The resilience analysis includes uncertainties related to time horizons and scenario severity. Sanoma aims to further develop its scenario analysis and continues to adapt its strategy through renewable energy transition, supplier engagement, science-based emission targets, and regular updates to its Sustainability Strategy and risk management processes.

[Add row]

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

	Identification of spending/revenue that is aligned with your organization’s climate transition	Methodology or framework used to assess alignment with your organization’s climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> A sustainable finance taxonomy	Select from: <input checked="" type="checkbox"/> At both the organization and activity level

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization’s climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

Select from:

EU Taxonomy for Sustainable Activities

(5.4.1.3) Objective under which alignment is being reported

Select from:

Total across climate change mitigation and climate change adaption

(5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

Select from:

Yes

(5.4.1.5) Financial metric

Select from:

Revenue/Turnover

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

0

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

0

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

0

(5.4.1.9) Percentage share of selected financial metric planned to align in 2030 (%)

0

(5.4.1.10) Percentage share of financial metric that is taxonomy-eligible in the reporting year (%)

(5.4.1.11) Percentage share of financial metric that is taxonomy non-eligible in the reporting year (%)

86

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

The Taxonomy currently focuses on the most carbon-intensive industries, green energy and innovations. Sanoma's environmental footprint is not significant, and as a learning and media company, only a few of its businesses are defined as Taxonomy-eligible activities, while none are Taxonomy-aligned. Sanoma's Taxonomy disclosure is based on an annual assessment of Taxonomy-eligibility and Taxonomy-alignment. The assessment model was developed in internal workshops with representatives from the businesses, sustainability and finance operations. According to Sanoma's assessment, the following economic activities are identified as eligible under the objective 2) climate change adaptation: 8.2 Computer programming, consultancy and related activities (digital learning businesses) and 8.3 Programming and broadcasting activities (TV and radio broadcasting business in Finland). Economic activities 13.1 Creative, arts and entertainment activities (live events business in Finland) and 13.3 Motion picture, video and television programme production, sound recording and music publishing activities (music publishing business in Finland) were also found to be potentially eligible for Sanoma, but to avoid double counting, Sanoma reports all eligible Turnover, CapEx and OpEx related to Nelonen Media and these activities under economic activity 8.3. According to Sanoma's assessment, the Taxonomy's economic activity 11 Education, only refers to the organising of public and private education, and thus does not cover Sanoma's Learning business. The Taxonomy's list of potentially eligible activities does not include any news media-related economic activities and therefore Sanoma's news media business is not considered as an eligible economic activity. Sanoma's eligible activities only include potential substantial contribution to objective 2) climate change adaptation. None of Sanoma's eligible activities were identified to substantially contribute to 2) climate change adaptation and therefore none of Sanoma's activities are Taxonomy-aligned. None of Sanoma's eligible activities include any DNSH criteria. Sanoma has reviewed the Minimum Safeguards criteria related to the Taxonomy and complies with respect to human rights, bribery and corruption, taxation and fair competition. Turnover of Taxonomy-eligible economic activities is reported in relation to the Group's total net sales (Consolidated Financial Statements, Note 2.2), which means the Turnover of products and services associated with Taxonomy-eligible economic activities is divided with the Group's consolidated net sales. The Taxonomy-eligible Turnover includes net sales of activity 8.3. Net sales of economic activity 8.2. is not included in the Taxonomy-eligible net sales, because this activity is not an enabling activity. Enabling economic activities are a sub-category of environmentally sustainable economic activities under the Taxonomy Regulation, which do not substantially contribute to climate change mitigation through their own performance. Taxonomy-aligned Turnover would be calculated following the same formula as eligible activities, if the activity-specific substantial contribution criteria would be met.

Row 2

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

Select from:

EU Taxonomy for Sustainable Activities

(5.4.1.3) Objective under which alignment is being reported

Select from:

Total across climate change mitigation and climate change adaption

(5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

Select from:

Yes

(5.4.1.5) Financial metric

Select from:

CAPEX

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

0

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

0

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

0

(5.4.1.9) Percentage share of selected financial metric planned to align in 2030 (%)

0

(5.4.1.10) Percentage share of financial metric that is taxonomy-eligible in the reporting year (%)

(5.4.1.11) Percentage share of financial metric that is taxonomy non-eligible in the reporting year (%)

61

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

The Taxonomy currently focuses on the most carbon-intensive industries, green energy and innovations. Sanoma's environmental footprint is not significant, and as a learning and media company, only a few of its businesses are defined as Taxonomy-eligible activities, while none are Taxonomy-aligned. Sanoma's Taxonomy disclosure is based on an annual assessment of Taxonomy-eligibility and Taxonomy-alignment. The assessment model was developed in internal workshops with representatives from the businesses, sustainability and finance operations. According to Sanoma's assessment, the following economic activities are identified as eligible under the objective 2) climate change adaptation: 8.2 Computer programming, consultancy and related activities (digital learning businesses) and 8.3 Programming and broadcasting activities (TV and radio broadcasting business in Finland). Economic activities 13.1 Creative, arts and entertainment activities (live events business in Finland) and 13.3 Motion picture, video and television programme production, sound recording and music publishing activities (music publishing business in Finland) were also found to be potentially eligible for Sanoma, but to avoid double counting, Sanoma reports all eligible Turnover, CapEx and OpEx related to Nelonen Media and these activities under economic activity 8.3. According to Sanoma's assessment, the Taxonomy's economic activity 11 Education, only refers to the organising of public and private education, and thus does not cover Sanoma's Learning business. The Taxonomy's list of potentially eligible activities does not include any news media-related economic activities and therefore Sanoma's news media business is not considered as an eligible economic activity. Sanoma's eligible activities only include potential substantial contribution to objective 2) climate change adaptation. None of Sanoma's eligible activities were identified to substantially contribute to 2) climate change adaptation and therefore none of Sanoma's activities are Taxonomy-aligned. None of Sanoma's eligible activities include any DNSH criteria. Sanoma has reviewed the Minimum Safeguards criteria related to the Taxonomy and complies with respect to human rights, bribery and corruption, taxation and fair competition. CapEx of Taxonomy-eligible activities is reported in relation to the Group's total CapEx (Consolidated Financial Statements, Note 3.2 and Note 3.3). The Taxonomy-eligible CapEx deviates from the Group's total CapEx. Total CapEx includes additions in the Group's tangible and intangible assets during the year. The Taxonomy-eligible CapEx includes additions in the tangible and intangible assets of all Taxonomy-eligible activities. According to the Taxonomy Regulation, the total acquisition value of TV programming rights is considered as Taxonomy-eligible CapEx under the activity 8.3 forming a major part of Sanoma's taxonomy-eligible CapEx. In Sanoma's financial reporting, the acquisition of TV programming rights is excluded from the cash-based CapEx. Taxonomy-aligned CapEx would be calculated following the same formula as eligible activities, if the activity-specific substantial contribution criteria would be met.

Row 3

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

Select from:

EU Taxonomy for Sustainable Activities

(5.4.1.3) Objective under which alignment is being reported

Select from:

Total across climate change mitigation and climate change adaption

(5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

Select from:

Yes

(5.4.1.5) Financial metric

Select from:

OPEX

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

0

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

0

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

0

(5.4.1.9) Percentage share of selected financial metric planned to align in 2030 (%)

0

(5.4.1.10) Percentage share of financial metric that is taxonomy-eligible in the reporting year (%)

(5.4.1.11) Percentage share of financial metric that is taxonomy non-eligible in the reporting year (%)

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

The Taxonomy currently focuses on the most carbon-intensive industries, green energy and innovations. Sanoma's environmental footprint is not significant, and as a learning and media company, only a few of its businesses are defined as Taxonomy-eligible activities, while none are Taxonomy-aligned. Sanoma's Taxonomy disclosure is based on an annual assessment of Taxonomy-eligibility and Taxonomy-alignment. The assessment model was developed in internal workshops with representatives from the businesses, sustainability and finance operations. According to Sanoma's assessment, the following economic activities are identified as eligible under the objective 2) climate change adaptation: 8.2 Computer programming, consultancy and related activities (digital learning businesses) and 8.3 Programming and broadcasting activities (TV and radio broadcasting business in Finland). Economic activities 13.1 Creative, arts and entertainment activities (live events business in Finland) and 13.3 Motion picture, video and television programme production, sound recording and music publishing activities (music publishing business in Finland) were also found to be potentially eligible for Sanoma, but to avoid double counting, Sanoma reports all eligible Turnover, CapEx and OpEx related to Nelonen Media and these activities under economic activity 8.3. According to Sanoma's assessment, the Taxonomy's economic activity 11 Education, only refers to the organising of public and private education, and thus does not cover Sanoma's Learning business. The Taxonomy's list of potentially eligible activities does not include any news media-related economic activities and therefore Sanoma's news media business is not considered as an eligible economic activity. Sanoma's eligible activities only include potential substantial contribution to objective 2) climate change adaptation. None of Sanoma's eligible activities were identified to substantially contribute to 2) climate change adaptation and therefore none of Sanoma's activities are Taxonomy-aligned. None of Sanoma's eligible activities include any DNSH criteria. Sanoma has reviewed the Minimum Safeguards criteria related to the Taxonomy and complies with respect to human rights, bribery and corruption, taxation and fair competition. OpEx of Taxonomy-eligible activities is reported in relation to net opex. Net OpEx deviates from the Group's operating expenditure and includes direct non-capitalised costs related to the use of Sanoma's taxonomy-eligible economic activities' assets. The direct non-capitalised costs are related to TV broadcasting, digital production, purchased digital traffic, research and development (incl. related employee benefit expenses), ICT development and short-term leasing payments. OpEx of Taxonomy-eligible activity 8.2 includes non-capitalised R&D costs (incl. employee benefit expenses). OpEx of Taxonomy-eligible activity 8.3 includes distribution expenses and direct employee expenses of broadcasting activities. Taxonomy-aligned OpEx would be calculated following the same formula as eligible activities, if the activity specific substantial contribution criteria would be met.

[Add row]

(5.4.2) Quantify the percentage share of your spending/revenue that was associated with eligible and aligned activities under the sustainable finance taxonomy in the reporting year.

Row 1

(5.4.2.1) Economic activity

Select from:

- Computer programming, consultancy and related activities

(5.4.2.2) Taxonomy under which information is being reported

Select from:

- EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

Select from:

- Taxonomy-eligible but not aligned

(5.4.2.4) Financial metrics

Select all that apply

- CAPEX
- OPEX

(5.4.2.17) Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (currency)

6.6

(5.4.2.18) Taxonomy-eligible but not aligned CAPEX associated with this activity as % of total CAPEX in the reporting year

4

(5.4.2.24) Taxonomy-eligible but not aligned OPEX associated with this activity in the reporting year (currency)

19.2

(5.4.2.25) Taxonomy-eligible but not aligned OPEX associated with this activity as % total OPEX in the reporting year

47

(5.4.2.27) Calculation methodology and supporting information

According to Sanoma's assessment, the following economic activities are identified as eligible under the objective 2) climate change adaptation: 8.2 Computer programming, consultancy and related activities (digital learning businesses) and 8.3 Programming and broadcasting activities (TV and radio broadcasting business in Finland). CapEx of Taxonomy-eligible activities is reported in relation to the Group's total CapEx. The Taxonomy-eligible CapEx deviates from the Group's total CapEx. Total CapEx includes additions in the Group's tangible and intangible assets during the year. The Taxonomy-eligible CapEx includes additions in the tangible and intangible assets of all Taxonomy-eligible activities. Taxonomy-aligned CapEx would be calculated following the same formula as eligible activities, if the activity-specific substantial contribution criteria would be met. OpEx of Taxonomy-eligible activities is reported in relation to net opex. Net OpEx deviates from the Group's operating expenditure and includes direct non-capitalised costs related to the use of Sanoma's taxonomy-eligible economic activities' assets. The direct non capitalised costs are related to TV broadcasting, digital production, purchased digital traffic, research and development (incl. related employee benefit expenses), ICT development and short-term leasing payments. OpEx of Taxonomy-eligible activity 8.2 includes non-capitalised R&D costs (incl. employee benefit expenses). Taxonomy-aligned OpEx would be calculated following the same formula as eligible activities, if the activity specific substantial contribution criteria would be met. Net sales of economic activity 8.2. is not included in the Taxonomy-eligible net sales, because this activity is not an enabling activity. Enabling economic activities are a sub-category of environmentally sustainable economic activities under the Taxonomy Regulation, which do not substantially contribute to climate change mitigation through their own performance.

(5.4.2.28) Substantial contribution criteria met

Select from:

Yes

(5.4.2.29) Details of substantial contribution criteria analysis

Sanoma's eligible activities only include potential substantial contribution to objective 2) climate change adaptation. None of Sanoma's eligible activities were identified to substantially contribute to 2) climate change adaptation and therefore none of Sanoma's activities are Taxonomy-aligned.

(5.4.2.30) Do no significant harm requirements met

Select from:

No

(5.4.2.31) Details of do no significant harm analysis

None of Sanoma's eligible activities include any DNSH criteria. Sanoma has reviewed the Minimum Safeguards criteria related to the Taxonomy and complies with respect to human rights, bribery and corruption, taxation and fair competition.

(5.4.2.32) Minimum safeguards compliance requirements met

Select from:

Yes

(5.4.2.33) Attach any supporting evidence

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Row 2

(5.4.2.1) Economic activity

Select from:

Programming and broadcasting activities

(5.4.2.2) Taxonomy under which information is being reported

Select from:

EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

Select from:

Taxonomy-eligible but not aligned

(5.4.2.4) Financial metrics

Select all that apply

Turnover

CAPEX

OPEX

(5.4.2.10) Taxonomy-eligible but not aligned turnover from this activity in the reporting year (currency)

186.8

(5.4.2.11) Taxonomy-eligible but not aligned turnover from this activity as % of total turnover in the reporting year

14

(5.4.2.17) Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (currency)

53.6

(5.4.2.18) Taxonomy-eligible but not aligned CAPEX associated with this activity as % of total CAPEX in the reporting year

35

(5.4.2.24) Taxonomy-eligible but not aligned OPEX associated with this activity in the reporting year (currency)

10.9

(5.4.2.25) Taxonomy-eligible but not aligned OPEX associated with this activity as % total OPEX in the reporting year

27

(5.4.2.27) Calculation methodology and supporting information

According to Sanoma's assessment, the following economic activities are identified as eligible under the objective 2) climate change adaptation: 8.2 Computer programming, consultancy and related activities (digital learning businesses) and 8.3 Programming and broadcasting activities (TV and radio broadcasting business in Finland). Economic activities 13.1 and 13.3 were also found to be potentially eligible for Sanoma, but to avoid double counting, Sanoma reports all eligible Turnover, CapEx and OpEx related to Nelonen Media and these activities under economic activity 8.3. Turnover of Taxonomy-eligible economic activities is reported in relation to the Group's total net sales, which means the Turnover of products and services associated with Taxonomy-eligible economic activities is divided with the Group's consolidated net sales. The Taxonomy-eligible Turnover includes net sales of activity 8.3. CapEx of Taxonomy-eligible activities is reported in relation to the Group's total CapEx. The Taxonomy-eligible CapEx deviates from the Group's total CapEx. Total CapEx includes additions in the Group's tangible and intangible assets during the year. The Taxonomy-eligible CapEx includes additions in the tangible and intangible assets of all Taxonomy-eligible activities. According to the Taxonomy Regulation, the total acquisition value of TV programming rights is considered as Taxonomy-eligible CapEx under the activity 8.3 forming a major part of Sanoma's taxonomy-eligible CapEx. In Sanoma's financial reporting, the acquisition of TV programming rights is excluded from the cash-based CapEx. OpEx of Taxonomy-eligible activities is reported in relation to net opex. Net OpEx deviates from the Group's operating expenditure and includes direct non-capitalised costs related to the use of Sanoma's taxonomy-eligible economic activities' assets. The direct non capitalised costs are related to TV broadcasting, digital production, purchased digital traffic, research and development (incl. related employee benefit expenses), ICT development and short-term leasing payments. OpEx of Taxonomy-eligible activity 8.3 includes distribution expenses and direct employee expenses of broadcasting activities. Taxonomy-aligned Turnover, CapEx and OpEx would be calculated following the same formula as eligible activities, if the activity specific substantial contribution criteria would be met.

(5.4.2.28) Substantial contribution criteria met

Select from:

Yes

(5.4.2.29) Details of substantial contribution criteria analysis

Sanoma's eligible activities only include potential substantial contribution to objective 2) climate change adaptation. None of Sanoma's eligible activities were identified to substantially contribute to 2) climate change adaptation and therefore none of Sanoma's activities are Taxonomy-aligned.

(5.4.2.30) Do no significant harm requirements met

Select from:

No

(5.4.2.31) Details of do no significant harm analysis

None of Sanoma's eligible activities include any DNSH criteria. Sanoma has reviewed the Minimum Safeguards criteria related to the Taxonomy and complies with respect to human rights, bribery and corruption, taxation and fair competition.

(5.4.2.32) Minimum safeguards compliance requirements met

Select from:

Yes

(5.4.2.33) Attach any supporting evidence

sanoma-corporation-annual-report-2024.pdf

[Add row]

(5.4.3) Provide any additional contextual and/or verification/assurance information relevant to your organization's taxonomy alignment.

(5.4.3.1) Details of minimum safeguards analysis

Sanoma has reviewed the Minimum Safeguards criteria related to the Taxonomy and complies with respect to human rights, bribery and corruption, taxation and fair competition. None of Sanoma's eligible activities include any DNSH criteria.

(5.4.3.2) Additional contextual information relevant to your taxonomy accounting

For 2024, the eligibility of all six environmental objectives, with three KPIs – Turnover, CapEx and OpEx – is reported following Sanoma's Taxonomy Accounting Policy. In addition, alignment is reported for climate change mitigation and adaptation. The Taxonomy currently focuses on the most carbon-intensive industries, green energy and innovations. Sanoma's environmental footprint is not significant, and as a learning and media company, only a few of its businesses are defined as Taxonomy-eligible activities, while none are Taxonomy-aligned. Sanoma's Taxonomy disclosure is based on an annual assessment of Taxonomy-eligibility and Taxonomy-alignment. The assessment model was developed in internal workshops with representatives from the businesses, sustainability and finance operations. According to Sanoma's assessment, the following economic activities are identified as eligible under the objective 2) climate change adaptation: 8.2 Computer programming, consultancy and related activities (digital learning businesses) and 8.3 Programming and broadcasting activities (TV and radio broadcasting business in Finland). Economic activities 13.1 Creative, arts and entertainment activities (live events business in Finland) and 13.3 Motion picture, video and television programme production, sound recording and music publishing activities (music publishing business in Finland) were also found to be potentially eligible for Sanoma, but to avoid double counting, Sanoma reports all eligible Turnover, CapEx and OpEx related to Nelonen Media and these activities under economic activity 8.3. According to Sanoma's assessment, the Taxonomy's economic activity 11 Education, only refers to the organising of public and private education, and thus does not cover Sanoma's Learning business. The Taxonomy's list of potentially eligible activities does not include any news media-related economic activities and therefore Sanoma's news media business is not considered as an eligible economic activity. Sanoma's eligible activities only include potential substantial contribution to objective 2) climate change adaptation. None of Sanoma's eligible activities were identified to substantially contribute to 2) climate change adaptation and therefore none of Sanoma's activities are Taxonomy-aligned. Sanoma's Taxonomy reporting has been in the scope of Sanoma's CSRD report's third-party assurance.

(5.4.3.3) Indicate whether you will be providing verification/assurance information relevant to your taxonomy alignment in question 13.1

Select from:

Yes

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	<i>Select from:</i> <input checked="" type="checkbox"/> Yes	<i>Select all that apply</i> <input checked="" type="checkbox"/> Carbon

[Fixed row]

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

- Shadow price

(5.10.1.2) Objectives for implementing internal price

Select all that apply

- Conduct cost-benefit analysis
- Drive low-carbon investment

(5.10.1.3) Factors considered when determining the price

Select all that apply

- Benchmarking against peers
- Price/cost of voluntary carbon offset credits

(5.10.1.4) Calculation methodology and assumptions made in determining the price

During 2021-2024, Sanoma has used an internal price on carbon when planning transport mileages and comparing suppliers by location for its book production. This helps Sanoma to analyse its procurement decisions from a climate perspective and in the future this will help to reduce Sanoma's GHG emissions through route optimisation. Sanoma's internal price on carbon has helped compare supplier locations and the impact of supplier selection on Sanoma's Scope 3 transport-related GHG emissions. In practice Sanoma evaluates the CO2 footprints of its suppliers' locations and based on the transportation of its products, Sanoma is able to set an internal CO2 footprint for each suppliers' transport and also an internal price on CO2 for different locations. This calculation has already helped Sanoma understand the importance of supplier selection on its CO2 calculations and in the future it will help to prepare for potential carbon-taxes from outside Europe. Currently Sanoma is using uniform pricing: a single price that is applied independent of geography, business unit, or type of decision. Sanoma has analysed the carbon market and expect the price of carbon going up in future years. Sanoma has prepared for this by using a higher price for carbon already currently.

(5.10.1.5) Scopes covered

Select all that apply

- Scope 3, Category 1 - Purchased goods and services
- Scope 3, Category 4 - Upstream transportation and distribution

(5.10.1.6) Pricing approach used – spatial variance

Select from:

- Uniform

(5.10.1.8) Pricing approach used – temporal variance

Select from:

- Static

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

30

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

30

(5.10.1.12) Business decision-making processes the internal price is applied to

Select all that apply

- Procurement
- Value chain engagement

(5.10.1.13) Internal price is mandatory within business decision-making processes

Select from:

- No

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

20

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

- Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

We evaluate our internal carbon price annually using carbon accounting tools to ensure it supports our sustainability objectives. It has influenced logistics procurement, helping us prioritize low-carbon options and mitigate climate-related risks.

[Add row]

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

- Yes

(5.11.2) Environmental issues covered

Select all that apply

- Climate change
- Forests

Smallholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

- No, and we do not plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

- Judged to be unimportant or not relevant

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

Sanoma does not have smallholders as stakeholders

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

- Yes

(5.11.2) Environmental issues covered

Select all that apply

- Climate change
- Forests

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

Yes

(5.11.2) Environmental issues covered

Select all that apply

Climate change

Forests

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

No, and we do not plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

Judged to be unimportant or not relevant

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

No other value chain stakeholders relevant

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

- Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

- Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

- 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Sanoma has assessed in its GHG emissions calculations climate-related dependencies of tier 1 suppliers by assessing which suppliers generate GHG emissions, that Sanoma should report in its Scope 3 emissions reporting. Suppliers defined as impacting our Scope 3 emissions significantly are the suppliers that have an impact to Sanoma's Scope 3 categories 1, 3 and 4. These categories accounted 75% of Sanoma's Scope 3 emissions in 2024.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

- 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

20

Forests

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

- Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

- Dependence on commodities
- Impact on deforestation or conversion of other natural ecosystems

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

- 100%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Sanoma has assessed availability of certified paper fiber as a key forest related risk and dependency. Threshold for dependency has been assessed based on the volumes (tonnes of paper) purchased from paper suppliers. Through this assessment, 20 suppliers were identified as being most relevant for Sanoma in regards to managing the risk of paper availability.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

- 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

20
[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change
- Business risk mitigation
- Material sourcing
- Procurement spend

(5.11.2.4) Please explain

Sanoma aims to engage with these priority suppliers to reduce its GHG emissions and through these reductions manage its climate-related risks. Prioritisation of supplier engagement is associated with supplier size (spend and volumes), impact towards Sanoma's Scope 3 emissions as well as suppliers status in emissions reductions (focus towards highest emissions sources).

Forests

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to forests

- Business risk mitigation
- Material sourcing
- Procurement spend
- Regulatory compliance

(5.11.2.4) Please explain

Sanoma aims to engage with these priority suppliers to ensure availability of sustainable and certified paper as well as compliance with regulation and through this manage its forest-related risks. Prioritisation of supplier engagement is associated with supplier size (spend and volumes), location (location specific risk) and EUDR regulation.

[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

- Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

- Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our Supplier Code of Conduct (the Supplier Code) sets out the ethical standards and responsible business principles our suppliers are required to comply with and expected to also apply to their employees, affiliates and subcontractors. The Supplier Code is based on recognized international standards, principles and best practices related to respecting the Ten Principles of the UN Global Compact on human rights, labour conditions, environment and anti-corruption. The Supplier Code is an integral part of our standard contractual procurement framework, including supplier selection, evaluation and performance appraisal. The supplier selection for new suppliers follows Sanoma's strategic sourcing process, which incorporates the Supplier Code as a mandatory requirement. Our target is that annually all new

suppliers sign our Supplier Code of Conduct. Tracking is done via Sanoma's centralized contract lifecycle management system by evaluating new suppliers above EUR 100,000 spend for the reporting year. In 2024, 97% (2023: 92%) of new key suppliers above EUR 100,000 spend signed our Supplier Code of Conduct. Also, our Paper Procurement standard is embedded into our paper and print suppliers agreements. It includes environmental criteria related to the use of certified paper and climate.

Forests

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our Supplier Code of Conduct (the Supplier Code) sets out the ethical standards and responsible business principles our suppliers are required to comply with and expected to also apply to their employees, affiliates and subcontractors. The Supplier Code is based on recognized international standards, principles and best practices related to respecting the Ten Principles of the UN Global Compact on human rights, labour conditions, environment and anti-corruption. The Supplier Code is an integral part of our standard contractual procurement framework, including supplier selection, evaluation and performance appraisal. The supplier selection for new suppliers follows Sanoma's strategic sourcing process, which incorporates the Supplier Code as a mandatory requirement. Our target is that annually all new suppliers sign our Supplier Code of Conduct. Tracking is done via Sanoma's centralized contract lifecycle management system by evaluating new suppliers above EUR 100,000 spend for the reporting year. In 2024, 97% (2023: 92%) of new key suppliers above EUR 100,000 spend signed our Supplier Code of Conduct. Also, our Paper Procurement standard is embedded into our paper and print suppliers agreements. It includes environmental criteria related to the use of certified paper and climate.

[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Adoption of the UN International Labour Organization Principles

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Fines and penalties
- Grievance mechanism/ Whistleblowing hotline
- Supplier self-assessment
- Other, please specify :Adoption of the UN ILO principles requirement is a part of Sanoma's Supplier Code of Conduct which is included in all Sanoma supplier contracts.

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 100%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

- 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

100%

(5.11.6.12) Comment

Sanoma requires all suppliers to adhere to its Supplier Code of Conduct, which outlines ethical, environmental, and social standards aligned with international frameworks such as the UN Global Compact, ILO conventions, and EU regulations. Suppliers must ensure fair labor practices, prohibit child and forced labor, uphold non-discrimination, and maintain safe working conditions. Environmental responsibilities include reducing emissions, managing waste, and avoiding deforestation. Compliance is monitored through systematic processes, documentation, and regular reporting. In case of violations, suppliers must implement corrective actions and report progress. Sanoma reserves the right to terminate contracts if issues are not resolved promptly or are deemed irreparable.

Forests

(5.11.6.1) Environmental requirement

Select from:

Compliance with an environmental certification, please specify :FSC and PEFC certification

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

Certification

On-site third-party audit

Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

1-25%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:

100%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

Select from:

100%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Sanoma actively monitors suppliers to assess their progress, and to identify and address non-compliance, according to the Sanoma's Paper Procurement Standard and the Supplier Code of Conduct annexed to all paper procurement agreements. The aim is to ensure that paper used by Sanoma is produced responsibly and originates from traceable and verified sources through the FSC and PEFC certificates suppliers that are verified by a third-party. In addition, during 2024, EUDR compliancy and preparations have been a focus area of supplier cooperation. Sanoma reviews the origin of the supply on annual basis and communicates the way of working to suppliers if non-compliance would occur. Sanoma responses to supplier non-compliance first with discussions with the suppliers and guidance towards

becoming compliant. If the supplier does not show action towards compliance, Sanoma would suspend the supplier until they are compliant again. Sanoma also has an open grievance mechanism (Sanoma-WhistleB) that allows complaints to be sent to us in confidence with regards to alleged non-compliance with our policy.

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Disclosure of GHG emissions to your organization (Scope 1, 2 and 3)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Supplier self-assessment
- Other, please specify :Ability to deliver emission data for Sanoma.

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- 26-50%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

- 26-50%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

100%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Sanoma's most significant climate impacts derive from the indirect GHG emissions of our value chain. To reduce GHG emissions, Sanoma cooperates with suppliers towards reducing our common climate footprint. Annually, Sanoma collects allocated data from suppliers relevant from a Co2 perspective to calculate Sanoma's GHG emissions according to the GHG Protocol. Sanoma expects emissions reporting to become mandatory in the EU within a short-term through the new Corporate Sustainability Reporting Directive (CSRD) and businesses may face stricter emissions regulation. In 2024, 65% of our spend for materials and services was related to paper costs, printing related raw materials, purchased transportation and distribution and purchased printing. The information collection from suppliers to report emissions data and reduction progress will not only encourage progress on GHG emissions management but also allow measurement of absolute emissions reductions. In addition to collecting supplier-specific data for our suppliers, Sanoma has encouraged suppliers to set climate-related targets. In 2024, we organised a Supplier Day for our key paper and print suppliers on sustainability and climate action.

[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

- Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

- Provide training, support and best practices on how to make credible renewable energy usage claims
- Provide training, support and best practices on how to measure GHG emissions
- Provide training, support and best practices on how to set science-based targets

Information collection

- Collect GHG emissions data at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- 51-75%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- 51-75%

(5.11.7.8) Number of tier 2+ suppliers engaged

23

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Our supplier engagement is based around Scope 3, which is a key component of our SBTi science-based emission reduction target. Value chain (Scope 3) emissions are the most significant source of emissions for Sanoma and in 2024, represented 95% of our emissions. In 2024, Sanoma had 57 paper and print suppliers in tier 1 and 2 in total, out of which 23 were tier 2 suppliers. The actual number of Tier 2 suppliers is slightly higher, but to avoid double counting, we have only counted a supplier once if the same supplier appears as both a Tier 1 and Tier 2 supplier. Our engagement with suppliers focused on cooperating with suppliers most relevant to reach our Scope 3 target. This group of tier 1 and 2 paper suppliers was chosen for the engagement by analysing our supplier-related GHG emissions. These tier 1 and 2 paper and printing suppliers represents around 28% of our Scope 3 emissions under category 1 Purchased goods and services. In 2024, we reported a EUR 434 million spend for materials and services, with EUR 97 million of this spend was related to paper costs and purchased printing. To engage with these suppliers, in 2024, we have taken several initiatives. These initiatives include a campaign letters to all key suppliers informing them about Sanoma's climate targets and challenging them to join our journey towards a low-carbon economy as well as organising spring 2024 a Supplier Day for our key paper and print suppliers on sustainability and climate action to encourage suppliers to measure their climate footprint, set Science Based Targets and to transition to renewable energy. Measuring and managing paper carbon profiles of our suppliers has been included into our quarterly paper negotiations, following the Paper Standard in our agreements. With the printing suppliers, we have continued to develop ways to compare our suppliers from a CO2 point of view. Sanoma favours suppliers setting ambitious emission reductions targets to transition towards a low-carbon. Currently we see our paper and printing suppliers increasing their efforts to measure their climate impact, set ambitious climate targets and reduce emissions. Success is measured via analysing suppliers ability to provide Sanoma with information on their emissions allocated to Sanoma, with a target to have all Scope 3 emissions information directly from our suppliers in category 1. In 2024, 74% of our Scope 3 data in category 1 was based on primary emissions calculation data.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

Yes, please specify the environmental requirement :Emissions reductions in paper and print production

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

Yes

Forests

(5.11.7.1) Commodity

Select from:

Timber products

(5.11.7.2) Action driven by supplier engagement

Select from:

- Adaptation to climate change

(5.11.7.3) Type and details of engagement

Information collection

- Collect GHG emissions data at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- 76-99%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

- 100%

(5.11.7.8) Number of tier 2+ suppliers engaged

23

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

The largest drivers of deforestation are often activities that contribute to greenhouse gas emissions. Deforestation is a significant contributor to global greenhouse gas emissions, accounting for roughly 10% of annual emissions worldwide. Forests act as carbon sinks, absorbing and storing large amounts of carbon dioxide from the atmosphere. By reducing emissions and mitigating climate change, we can help preserve forests. Also, paper certification, specifically in the context of forest

management, can play a role in mitigating deforestation and the conversion of other ecosystems through several mechanisms. Paper certification schemes, such as the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC), provide standards and guidelines for sustainable forest management. These certifications encourage responsible practices that prioritise biodiversity conservation, ecosystem preservation, and the rights of indigenous communities. Sanoma continuously seeks to increase the share of certified fiber used in its paper products. Sanoma's target is to only purchase paper made of certified fiber and the share of certified fiber in 2024 was over 98% (2023: 94%). Sanoma has over 13,000 suppliers ranging from small local content providers to large corporations. About 6.5% of these suppliers have an annual spend above EUR 100,000 and are considered key suppliers from a managed spend point of view. In 2024, we spent EUR 434 million in materials and services, and EUR 97 million of this spend was related to paper and purchased printing. In 2024, Sanoma had 57 paper and print suppliers in tier 1 and 2 in total, out of which 23 were tier 2 suppliers. Sanoma's supplier information collection (questionnaires on environmental and social indicators) and supply chain mapping activities are based around our paper and printing suppliers, since these suppliers have the most significant impact on both our paper certification goals and supplier-related GHG emissions. In 2024, we collected information from these 57 paper and printing suppliers. Supplier-related information plays a key role in achieving our Scope 3 science-based emission reduction target and our target for paper certification. In addition to information collection, we have taken several initiatives to engage with the suppliers: campaign letters, Supplier Day, paper carbon profiles included into quarterly paper negotiations.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

Yes, please specify the environmental requirement :Sustainable use of paper fibre and compliance with EUDR

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

Yes

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- Educate and work with stakeholders on understanding and measuring exposure to environmental risks

(5.11.9.3) % of stakeholder type engaged

Select from:

- 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

In Spain and Italy, where approximately 50% of the students Sanoma serves are located, the United Nations' Sustainable Development Goals (SDGs), including for example SDG 12 Responsible Consumption and Production and 13 Climate action and are embedded in the schools' curriculums. In practice this means Sanoma produces for example learning materials related to climate change and responsible consumption. The rationale behind this engagement is to ensure that Sanoma's educational offerings are relevant and supportive of national and international sustainability objectives. By integrating climate-related content into learning materials, Sanoma contributes to building climate literacy and resilience among future generations. This approach also strengthens customer relationships by demonstrating responsiveness to educational needs and policy frameworks.

(5.11.9.6) Effect of engagement and measures of success

By embedding the SDGs into the curriculums, children learn about sustainability related to different topics.

Forests

(5.11.9.1) Type of stakeholder

Select from:

- Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- Share information about your products and relevant certification schemes

(5.11.9.3) % of stakeholder type engaged

Select from:

- 76-99%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Sanoma's engagement with customers on forest-related issues is a key part of its sustainability strategy and climate transition plan. As a major user of paper in educational and media products, Sanoma recognizes its responsibility to promote sustainable forest management and reduce environmental impacts across its value chain. Most of Sanoma's books for example include FSC or PEFC labels. Based on this, Sanoma assesses that 76-99% of its customers are engaged. The company engages customers—particularly educational institutions, public sector clients, and corporate advertisers—through targeted communication, sustainability reporting, and collaborative initiatives. These stakeholders were selected based on their influence over Sanoma's product choices and their growing interest in environmental responsibility. For example, schools and municipalities that purchase printed learning materials are increasingly prioritizing suppliers that demonstrate sustainable sourcing practices. The engagement activities include: -Promoting the use of FSC- and PEFC-certified paper. -Sharing transparent data on paper sourcing and environmental performance. These activities are designed to raise awareness, build trust, and align customer expectations with Sanoma's sustainability goals. By engaging customers in this way, Sanoma supports the uptake of responsibly sourced materials and fosters demand for low-impact products. This engagement directly contributes to Sanoma's climate transition plan by: -Reducing Scope 3 emissions through sustainable procurement. -Supporting the transition to digital formats, which lowers paper consumption. -Strengthening customer relationships and brand reputation, enabling long-term investment in sustainability. By focusing on informed, collaborative engagement, Sanoma ensures that its customers are active participants in its journey toward a more sustainable, low-carbon future.

(5.11.9.6) Effect of engagement and measures of success

We measure the success of our engagement through the number of customers we reach through our climate-related content.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

- Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

- Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

- 76-99%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Sanoma engages with investors and shareholders by providing transparent and regular updates on its climate strategy, including its Science Based Targets initiative (SBTi) commitments, emission reductions, and sustainability performance. This engagement is carried out through investor communications such as annual and sustainability reports, presentations, and dedicated ESG disclosures. The rationale for engaging these stakeholders is to ensure that Sanoma's climate transition plan is aligned with investor expectations and financial market standards, and to demonstrate accountability and progress toward its environmental goals. Sanoma assesses that nearly all investors, 76-99% read the reports as they are publicly available. The scope of engagement includes linking Sanoma's SBTi climate key performance indicators to its Syndicated Revolving Credit Facility. A minor part of Sanoma's EUR 300 million RCF loan pricing is tied to Sanoma's performance in reducing greenhouse gas emissions in line with its science-based targets. This financial linkage reinforces the importance of climate action within the company's strategic and operational decision-making and signals to investors that sustainability is integrated into core business practices. Positive outcomes of this engagement include increased investor confidence, improved access to sustainable financing, and enhanced credibility in ESG performance. By tying loan pricing to emission reductions, Sanoma has created a direct incentive to meet its climate targets, which supports the overall effectiveness of its transition plan. Success is measured through the achievement of emission reduction milestones validated by the SBTi, and through the financial terms of the credit facility that reflect Sanoma's sustainability performance. These metrics were selected because they provide clear, externally verified indicators of progress and link climate action to financial outcomes, making them meaningful for both Sanoma and its investors.

(5.11.9.6) Effect of engagement and measures of success

Engagement with our key financing partners has both supported Sanoma in advancing target setting as well as development of sustainable finance. Success is measured by monitoring progress of SBTi emissions reductions. In 2024, Sanoma achieved 44% reduction in own operations GHG emissions from 2021 and 38% reduction in value chain GHG emissions from 2021.

[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

Financial control

(6.1.2) Provide the rationale for the choice of consolidation approach

Sanoma calculates GHG emissions using an organisational control of financial control. This means that we include in our GHG inventory all operations that we have the ability to direct via financial and operational policies with a view to gaining economic benefit. All Sanoma companies with majority ownership (over 50%) have been considered in the calculations. In addition, associated companies' and joint ventures' Scope 1 and 2 emissions have been reported under category 15 Investments when relevant.

Forests

(6.1.1) Consolidation approach used

Select from:

Financial control

(6.1.2) Provide the rationale for the choice of consolidation approach

Sanoma follows the financial control approach for all environmental related to paper and materials purchases as well as forest and biodiversity related topics. The reporting complies with Sanoma's financial reporting for the financial year 2024. All business units of both Learning and Media Finland as well as Sanoma's Group functions are included in the reporting. Sanoma's reporting always includes continuing operations only.

Plastics

(6.1.1) Consolidation approach used

Select from:

Financial control

(6.1.2) Provide the rationale for the choice of consolidation approach

Sanoma follows the financial control approach for all environmental related to paper and materials purchases as well as forest and biodiversity related topics. The reporting complies with Sanoma's financial reporting for the financial year 2024. All business units of both Learning and Media Finland as well as Sanoma's Group functions are included in the reporting. Sanoma's reporting always includes continuing operations only.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

Financial control

(6.1.2) Provide the rationale for the choice of consolidation approach

Sanoma follows the financial control approach for all environmental related to paper and materials purchases as well as forest and biodiversity related topics. The reporting complies with Sanoma's financial reporting for the financial year 2024. All business units of both Learning and Media Finland as well as Sanoma's Group functions are included in the reporting. Sanoma's reporting always includes continuing operations only.

[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- The Greenhouse Gas Protocol: Scope 2 Guidance
- The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

- We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

- We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Sanoma reports greenhouse gas (GHG) emissions according to the Greenhouse Gas Protocol provided by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI). All relevant GHG emissions have been included in Sanoma's calculations. Figures are reported as tCO2 equivalents. Sanoma reports Scope 2 GHG emissions using both the location-based and market-based methods. The location-based method quantifies Scope 2 GHG emissions based on average energy generation emission factors for defined locations, including local, subnational, or national boundaries. The market-based method quantifies Scope 2 GHG emissions based on GHG emissions emitted by the generators from which the reporting entity contractually purchases electricity bundled with instruments, or unbundled instruments. Sanoma's indirect own operations' emissions result from energy used in printing houses, offices and warehouses. Sanoma's energy data has been collected from energy management systems and landlords. Sanoma does not sell energy. The market-based method accounts for the purchase of renewable energy certificates and other contractual instruments that attribute the use of renewable energy to Sanoma's operations. Sanoma uses Energy Attribute Certificates (EACs) to claim the use of renewable or fossil-free energy. Also, in some facilities agreements are made with utility providers to purchase electricity that is bundled with renewable energy attributes. During 2024, Sanoma used contractual instruments for all of the purchase of fossil-free energy. Emission

factors used for Sanoma's Scope 2 calculations include country-specific electricity averages and market-based electricity emission factors. International heat and cooling emission factors are from country or supplier-specific databases. Residual mix is used only in the market-based method. Sanoma follows the market-based method in its Scope 2 reductions. Location-based figures have been calculated using average country-specific emission factors.
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

3658.0

(7.5.3) Methodological details

Fuel consumption from owned and controlled vehicles and generators used for reserve power. Road transport emission factors used from Defra GHG Conversion Factors and fuel emission factors from Statistics Finland. All gases are included in the calculation of Scope 1 emissions.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

8547.0

(7.5.3) Methodological details

Energy consumption (electricity and heating) from owned and leased printing houses, offices and warehouses. Location-based figures have been calculated using average country-specific emission factors. Residual mix is used only in the market-based method.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

5316.0

(7.5.3) Methodological details

Energy consumption (electricity and heating) from owned and leased printing houses, offices and warehouses. Emission factors used are country-specific electricity averages and market-based electricity emission factors. International heat emission factors are from the Ecoinvent database. Residual mix is used only in the market-based method. Sanoma follows the market-based method in its Scope 2 reductions. In Learning, energy data has been evaluated based on floorspace for some of the facilities. Energy consumption for small facilities in Finland were excluded. The total sum of these facilities' energy consumption accounts for approx. 1% of Sanoma's total energy consumption.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

99350.0

(7.5.3) Methodological details

Purchased goods and services includes GHG emissions from materials used in our own printing houses and in printing Sanoma's products by print suppliers. The category also includes transportation emissions from forest to paper mill, as Sanoma uses paper profile data declared by paper suppliers. For magazine and book printing suppliers, data is collected as allocated energy and material consumption related to the production of our supply. Our own printing houses' energy consumption is reported under Scope 2. This also includes emissions related to cloud-based data usage and service providers (consulting, marketing, freelancers, TV production and broadcasting). Emissions from IT equipment for 2021-2023 covers not only purchased items but also owned items. Calculation method is hybrid. Emission factors are supplier-specific factors, Defra GHG Conversion Factors and spend-based emission factors from Exiobase. To ensure comparability, the impact of inflation has been evaluated when calculating emissions based on spend data.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

3438.0

(7.5.3) Methodological details

Capital goods includes capital goods bought by the organisation (classified as CapEx in accounting): properties renovations, equipment and new vehicles. Emission factors are Defra GHG Conversion Factors and spend-based emission factors from Exiobase.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

2549.0

(7.5.3) Methodological details

Fuel-and-energy-related activities (not included in Scope 1 or 2) includes upstream emissions of purchased fuels, purchased electricity and Transmission and distribution (T&D) losses. Emission factors for upstream for district heat and fuel use Well-to-tank (WTT) Defra GHG Conversion Factors. T&D losses for electricity, European Environmental Agency. T&D losses for heating, EU.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO₂e)

21227

(7.5.3) Methodological details

Upstream transportation and distribution includes all purchased transportation related emissions. This category includes emissions from vehicles and ships distributing materials to both owned printing houses and to our printing suppliers. This category also includes delivering our products to customers in both our businesses: in Learning, from printing supplier to warehouse and warehouse to customers, and in Media Finland, newspapers from owned printing houses to customers and magazines from printing supplier to warehouse and from warehouse to customer. Warehouse energy emissions are included in Scope 2. The calculation methods are tonnekilometre and the distance-based method. Road and sea transport emission factors are supplier specific or from Defra GHG Conversion Factors. In 2023 reporting, Sanoma updated categories 4 and 9 reporting and combined all transportation emissions' reporting under category 4. All emission data for the years 2021–2022 was transferred to category 4.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO₂e)

183.0

(7.5.3) Methodological details

Waste generated in operations includes emissions from waste generated in our own and controlled operations, referring to our printing houses and owned and leased office properties and warehouses. The calculation method is the waste type specific method. Waste treatment emission factors are from Defra GHG Conversion Factors. In Learning, waste data has been evaluated based on floorspace for some of the facilities. Waste consumption for small facilities in Finland were excluded. These facilities' represent approx. 1% of Finland facilities.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1009.0

(7.5.3) Methodological details

Business travel includes emissions from travelling reported using data from travel claims and travel agency data. The calculation method is a combination of the fuel- and distance based methods. Business travel emission factors are from Defra GHG Conversion Factors database. This category also includes reporting of hotel stay emissions, although they are optional to report. Minor below 5% exclusion in business travel emission calculation due to missing data.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1287.0

(7.5.3) Methodological details

Employee commuting includes emissions calculated from employee travel pattern surveys done for each operating country and Sanoma's headcount. Emissions from working from home have not been included in Sanoma's GHG emissions calculations. Sanoma has estimated the share of these emissions to be very small (below 0.2% of Sanoma's total emissions) and excluded them from the calculation as according to the GHG protocol guidance they are optional.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/30/2021

(7.5.3) Methodological details

Upstream leased assets category is not relevant for Sanoma since we do not have relevant leased assets that have not been reported under other categories. All leased facilities' energy use is included in Scope 2. Leased vehicles are calculated in Scope 1.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2021

(7.5.3) Methodological details

Downstream transportation and distribution category is not relevant for Sanoma as all purchased transportation emissions have been reported under category 4. In 2023 reporting, Sanoma updated categories 4 and 9 reporting and combined all transportation emission reporting under category 4. All emission data for the years 2021–2022 was transferred to category 4. Sanoma's products and services do not create transportation and distribution emissions after the point of sales.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2021

(7.5.3) Methodological details

Processing of sold products category is not relevant for Sanoma since we do not sell intermediate products that would require processing. the main products sold are books, newspapers, magazines and digital products.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

3435

(7.5.3) Methodological details

Use of sold products includes emissions both from data network use and consumer device use during the use phase of digital products (television media, websites, software applications). Emissions from data centre use included in Scope 3 category 1 and emissions from distribution of broadcast television content in Category 11 are excluded. The total sum of this exclusion is estimated to account for approx. 1% of Scope 3 emissions. Emission factors for upstream network use from Data Centres and Data Transmission Networks and estimated data transfer from Traficom.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1699.0

(7.5.3) Methodological details

End of life treatment of sold products includes emissions from end-of-life treatment of sold products: newspapers, magazines, books and purchased packaging. The calculation method is the waste-type specific method. Waste treatment emission factors are from Defra GHG Conversion Factors.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2021

(7.5.3) Methodological details

Downstream leased assets category is not relevant for Sanoma since we do not have downstream leased assets.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2021

(7.5.3) Methodological details

Franchises category is not relevant as Sanoma has no franchises.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO₂e)

5286

(7.5.3) Methodological details

15: Investments include Scope 1 and 2 emissions of Sanoma's subsidiaries, associated companies and joint ventures where relevant. These companies have been listed in the Financial Statements, Note 6.4. This category was added to Sanoma's emission calculations in 2023. 2021–2022 data has been restated to include this category. Emission factors are spend-based factors from Exiobase.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2021

(7.5.3) Methodological details

Not relevant for Sanoma.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2021

(7.5.3) Methodological details

Not relevant for Sanoma.

[Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

3917

(7.6.3) Methodological details

Own operations direct (Scope 1) emissions include the use of owned and leased cars as well as reserve power mainly used in printing houses. Emission sources include fuel consumption from owned and controlled vehicles and generators used for reserve power. Emission factors used include road transport emission factors from Defra GHG Conversion Factors and fuel emission factors from Statistics Finland. All gases are included in the Scope 1 calculation.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

3767

(7.6.2) End date

12/30/2023

(7.6.3) Methodological details

Fuel consumption from owned and controlled vehicles and generators used for reserve power. Road transport emission factors used from UK Government Defra GHG Conversion Factors and fuel emission factors from Statistics Finland. All gases are included in the calculation of Scope 1 emissions.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

3813

(7.6.2) End date

12/30/2022

(7.6.3) Methodological details

Fuel consumption from owned and controlled vehicles and generators used for reserve power. Road transport emission factors used from UK Government Defra GHG Conversion Factors and fuel emission factors from Statistics Finland. All gases are included in the calculation of Scope 1 emissions.

Past year 3

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

3658

(7.6.2) End date

12/30/2021

(7.6.3) Methodological details

Fuel consumption from owned and controlled vehicles and generators used for reserve power. Road transport emission factors used from UK Government Defra GHG Conversion Factors and fuel emission factors from Statistics Finland. All gases are included in the calculation of Scope 1 emissions.
[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

3867

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

1121

(7.7.4) Methodological details

Sanoma reports Scope 2 GHG emissions using both the location-based and market-based methods. The location-based method quantifies Scope 2 GHG emissions based on average energy generation emission factors for defined locations, including local, subnational, or national boundaries. The market-based method quantifies Scope 2 GHG emissions based on GHG emissions emitted by the generators from which the reporting entity contractually purchases electricity bundled with instruments, or unbundled instruments. Sanoma's indirect own operations' emissions result from energy used in printing houses, offices and warehouses. Sanoma's energy data has been collected from energy management systems and landlords. Sanoma does not sell energy. The market-based method accounts for the purchase of renewable energy certificates and other contractual instruments that attribute the use of renewable energy to Sanoma's operations. Sanoma uses Energy Attribute Certificates (EACs) to claim the use of renewable or fossil-free energy. Also, in some facilities agreements are made with utility providers to purchase electricity that is bundled with renewable energy attributes. During 2024, Sanoma used contractual instruments for all of the purchase of fossil-free energy. Emission factors used for Sanoma's Scope 2 calculations include country-specific electricity averages and market-based electricity emission factors. International heat and cooling emission factors are from country or supplier-specific databases. Residual mix is used only in the market-based method. Sanoma follows the market-based method in its Scope 2 reductions. Location-based figures have been calculated using average country-specific emission factors.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

5040

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

2433

(7.7.3) End date

12/30/2023

(7.7.4) Methodological details

Energy consumption (electricity and heating) from owned and leased facilities, printing houses, and warehouses. Emission factors used are country-specific electricity averages and market-based electricity emission factors. International heat emission factors are from the Ecoinvent database. Location-based figures have been calculated using average country-specific emission factors. Residual mix is used only in the market-based method. Sanoma follows the market-based method in its Scope 2 reductions. In Learning, energy data has been evaluated based on floorspace for some of the facilities. Energy consumption for small facilities in Finland were excluded. The total sum of these facilities' energy consumption accounts for approx. 1% of Sanoma's total energy consumption. Sanoma does not sell energy.

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

6893

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

4532

(7.7.3) End date

12/30/2022

(7.7.4) Methodological details

Energy consumption (electricity and heating) from owned and leased facilities, printing houses, and warehouses. Emission factors used are country-specific electricity averages and market-based electricity emission factors. International heat emission factors are from the Ecoinvent database. Location-based figures have been calculated using average country-specific emission factors. Residual mix is used only in the market-based method. Sanoma follows the market-based method in its Scope 2 reductions. In Learning, energy data has been evaluated based on floorspace for some of the facilities. Energy consumption for small facilities in Finland were excluded. The total sum of these facilities' energy consumption accounts for approx. 1% of Sanoma's total energy consumption. Sanoma does not sell energy.

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

8547

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

5316

(7.7.3) End date

12/30/2021

(7.7.4) Methodological details

Energy consumption (electricity and heating) from owned and leased facilities, printing houses, and warehouses. Emission factors used are country-specific electricity averages and market-based electricity emission factors. International heat emission factors are from the Ecoinvent database. Location-based figures have been calculated using average country-specific emission factors. Residual mix is used only in the market-based method. Sanoma follows the market-based method in its Scope 2 reductions. In Learning, energy data has been evaluated based on floorspace for some of the facilities. Energy consumption for small facilities in Finland were excluded. The total sum of these facilities' energy consumption accounts for approx. 1% of Sanoma's total energy consumption. Sanoma does not sell energy. [Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

57953

(7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

74

(7.8.5) Please explain

Purchased goods and services includes GHG emissions from materials purchased for owned printing houses and for printing Sanoma's products by print suppliers. The category also includes transportation emissions from forest to the paper mill, as Sanoma uses paper profile data declared by paper suppliers. For magazine and book printing suppliers, data is collected as allocated energy and material consumption related to the production of our supply. Own printing houses' energy consumption is reported under Scope 2. The category 1 also includes emissions related to cloud-based data usage and service providers (consulting, marketing, freelancers, TV production and broadcasting). Emissions from IT equipment covers leased and owned items. Category 1 calculation method is hybrid. Emission factors are supplier-specific factors, Defra GHG Conversion Factors, material-based emission factors from Ecoinvent and spend-based emission factors from Exiobase. To ensure comparability, the impact of inflation is excluded by using the Exiobase emissions factor when calculating emissions based on spend data.

Capital goods

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

4539

(7.8.3) Emissions calculation methodology

Select all that apply

Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

(7.8.5) Please explain

Capital goods includes capital goods bought by the organisation (classified as CapEx in accounting): properties renovations, equipment and new vehicles. Emission factors are spend-based emission factors from Exiobase.

Fuel-and-energy-related activities (not included in Scope 1 or 2)**(7.8.1) Evaluation status**

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2333

(7.8.3) Emissions calculation methodology

Select all that apply

Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

99

(7.8.5) Please explain

Fuel-and-energy-related activities (not included in Scope 1 or 2) include upstream emissions of purchased fuels, purchased electricity and transmission and distribution (T&D) losses. Emission factors for upstream district heating and fuel use are Well-to-tank (WTT) Defra GHG Conversion Factors. T&D losses for electricity is calculated using the European Environmental Agency factors. For T&D losses of heating, EU averages have been used.

Upstream transportation and distribution**(7.8.1) Evaluation status**

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

16188

(7.8.3) Emissions calculation methodology

Select all that apply

Spend-based method

Fuel-based method

Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

79

(7.8.5) Please explain

Upstream transportation and distribution includes all purchased transportation-related emissions. This category includes emissions from vehicles and ships distributing materials to both owned printing houses and to printing suppliers. This category also includes delivering products to customers in both businesses: in Learning, from printing supplier to warehouse and warehouse to customers, and in Media Finland, newspapers from owned printing houses to customers and magazines from printing supplier to warehouse and from warehouse to customer. The calculation method is a mix of tonne-kilometre and distance-based method. Road and sea transport emission factors are supplier-specific or from Defra GHG Conversion Factors.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

(7.8.3) Emissions calculation methodology

Select all that apply

- Average data method
- Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

54

(7.8.5) Please explain

Waste generated in operations includes emissions from waste generated in own and controlled operations, referring to Sanoma's printing houses and owned and leased office properties and warehouses. The calculation method is the waste-type specific method. Waste treatment emission factors are from Defra GHG Conversion Factors. For facilities and warehouses with missing data, waste data has been evaluated based on amount of employees of floorspace used. For waste emission calculations all estimated waste categorised as mixed waste. The share of estimated data is 54%.

Business travel**(7.8.1) Evaluation status**

Select from:

- Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

1266

(7.8.3) Emissions calculation methodology

Select all that apply

- Spend-based method
- Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

49

(7.8.5) Please explain

Business travel includes emissions from travelling reported using data from travel claims and travel agency data. The calculation method is a combination of the distance- and spend-based methods. Distance-based emission factors are from Defra GHG Conversion Factors database and spend-based emission factors from Exiobase. There is a minor below 3% exclusion in business travel emission calculation due to missing data.

Employee commuting

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3878

(7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Employee commuting includes emissions calculated from employee travel patterns evaluated using headcount data from each operating country. Emissions for working from home have not been included into the calculation, as according to the GHG protocol guidance they are optional to calculate. Employee commuting emission factors are from Defra GHG Conversion Factor.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Upstream leased assets category is not relevant for Sanoma since it does not have relevant leased assets that have not been reported under other categories. All leased facilities' energy use is included in Scope 2 leased vehicles and are calculated in Scope 1.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Downstream transportation and distribution category is not relevant for Sanoma as all purchased transportation emissions have been reported under category 4. Sanoma's products and services do not create transportation and distribution emissions after the point of sales.

Processing of sold products

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

This category is not relevant since Sanoma does not sell intermediate products that would require processing. Main products sold are books, newspapers, magazines and digital products.

Use of sold products

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6662

(7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Use of sold products includes emissions from the digital use of Sanoma's products. Emissions are generated from the transmissions of data, network use and consumer device use during the use phase of digital products (TV, radio, websites, software applications). Emissions from data centre use reported under category 1. Emissions from distribution of broadcast television content are excluded from category 11. The total sum of this exclusion is estimated to account for approx. 1% of Scope 3 emissions. Emission factors for upstream network use are from the International Energy Agency (IEA) and estimated data transfer from Traficom.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

(7.8.3) Emissions calculation methodology

Select all that apply

Average product method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

90

(7.8.5) Please explain

End-of-life treatment of sold products includes emissions from the waste treatment of sold products: newspapers, magazines, books and purchased packaging. The calculation method is a waste-type specific method. Waste treatment emission factors are from Defra GHG Conversion Factors.

Downstream leased assets**(7.8.1) Evaluation status**

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Downstream leased assets category is not relevant since Sanoma does not have downstream leased assets.

Franchises**(7.8.1) Evaluation status**

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Franchises category is not relevant as Sanoma has no franchises.

Investments

(7.8.1) Evaluation status

Select from:

Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3180

(7.8.3) Emissions calculation methodology

Select all that apply

Supplier-specific method

Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

24

(7.8.5) Please explain

Investments include Scope 1 and 2 emissions of Sanoma's subsidiaries, associated companies and joint ventures where relevant. These companies have been listed in the Consolidated Financial Statements, Note 6.4. Emission factors are spend-based factors from Exiobase.

Other (upstream)

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

This category is not relevant as Sanoma has no other upstream emissions.

Other (downstream)

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

This category is not relevant as Sanoma has no other downstream emissions.

[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/30/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

67885

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

6247

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2190

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

17659

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

124

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

1308

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

1479

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

1964

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

1343

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

2545

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

The following categories are not relevant for Sanoma: Upstream leased assets, Downstream transportation and distribution, Processing of sold products, Downstream leased assets, Franchises.

Past year 2

(7.8.1.1) End date

12/30/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

88553

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

13811

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2018

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

23154

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

109

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

1153

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

1278

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

3209

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

1892

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

2525

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

The following categories are not relevant for Sanoma: Upstream leased assets, Downstream transportation and distribution, Processing of sold products, Downstream leased assets, Franchises.

Past year 3

(7.8.1.1) End date

12/30/2021

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

99350

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

3438

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2549

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

21227

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

183

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

1009

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

1287

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

3435

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

1699

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

5286

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

The following categories are not relevant for Sanoma: Upstream leased assets, Downstream transportation and distribution, Processing of sold products, Downstream leased assets, Franchises.

[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

Annual process

(7.9.1.2) Status in the current reporting year

Select from:

Complete

(7.9.1.3) Type of verification or assurance

Select from:

Limited assurance

(7.9.1.4) Attach the statement

sanoma-corporation-annual-report-2024.pdf

(7.9.1.5) Page/section reference

Assurance covers Scope 1, 2 and 3. Gross GHG emissions by categories can be found on page 70 and the Assurance Report of the Sustainability Statement can be found on pages 184-185.

(7.9.1.6) Relevant standard

Select from:

Other, please specify :European Sustainability Reporting Standards (ESRS)

(7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

Annual process

(7.9.2.3) Status in the current reporting year

Select from:

Complete

(7.9.2.4) Type of verification or assurance

Select from:

Limited assurance

(7.9.2.5) Attach the statement

sanoma-corporation-annual-report-2024.pdf

(7.9.2.6) Page/ section reference

Assurance covers Scope 1, 2 and 3. Gross GHG emissions by categories can be found on page 70 and the Assurance Report of the Sustainability Statement can be found on pages 184-185.

(7.9.2.7) Relevant standard

Select from:

Other, please specify :European Sustainability Reporting Standards (ESRS)

(7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

- Scope 3: Investments
- Scope 3: Capital goods
- Scope 3: Business travel
- Scope 3: Employee commuting
- Scope 3: Use of sold products
- Scope 3: Purchased goods and services
- Scope 3: Waste generated in operations
- Scope 3: End-of-life treatment of sold products
- Scope 3: Upstream transportation and distribution
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

Select from:

- Annual process

(7.9.3.3) Status in the current reporting year

Select from:

- Complete

(7.9.3.4) Type of verification or assurance

Select from:

- Limited assurance

(7.9.3.5) Attach the statement

sanoma-corporation-annual-report-2024.pdf

(7.9.3.6) Page/section reference

Assurance covers Scope 1, 2 and 3. Gross GHG emissions by categories can be found on page 70 and the Assurance Report of the Sustainability Statement can be found on pages 184-185.

(7.9.3.7) Relevant standard

Select from:

Other, please specify :European Sustainability Reporting Standards (ESRS)

(7.9.3.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

1173

(7.10.1.2) Direction of change in emissions

Select from:

Decreased

(7.10.1.3) Emissions value (percentage)

(7.10.1.4) Please explain calculation

Sanoma's Scope 2 emissions declined in 2024 by 23% compared to 2023. These Scope 2 emission reductions were a result of changes in zero carbon energy consumption changes.

Other emissions reduction activities**(7.10.1.1) Change in emissions (metric tons CO2e)**

11403

(7.10.1.2) Direction of change in emissions

Select from:

Decreased

(7.10.1.3) Emissions value (percentage)

13

(7.10.1.4) Please explain calculation

Sanoma Scope 3 emissions in categories 1 Purchased goods and services and category 4 Transportation and distribution declined by 13.3% in 2024 compared to 2023 as a result of several suppliers-specific actions and engagement initiatives.

Divestment**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No divestments impacting emissions

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No acquisitions impacting emissions

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No mergers impacting emissions

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No significant changes in output

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in methodology

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in boundary

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in physical conditions

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No unidentified changes

Other

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No other reasons explaining changes.

[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

Yes

(7.12.1) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO₂.

(7.12.1.1) CO2 emissions from biogenic carbon (metric tons CO2)

6798

(7.12.1.2) Comment

Sanoma's Scope 1 biogenic emissions include emissions from biofuels. In 2024, biogenic emissions related to Scope 1 were 457 tCO2-eq. Scope 2 biogenic emissions are indirect emissions from the purchase of electricity, steam, heat, or cooling derived from biomass and biofuels. In 2024, biogenic emissions related to Scope 2 were 3,032 tCO2-eq. In Scope 3, categories 3, 4, 5, 6 and 7 include biogenic emissions related to biomass and biofuels. In 2024, biogenic emissions related to Scope 3 were estimated to be 3,309 tCO2-eq. Biogenic emissions have been reported excluding reported CO2 GHG emissions but including emissions of other types of GHG. Emission factors for biogenic emissions calculations from Defra GHG Conversion Factors, Association of Issuing Bodies (AIB), National Statistics Finland used for the biogenic emissions calculations.

[Fixed row]

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

No

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

320.08

(7.16.2) Scope 2, location-based (metric tons CO2e)

57.48

(7.16.3) Scope 2, market-based (metric tons CO2e)

35.49

Denmark

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

5.16

(7.16.3) Scope 2, market-based (metric tons CO2e)

21.97

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

97.31

(7.16.2) Scope 2, location-based (metric tons CO2e)

1988.66

(7.16.3) Scope 2, market-based (metric tons CO2e)

203.56

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.28

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.12

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

78.82

(7.16.2) Scope 2, location-based (metric tons CO2e)

169.39

(7.16.3) Scope 2, market-based (metric tons CO2e)

161.35

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

347.07

(7.16.2) Scope 2, location-based (metric tons CO2e)

358.91

(7.16.3) Scope 2, market-based (metric tons CO2e)

97.99

Norway

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.14

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.04

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

2278.74

(7.16.2) Scope 2, location-based (metric tons CO2e)

1090.47

(7.16.3) Scope 2, market-based (metric tons CO2e)

582.93

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

771.18

(7.16.2) Scope 2, location-based (metric tons CO2e)

190.9

(7.16.3) Scope 2, market-based (metric tons CO2e)

17.24

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

23.43

(7.16.2) Scope 2, location-based (metric tons CO2e)

5.4

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.55

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

By business division

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	<i>Sanoma Learning, without Sanoma Pro which has been calculated in Sanoma Media Finland's emissions.</i>	3819.32
Row 2	<i>Sanoma Media Finland, including Sanoma Pro operating in Finland and a part of Sanoma Learning</i>	97.31

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

By business division

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

	Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Sanoma Learning, without Sanoma Pro which has been calculated in Sanoma Media Finland's emissions.</i>	1878.13	917.67
Row 2	<i>Sanoma Media Finland, including Sanoma Pro operating in Finland and a part of Sanoma Learning</i>	1988.66	203.56

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

3917

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

3867

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

1121

(7.22.4) Please explain

Includes the figures from the Parent Company and its subsidiaries.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

(7.22.4) Please explain

Associated companies' and joint ventures' Scope 1 and 2 emissions have been reported in the Consolidated accounting group's Scope 3 figures under category 15 Investments when relevant.

[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

No

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from:

	Indicate whether your organization undertook this energy-related activity in the reporting year
	<input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> Yes
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

40

(7.30.1.4) Total (renewable + non-renewable) MWh

40.00

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

21956

(7.30.1.3) MWh from non-renewable sources

599

(7.30.1.4) Total (renewable + non-renewable) MWh

22555.00

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:

Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

9585

(7.30.1.3) MWh from non-renewable sources

1903

(7.30.1.4) Total (renewable + non-renewable) MWh

11488.00

Consumption of purchased or acquired cooling

(7.30.1.1) Heating value

Select from:

Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

259

(7.30.1.3) MWh from non-renewable sources

125

(7.30.1.4) Total (renewable + non-renewable) MWh

384.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:

Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.4) Total (renewable + non-renewable) MWh

0.00

Total energy consumption

(7.30.1.1) Heating value

Select from:

Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

31800

(7.30.1.3) MWh from non-renewable sources

2667

(7.30.1.4) Total (renewable + non-renewable) MWh

34467.00

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of heat	Select from:

	Indicate whether your organization undertakes this fuel application
	<input checked="" type="checkbox"/> No
Consumption of fuel for the generation of steam	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sanoma does not use this fuel type.

Other biomass

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sanoma does not use this fuel type.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sanoma does not use this fuel type.

Coal

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sanoma does not use this fuel type.

Oil

(7.30.7.1) Heating value

Select from:

LHV

(7.30.7.2) Total fuel MWh consumed by the organization

39.79

(7.30.7.3) MWh fuel consumed for self-generation of electricity

39.79

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sanoma uses reserve power (light fuel oil) in its printing facilities and main offices in Finland to ensure that production can continue despite for example potential power cutoffs or during periods of peak demand.

Gas

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sanoma does not use this fuel type.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sanoma does not use this fuel type.

Total fuel

(7.30.7.1) Heating value

Select from:

LHV

(7.30.7.2) Total fuel MWh consumed by the organization

39.79

(7.30.7.3) MWh fuel consumed for self-generation of electricity

39.79

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sanoma uses reserve power (light fuel oil) in its printing facilities and main offices in Finland to ensure that production can continue despite for example potential power cutoffs or during periods of peak demand.

[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

277.83

(7.30.9.2) Generation that is consumed by the organization (MWh)

277.83

(7.30.9.3) Gross generation from renewable sources (MWh)

277.83

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

277.83

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

Finland

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Nuclear

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

18481.17

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Finland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1978

(7.30.14.10) Comment

Sanoma operations in Finland have purchased EECS (European Energy Certificate System) EECS RES-GO (Renewable Energy Sources) certificates of origin guarantee to ensure the electricity consumption in Finland is fossil free. Sanoma uses carbon-free electricity sourced from nuclear power, specifically from the Olkiluoto Nuclear Power Plant in Finland. The plant consists of three units. Olkiluoto 1 was commissioned on October 10, 1979, Olkiluoto 2 on July 10, 1982, and Olkiluoto 3 on April 16, 2023.

Row 2

(7.30.14.1) Country/area

Select from:

Finland

(7.30.14.2) Sourcing method

Select from:

Heat/steam/cooling supply agreement

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

238.34

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Finland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2024

(7.30.14.10) Comment

In 2024, Sanoma commissioned two solar power plants in cooperation with its landlords in the Sanomoahouse headquarters and Manu printing house. In practice, Sanoma has made an agreement with the landlord to purchase from an on-site installation owned by a third party (on-site PPA).

Row 3

(7.30.14.1) Country/area

Select from:

Sweden

(7.30.14.2) Sourcing method

Select from:

- Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

Select from:

- Electricity

(7.30.14.4) Low-carbon technology type

Select from:

- Renewable energy mix, please specify

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

24.29

(7.30.14.6) Tracking instrument used

Select from:

- Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

- Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

- No

(7.30.14.10) Comment

-

Row 4

(7.30.14.1) Country/area

Select from:

Sweden

(7.30.14.2) Sourcing method

Select from:

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Nuclear

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

0.82

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

-

Row 6

(7.30.14.1) Country/area

Select from:

Netherlands

(7.30.14.2) Sourcing method

Select from:

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :Wind, solar, water, biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Netherlands

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

-

Row 9**(7.30.14.1) Country/area**

Select from:

Norway

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :Water

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3.93

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Norway

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

-

Row 11

(7.30.14.1) Country/area

Select from:

Spain

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :Solar,

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1566.84

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Spain

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

-

Row 12

(7.30.14.1) Country/area

Select from:

Poland

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

762.94

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Poland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

-

Row 13

(7.30.14.1) Country/area

Select from:

Italy

(7.30.14.2) Sourcing method

Select from:

Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :Wind, solar, bio, hydroelectric

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

238.5

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

-

Row 14

(7.30.14.1) Country/area

Select from:

Belgium

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :Unknown, certificate available

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

226

(7.30.14.6) Tracking instrument used

Select from:

Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Belgium

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

(7.30.14.10) Comment

Row 16

(7.30.14.1) Country/area

Select from:

Finland

(7.30.14.2) Sourcing method

Select from:

Direct line to an off-site generator owned by a third party with no grid transfers (direct line PPA)

(7.30.14.3) Energy carrier

Select from:

Heat

(7.30.14.4) Low-carbon technology type

Select from:

Sustainable biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8730.49

(7.30.14.6) Tracking instrument used

Select from:

GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

Finland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2014

(7.30.14.10) Comment

Sanoma uses renewable district heating in Finland, provided by Vantaa Energy. This district heating is largely produced from waste-to-energy and bioenergy sources. The main production facilities include the Waste-to-Energy Plant commissioned in 2014, its expansion completed in 2022, and Finland's first geothermal heating plant, which started operating in the Varisto district of Vantaa in March 2023. From 2022 onwards, Sanoma has used renewable heating in some of its facilities and during 2023, the use of renewable heating was expanded to all of its facilities in Finland.

[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

241.55

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

150

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

391.55

Denmark

(7.30.16.1) Consumption of purchased electricity (MWh)

33.04

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

53.93

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

86.97

Finland

(7.30.16.1) Consumption of purchased electricity (MWh)

18505.09

(7.30.16.2) Consumption of self-generated electricity (MWh)

277.83

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

8730.49

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

27513.41

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

0.49

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.42

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.91

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

479.07

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

189

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

668.07

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

864.17

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

918

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1782.17

Norway

(7.30.16.1) Consumption of purchased electricity (MWh)

3.93

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

3.91

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7.84

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

836.36

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1687.84

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2524.20

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

1566.84

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1566.84

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

24.29

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

137.48

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

161.77

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.0000037

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

5038

(7.45.3) Metric denominator

Select from:

unit total revenue

(7.45.4) Metric denominator: Unit total

1344800000

(7.45.5) Scope 2 figure used

Select from:

Market-based

(7.45.6) % change from previous year

16.8

(7.45.7) Direction of change

Select from:

Decreased

(7.45.8) Reasons for change

Select all that apply

Change in renewable energy consumption

Other emissions reduction activities

(7.45.9) Please explain

Sanoma's combined Scope 1 and 2 emissions declined by 18,7% in 2024, compared to 2023. This led to also the decline of intensity compared to Sanoma's revenue. These emission reductions were the result of following initiatives: During 2024, 2,125 solar panels were planted on the roofs of the Sanoma House in Helsinki and Manu printing house in Tampere, Finland to increase own renewable electricity production. In 2024, all facilities and printing houses in Finland used fossil-free electricity. In addition, office facilities in Sweden, Poland, Netherlands, Belgium, Spain and Italy used fossil-free or renewable electricity. In Finland, facilities and printing houses also transitioned to fully renewable heating during 2023–2024. Renewable heating was also used in the Netherlands, Sweden and Norway. In 2024, Sanoma also carried out office restructuring projects and discontinued unnecessary office facilities in Finland, Sweden, Norway, France and the Netherlands. As a result of these projects, the consumption of electricity, district heating and cooling in both owned and leased properties controlled by Sanoma declined in 2024. As is a continuous action to reduce the heating consumption, Sanoma uses AI optimisation of heating use in Finland in the Sanoma House headquarters in Helsinki and in both printing houses.

Row 2

(7.45.1) Intensity figure

1.083

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

5038

(7.45.3) Metric denominator

Select from:

- full time equivalent (FTE) employee

(7.45.4) Metric denominator: Unit total

4648

(7.45.5) Scope 2 figure used

Select from:

- Market-based

(7.45.6) % change from previous year

10.5

(7.45.7) Direction of change

Select from:

- Decreased

(7.45.8) Reasons for change

Select all that apply

- Change in renewable energy consumption
- Other emissions reduction activities

(7.45.9) Please explain

Sanoma's combined Scope 1 and 2 emissions declined by 18,7% in 2024, compared to 2023. This led to also the decline of intensity compared to Sanoma's FTE. These emission reductions were the result of following initiatives: During 2024, 2,125 solar panels were planted on the roofs of the Sanoma House in Helsinki and Manu printing house in Tampere, Finland to increase own renewable electricity production. In 2024, all facilities and printing houses in Finland used fossil-free electricity. In addition, office facilities in Sweden, Poland, Netherlands, Belgium, Spain and Italy used fossil-free or renewable electricity. In Finland, facilities and printing houses also transitioned to fully renewable heating during 2023–2024. Renewable heating was also used in the Netherlands, Sweden and Norway. In 2024, Sanoma also carried out office restructuring projects and discontinued unnecessary office facilities in Finland, Sweden, Norway, France and the Netherlands. As a result of these projects, the consumption of electricity, district heating and cooling in both owned and leased properties controlled by Sanoma declined in 2024. As is a continuous action to reduce the heating consumption, Sanoma uses AI optimisation of heating use in Finland in the Sanoma House headquarters in Helsinki and in both printing houses.

[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

Other, please specify :Share of certified wood fiber

(7.52.2) Metric value

98

(7.52.3) Metric numerator

Share of certified wood fiber %

(7.52.5) % change from previous year

4

(7.52.6) Direction of change

Select from:

Increased

(7.52.7) Please explain

Sanoma's key actions to mitigate its biodiversity impacts related to the use of paper are continuous and include implementation of sourcing requirements, data collection and traceability improvements related to paper sourcing and cooperation with the suppliers. In its newspapers, magazines and books, Sanoma prefers to use paper originating from certified and sustainably managed forests, i.e., from traceable, verified and legal sources. In 2024, the share of certified paper was 98% (2023: 94%). Sanoma continuously develops its due diligence systems to ensure tracing of the origin of the paper-fibre used in its products and to manage compliance risks related to EUDR. In 2024, Sanoma acquired a PEFC Chain of Custody certification for Media Finland. Sanoma's learning business in the Netherlands, Malmberg, has acquired a FSC Chain of Custody certification.

Row 2

(7.52.1) Description

Select from:

Energy usage

(7.52.2) Metric value

97

(7.52.3) Metric numerator

Share of fossil-free electricity %

(7.52.5) % change from previous year

4

(7.52.6) Direction of change

Select from:

Increased

(7.52.7) Please explain

Sanoma's key decarbonisation levers include transitioning to fossil-free energy on own operations and supply chain, energy efficiency, materials efficiency, optimisation of materials use and supplier cooperation. In 2024, Sanoma achieved reductions in Scope 2 emissions mainly due to continuing to transition to renewable heating in addition to the use of fossil-free electricity.

Row 3

(7.52.1) Description

Select from:

Energy usage

(7.52.2) Metric value

92

(7.52.3) Metric numerator

Share of fossil-free energy %

(7.52.5) % change from previous year

26

(7.52.6) Direction of change

Select from:

Increased

(7.52.7) Please explain

Sanoma's key decarbonisation levers include transitioning to fossil-free energy on own operations and supply chain, energy efficiency, materials efficiency, optimisation of materials use and supplier cooperation. In 2024, Sanoma achieved reductions in Scope 2 emissions mainly due to continuing to transition to renewable heating in addition to the use of fossil-free electricity.

Row 4

(7.52.1) Description

Select from:

Waste

(7.52.2) Metric value

6579

(7.52.3) Metric numerator

Waste tonnes

(7.52.5) % change from previous year

13

(7.52.6) Direction of change

Select from:

Increased

(7.52.7) Please explain

Sanoma's printing houses, facilities and warehouses generated 6,579 tonnes of waste (2023: 5,829) in 2024. Recycled and reused waste accounts for 72% of Sanoma's waste.

Row 5

(7.52.1) Description

Select from:

Other, please specify :Paper fiber used

(7.52.2) Metric value

43430

(7.52.3) Metric numerator

Paper tonnes

(7.52.5) % change from previous year

31

(7.52.6) Direction of change

Select from:

Decreased

(7.52.7) Please explain

In 2024, the total amount of paper used declined by 31% to 43,430 (2023: 63,100) tonnes, mainly driven by lower paper usage in Media Finland. This follows the prevailing media trend of consumers moving from printed to digital and hybrid media products.

[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

- Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Sanoma Corporation - Near-Term Target Approval Letter (1).pdf

(7.53.1.4) Target ambition

Select from:

- 1.5°C aligned

(7.53.1.5) Date target was set

09/25/2023

(7.53.1.6) Target coverage

Select from:

- Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Carbon dioxide (CO2)
- Methane (CH4)
- Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

- Scope 1
- Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

Market-based

(7.53.1.11) End date of base year

12/30/2021

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

3658

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

5316

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

8974.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

42

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

5204.920

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

3917

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

1121

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

5038.000

(7.53.1.78) Land-related emissions covered by target*Select from:* Yes, it covers land-related emissions/removals associated with bioenergy and non-land related emissions (e.g. non-FLAG SBT with bioenergy)**(7.53.1.79) % of target achieved relative to base year**

104.43

(7.53.1.80) Target status in reporting year

Select from:

Achieved

(7.53.1.82) Explain target coverage and identify any exclusions

Sanoma's validated SBTi target for our own operations is to reduce absolute Scope 1 and 2 GHG emissions by 42% by 2030 from the 2021 base year. In 2020-2021, Sanoma halved its own operations' (Scope 1 and 2) emissions. We also aim to transition to fossil-free electricity by the end of 2023 (93% achieved) and energy (heating, cooling and reserve power) by 2030. Both energy-related targets support us in reaching our Scope 2 emission reduction target.

(7.53.1.83) Target objective

Sanoma's climate strategy is an important part of our 2030 business strategy, transforming our business to meet the requirements of a low-carbon economy, aligned with the Paris Agreement 1.5°C goal. The climate targets are well-integrated into Sanoma's strategy and way of working.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

Sanoma's key decarbonisation levers include transitioning to fossil-free energy on own operations and supply chain, energy efficiency, materials efficiency, optimisation of materials use and supplier cooperation. The transition to fossil-free energy reduces both own operations Scope 2 emissions and Scope 3 value chain emissions. Energy efficiency improvements and the use of AI to optimise energy consumption can lead to further reductions in energy consumption in owned and leased properties.

Row 2

(7.53.1.1) Target reference number

Select from:

Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

- Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Sanoma Corporation - Near-Term Target Approval Letter (1).pdf

(7.53.1.4) Target ambition

Select from:

- 1.5°C aligned

(7.53.1.5) Date target was set

09/25/2023

(7.53.1.6) Target coverage

Select from:

- Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Methane (CH₄)
- Nitrous oxide (N₂O)
- Carbon dioxide (CO₂)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)
- Sulphur hexafluoride (SF₆)
- Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

Select all that apply

- Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

- Scope 3, Category 1 – Purchased goods and services
- Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)
- Scope 3, Category 4 – Upstream transportation and distribution

(7.53.1.11) End date of base year

12/30/2021

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

99350

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

2549.0

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

21227

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

123126.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

123126.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100.0

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100.0

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100.0

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

79.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

79

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

38

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

76338.120

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

57953

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

2333

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

16188

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

76474.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

76474.000

(7.53.1.78) Land-related emissions covered by target

Select from:

Yes, it covers land-related emissions/removals associated with bioenergy and non-land related emissions (e.g. non-FLAG SBT with bioenergy)

(7.53.1.79) % of target achieved relative to base year

99.71

(7.53.1.80) Target status in reporting year

Select from:

Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Since the majority of Sanoma's greenhouse gas emissions originate from indirect Scope 3 emissions we aim to annually reduce them by 38% by 2030 from the 2021 base year. This Scope 3 target applies to Sanoma's GHG emissions under categories 1 purchased goods and services, 3 fuel and energy related activities and 4 upstream transportation and distribution, which together accounted for almost 80% of Sanoma's value chain emissions in 2024. In Scope 3, our current focus is on categories which have the biggest impact on Sanoma's GHG emissions: printed products, services and transportation.

(7.53.1.83) Target objective

Sanoma's climate strategy is an important part of our 2030 business strategy, transforming our business to meet the requirements of a low-carbon economy, aligned with the Paris Agreement 1.5°C goal. The climate targets are well-integrated into Sanoma's strategy and way of working.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

In 2024, Sanoma's value chain emissions (Scope 3) declined by 38% in categories 1, 3 and 4 compared to the 2021 base year. Supplier engagement is also one of Sanoma's decarbonisation levers. Encouraging suppliers to measure and reduce their GHG emissions, particularly in the categories of purchased goods and services and transportation, enhances the ability to reduce Sanoma's Scope 3 emissions. In addition to supplier cooperation, Sanoma minimises material consumption, analyses the carbon profiles of its materials usage and changes materials to reduce its emissions. Digitalisation will also reduce Sanoma's materials-related emissions.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

Targets to increase or maintain low-carbon energy consumption or production

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

Low 1

(7.54.1.2) Date target was set

08/28/2021

(7.54.1.3) Target coverage

Select from:

Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

Electricity

(7.54.1.5) Target type: activity

Select from:

Consumption

(7.54.1.6) Target type: energy source

Select from:

Renewable energy source(s) only

(7.54.1.7) End date of base year

12/30/2021

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

29899

(7.54.1.9) % share of low-carbon or renewable energy in base year

97

(7.54.1.10) End date of target

12/30/2030

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

97

(7.54.1.13) % of target achieved relative to base year

0.00

(7.54.1.14) Target status in reporting year

Select from:

Underway

(7.54.1.16) Is this target part of an emissions target?

Yes, this target is a part of our absolute reduction target for Scope 1 and 2 GHG emissions.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

No, it's not part of an overarching initiative

(7.54.1.19) Explain target coverage and identify any exclusions

The target covers all facilities, warehouses and printing houses operated by Sanoma. Our facilities and warehouses are located in Finland, Sweden, Denmark, Norway, The Netherlands, Belgium, Poland, Germany, Spain, Italy and UK. In Finland we also have two printing houses. Our biggest offices and headquarter are also located in Finland.

(7.54.1.20) Target objective

Sanoma's climate strategy is an important part of our 2030 business strategy, transforming its business to meet the requirements of a low-carbon economy, aligned with the Paris Agreement 1.5°C goal. Sanoma aims to transition to fossil-free energy (electricity, heating, cooling and reserve power) by 2030. In addition, Sanoma aims to use only fossil-free or renewable electricity. Both targets were established in 2021. The target is in line with Sanoma's Environmental Standard and supports in the achievement of Scope 1 and 2 emission reduction targets.

(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

In 2024, the share of fossil-free renewable and nuclear electricity was 97%. In Finland all electricity and heating used was fossil-free or renewable at the end of 2024. During the reporting year, Sanoma also finalised its transition to fossil-free electricity in Sweden, Norway, Denmark, Netherlands and Spain.

Row 2

(7.54.1.1) Target reference number

Select from:

Low 2

(7.54.1.2) Date target was set

08/28/2021

(7.54.1.3) Target coverage

Select from:

Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

All energy carriers

(7.54.1.5) Target type: activity

Select from:

Consumption

(7.54.1.6) Target type: energy source

Select from:

Low-carbon energy source(s)

(7.54.1.7) End date of base year

12/30/2021

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

49003

(7.54.1.9) % share of low-carbon or renewable energy in base year

59

(7.54.1.10) End date of target

12/30/2030

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

92

(7.54.1.13) % of target achieved relative to base year

80.49

(7.54.1.14) Target status in reporting year

Select from:

Underway

(7.54.1.16) Is this target part of an emissions target?

Yes, this target is a part of our absolute reduction target for Scope 1 and 2 GHG emissions.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

No, it's not part of an overarching initiative

(7.54.1.19) Explain target coverage and identify any exclusions

The target covers all facilities, warehouses and printing houses operated by Sanoma. Our facilities and warehouses are located in Finland, Sweden, Denmark, Norway, The Netherlands, Belgium, Poland, Germany, Spain, Italy and UK. In Finland we also have two printing houses. Our biggest offices and headquarter are also located in Finland.

(7.54.1.20) Target objective

Sanoma's climate strategy is an important part of our 2030 business strategy, transforming its business to meet the requirements of a low-carbon economy, aligned with the Paris Agreement 1.5°C goal. Sanoma aims to transition to fossil-free energy (electricity, heating, cooling and reserve power) by 2030. In addition, Sanoma aims to use only fossil-free or renewable electricity. Both targets were established in 2021. The target is in line with Sanoma's Environmental Standard and supports in the achievement of Scope 1 and 2 emission reduction targets.

(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

In 2024, 92% of all energy used by Sanoma was already fossil-free. The increase in the share of fossil-free energy followed Sanoma's switch to renewable heating in Finland where all electricity and heating used is fossil-free or renewable at the end of 2024. Sanoma also finalised its transition to fossil-free electricity in Sweden, Norway, Denmark, Netherlands and Spain.
 [Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	5	`Numeric input
To be implemented	4	2038
Implementation commenced	3	1986
Implemented	7	6934
Not to be implemented	0	`Numeric input

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy generation

Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

134

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

13000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

30000

(7.55.2.7) Payback period

Select from:

<1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

Ongoing

(7.55.2.9) Comment

In 2024, Sanoma commissioned two solar power plants in cooperation with its landlords in the Sanomoahouse headquarters and Manu printing house. In practice, Sanoma has made an agreement with the landlord to purchase from an on-site installation owned by a third party (on-site PPA). In both the Manu and Sanomatalo sites, on-site solar energy production has resulted in cost savings. At Manu, solar power is purchased at a lower rate than the average market price, and since it's produced locally, there are no transmission fees. Similarly, at Sanomatalo, the solar energy produced in 2024 is used without any direct cost, and no transmission fees are paid for that portion either. When combining the avoided energy purchase costs and transmission charges at both sites, the total savings amount to over €13,000. At Manu printing house, there was no upfront investment as the cost was covered through the purchased electricity. At Sanomatalo, Sanoma invested around EUR 30,000 (30% of the total, with the property covering the remaining 70%), but there are no electricity costs.

Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

Smart control system

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

500

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (location-based)

Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

20000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

50000

(7.55.2.7) Payback period

Select from:

<1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

Ongoing

(7.55.2.9) Comment

During 2024, the consumption of electricity, district heating and cooling in both our owned and leased properties controlled by Sanoma continued to decline as a result of AI optimisation of heating use in our headquarters Sanoma House in Helsinki, as well as in both printing houses. Investment required is the one time investment towards the use of AI done in 2022. Annual savings are the cost saving provided by the use of AI in 2024.

Row 4

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

2000

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

20000

(7.55.2.7) Payback period

Select from:

<1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

<1 year

(7.55.2.9) Comment

Sanoma purchases EECS (European Energy Certificate System) EECS RES-GO (Renewable Energy Sources) certificates of origin guarantee to ensure the electricity consumption in Finland. In other operating countries, Sanoma mainly uses facilities, which its leases. In leased facilities, Sanoma cooperates with the facility owner/operator to ensure use of renewables. Facilities and warehouses in Media Finland and Sanoma Pro (Finland), Sanoma Utbildning (Sweden), Iddink (Netherlands), Van In (Belgium), Santillana Spain, Sanoma Italy and Nowa Era (Poland) use fossil-free electricity. Investment required is the purchase of fossil-free energy.

Row 5

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

Supplier engagement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

4300

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 3 category 1: Purchased goods & services

Scope 3 category 4: Upstream transportation & distribution

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

75000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

Ongoing

(7.55.2.9) Comment

Investment required is difficult to estimate, as it contains several actions and projects: training our print suppliers, setting renewable energy requirements to print suppliers, lowering paper grammages in our products, changing paper used in our products towards lower carbon paper. Annual savings have been estimated by estimating the margin benefit Sanoma receives from meeting its SBTi emission reduction targets that have been linked to the EUR 300 million RCF: In 2024, the margin benefit was roughly around EUR 75 000. Sanoma has not identified any direct operational costs that could be defined as investments, as most costs related to for example changing paper qualities to lower carbon options are indirect.

[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

We have a dedicated budget for our sustainability strategy, including climate-related GHG emission reduction initiatives. In addition we invest for example in using renewables in our operations in Finland and throughout Europe.

Row 2

(7.55.3.1) Method

Select from:

Internal price on carbon

(7.55.3.2) Comment

We use an internal price on carbon when planning transport mileages and choosing suppliers for our book production. This helps us analyse our procurement decisions from a climate perspective and in the future, we also believe this will help us reduce our GHG emissions through route optimisation.

Row 3

(7.55.3.1) Method

Select from:

- Internal incentives/recognition programs

(7.55.3.2) Comment

We provide financial incentives for key staff engaged in implementing our climate strategy. For example, in 2024, Executive Management Team had 5% of annual short-term incentives bonus linked to the implementation of our climate strategy.

[Add row]

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

- Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

- Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

- The EU Taxonomy for environmentally sustainable economic activities

(7.74.1.3) Type of product(s) or service(s)

Other

Other, please specify :Live events, TV and radio broadcasting and music publishing business in Finland

(7.74.1.4) Description of product(s) or service(s)

According to the EU Taxonomy, an economic activity is classified as environmentally sustainable if it contributes substantially to one or more of the six environmental objectives, fulfils the 'do no significant harm' (DNSH) criteria to the other environmental objectives and complies with Minimum Safeguards related to the OECD MNE Guidelines, the UNGPs, the Declaration of the International Labour Organization on Fundamental Principles and Rights at Work and the International Bill of Human Rights. Sanoma's environmental footprint is not significant, and as a learning and media company, only a few of its businesses are defined as Taxonomy-eligible activities, while none are Taxonomy-aligned. According to Sanoma's assessment, the following economic activities are identified as eligible under the objective 2) climate change adaptation: 8.2 Computer programming, consultancy and related activities (digital learning businesses) and 8.3 Programming and broadcasting activities (TV and radio broadcasting business in Finland). Economic activities 13.1 Creative, arts and entertainment activities (live events business in Finland) and 13.3 Motion picture, video and television programme production, sound recording and music publishing activities (music publishing business in Finland) were also found to be potentially eligible for Sanoma, but to avoid double counting, Sanoma reports these activities under economic activity 8.3.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

14

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

Yes

(7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.

Row 1

(7.79.1.1) Project type

Select from:

Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

Select from:

Emissions reduction

(7.79.1.3) Project description

Verra project description: The Forest Azul Restoration Project, certified under Verra's Verified Carbon Standard, aims to restore degraded lands in eastern Paraguay. Historically damaged by cattle ranching and soy farming, the 2,309-hectare estate retains only 25% of its natural forest, which is heavily degraded. The project uses fast-growing exotic tree species planted in strips to regenerate the ecosystem, sequester carbon, and support biodiversity. Vintage 2019 certificates represent 718.9 tonnes of CO₂ equivalent removed or reduced. The initiative also creates sustainable jobs through rotational harvesting and has received pioneering support from Paraguay's government, positioning it as a replicable model for climate-positive forestry.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO₂e)

344

(7.79.1.5) Purpose of retirement

Select from:

Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

Yes

(7.79.1.7) Vintage of credits at retirement

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

- Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

- VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

- Consideration of legal requirements
- Investment analysis
- Barrier analysis
- Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

- Temporary crediting

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

- Activity-shifting
- Market leakage
- Ecological leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Verified Carbon Standard (VCS) has several requirements to ensure projects minimize and, where possible, avoid negative environmental, economic, and social impacts: environmental and social safeguards, stakeholder engagement, monitoring and reporting and benefit sharing. This helps ensure that the project contributes positively to the local economy and society. Measures help ensure that VCS projects not only reduce greenhouse gas emissions but also contribute positively to sustainable development goals.

(7.79.1.14) Please explain

The serial numbers of the credits retired from this project: 14973-636394114-636394457-VCS-VCU-291-VER-PY-14-2469-01012019-31122019-0. The retirement date: 18.12.2024 Sanoma's Procurement team, in cooperation with the Sustainability team, is responsible for Sanoma's carbon credit purchases. Sanoma has developed internal guidelines for the selection of offsetting projects to ensure due diligence.

[Add row]

C8. Environmental performance - Forests

(8.1) Are there any exclusions from your disclosure of forests-related data?

	Exclusion from disclosure
Timber products	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(8.2) Provide a breakdown of your disclosure volume per commodity.

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
Timber products	43430	Select all that apply <input checked="" type="checkbox"/> Sourced	43430

[Fixed row]

(8.5) Provide details on the origins of your sourced volumes.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Jämsänkoski

(8.5.4) Volume sourced from country/area of origin (metric tons)

9625

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Germany

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Steyermuhl

(8.5.4) Volume sourced from country/area of origin (metric tons)

274

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Anjala, Kouvola

(8.5.4) Volume sourced from country/area of origin (metric tons)

476

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Lohja

(8.5.4) Volume sourced from country/area of origin (metric tons)

792

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

- States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Rauma

(8.5.4) Volume sourced from country/area of origin (metric tons)

608

(8.5.5) Source

Select all that apply

- Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

- Finland

(8.5.2) First level administrative division

Select from:

- States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Kaukas

(8.5.4) Volume sourced from country/area of origin (metric tons)

306

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

(8.5.4) Volume sourced from country/area of origin (metric tons)

524

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Germany

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Nordland

(8.5.4) Volume sourced from country/area of origin (metric tons)

97

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Norway

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Skogn

(8.5.4) Volume sourced from country/area of origin (metric tons)

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products**(8.5.1) Country/area of origin**

Select from:

Sweden

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Hylte

(8.5.4) Volume sourced from country/area of origin (metric tons)

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Sweden

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Halstavik

(8.5.4) Volume sourced from country/area of origin (metric tons)

719

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Vantaa

(8.5.4) Volume sourced from country/area of origin (metric tons)

12

(8.5.5) Source

Select all that apply

- Trader/broker/commodity market

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

- Finland

(8.5.2) First level administrative division

Select from:

- States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Kyröskoski

(8.5.4) Volume sourced from country/area of origin (metric tons)

103

(8.5.5) Source

Select all that apply

- Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Äänekoski

(8.5.4) Volume sourced from country/area of origin (metric tons)

93

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Kyröskoski

(8.5.4) Volume sourced from country/area of origin (metric tons)

22

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Tervakoski

(8.5.4) Volume sourced from country/area of origin (metric tons)

325

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Kyröskoski/Äänekoski

(8.5.4) Volume sourced from country/area of origin (metric tons)

316

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Lohja

(8.5.4) Volume sourced from country/area of origin (metric tons)

1975

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Kouvola, Anjala

(8.5.4) Volume sourced from country/area of origin (metric tons)

562

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Germany

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Schwedt

(8.5.4) Volume sourced from country/area of origin (metric tons)

8099

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Italy

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Duino/Villorba

(8.5.4) Volume sourced from country/area of origin (metric tons)

94

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Italy

(8.5.2) First level administrative division

Select from:

- States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Garda

(8.5.4) Volume sourced from country/area of origin (metric tons)

2

(8.5.5) Source

Select all that apply

- Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

- Germany

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Augsburg

(8.5.4) Volume sourced from country/area of origin (metric tons)

399

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

- States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Kaukas

(8.5.4) Volume sourced from country/area of origin (metric tons)

858

(8.5.5) Source

Select all that apply

- Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

- Finland

(8.5.2) First level administrative division

Select from:

- States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Kymi

(8.5.4) Volume sourced from country/area of origin (metric tons)

1

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Germany

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Nordland

(8.5.4) Volume sourced from country/area of origin (metric tons)

1

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Finland

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Rauma

(8.5.4) Volume sourced from country/area of origin (metric tons)

856

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Netherlands

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Maastricht

(8.5.4) Volume sourced from country/area of origin (metric tons)

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products**(8.5.1) Country/area of origin**

Select from:

Norway

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Skogn

(8.5.4) Volume sourced from country/area of origin (metric tons)

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Portugal

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Setubal

(8.5.4) Volume sourced from country/area of origin (metric tons)

1567

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Spain

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Motril&Sant Joan Les Fonts

(8.5.4) Volume sourced from country/area of origin (metric tons)

1617

(8.5.5) Source

Select all that apply

- Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

- Spain

(8.5.2) First level administrative division

Select from:

- States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Vilaseca

(8.5.4) Volume sourced from country/area of origin (metric tons)

76

(8.5.5) Source

Select all that apply

- Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Sweden

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Munkedal

(8.5.4) Volume sourced from country/area of origin (metric tons)

7

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Sweden

(8.5.2) First level administrative division

Select from:

States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Iggesund

(8.5.4) Volume sourced from country/area of origin (metric tons)

11

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

(8.5.7) Please explain

This location is in a temperate zone and does not overlap with tropical biomes and is not considered high-risk for deforestation or ecosystem conversion in the tropical context.

Timber products

(8.5.1) Country/area of origin

Select from:

Unknown origin

(8.5.4) Volume sourced from country/area of origin (metric tons)

278

(8.5.5) Source

Select all that apply

Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

Technical attachment CDP.pdf

(8.5.7) Please explain

Sanoma ensures that the sourced volume is not linked to deforestation or ecosystem conversion by requiring full traceability and compliance with verified PEFC and/or FSC standards. This is supported by supplier declarations, risk-based assessments, and alignment with Sanoma's environmental responsibility commitments.

[Add row]

(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?

Timber products

(8.7.1) Active no-deforestation or no-conversion target

Select from:

- No, but we plan to have a no-deforestation or no-conversion target in the next two years

(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

- Other, please specify :Sanoma impacts deforestation through its sourcing and therefore has focused in its target-setting towards to use of legal, FSC or PEFC certified and traceable paper use.

(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

Sanoma operates as a publisher of learning and media materials, producing newspapers in its two printing houses and sourcing production of magazines and books from printing suppliers. For both its own production as well as for its printing partners, Sanoma sources forest commodities, more specifically paper. Deforestation refers to the loss of natural forest as a result of degraded land (former forest that has lost its main elements of composition, structure, and function of a forest due to severe degradation), tree plantation (intensive management, lacks key elements of natural forests native to the area, such as species composition and structural diversity) or agriculture. Sanoma has potential impacts towards deforestation through its sourcing and therefore its targets are focused on the use of legal, FSC or PEFC certified and traceable paper use. See question 8.7.2.

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

- Yes, we have other targets related to this commodity

[Fixed row]

(8.7.2) Provide details of other targets related to your commodities, including any which contribute to your no-deforestation or no-conversion target, and progress made against them.

Timber products

(8.7.2.1) Target reference number

Select from:

Target 1

(8.7.2.3) Target coverage

Select from:

Organization-wide (including suppliers)

(8.7.2.4) Commodity volume covered by target (metric tons)

Select from:

Total commodity volume

(8.7.2.5) Category of target & Quantitative metric

Third-party certification

% of volume third-party certified

(8.7.2.7) Third-party certification scheme

Chain-of-custody certification

FSC Chain-of-Custody certification (any type)

(8.7.2.8) Date target was set

12/31/2020

(8.7.2.9) End date of base year

12/30/2021

(8.7.2.10) Base year figure

95

(8.7.2.11) End date of target

12/30/2024

(8.7.2.12) Target year figure

100

(8.7.2.13) Reporting year figure

98

(8.7.2.14) Target status in reporting year

Select from:

Underway

(8.7.2.15) % of target achieved relative to base year

60.00

(8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Select all that apply

Sustainable Development Goals

(8.7.2.17) Explain target coverage and identify any exclusions

All paper used in Sanoma's newspapers, magazines and books is expected to originate from certified and sustainably managed forests i.e. traceable, verified and legal FSC sources. Sanoma's continuous target is that the use of certified paper is 100% annually. No exclusions.

(8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year

Sanoma's key actions to mitigate its biodiversity impacts related to the use of paper are continuous and include implementation of sourcing requirements, data collection and traceability improvements related to paper sourcing and cooperation with the suppliers. In its newspapers, magazines and books, Sanoma prefers to use paper originating from certified and sustainably managed forests, i.e., from traceable, verified and legal sources. As part of the annual negotiations with the suppliers, information on the origin of the paper is evaluated. Sanoma also collects information on the origin of paper from its suppliers via its purchase order system. Sanoma also checks supplier information via national tools and databases, research institutes and the FSC and PEFC registries. Sanoma currently traces and monitors the origin of the purchased paper from its tier 1 and 2 suppliers. All described actions related to paper sourcing increase traceability, and with the EUDR, traceability is expected to expand beyond tier 1 and 2 suppliers.

(8.7.2.20) Further details of target

-

Timber products

(8.7.2.1) Target reference number

Select from:

Target 2

(8.7.2.3) Target coverage

Select from:

Organization-wide (including suppliers)

(8.7.2.4) Commodity volume covered by target (metric tons)

Select from:

Total commodity volume

(8.7.2.5) Category of target & Quantitative metric

Third-party certification

% of volume third-party certified

(8.7.2.7) Third-party certification scheme

Chain-of-custody certification

PEFC Chain-of-Custody (any type)

(8.7.2.8) Date target was set

12/31/2020

(8.7.2.9) End date of base year

12/30/2021

(8.7.2.10) Base year figure

95

(8.7.2.11) End date of target

12/30/2024

(8.7.2.12) Target year figure

100

(8.7.2.13) Reporting year figure

98

(8.7.2.14) Target status in reporting year

Select from:

Underway

(8.7.2.15) % of target achieved relative to base year

60.00

(8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Select all that apply

Sustainable Development Goals

(8.7.2.17) Explain target coverage and identify any exclusions

All paper used in Sanoma's newspapers, magazines and books is expected to originate from certified and sustainably managed forests i.e. traceable, verified and legal PEFC sources. Sanoma's continuous target is that the use of certified paper is 100% annually. No exclusions.

(8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year

Sanoma's key actions to mitigate its biodiversity impacts related to the use of paper are continuous and include implementation of sourcing requirements, data collection and traceability improvements related to paper sourcing and cooperation with the suppliers. In its newspapers, magazines and books, Sanoma prefers to use paper originating from certified and sustainably managed forests, i.e., from traceable, verified and legal sources. As part of the annual negotiations with the suppliers, information on the origin of the paper is evaluated. Sanoma also collects information on the origin of paper from its suppliers via its purchase order system. Sanoma also checks supplier information via national tools and databases, research institutes and the FSC and PEFC registries. Sanoma currently traces and monitors the origin of the purchased paper from its tier 1 and 2 suppliers. All described actions related to paper sourcing increase traceability, and with the EUDR, traceability is expected to expand beyond tier 1 and 2 suppliers.

(8.7.2.20) Further details of target

-

Timber products

(8.7.2.1) Target reference number

Select from:

Target 3

(8.7.2.3) Target coverage

Select from:

Organization-wide (including suppliers)

(8.7.2.4) Commodity volume covered by target (metric tons)

Select from:

Disclosure volume

(8.7.2.5) Category of target & Quantitative metric

Other target category, please specify

Other target metric, please specify :38% reduction in Scope 3 emissions by 2030 (cat 1 Purchased goods and services, Cat 3 Fuel- and Energy-Related Activities and cat 4 Upstream transportation and distribution)

(8.7.2.8) Date target was set

09/25/2023

(8.7.2.9) End date of base year

12/30/2021

(8.7.2.10) Base year figure

123126

(8.7.2.11) End date of target

12/30/2030

(8.7.2.12) Target year figure

76338

(8.7.2.13) Reporting year figure

76474

(8.7.2.14) Target status in reporting year

Select from:

Underway

(8.7.2.15) % of target achieved relative to base year

99.71

(8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Select all that apply

Paris Agreement

(8.7.2.17) Explain target coverage and identify any exclusions

In 2023, the Science Based Targets initiative (SBTi) approved Sanoma's near-term science-based emission reduction targets for our own operations (Scope 1 and 2) and value chain (Scope 3). Since the majority of Sanoma's greenhouse gas emissions originate from indirect Scope 3 emissions, Sanoma aims to reduce these Scope 3 by 38% by 2030 from the 2021 base year. Exclusions: This Scope 3 target applies to Sanoma's GHG emissions under categories 1 purchased goods and services, 3 fuel and energy related activities and 4 upstream transportation and distribution, which together accounted for 75% of Sanoma's value chain emissions in 2024. In Scope 3, our current focus is on categories which have the biggest impact on Sanoma's GHG emissions: printed products, services and transportation.

(8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year

By 2024, Sanoma's value chain emissions (Scope 3) have declined by 38% in categories 1, 3 and 4 compared to the 2021 base year. To reduce value chain Scope 3 emissions, key actions during 2024 included partnering with suppliers, as the majority of Scope 3 emissions originate from purchases of materials, logistics and production. The scope of actions related to Scope 3 emissions reductions is Sanoma's upstream value chain in all sourcing countries. During 2024, Sanoma continued its cooperation with paper suppliers to use lower-carbon paper. Sanoma also continued to cooperate with its printing suppliers to ensure ambitious target setting and reliable carbon accounting. Annually, Sanoma collects supplier-specific emissions data from paper, printing and logistic suppliers, and follows-up on key suppliers' climate targets. During 2024, a Supplier Day was hosted to enhance cooperation with paper and print suppliers, including e.g., know-how on product-level emission calculations, EUDR, CSRD, CSDDD and other regulatory developments. In addition to supplier cooperation, the transition from print to digital continued in the media business, and as a result, the amount of print-related (paper, materials, logistics) GHG emissions declined. In its learning business, paper consumption also decreased, and following this, the printing-related emissions (energy, materials and logistics) also declined. As other purchased services, such as IT equipment, consulting, marketing, cloud-services and TV productions, also generate a portion of Sanoma's GHG emissions, Sanoma continuously develops its calculation models and cooperation with these suppliers to ensure further reductions.

(8.7.2.20) Further details of target

-
[Add row]

(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.

Timber products

(8.8.1) Traceability system

Select from:

Yes

(8.8.2) Methods/tools used in traceability system

Select all that apply

- Chain-of-custody certification
- Value chain mapping
- Supplier engagement/communication
- Internal traceability system

(8.8.3) Description of methods/tools used in traceability system

Sanoma has a traceability systems in place to ensure that we know the origin of purchased paper fiber. Sanoma screens new key suppliers through a Know Your Counterparty (KYC) process. All paper suppliers sign an Frame Agreement with Sanoma once they become our supplier. The Frame Agreement includes Sanoma's Paper Procurement Standard, which are annexed to all of the suppliers paper procurement agreements together with Sanoma's Supplier Code of Conduct. The Standards are used to guide suppliers so that paper used by Sanoma is produced responsibly and originates from traceable and verified sources. 98% of wood fiber in the paper qualities used by Sanoma originated from certified sources (FSC or PEFC certified) in 2024. Forest-related risks are evaluated and mitigated by following the Paper Procurement Standard as a part of annual negotiations with the suppliers by Sanoma Procurement. In this evaluation short-, medium- and long-term (0-1, 1-5 and 5- years) forest-related risks are evaluated, suppliers report on their FSC or PEFC certifications and also other sustainability efforts. Also information of the origin of the paper is evaluated as a part of these negotiations. In addition, Sanoma collects the information of the origin of paper via its purchase order system, in which suppliers report for example the transport information off paper. Via this system Sanoma also tracks the location of the origin of the paper. Sanoma also has an open grievance mechanism (Sanoma-WhistleB) that allows complaints to be sent to us in confidence with regards to alleged non-compliance with our policies.

[Fixed row]

(8.8.1) Provide details of the point to which your organization can trace its sourced volumes.

Timber products

(8.8.1.1) % of sourced volume traceable to production unit

100

(8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit

0

(8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit

0

(8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin

0

(8.8.1.5) % of sourced volume from unknown origin

0

(8.8.1.6) % of sourced volume reported

100.00

[Fixed row]

(8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.

Timber products

(8.9.1) DF/DCF status assessed for this commodity

Select from:

Yes, deforestation-free (DF) status assessed

(8.9.2) % of disclosure volume determined as DF/DCF in the reporting year

98

(8.9.3) % of disclosure volume determined as DF/DCF through a third-party certification scheme providing full DF/DCF assurance

98

(8.9.4) % of disclosure volume determined as DF/DCF through monitoring of production unit

98

(8.9.5) % of disclosure volume determined as DF/DCF through monitoring of sourcing area

0

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

Yes

[Fixed row]

(8.9.1) Provide details of third-party certification schemes used to determine the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of the disclosure volume, since specified cutoff date.

Timber products

(8.9.1.1) Third-party certification scheme providing full DF/DCF assurance

Chain-of-custody certification

FSC Chain-of-Custody certification (any type)

(8.9.1.2) % of disclosure volume determined as DF/DCF through certification scheme providing full DF/DCF assurance

98

(8.9.1.3) Comment

-

(8.9.1.4) Certification documentation

Technical attachment CDP.pdf

[Add row]

(8.9.2) Provide details of third-party certification schemes not providing full DF/DCF assurance.

Timber products

(8.9.2.1) Third-party certification scheme not providing full DF/DCF assurance

Chain-of-custody certification

PEFC Chain-of-Custody (any type)

(8.9.2.2) % of disclosure volume certified through scheme not providing full DF/DCF assurance

98

(8.9.2.3) Additional control methods in place to determine DF/DCF status of volumes certified through scheme not providing full DF/DCF assurance

Select all that apply

No

(8.9.2.4) Comment

-

(8.9.2.5) Certification documentation

Technical attachment CDP.pdf

[Add row]

(8.9.3) Provide details of production unit monitoring used to determine deforestation-free (DF) or deforestation- and conversion-free (DCF) status of volumes since specified cutoff date.

Timber products

(8.9.3.1) % of disclosure volume determined as DF/DCF through monitoring of production unit

98.00

(8.9.3.2) Production unit monitoring approach

Select all that apply

Other, please specify :Monitoring of certifications validity

(8.9.3.3) Description of production unit monitoring approach

Monitoring of suppliers productions units PEFC and FSC certification validity through Sanoma's order monitoring.

(8.9.3.4) DF/DCF status verified

Select from:

No

[Fixed row]

(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.

Timber products

(8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years

(8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:

No standardized procedure

(8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

Sanoma is building its monitoring system towards estimating the deforestation and conversion footprint for your disclosed commodities and to ensure compliance with the EUDR.

[Fixed row]

(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.

	Actions taken to increase production or sourcing of DCF volumes
Timber products	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(8.11.1) Provide details of actions taken in the reporting year to assess and increase production/sourcing of deforestation- and conversion-free (DCF) volumes.

Timber products

(8.11.1.1) Action type

Select from:

Increasing supplier control systems

(8.11.1.2) % of disclosure volume that is covered by this action

100

(8.11.1.3) Indicate whether you had any major barriers or challenges related to this action in the reporting year

Select from:

No

(8.11.1.5) Provide further details on the actions taken, their contribution to achieving DCF status, and any related barriers or challenges

All paper used in Sanoma's newspapers, magazines and books is expected to originate from certified and sustainably managed forests i.e. traceable, verified and legal sources. Sanoma's continuous target is to use certified paper at level of 100% coverage. In 2024, the share of certified paper was 98% (2023: 94%). In

Learning, the share of certified bookpaper increased as a result of changing certain paper suppliers and sources. During 2025, Learning will continue to cooperate with paper suppliers to ensure only certified paper is used.

[Add row]

(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.

(8.14.1) Assess legal compliance with forest regulations

Select from:

- Yes, from suppliers

(8.14.2) Aspects of legislation considered

Select all that apply

- Labor rights
- Land use rights
- Third parties' rights
- Environmental protection
- Human rights protected under international law
- Tax, anti-corruption, trade and customs regulations
- Forest-related rules, including forest management and biodiversity conservation, where directly related to wood harvesting
- The principle of free, prior and informed consent (FPIC), including as set out in the UN Declaration on the Rights of Indigenous Peoples

(8.14.3) Procedure to ensure legal compliance

Select all that apply

- Certification
- Supplier self-declaration
- Third party audits

(8.14.5) Please explain

We actively monitor our suppliers to assess the progress, and to identify and address non-compliance, according to the Sanoma's Paper Procurement Standard and the Supplier Code of Conduct annexed to all paper procurement agreements. The aim is to ensure that paper used by Sanoma is produced responsibly and originates from traceable and verified sources through the FSC and PEFC certificates suppliers that are verified by a third-party. Sanoma reviews the origin of the supply on annual basis and communicates the way of working to suppliers if non-compliance would occur. In addition, Sanoma's Know Your Counterparty (KYC) process identifies the risk of doing business with third parties by looking at their activities and legal compliance. The process includes anti-bribery, sanctions and other due diligence checks. Systematic KYC checks are carried out during the year by Group Procurement and Legal. Our open grievance mechanism (Sanoma-WhistleB) is public for anyone to report, and the messages from the Sanoma-WhistleB -system are monitored and responded on a regular basis by the CLO and CIAO, documented quarterly and reported to the management. Verifications of third party certification are checked on an annual basis. Verifications of third party certification are checked on an annual basis by checking the FSC Certificate database for compliance. As a result of the war in Ukraine, both the PEFC and FSC registries have decided that fibers and paper originating from Russia are no longer considered certified. This is an extreme example of supplier non-compliance. Due to the war, Sanoma has discontinued the sourcing of newsprint paper from Russia in February 2022. Sanoma responses to supplier non-compliance first with discussions with the suppliers and guidance towards becoming compliant. If the supplier does not show action towards compliance, we would suspend the supplier until they are compliant again.

[Fixed row]

(8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?

(8.15.1) Engagement in landscape/jurisdictional initiatives

Select from:

No, we do not engage in landscape/jurisdictional initiatives, and we do not plan to within the next two years

(8.15.2) Primary reason for not engaging in landscape/jurisdictional initiatives

Select from:

Not an immediate strategic priority

(8.15.3) Explain why your organization does not engage in landscape/jurisdictional initiatives

Sanoma sources paper fiber and printing services from suppliers and therefore does not directly take part in landscape/jurisdictional approaches.

[Fixed row]

(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?

Select from:

Yes

(8.16.1) Provide details of the external activities to support the implementation of your policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains

Row 1

(8.16.1.1) Commodity

Select all that apply

Timber products

(8.16.1.2) Activities

Select all that apply

Involved in industry platforms

(8.16.1.3) Country/area

Select from:

Other, please specify :European wide

(8.16.1.4) Subnational area

Select from:

Not applicable

(8.16.1.5) Provide further details of the activity

For Sanoma, sustainable forestry is of key importance as certified paper fiber is a key raw material for its learning and media products. The share of certified paper fiber is also one of the annually followed and reported KPIs in Sanoma's Sustainability Strategy. Sanoma promotes sustainable forest operations through its sourcing policies and practices. In addition, Sanoma is a signatory of Global Compact and committed to the Ten Principles of the Global Compact including protecting the environment. These Ten Principles are also incorporated into Sanoma's Code of Conduct, the Supplier Code of Conduct and the Environmental Standard expecting also Sanoma's suppliers to implement the principles in Sanoma's value chain. Sanoma has for example participated in the Global Compact's Climate Accelerator

Programme that supported in building Science Based Targets. Science Based Targets are directly linked to Sanoma's paper sourcing, since paper production is one of the GHG emission sources Sanoma plans to reduce in line with its climate targets. In 2024, Sanoma also acquired a PEFC Chain of Custody certification for Media Finland. Sanoma's learning business in the Netherlands, Malmberg, has also acquired a FSC Chain of Custody certification. Similar initiatives are in place also in other Sanoma's operating countries.

[Add row]

(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?

Select from:

No, and we do not plan to implement project(s) within the next two years

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

- Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

- Land/water protection
 Education & awareness

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	Select from: <input checked="" type="checkbox"/> Yes, we use indicators	Select all that apply <input checked="" type="checkbox"/> Other, please specify :Paper and share of certified fiber used. EUDR requirements and compliancy.

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	Select from: <input checked="" type="checkbox"/> No	-
UNESCO World Heritage sites	Select from: <input checked="" type="checkbox"/> No	-
UNESCO Man and the Biosphere Reserves	Select from: <input checked="" type="checkbox"/> No	-
Ramsar sites	Select from: <input checked="" type="checkbox"/> No	-
Key Biodiversity Areas	Select from: <input checked="" type="checkbox"/> No	-
Other areas important for biodiversity	Select from: <input checked="" type="checkbox"/> No	-

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- Climate change
- Forests
- Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Introduction

- All data points in module 1

(13.1.1.3) Verification/assurance standard

General standards

- ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

The assurance of Sanoma's Sustainability Statement is performed annually. The Sustainability Statement has been prepared on a consolidated basis and comprises Sanoma Corporation and its subsidiaries. No data points were excluded from the assurance process. Pwc performed a limited assurance engagement on the group sustainability statement of Sanoma Corporation that is referred to in Chapter 7 of the Accounting Act and that is included in the report of the Board of Directors for the reporting period 1.1.–31.12.2024. Sanoma's Sustainability statements can be found on pages 36-101, and the Assurance statement on pages 184-185.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

sanoma-corporation-annual-report-2024.pdf

Row 2

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- Climate change
- Forests
- Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Governance

- Environmental policies

(13.1.1.3) Verification/assurance standard

General standards

- ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

The assurance of Sanoma's Sustainability Statement is performed annually. The Sustainability Statement has been prepared on a consolidated basis and comprises Sanoma Corporation and its subsidiaries. No data points were excluded from the assurance process. PwC performed a limited assurance engagement on the group sustainability statement of Sanoma Corporation that is referred to in Chapter 7 of the Accounting Act and that is included in the report of the Board of Directors for the reporting period 1.1.–31.12.2024. Sanoma's Sustainability statements can be found on pages 36-101, and the Assurance statement on pages 184-185.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

sanoma-corporation-annual-report-2024.pdf

Row 3

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

- Waste data
- Fuel consumption
- Base year emissions
- Progress against targets
- Renewable fuel consumption
- Renewable Electricity/Steam/Heat/Cooling generation
- Year on year change in absolute emissions (Scope 3)
- Renewable Electricity/Steam/Heat/Cooling consumption
- Year on year change in absolute emissions (Scope 1 and 2)
- Target-setting methodology
- Energy attribute certificates (EACs)
- Emissions breakdown by business division
- Electricity/Steam/Heat/Cooling generation
- Electricity/Steam/Heat/Cooling consumption

(13.1.1.3) Verification/assurance standard

General standards

- ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

The assurance of Sanoma's Sustainability Statement is performed annually. The Sustainability Statement has been prepared on a consolidated basis and comprises Sanoma Corporation and its subsidiaries. No data points were excluded from the assurance process. Pwc performed a limited assurance engagement on the group sustainability statement of Sanoma Corporation that is referred to in Chapter 7 of the Accounting Act and that is included in the report of the Board of Directors for the reporting period 1.1.–31.12.2024. Sanoma's Sustainability statements can be found on pages 36-101, and the Assurance statement on pages 184-185.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

sanoma-corporation-annual-report-2024.pdf

Row 4

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- Climate change
- Forests
- Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Consolidation approach

- Consolidation approach

(13.1.1.3) Verification/assurance standard

General standards

ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

The assurance of Sanoma's Sustainability Statement is performed annually. The Sustainability Statement has been prepared on a consolidated basis and comprises Sanoma Corporation and its subsidiaries. No data points were excluded from the assurance process. Pwc performed a limited assurance engagement on the group sustainability statement of Sanoma Corporation that is referred to in Chapter 7 of the Accounting Act and that is included in the report of the Board of Directors for the reporting period 1.1.–31.12.2024. Sanoma's Sustainability statements can be found on pages 36-101, and the Assurance statement on pages 184-185.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

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[Add row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Financial Officer

(13.3.2) Corresponding job category

Select from:

Chief Financial Officer (CFO)

[Fixed row]

