

s a n o m a

Sanoma Group

Subsidiaries: Sanoma Learning
 Locations: Finland (HQ)
 Industries: Educational Resources

RISK LEVEL:**Medium Risk****DESCRIPTION:**

Sanoma Group often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Sanoma occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Lower Risk**

Sanoma has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Sanoma Group does not give to "religious movements or representatives" (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. **High Risk**

Sanoma Group provides its employees with viewpoint protections. It has a "zero tolerance" nondiscrimination policy based on its Diversity and Inclusion policy, which includes "political and religious beliefs" (1)(2). Sanoma Group offers unconscious bias training to its employees. In 2023, it published a gender diversity glossary (3)(4). The company prioritizes diversity in its leadership composition, seeking 50/50 gender equality in all managerial positions (5).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. **Medium Risk**

Sanoma Group supports ESG within its business practices. Sanoma Group is a signatory of the UN Global Compact, committed to

carbon Neutrality by 2050. Sanoma Learning monitors "sensitive topics" and reports them to the Local Management Team for approval (1)(2). Sanoma has publicly supported Ukraine in its war with Russia (3). Otherwise, there are no publicly known cases of Sanoma Group using its reputation to advance ideological causes or policies (4).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk

Sanoma Group has donated to organizations that support the Ukrainian efforts in the war with Russia (1). Valkeakoski Sanomat, a Sanoma affiliate, was the "official patron of the Valkeakoski Pride parade" (2). Otherwise, there are no publicly known cases of Sanoma Group using corporate funds to advance ideological causes, organizations, or policies (3).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

Sanoma Group does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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