

Sustainability strategy 2023–2025

Edita Group's business areas

Approved | 01/2023

Sustainability at Edita Group

- **At Edita Group, we want to have a positive impact on society and run our business in a sustainable way.** We work in close cooperation with our customers to offer them solutions that promote growth and customer satisfaction.
- Edita Group's sustainability activities correspond to the areas of **environmental and social responsibility and good governance** (ESG).
- Edita Group aims at profitable and sustainable growth that supports business. This also requires **financially responsible operations and good corporate citizenship**.
- The development of the company's sustainability is guided by its policies, guidelines and commitments, as well as guidelines defined by external parties key to the company's business operations.
- We assess sustainability risks as part of our risk management. The management of ESG risks includes assessing financial and any reputational risks.

"Creating value for our stakeholders and maintaining trust are the core of our sustainability activities"

Sustainability at Edita Group

Finland is one of the world's most successful countries in terms of many metrics. This would not have been possible if not for two things: Our legal system is the bedrock of a functioning society. Education has made it possible for Finland to become one of the world's most successful countries.

Our business areas **Edita Learning** and **Edita Legal Information** are involved in building both of these. Our goal is to make excellent education even better by offering the best learning materials to teachers and students. Our legal information services provide up-to-date legal information to professionals and citizens so that society and business can prosper.

Our **Edita Prima** business area helps companies and organisations better communicate with their stakeholders.

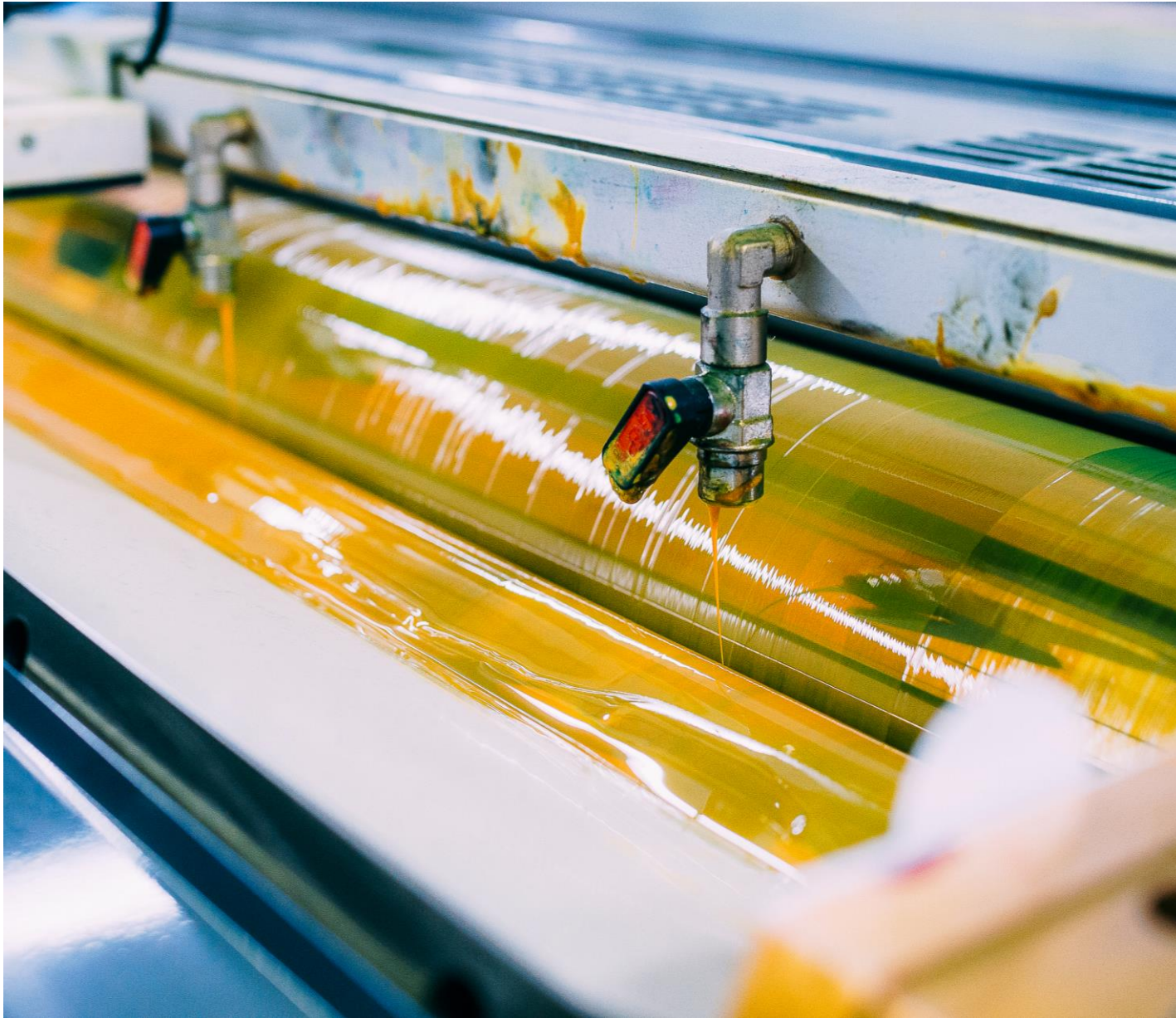
Communication is important to people, businesses and society. Communication also plays an essential role in improving social well-being and promoting environmental awareness.





Personnel

- We are committed to building a growth structure that provides our personnel with opportunities for learning and developing their expertise, as well as inspiring leadership and fair rewards for performance. Promoting equality is an important goal for us. We also promote respectful and inclusive leadership.
- We encourage our employees to cooperate in order to strengthen our culture and the ability to respond to customer needs.
- Our employees' well-being and family friendliness are values that we cherish. Our notion of family is diverse and aims to acknowledge the individual situations of our employees and their work-life balance. We also want to contribute to young people's future by offering trainee and work opportunities to young professionals.



Environment

- The biggest environmental impact from our operations is caused by the production of printed products and logistics. We endeavour to choose Finnish environmentally-certified suppliers and minimize the environmental impact from logistics.
- Edita Prima's production plant has an ISO14001-certified environmental management system, the right to use the Nordic Swan Ecolabel and PEFC-certified chain of custody management system for paper. Edita Prima has been carbon-neutral since June 2010.
- We pursue carbon neutrality in accordance with the objectives set for state-owned enterprises.

Good governance and information security

- Edita Group adheres to the **principles of good governance**. Our aim is to be honest, transparent and accountable in everything we do. We comply with statutory requirements and communicate honestly and transparently about our operations.
- **The Code of Business Ethics** guides every Edita Group employee in dealing with stakeholders: employees, customers, suppliers, partners and the owner. We also expect our partners to adhere to our Code of Business Ethics. We have a zero tolerance approach when it comes to bribery and corruption. We respect internationally approved human rights in all of our operations and expect our suppliers and partners to do likewise.
- Ensuring **information security and data protection** is essential to the success of our business and a prerequisite for high-quality provision of services to many of our customers. We monitor changes and development in information security and data protection regulations and also invest in the expertise of our own personnel in these areas. Edita Prima's information security management system (ISMS) is ISO27001-certified.

Edita Group's internal **whistleblowing channel** compliant with the EU Directive makes it possible to anonymously report misdemeanors relating to the Group or its business areas.

Our sustainability program as part of the strategy





**Our sustainability
strategy supports
the nine
UN Sustainable
Development Goals**



Learn more about Edita Group

www.editagroup.com

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