

6 February 2024

Proposal: Remuneration Report

Sanoma Corporation's Board of Directors, in accordance with the Board of Director's Human Resources Committee's recommendation, proposes to the Annual General Meeting of 17 April 2024 that the Annual General Meeting adopts the Remuneration Report of the governing bodies. The resolution of the Annual General Meeting to adopt the Remuneration Report is advisory.

The Remuneration Report is available on the Company's website at sanoma.com on week 10, commencing on 4 March 2024.

In Helsinki, 6 February 2024

Sanoma Corporation

Board of Directors