

9 February 2023

**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 19 April 2023 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](http://sanoma.com) on week 10, commencing on 6 March 2023.

In Helsinki, 9 February 2023

**Sanoma Corporation**

Board of Directors