

9 February 2023

**Proposal: Remuneration Policy**

The remuneration policy of the Company's governing bodies was previously considered in 2022 Annual General Meeting. The remuneration policy must be presented to the Annual General Meeting at least every four years or every time a material change is made.

Sanoma Corporation's Board of Directors proposes to the Annual General Meeting of 19 April 2023 that the remuneration policy for the governing bodies be amended as follows:

- The length of the performance period of the long-term incentive plans will be one to three years (earlier two years). The performance period is followed by a vesting period, duration of which is dependent on the length of the performance period and varies from two years (when the performance period is one year) to no vesting period (when the performance period is three years).

The proposal for the remuneration policy is available on the Company's website [www.sanoma.com](http://www.sanoma.com). The resolution of the Annual General Meeting on the remuneration policy is advisory.

In Helsinki, 9 February 2023

**Sanoma Corporation**

Board of Directors