

10 February 2026

**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 planned to be held on 7 May 2026 that the Annual General Meeting adopts the Remuneration Report for 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 [www.sanoma.com](http://www.sanoma.com) on week 14, commencing on 30 March 2026.

In Helsinki, 10 February 2026

**Sanoma Corporation**

Board of Directors