

9 February 2021

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 13 April 2021 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 at the latest on week 10, commencing on 8 March 2021.

In Helsinki, 9 February 2021

Sanoma Corporation

Board of Directors