

10 February 2022

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 7 April 2022 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 9, commencing on 28 February 2022.

In Helsinki, 10 February 2022

Sanoma Corporation

Board of Directors