

10 February 2025

**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 29 April 2025 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 31 March 2025.

In Helsinki, 10 February 2025

**Sanoma Corporation**

Board of Directors