

EVALUATION OF INDEPENDENCE

Requirement pursuant to the paragraphs 14 and 15 of the Finnish Corporate Governance Code:

- The majority of the Board members shall be independent of the company (Berglund, Brunila, Mattila, Palin-Lehtinen, Pekkarinen and Taxell), and
- At least two of the board members representing the majority shall be independent of significant shareholders of the company (Berglund, Brunila, Mattila, Palin-Lehtinen, Pekkarinen and Taxell).

Board member	Evaluation of independence	Reasoning
Tom Berglund	Independent of the company and significant shareholders of the company	
Anne Brunila	Independent of the company and significant shareholders of the company	
Veli-Matti Mattila	Independent of the company and significant shareholders of the company	
Eira Palin-Lehtinen	Independent of the company and significant shareholders of the company	
Jukka Pekkarinen	Independent of the company and significant shareholders of the company	
Christoffer Taxell	Independent of the company and significant shareholders of the company	
Matti Vuoria	Independent of significant shareholders of the company but not independent of the company	Kari Stadigh, deputy CEO of Sampo plc, is a member of Varma mutual insurance Company's Board of Directors due to which there is an interlocking control relationship (recommendation 15, sub paragraph e).
Björn Wahlroos	Independent of significant shareholders of the company but not independent of the company	Mr. Wahlroos has an employment relationship with Sampo plc (recommendation 15, sub paragraph a)

Sampo Oyj

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