

PROPOSAL OF THE NOMINATION AND COMPENSATION COMMITTEE FOR THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS AND THE MEMBERS OF THE BOARD OF DIRECTORS

After hearing the major shareholders, the Nomination and Compensation Committee of Sampo plc's ("Sampo") Board of Directors proposes to the Annual General Meeting that eight members be elected to the Board of Directors, so that the current members of the Board Tom Berglund, Anne Brunila, Eira Palin-Lehtinen, Jukka Pekkarinen, Christoffer Taxell, Matti Vuoria and Björn Wahlroos, are re-elected for a term continuing until the close of the next Annual General Meeting. Additionally, Sampo's Nomination and Compensation Committee proposes that Veli-Matti Mattila be elected as a new Board member for a term continuing until the close of the next Annual General Meeting.

The Nomination and Compensation Committee proposes that the Board elect Björn Wahlroos from among their number as the new Chairman of the Board.

The CVs of the persons proposed as members can be viewed at the website www.sampo.com/AGM.

Helsinki, 11 February 2009

SAMPO PLC
Nomination and Compensation Committee