

**SAMPO PLC'S NOMINATION AND COMPENSATION COMMITTEE'S PROPOSAL
to the Annual General Meeting on 14 April 2011**

Proposal of the Nomination and Compensation Committee for the remuneration of the members of the Board of Directors

The Nomination and Compensation Committee of the Board of Directors proposes to the Annual General Meeting that the fees of the members of the Board of Directors remain unchanged and that members of the Board of Directors be paid the following fees until the close of the next Annual General Meeting: the Chairman of the Board will be paid an annual fee of EUR 160,000, the Vice Chairman of the Board will be paid EUR 100,000 and the other members of the Board of Directors will be paid EUR 80,000 each. Approximately 50 per cent of each Board member's annual fees, after deduction of taxes and similar payments, will be paid in Sampo A shares and the rest in cash.

Helsinki, 9 February 2011

SAMPO PLC
Nomination and Compensation Committee
