

PROPOSAL OF THE NOMINATION AND REMUNERATION COMMITTEE FOR

The number of members of the Board of Directors and the members of the Board of Directors

The Nomination and Remuneration Committee of the Board of Directors proposes to the Annual General Meeting that the number of Board members remain unchanged and that eight members be elected to the Board. The proposal is in compliance with Sampo plc's Board Diversity Policy.

The Nomination and Remuneration Committee of the Board of Directors proposes that the current members of the Board Christian Clausen, Fiona Clutterbuck, Jannica Fagerholm, Johanna Lamminen, Risto Murto, Antti Mäkinen and Björn Wahlroos be re-elected for a term continuing until the close of the next Annual General Meeting. Of the current members Veli-Matti Mattila is not available for re-election. The Committee proposes that Georg Ehrnrooth be elected as a new member to the Board.

Georg Ehrnrooth, born in 1966, has several years of experience in banking and investment activities. He is

currently Chair of the Board in eQ Oyj. He has studied agriculture and forestry in Högre Svenska Läroverket in Turku, Finland. Georg Ehrnrooth's complete CV is enclosed to this proposal.

All the proposed Board members have been determined to be independent of the company and its major shareholders under the rules of the Finnish Corporate Governance Code 2020.

The CVs of all persons proposed as Board members are available at www.sampo.com/agm.

The Nomination and Remuneration Committee proposes that the Board members elect Björn Wahlroos from among its number as the Chair of the Board and Jannica Fagerholm as its Vice Chair. It is proposed that Christian Clausen, Risto Murto, Antti Mäkinen and Björn Wahlroos (Chair) be elected to the Nomination and Remuneration Committee as well as Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm

(Chair) and Johanna Lamminen be elected to the Audit Committee. The compositions of the Committees fulfil the

Finnish Corporate Governance Code 2020's requirement for independence.

Helsinki, 6 May 2020

SAMPO PLC
Nomination and Remuneration Committee

Annex
CV of Georg Ehrnrooth