

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, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Risto Murto and Björn Wahlroos be re-elected for a term continuing until the close of the next Annual General Meeting. Of the current members Antti Mäkinen is not available for re-election. The Committee proposes that Markus Rauramo be elected as a new member to the Board.

Markus Rauramo was born in 1968 and has a Master of Social Sciences degree from the University of Helsinki. He has made a long career in the energy sector as well as pulp and paper industry and is currently the President and CEO of Fortum Corporation. He started in this position in July 2020. Rauramo'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](http://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 and Björn Wahlroos (Chair) be elected to the Nomination and Remuneration Committee as well as Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm (Chair), Johanna Lamminen and Markus Rauramo be elected to the Audit Committee. The compositions of the Committees fulfil the Finnish Corporate Governance Code 2020's requirement for independence.

Helsinki, 11 February 2021

SAMPO PLC  
Nomination and Remuneration Committee

Annex  
CV of Markus Rauramo