

PROPOSAL OF THE AUDIT COMMITTEE FOR

# The remuneration of the Auditor

The Audit Committee of the Board of Directors proposes to the Annual General Meeting that compensation be paid to the company's Auditor against an invoice approved by the company.

As background for the proposal, the Audit Committee states that the Authorized Public Accountant Firm Ernst & Young Oy has acted as Sampo plc's Auditor in 2019.

The fee paid to Ernst & Young Oy for statutory audit services rendered and invoiced in 2019 totalled EUR 603,695. In addition, Ernst & Young Oy was paid a total of EUR 252,968 in fees for non-audit services, which is less than 70 per cent of the average fees as defined in article 4 section 2 of the EU Audit Regulation (Regulation (EU) No 537/2014 of the European

Parliament and of the Council of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities and repealing Commission Decision 2005/909/EC, "Audit Regulation").

The Auditor's fees for services provided to Sampo Group have been presented in note 36 of the annex to the consolidated financial statements.

Helsinki, 6 May 2020

SAMPO PLC  
Audit Committee