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ANNUAL GENERAL MEETING OF SAMPO PLC

Time: Wednesday, 17 May 2023 at 2:00 p.m. (EEST)

Place: Helsinki Exhibition & Convention Centre, Halls 5 ab, Messuaukio 1, 00520 Helsinki, Finland

Present: Shareholders were present or represented at the meeting as set out in the list of votes adopted at the meeting.

In addition, members of the Board of Directors Björn Wahlroos, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Steve Langan, Risto Murto and Markus Rauramo as well as the new proposed members of the Board of Directors Antti Mäkinen and Annica Witschard, Group CEO Torbjörn Magnusson, the representative of the company's auditor, Deloitte Ltd and the company's principal responsible auditor Jukka Vattulainen, members of the company's senior management, technical personnel and representatives of the media were present at the meeting.

1. OPENING OF THE MEETING

The Chair of the Board of Directors of the company Björn Wahlroos opened the meeting, welcomed the shareholders and other attendees, and presented an overview.

The overview of the Chair of the Board of Directors was enclosed to the minutes (Appendix 1 §).

2. CALLING THE MEETING TO ORDER

Mikko Heinonen, attorney-at-law, was elected as the Chair of the General Meeting and he invited Anne Teitto, Senior Legal Counsel of Sampo plc, to act as the secretary of the meeting.

The Chair explained the procedures for handling the items on the agenda of the meeting.

It was noted that the meeting will be conducted in Finnish and be interpreted simultaneously into English. It was further noted that possible English language addresses will be interpreted into Finnish. In addition, it was noted that the meeting will be photographed and that a video recording will be made of the meeting by Sampo plc for use by the company in connection with drafting the minutes of the meeting. Parts of the recording, such as the review by the Chair of the Board of Directors and the Group CEO, may be subsequently published on the company's website. It was

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noted that the General Meeting is a private event and, therefore, any video recording and photography, as well as any other recording that allows the identification of persons other than the photographer or person making the recording, or those who have granted their express consent, would be prohibited for the duration of the meeting.

It was noted that the financial statements had been available on the company's website as of 4 April 2023 in addition to which they were also available at the meeting venue.

It was noted that the proposals to the General Meeting had been published by way of stock exchange releases on 10 February 2023 and 29 March 2023 as well as on the company's website on 29 March 2023 in their entirety, and that the proposals had materially been included in the notice of the meeting published on 31 March 2023. It was also noted that the notice of meeting had been sent by mail to a shareholder whose address were known by the company.

The Chair noted that certain nominee-registered shareholders and holders of Swedish depository receipts had provided the company with voting instructions prior to the meeting. It was noted that the representatives of the nominee-registered shares and holders of Swedish depository receipts had notified that their principals had voted for or against some items considered in the General Meeting or that they abstained from voting, however, without making counterproposals. The issuers of these voting instructions had also notified that they do not demand a vote on those agenda items under which the instruction was to oppose the proposed resolution or to abstain from voting, and it was sufficient that such votes were duly recorded in the minutes.

The Chair noted that the meeting would follow the proposed course of action, in such a manner, however, so that the opposing votes set forth in the summary list would be recorded in the minutes in conjunction with each item as opposing votes only to the extent they simultaneously are in favour of a counterproposal eligible for voting.

It was noted that the General Meeting resolved to approve the procedures and matters of order.

The summary list of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipts was enclosed to the minutes (Appendix 2 §).

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3. ELECTION OF PERSONS TO SCRUTINISE THE MINUTES AND TO SUPERVISE THE COUNTING OF VOTES

Michaela Motzkin-Niemi and Kirsi Virkki were elected to scrutinise the minutes and Anu Kavonius and Marianne Lilja were elected to supervise the counting of the votes.

4. RECORDING THE LEGALITY OF THE MEETING

It was noted that the notice of the meeting had been published by way of a stock exchange release on 31 March 2023. In addition, the notice of the meeting had been sent in writing to each shareholder whose address was known to the company on 4 April 2023. It was also noted that the documents required pursuant the Finnish Companies Act when resolving upon a demerger had been available in their entirety on the company's website as of 17 April 2023.

The notice of the meeting was enclosed to the minutes (Appendix 4 §).

It was noted that the General Meeting had been convened in accordance with the Articles of Association and the Finnish Companies Act.

5. RECORDING THE ATTENDANCE AT THE MEETING AND ADOPTION OF THE LIST OF VOTES

A list of attendees as at the beginning of the meeting and a list of votes were presented, according to which 4,430 shareholders were represented at the meeting either in person or represented by a statutory representative or a proxy representative. It was recorded that 324,489,527 shares and 325,289,527 votes were represented at the beginning of the meeting, representing approximately 63.5 per cent of all the shares of the company and approximately 63.5 per cent of all the votes of the company.

The list of attendees and the list of votes at the beginning of the meeting was enclosed to the minutes (Appendix 5 §). It was noted that the list of votes will be adjusted to correspond to the attendance situation at the beginning of a possible vote.

It was also noted that all current members of the Board of Directors, with the exception of Christian Clausen, the new proposed members of the Board of Directors Antti Mäkinen and Annica Witschard, Group CEO Torbjörn Magnusson, the representative of the company's auditor, Deloitte Ltd and the company's principal responsible auditor Jukka Vattulainen, members of the company's senior management, technical personnel and representatives of the media were present at the meeting.

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6. PRESENTATION OF THE FINANCIAL STATEMENTS, REPORT OF THE BOARD OF DIRECTORS AND THE AUDITOR'S REPORT FOR THE FINANCIAL YEAR 2022

The Group CEO presented a review including the annual accounts and report of the Board of Directors for the year 2022. The review of the Group CEO was enclosed to the minutes (Appendix 6 § 1).

The annual accounts for the financial year 2022 consisting of the consolidated balance sheet, statement of comprehensive income, statement of changes in equity, statement of cash flows with the notes thereto, as well as the parent company's balance sheet, income statement, statement of cash flows with the notes thereto were presented.

The annual accounts documents were enclosed to the minutes (Appendix 6 § 2).

The company's principal responsible auditor Jukka Vattulainen, APA, presented the auditor's report on behalf of the auditor. The presentation and the auditor's report were enclosed to the minutes (Appendix 6 § 3).

It was recorded that the Annual General Meeting discussed the Group CEO's review and the matters related thereto and the auditor's report. Chair of the Board of Directors, the Group CEO and principal responsible auditor answered the shareholders' questions.

It was noted that the annual accounts, the report of the Board of Directors and the auditor's report for the financial year 2022 had been presented.

7. ADOPTION OF THE FINANCIAL STATEMENTS

The General Meeting resolved to adopt the annual accounts, including the consolidated financial statements, for the financial year 2022.

The summary list of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipts is enclosed to the minutes (Appendix 2 §).

8. RESOLUTION ON THE USE OF THE PROFIT SHOWN ON THE BALANCE SHEET AND THE PAYMENT OF DIVIDEND

It was noted that according to the balance sheet of the parent company, the distributable funds of the parent company as at 31 December 2022 were EUR 6,715,706,916.29 of which the profit for the financial year 2022 is EUR 1,780,426,719.09.

The Board of Directors had proposed that a dividend of EUR 2.60 per share be paid to all shares except for the shares held by Sampo plc on the record date of the

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dividend payment. The total dividend includes a regular dividend of EUR 1.80 per share as well as an extra dividend of EUR 0.80 per share.

According to the proposal, the dividend shall be paid to the shareholders who on the record date of the dividend payment, 22 May 2023, are recorded in the shareholder register maintained by Euroclear Finland Oy. According to the proposal, the dividend shall be paid on 31 May 2023.

The General Meeting resolved, in accordance with the proposal of the Board of Directors, that a dividend of EUR 2.60 per share be paid from the distributable funds of the parent company to shareholders who on the record date of the dividend payment are recorded in the company's shareholder register maintained by Euroclear Finland Oy. The dividend shall be paid on 31 May 2023. For the sake of clarity, it was noted that the issuer of the Swedish depository receipts shall ensure that the dividend is paid to the depository receipt holders registered in the securities depository and settlement register maintained by Euroclear Sweden AB as at the record date of 22 May 2023, which payment shall be made in Swedish kronor.

The proposal of the Board of Directors was enclosed to the minutes (Appendix 8 §).

The summary list of voting instructions of the owners of nominee-registered shares and the Swedish depository receipt holders is enclosed to the minutes (Appendix 2 §).

9. RESOLUTION ON THE DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE CEO FROM LIABILITY FOR THE FINANCIAL YEAR 2022

It was noted that the resolution on the discharge from liability for the financial year 2022 relates to the following persons:

Björn Wahlroos, Chair of the Board of Directors
Jannica Fagerholm, Vice Chair of the Board of Directors
Christian Clausen, member of the Board of Directors
Fiona Clutterbuck, member of the Board of Directors
Georg Ehrnrooth, member of the Board of Directors
Johanna Lamminen, member of the Board of Directors
Risto Murto, member of the Board of Directors
Markus Rauramo, member of the Board of Directors
Steve Langan, member of the Board of Directors (as of 18.5.2022)

as well as

Torbjörn Magnusson, CEO

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It was noted that the company's auditor has supported the discharge from liability in the auditor's report.

The General Meeting resolved to grant the discharge from liability to the above-mentioned members of the Board of Directors and to the CEO.

The summary list of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipts is enclosed to the minutes (Appendix 2 §).

10. CONSIDERATION OF THE REMUNERATION REPORT FOR GOVERNING BODIES

It was noted that the Remuneration Report for Governing Bodies published by the company on 4 April 2023, which has been available on the company's website, was presented to the General Meeting. It was further noted that the Board of Directors has proposed that the General Meeting adopts the company's Remuneration Report for the year 2022.

The General Meeting resolved to adopt the company's Remuneration Report for Governing Bodies for the year 2022.

The remuneration report was enclosed to the minutes (Appendix 10 §)

The summary list of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipts is enclosed to the minutes (Appendix 2 §).

11. RESOLUTION ON THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS

The Nomination and Remuneration Committee of the Board of Directors had proposed to the General Meeting that each member of the Board of Directors be paid an annual fee of EUR 101,000 for the term commencing at the close of this General Meeting and ending at the close of the Annual General Meeting 2024 and the Chair of the Board be paid EUR 228,000. Furthermore, the Nomination and Remuneration Committee had proposed that the members of the Board of Directors and its Committees be paid the following annual fees:

- the Vice Chair of the Board be paid EUR 30,000,
- the Chair of the Audit Committee be paid EUR 28,000, and
- each member of the Audit Committee be paid EUR 6,400.

Potential statutory social and pension costs incurring to members of the Board of Directors having permanent residence outside Finland will, according to applicable

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national legislation, be borne by Sampo plc. In addition, actual travel and accommodation costs incurring to a member of the Board of Directors will be reimbursed.

A member of the Board of Directors shall, in accordance with the resolution of the General Meeting, acquire Sampo plc A shares at the price paid in public trading for 50 per cent of his/her annual fee after the deduction of taxes, payments and potential statutory social and pension costs. The company will pay any possible transfer tax related to the acquisition of the company shares.

The proposal of the Nomination and Remuneration Committee of the Board of Directors was enclosed to the minutes (Appendix 10 §).

The General Meeting resolved to adopt the proposal of the Nomination and Remuneration Committee of the Board of Directors.

12. RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS

It was noted that pursuant to the Articles of Association, the Board of Directors comprises no fewer than 3 and no more than 10 members. The current number of members of the Board of Directors is nine (9).

It was noted that the Nomination and Remuneration Committee of the Board of Directors had proposed to the General Meeting that the number of the members of the Board of Directors be increased by one and that ten (10) members be elected to the Board of Directors.

The proposal of the Nomination and Remuneration Committee of the Board of Directors was enclosed to the minutes (Appendix 12 §).

The General Meeting resolved that the number of the members on the Board of Directors is confirmed to be ten (10).

13. ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS

It was noted that the Nomination and Remuneration Committee of the Board of Directors had proposed to the General Meeting that the following current members of the Board of Directors be re-elected for a term commencing at the close of this General Meeting and continuing until the close of the Annual General Meeting 2024:

Christian Clausen
Fiona Clutterbuck
Georg Ehrnrooth
Jannica Fagerholm
Johanna Lamminen
Steve Langan
Risto Murto and
Markus Rauramo,

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as well as Antti Mäkinen and Annica Witschard as new members of the Board of Directors for the same term of office.

The proposal of the Nomination and Remuneration Committee of the Board of Directors was enclosed to the minutes (Appendix 13 §).

The General Meeting resolved to elect as members of the Board of Directors the persons proposed by the Nomination and Remuneration Committee of the Board of Directors:

Christian Clausen
Fiona Clutterbuck
Georg Ehrnrooth
Jannica Fagerholm
Johanna Lamminen
Steve Langan
Risto Murto
Antti Mäkinen
Markus Rauramo
Annica Witschard

It was noted that Jannica Fagerholm gave a speech thanking Björn Wahlroos, mentioning in particular the importance of Wahlroos' work for Sampo and its shareholders. Fagerholm thanked Wahlroos for his chairmanship, during which Wahlroos has encouraged the Board of Directors of Sampo to continuously outdo itself. Lastly, Fagerholm requested Wahlroos to remain at the centre of the debate and to challenge everyone to think open-mindedly and boldly.

14. RESOLUTION ON THE REMUNERATION OF THE AUDITOR

It was noted that the Audit Committee of the Board of Directors had proposed to the General Meeting that the remuneration of the auditor to be elected be paid against an invoice approved by the company.

The proposal of the Audit Committee of the Board of Directors was enclosed to the minutes (Appendix 14 §).

The General Meeting resolved that the remuneration of the auditor be paid against an invoice approved by the company.

15. ELECTION OF THE AUDITOR

It was noted that pursuant to the Articles of Association, the company shall have one primary auditor which must be an auditing firm authorised by the Finnish Patent

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and Registration Office. During the previous financial year, Deloitte Ltd had acted as the auditor of the company.

It was noted that the Audit Committee of the Board of Directors had proposed to the General Meeting that Deloitte Ltd be re-elected as the auditor for a term of office expiring at the close of the Annual General Meeting 2024.

The proposal of the Audit Committee of the Board of Directors was enclosed to the minutes (Appendix 15 §).

The General Meeting resolved, in accordance with the proposal of the Audit Committee of the Board of Directors, that Deloitte Ltd be re-elected as the auditor for a term of office expiring at the close of the Annual General Meeting 2024. It was recorded that Deloitte Ltd had announced that Jukka Vattulainen, APA, will act as the principally responsible auditor.

16. PARTIAL DEMERGER OF SAMPO PLC

The Chair of the Board of Directors presented a summary of the demerger plan approved and signed by the Board of Directors of the company on 29 March 2023.

It was noted that the Board of Directors had proposed that the Annual General Meeting resolve to approve the partial demerger of Sampo plc in accordance with the demerger plan and so that, as part of the demerger resolution, the Annual General Meeting shall resolve conditionally upon the registration of the completion of the demerger on certain matters proposed.

According to the demerger plan, Sampo plc will be demerge by way of a partial demerger so that all of the shares owned by Sampo plc in Mandatum Holding Ltd, and related assets and liabilities will transfer without a liquidation procedure to Mandatum plc, a company to be incorporated in the demerger.

The shareholders of Sampo plc shall receive as demerger consideration one (1) new share in Mandatum plc for each share (regardless of share class) owned in Sampo plc. The demerger consideration shall be delivered through the book-entry system without any separate action being required from the shareholders of Sampo plc in relation thereto.

The shares in Mandatum plc are intended to be admitted to trading on the official list of Nasdaq Helsinki Ltd. Sampo plc has prepared a demerger and listing prospectus, which has been published by way of a stock exchange release and on the company's website on 10 May 2023. Trading is expected to commence on the date of the registration of the completion of the demerger, i.e., 1 October 2023 or, if this is not a trading day, on the first possible trading day following the registration of the completion.

In accordance with the demerger plan and conditional upon the registration of the completion of the demerger, it was simultaneously proposed to establish Mandatum plc and approve its articles of association, and to elect Markus Aho, Jannica Fagerholm, Kimmo Laaksonen, Johanna Lamminen, Patrick Lapveteläinen and Jukka

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Ruuska as members of the Board of Directors of Mandatum plc and the following remuneration to be paid to them:

- EUR 27,000 for each member of the Board of Directors of Mandatum plc, EUR 42,000 for the Chair of the Board and EUR 36,000 for the Vice Chair of the Board for the term of office;
- EUR 600 as a meeting fee to Mandatum plc's Board members for each Board meeting and EUR 1,500 for the Chair or Vice Chair when acting as Chair;
- for each possible meeting of Mandatum plc's Audit Committee, EUR 600 for each member of the Audit Committee and EUR 1,000 for the Chair of the Audit Committee.

In accordance with the demerger plan and conditional upon the registration of the completion of the demerger, it was simultaneously proposed to appoint Deloitte Ltd as auditor of Mandatum plc and the remuneration of the auditor to be elected be paid against an invoice approved by the company, and to establish a shareholders' nomination board for Mandatum plc.

The Board of Directors of Sampo plc may however resolve not to complete the demerger if at any time prior to the completion of the demerger there exists in the view of the Board of Directors grounds due to which such non-completion would be appropriate.

The proposal of the Board of Directors was enclosed to the minutes (Appendix 16 §).

The General Meeting resolved on the partial demerger of Sampo plc in accordance with the proposal of the Board of Directors and the demerger plan approved and signed by the Board of Directors on 29 March 2023.

The summary list of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipts is enclosed to the minutes (Appendix 2 §).

17. AMENDMENT OF ARTICLES 3 §, 4 § AND 14 § OF THE COMPANY'S ARTICLES OF ASSOCIATION

It was noted that the Board of Directors had proposed to the General Meeting that articles 3 §, 4 § and 14 § of the company's Articles of Association be amended.

In accordance with the proposal, article 3 § of the company's Articles of Association would be amended in accordance with the Sampo Group strategy announced on 24 February 2021 to reflect the company's current strategy and main business area. Article 4 § of the company's Articles of Association would be amended pursuant to the proposed authorisation for the Board of Directors to resolve upon a share issue without payment (share split) in agenda item 20, which necessitates a deletion of the minimum and maximum amounts set for the company's A and B shares. Finally, article 14 § of the company's Articles of Association would be amended such that

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the matters to be addressed in the Annual General Meeting are supplemented in accordance with the Finnish Companies Act.

The proposal of the Board of Directors, including the full wording of the sections of the Articles of Association to be amended, was enclosed to the minutes (Appendix 17 §).

The General Meeting resolved to amend articles 3 §, 4 § and 14 § of the Articles of Association in accordance with the proposal of the Board of Directors.

The summary list of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipts is enclosed to the minutes (Appendix 2 §).

18. AMENDMENT OF ARTICLE 11 § OF THE COMPANY'S ARTICLES OF ASSOCIATION

It was noted that the Board of Directors had proposed to the General Meeting that article 11 § of the company's Articles of Association would be amended such that, should the Board of Directors so decide, General Meetings may be convened as a so-called hybrid or remote meeting.

The proposal of the Board of Directors, including the full wording of the section of the Articles of Association to be amended, was enclosed to the minutes (Appendix 18 §).

The General Meeting resolved to amend article 11 § of the Articles of Association in accordance with the proposal of the Board of Directors.

It was recorded that shareholders Pekka Jaakkola (ballot number 999), Verner Vähätalo (ballot number 2287), Ari Salminen (ballot number 1721), Hannu Virtanen (ballot number 1079), and Jukka Salo (ballot number 1648), representing a total of 3,016 shares and votes, stated their opposition to the proposal in this agenda item however without requiring a full vote count.

The summary list of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipts is enclosed to the minutes (Appendix 2 §).

19. AUTHORISING THE BOARD OF DIRECTORS TO DECIDE ON THE REPURCHASE OF THE COMPANY'S OWN SHARES

It was noted that the Board of Directors had proposed to the General Meeting that the Board be authorised to resolve to repurchase, on one or several occasions, a maximum of 50,000,000 Sampo plc's A shares, by using funds in the unrestricted shareholders' equity, representing approximately 9.7 per cent of all outstanding A shares of the company.

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If the General Meeting approves the Board of Directors' proposal to authorise the Board of Directors to decide on a share issue without consideration (share split) in the following agenda item of the General Meeting, and the Board of Directors decides on a share issue without consideration in accordance with the authorisation, a maximum of 300,000,000 Sampo plc's A shares may be repurchased, representing approximately 9.7 per cent of all outstanding A shares of the company after the new shares to be issued in the share issue without consideration has been registered.

The repurchased shares will be cancelled.

The shares may be repurchased either through an offer to all shareholders on equal terms or through other means and otherwise than in proportion to the existing shareholdings of the company's shareholders (directed repurchase) if the Board of Directors deems that there are weighty financial reasons for such directed repurchase. Directed repurchases may be carried out, among others, through open market purchases, participation in accelerated book-building processes or through arranging reversed accelerated book-building processes.

The purchase price per share shall be no more than

(i) the highest price paid for the company's shares in public trading on the day of the repurchase or the offer to repurchase the company's own shares, or alternatively,

(ii) the average of the share prices (volume weighted average price on the regulated markets where the company's share is admitted to trading) during the five trading days preceding the repurchase or the offer to repurchase the company's own shares giving retrospective effect to a potential share split increasing the total number of shares.

The lowest purchase price per share shall be the price that is 20 per cent lower than the lowest price paid for the company's shares in public trading during the validity of this authorisation until the repurchase or the offer to repurchase the company's own shares giving retrospective effect to a potential share split increasing the total number of shares.

It is proposed that the authorisation be valid until the close of the next Annual General Meeting, however no longer than 18 months from the General Meeting's decision.

The proposal of the Board of Directors was enclosed to the minutes (Appendix 19 §).

The General Meeting resolved to authorise the Board of Directors to resolve on the repurchase of the company's own shares in accordance with the proposal of the Board of Directors.

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The summary list of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipts is enclosed to the minutes (Appendix 2 §).

20. AUTHORIZING THE BOARD OF DIRECTORS TO RESOLVE UPON A SHARE ISSUE WITHOUT PAYMENT

It was noted that the Board of Directors had proposed to the Annual General Meeting that the Board of Directors be authorised to resolve upon a share issue without consideration in proportion to shares owned by shareholders (share split) based on the following terms in order to enhance share liquidity. The Board of Directors could then resolve upon the timing and execution of the share issue without consideration at its discretion and based on the then prevailing market conditions, for example also considering the potential completion of the partial demerger considered earlier.

Based on the proposed authorisation, the Board of Directors could resolve to issue new shares to all shareholders without payment in proportion to their holdings so that a maximum of five (5) new A shares would be issued for each current A share and a maximum of five (5) new B shares would be issued for each current B share. The Board of Directors would be authorised to decide the exact amount of new shares issued for each A share and each B share within the limits of the proposed maximum number of new shares such that the ratio of current shares to new shares would be the same for both classes of shares. Based on the number of shares on the date of publication of the Board's proposal, a maximum of 2,581,897,560 new A shares and a maximum of 1,000,000 new B shares would be issued. The shares would be issued to shareholders who would be registered in the Company's register of shareholders maintained by Euroclear Finland Oy on the record date of the share issue.

The new A shares would be converted into Swedish depository receipts in accordance with sections 7.1 and 7.2 of the General Terms and Conditions for the SDRs and would not require any actions from holders of Swedish depository receipts. The new shares would generate shareholders rights as of when they have been registered in the Finnish Trade Register.

The Board of Directors would be authorised to decide on the record date of the share issue in accordance with applicable and valid legislation. The authorisation is proposed to remain valid until the next Annual General Meeting, however no longer than 30 June 2024.

The proposal of the Board of Directors was enclosed to the minutes (Appendix 20 §).

The General Meeting resolved to authorise the Board of Directors to resolve a share issue in accordance with the proposal of the Board of Directors.

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The summary list of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipts is enclosed to the minutes (Appendix 2 §).

21. CLOSING OF THE MEETING

It was recorded that all decisions of the General Meeting had been made unani-
mously unless otherwise indicated in these minutes.

The Chair noted that the items on the agenda had been attended to and that the minutes of the meeting would be available on the company's website at the latest on 31 May 2023.

The Chair closed the meeting at 16.08 p.m.

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Chair of the General Meeting:

MIKKO HEINONEN
Mikko Heinonen

In fidem:

ANNE TEITTO
Anne Teitto

Minutes reviewed and confirmed by:

MICHAELA MOTZKIN-NIEMI
Michaela Motzkin-Niemi

KIRSI VIRKKI
Kirsi Virkki

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APPENDICES

- Appendix 1 § Overview by Björn Wahlroos, Chair of the Board of Directors
- Appendix 2 § Summary lists of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipt represented by Nordea Bank Abp, Skandinaviska Enskilda Banken AB (publ.) Helsinki Branch, Danske Bank A/S, Finland Branch and Euroclear Bank SA/NV
- Appendix 4 § Notice of the Annual General Meeting
- Appendix 5 § List of votes represented at the meeting
- Appendix 6 § 1 Overview by Torbjörn Magnusson, the Group CEO
- Appendix 6 § 2 Annual accounts 1 January–31 December 2022
- Appendix 6 § 3 Auditor's report and presentation
- Appendix 8 § Proposal of the Board of Directors of Sampo plc for distribution of profit
- Appendix 10 § Sampo plc's Remuneration Report for Governing Bodies
- Appendix 11 § Proposal of the Nomination and Remuneration Committee of the Board of Directors of Sampo plc for the remuneration of the members of the Board of Directors
- Appendix 12 § Proposal of the Nomination and Remuneration Committee of the Board of Directors of Sampo plc for the number of the members of the Board of Directors
- Appendix 13 § Proposal of the Nomination and Remuneration Committee of the Board of Directors of Sampo plc for the members of the Board of Directors
- Appendix 14 § Proposal of the Audit Committee of the Board of Directors of Sampo plc for the remuneration of Auditor
- Appendix 15 § Proposal of the Audit Committee of the Board of Directors of Sampo plc for the election of Auditor
- Appendix 16 § Proposal of the Board of Directors for the partial demerger of Sampo plc
- Appendix 17 § Proposal of the Board of Directors on the amendment of articles 3 §, 4 § and 14 § of the company's Articles of Association
- Appendix 18 § Proposal of the Board of Directors on the amendment of article 11 § of the company's Articles of Association

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Appendix 19 § Proposal of the Board of Directors for authorisation to decide on the repurchase of the company's own shares

Appendix 20 § Proposal of the Board of Directors of Sampo plc to authorise the Board of Directors to resolve upon a share issue without payment

APPENDIX 2 § - Summary lists of the voting instructions of the owners of nominee-registered shares and holders of Swedish depository receipt represented by Nordea Bank Abp, Skandinaviska Enskilda Banken AB (publ.) Helsinki Branch, Danske Bank A/S, Finland Branch and Euroclear Bank SA/NV

AGENDA ITEM		FOR	ABSTAIN	AGAINST
7 Adoption of the Financial Statements	Number of votes per voting instructions	215,069,439	597,076	19,445
	As a percentage of all votes represented at meeting	66.12%	0.18%	0.01%
8 Resolution on the use of the profit shown on the balance sheet and the payment of dividend	Number of votes per voting instructions	215,626,021	49,952	9,987
	As a percentage of all votes represented at meeting	66.29%	0.02%	0.00%
9 Resolution on the discharge of the members of the Board of Directors and the CEO from liability for the financial year 2022	Number of votes per voting instructions	213,988,036	516,574	1,181,350
	As a percentage of all votes represented at meeting	65.78%	0.16%	0.36%
10 Consideration of the Remuneration Report for Governing Bodies	Number of votes per voting instructions	201,299,623	916,727	13,469,610
	As a percentage of all votes represented at meeting	61.88%	0.28%	4.14%

AGENDA ITEM		FOR	ABSTAIN	AGAINST
11 Resolution on the remuneration of the members of the Board of Directors	Number of votes per voting instructions	214,714,941	45,376	925,643
	As a percentage of all votes represented at meeting	66.01%	0.01%	0.28%
12 Resolution on the number of members of the Board of Directors	Number of votes per voting instructions	215,640,584	45,376	0
	As a percentage of all votes represented at meeting	66.29%	0.01%	0.00%
13 Election of the members of the Board of Directors	Number of votes per voting instructions	198,625,197	1,776,122	15,284,641
	As a percentage of all votes represented at meeting	61.06%	0.55%	4.70%
14 Resolution on the remuneration of the Auditor	Number of votes per voting instructions	215,243,312	49,952	392,696
	As a percentage of all votes represented at meeting	66.17%	0.02%	0.12%
15 Election of the Auditor	Number of votes per voting instructions	215,085,192	348,136	252,632
	As a percentage of all votes represented at meeting	66.12%	0.11%	0.08%

AGENDA ITEM		FOR	ABSTAIN	AGAINST
16 Partial demerger of Sampo plc	Number of votes per voting instructions	214,961,657	724,303	0
	As a percentage of all votes represented at meeting	66.08%	0.22%	0.00%
17 Amending articles 3 §, 4 § and 14 § of the company's articles of association	Number of votes per voting instructions	215,630,829	49,952	5,179
	As a percentage of all votes represented at meeting	66.29%	0.02%	0.00%
18 Amending article 11 § of the company's articles of association	Number of votes per voting instructions	112,722,082	45,376	102,918,502
	As a percentage of all votes represented at meeting	34.65%	0.01%	31.64%
19 Authorising the Board of Directors to decide on the repurchase of the company's own shares	Number of votes per voting instructions	212,028,365	50,768	3,606,827
	As a percentage of all votes represented at meeting	65.18%	0.02%	1.11%
20 Authorising the Board of Directors to resolve upon a share issue without payment	Number of votes per voting instructions	215,410,968	274,992	0
	As a percentage of all votes represented at meeting	66.22%	0.08%	0.00%