

## PROPOSAL OF THE BOARD OF DIRECTORS FOR

# Distribution of profit

### Dividend

Under Sampo Group's capital management framework, the Group aims to return a significant share of ongoing surplus capital generation through a reliable regular dividend. In addition to this, excess capital is returned through additional dividends and/or buybacks, to the extent that it is not utilised to support business development.

According to Sampo plc's Dividend Policy applicable to the distribution of 2023 earnings, total annual dividends paid shall represent at least 70 per cent of Sampo Group's operational result for the year.

The parent Company's distributable capital and reserves totalled EUR 5,366,661,774.58 of which profit for the financial year 2023 was EUR 963,205,215.62. Based on the policies outlined above, the Board proposes to the Annual General Meeting that a total dividend of EUR 1.80 per share be paid to all shares except for the shares held by Sampo plc on the dividend record date of 29 April 2024. The total dividend includes a regular dividend of EUR 1.60 per share as well as an extra dividend of EUR 0.20 per share.

As the Group's operational result amounted to approximately EUR 1,046 million, the payout ratio for the total dividend equates to 86 per cent. The remainder of the distributable funds are left in the Company's equity capital. After adjusting for the proposed dividend, Sampo Group's 2023 year-end distributable funds amounted to approximately EUR 4,463 million, Group's Solvency II ratio to 177 per cent and financial leverage to 27.7 per cent.

### Dividend payment

The dividend is proposed to be paid to the shareholders registered in the Company's shareholders' register maintained by Euroclear Finland Oy as at the record date of 29 April 2024. The Board proposes that the dividends be paid on 7 May 2024.

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 29 April 2024, which payment shall be made in Swedish kronor.

### Financial position

No significant changes have taken place in the Company's financial position since the end of the financial year. The Company's liquidity position is good and in the view of the Board, the proposed distributions do not jeopardise the Company's ability to fulfil its obligations.

8 February 2024

SAMPO PLC  
Board of Directors