

PROPOSAL OF THE AUDIT COMMITTEE FOR**The remuneration of the auditor and the sustainability reporting assurance provider**

The Audit Committee of the Board of Directors proposes to the Annual General Meeting that compensation be paid to the Company's Auditor and to the sustainability reporting assurance provider against invoices approved by the Company.

As background to the proposal, the Audit Committee states that the Authorised Public Accountant Firm Deloitte Ltd has acted as Sampo plc's Auditor since 2021.

The fees paid by Sampo plc to Deloitte Ltd for statutory audit services invoiced in 2023 totaled approximately EUR 1,165,500. In addition, Sampo plc paid Deloitte Ltd a total of approximately EUR 53,400 in fees for non-audit services.

The fees paid by Sampo Group to audit firm Deloitte for statutory audit services in 2023 totaled approximately EUR 4,031,700. In addition, Sampo Group paid audit firm Deloitte a total of approximately EUR 460,000 in fees for non-audit services, which is at most approximately 11 per cent of the fees paid by Sampo Group to audit firm Deloitte for statutory audit services.

The Auditor's fees for services provided to Sampo Group have been presented in note 6 of the annex to the consolidated financial statements.

Sampo plc is also required pursuant to the EU's new Corporate Sustainability Reporting Directive to prepare a sustainability report containing information on the effects of its operations on sustainability matters and their effect on the Company from the financial year 2024 onwards. The sustainability report shall be assured by an assurance opinion provided by a sustainability reporting assurance provider.

8 February 2024

SAMPO PLC
Audit Committee