

PROPOSAL OF THE NOMINATION AND REMUNERATION COMMITTEE FOR

The remuneration of 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 following annual fees be paid to the members of the Board of Directors until the close of the next Annual General Meeting:

- EUR 235,000 for the Chair of the Board (prev. EUR 228,000);
- EUR 135,000 for the Vice Chair of the Board (prev. EUR 131,000);
- EUR 104,000 for each member of the Board (prev. EUR 101,000);
- EUR 29,000 for the Chair of the Audit Committee as an additional annual fee (prev. EUR 28,000); and
- EUR 6,600 for each member of the Audit Committee as an additional annual fee (prev. EUR 6,400).

The proposed fees represent an increase of approximately 3 per cent. In determining the proposed fees, the Committee performs regular benchmarking against the fees paid to Boards of companies similar to Sampo Group. Based on this comparison, the Committee has concluded that the annual fee of the Board members is on a level comparable to the average annual fees paid to Board members of international peers. The Committee has also considered the effect of regulations applicable to Sampo Group on the demands of the Board's work.

Potential statutory social and pension costs incurring to Board members having permanent residence outside Finland will, according to applicable national legislation, be borne by Sampo plc. In addition, all costs and expenses related to the Board membership, including actual travel and accommodation costs incurring to a Board member as well as potential consultative, legal and administrative costs, will be paid on behalf of or reimbursed to the respective Board member.

A Board member shall, in accordance with the resolution of the Annual 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. Notwithstanding this, a Board member is not required to purchase any additional Sampo plc A shares if the Board member owns such amount of said shares that their value is equivalent to twice the respective Board member's gross annual fee. The Company will pay any possible transfer tax related to the acquisition of the shares.

A Board member shall make the purchase of shares during 2024 after the publication of the Interim Statement for January-September 2024 or, if this is not feasible due to applicable regulations, on the first possible date thereafter.

A Board member shall be obliged to retain the Sampo plc A shares purchased pursuant to this proposal under his/her ownership for two years from the purchasing date. The disposal restriction on the Sampo shares shall, however, be removed earlier in case the director's Board membership ends prior to the release of the restricted shares i.e. the shares will be released simultaneously when the term of the Board membership ends. If the director's Board membership ends prior to the close of the next Annual General Meeting, the annual fees paid to such Board member may be recovered in proportion to the term of the Board membership left unserved.

27 March 2024

SAMPO PLC
Nomination and Remuneration Committee