

Proposal 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 and as Sampo plc's sustainability reporting assurance provider since 2024.

Sampo plc's fees to Deloitte Ltd for statutory audit services in 2024 totaled to approximately EUR 450,000 and approximately EUR 137,000 for sustainability reporting assurance. In addition, Sampo plc's fees to Deloitte Ltd for non-audit services totalled to approximately EUR 204,000.

Sampo Group's fees to audit firm Deloitte for statutory audit services in 2024 totaled to approximately EUR 4,322,000. In addition, Sampo Group's fees for non-audit services to audit firm Deloitte totalled to approximately EUR 712,000, which is at most approximately 16.5 per cent of Sampo Group's fees 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 consolidated financial statements.

26 March 2025

SAMPO PLC
Audit Committee