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ANNUAL GENERAL MEETING OF SAMPO PLC

Time: Wednesday, 23 April 2025 at 2:00 p.m. (EEST)

Place: Helsinki Exhibition & Convention Centre, Congress Wing, Rauatieläisenkatu 3, 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, all members of the Board of Directors as well as the new proposed member of the Board of Directors Sara Mella, 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 Antti Mäkinen opened the meeting, welcomed the shareholders and other attendees, and presented an overview of the Company's past year and most significant events as well as the activities of the Board of Directors.

2. CALLING THE MEETING TO ORDER

Mikko Heinonen, attorney-at-law, was elected as the Chair of the General Meeting in accordance with the organisational document of the General Meeting, and Anne Teitto, Senior Legal Counsel of Sampo plc, acted as the secretary of the meeting.

The Chair stated that the Company had published an organisational document (Appendix 2 § 1) in which organisational matters and procedures for handling items 1 to 5 on the agenda of the meeting have been addressed.

It was noted that the meeting would be conducted in Finnish and interpreted simultaneously into English. It was further noted that possible English language addresses would be interpreted into Finnish.

It was noted that the General Meeting approved the procedures and matters of order.

The summary list of advance votes cast in favour of the proposals made to the General Meeting was enclosed to the minutes (Appendix 2 § 2).

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

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Petter Söderström and Timo Vuokila were elected to scrutinise the minutes and 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 and on the Company's website on 26 March 2025.

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 3,464 shareholders were represented at the meeting either in person, by a statutory representative, a proxy representative or by way of advance voting. It was recorded that 1,746,933,448 shares and 1,750,933,448 votes were represented at the beginning of the meeting, representing approximately 64.91 per cent of all the shares of the Company and approximately 64.96 per cent of all the votes of the Company.

It was noted that shareholders who were on 9 April 2025 registered in the shareholder registers maintained by Euroclear Finland Oy and VP Securities A/S have had the opportunity to vote in advance on items 7 to 16 on the agenda and that in accordance with the Finnish Companies Act, a proposal subject to advance voting was deemed to be presented unchanged to the General Meeting. It was noted that based on the advance votes received, the majority required by the Finnish Companies Act had preliminarily supported all proposals made to the General Meeting.

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 would be adjusted to correspond to the attendance situation at the beginning of a possible vote.

6. PRESENTATION OF THE FINANCIAL STATEMENTS, REPORT OF THE BOARD OF DIRECTORS, THE AUDITOR'S REPORT AND THE SUSTAINABILITY REPORTING ASSURANCE REPORT FOR THE FINANCIAL YEAR 2024

The Group CEO presented a review including the annual accounts and report of the Board of Directors for the year 2024. The review of the Group CEO was enclosed to the minutes (Appendix 6 § 1).

The annual accounts for the financial year 2024 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.

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

The Company's principal responsible Auditor and Authorised Sustainability Auditor Jukka Vattulainen, APA ASA, presented the auditor's report and the sustainability reporting assurance report on behalf of the audit and authorized sustainability audit firm. The presentation, the auditor's report and the sustainability reporting assurance report were enclosed to the minutes (Appendix 6 § 3).

It was recorded that the General Meeting discussed the Group CEO's review and the matters related thereto as well as the auditor's report and the sustainability reporting assurance report. Chair of the Board of Directors, the Group CEO and Group CFO answered the shareholders' questions.

It was noted that the annual accounts, the report of the Board of Directors, the auditor's report and the sustainability reporting assurance report for the financial year 2024 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 2024.

A total of 103,711 opposing advance votes of the shareholders were recorded under this agenda item.

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 2024 were EUR 7,851,175,075.24 of which the profit for the financial year 2024 was EUR 1,862,690,915.83.

It was noted that the Board of Directors had proposed to the General Meeting that a dividend of EUR 0.34 per share be paid to all shares except for the shares held by Sampo plc on the record date of the dividend payment.

According to the proposal, the dividend shall be paid to the shareholders who on the record date of the dividend payment on 25 April 2025 are recorded in the shareholder register maintained by Euroclear Finland Oy. According to the proposal, the dividend shall be paid on 6 May 2025.

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

The General Meeting resolved, in accordance with the proposal of the Board of Directors, that a dividend of EUR 0.34 per share be paid from the distributable funds of the parent company to a shareholder who on the record date of the dividend payment is recorded in the Company's shareholder register maintained by Euroclear Finland Oy.

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The dividend shall be paid on 6 May 2025. 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 the dividend payment on 25 April 2025, which payment shall be made in Swedish Krona. The dividend payment for shares registered in the form of share entitlements book-entered in VP Securities A/S in Denmark as at the record date of 25 April 2025 will be administered by VP Securities A/S subsequent to receipt of the dividend from Euroclear Finland.

A total of 29,505 opposing advance votes of the shareholders were recorded under this agenda item.

9. RESOLUTION ON THE DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE CEO FROM LIABILITY

It was noted that the resolution on the discharge from liability for the financial year 2024 relates to the following persons:

Antti Mäkinen, Chair of the Board of Directors
 Jannica Fagerholm, Vice Chair of the Board of Directors
 Christian Clausen, member of the Board of Directors
 Georg Ehrnrooth, member of the Board of Directors
 Steve Langan, member of the Board of Directors
 Risto Murto, member of the Board of Directors
 Markus Rauramo, member of the Board of Directors
 Annica Witschard, member of the Board of Directors
 Astrid Stange, member of the Board of Directors (as of 25 April 2024)
 Fiona Clutterbuck, member of the Board of Directors (until 25 April 2024)

as well as

Torbjörn Magnusson, CEO

It was noted that the Company's auditor had 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.

A total of 3,717,134 opposing advance votes of the shareholders were recorded under this agenda item.

10. CONSIDERATION OF THE REMUNERATION REPORT FOR GOVERNING BODIES

The Chair of the Board of Directors of the Company Antti Mäkinen presented the Company's remuneration and related principles for the year 2024. It was noted that the Remuneration Report for Governing Bodies published by the Company on 18 March 2025 has been available on the Company's website. It was further noted that the Board of

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Directors had proposed that the General Meeting adopts the Company's Remuneration Report for the year 2024 through an advisory resolution.

The Remuneration Report was enclosed to the minutes (Appendix 10 §).

The General Meeting resolved to adopt the Company's Remuneration Report for Governing Bodies for the year 2024.

A total of 78,578,730 opposing advance votes of the shareholders were recorded under this agenda item.

11. RESOLUTION ON THE REMUNERATION 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 each member of the Board of Directors be paid an annual fee of EUR 108,000 for the term commencing at the close of this General Meeting and ending at the close of the Annual General Meeting 2026, the Vice Chair of the Board be paid EUR 140,000 and the Chair of the Board be paid EUR 243,000. Furthermore, the Nomination and Remuneration Committee had proposed that the Chair of the Audit Committee be paid EUR 30,000 as an additional annual fee and each member of the Audit Committee be paid EUR 6,800 as an additional annual fee.

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

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 Company shares.

The proposal of the Nomination and Remuneration Committee of the Board of Directors was enclosed to the minutes (Appendix 11 §).

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

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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 decreased by one and that eight (8) 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 eight (8).

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 elected for a term commencing at the close of this General Meeting and continuing until the close of the Annual General Meeting 2026:

Christian Clausen
Steve Langan
Risto Murto
Antti Mäkinen
Markus Rauramo
Astrid Stange and
Annica Witschard,

as well as Sara Mella as a new member 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
Steve Langan
Sara Mella
Risto Murto
Antti Mäkinen
Markus Rauramo
Astrid Stange
Annica Witschard

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14. RESOLUTION ON THE REMUNERATION OF THE AUDITOR AND THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER

It was noted that the Audit Committee of the Board of Directors had proposed to the General Meeting that the remuneration of the auditor and the sustainability reporting assurance provider to be elected be paid against invoices 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 and the sustainability reporting assurance provider be paid against invoices approved by the Company.

15. ELECTION OF THE AUDITOR AND THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER

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 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 and sustainability reporting assurance provider for a term of office expiring at the close of the Annual General Meeting 2026.

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 and sustainability reporting assurance provider for a term of office expiring at the close of the Annual General Meeting 2026. It was recorded that Deloitte Ltd had announced that Jukka Vattulainen, APA ASA, will act as the principally responsible Auditor and Authorised Sustainability Auditor.

16. 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 250,000,000 Sampo plc's A shares, representing approximately 9.29 per cent of all outstanding A shares of the Company.

The repurchased shares will be cancelled.

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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.

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.

It was 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 16 §).

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.

A total of 674,426 opposing advance votes and 335,535 abstaining advance votes of the shareholders were recorded under this agenda item.

17. CLOSING OF THE MEETING

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 7 May 2025.

The Chair closed the meeting at 3:33 p.m. (EEST).

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Chair of the General Meeting:

MIKKO HEINONEN
Mikko Heinonen

In fidem:

ANNE TEITTO
Anne Teitto

Minutes reviewed and confirmed by:

PETTER SÖDERSTRÖM
Petter Söderström

TIMO VUOKILA
Timo Vuokila

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APPENDICES

Appendix 2 § 1 Organisational document

Appendix 2 § 2 Summary list of advance votes cast in favour of the proposals made to the General Meeting

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 2024

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 and Sustainability Reporting Assurance Provider

Appendix 15 § Proposal of the Audit Committee of the Board of Directors of Sampo plc for the election of Auditor and Sustainability Reporting Assurance Provider

Appendix 16 § Proposal of the Board of Directors for authorisation to decide on the repurchase of the company's own shares

APPENDIX 2 § 2 – SUMMARY OF ALL ADVANCE VOTES

AGENDA ITEM	VOTES FOR	SHARES FOR	% OF ALL VOTES AT AGM	% OF ALL SHARES AT AGM
7. Adoption of Financial Statements	1,721,382,474	1,721,382,474	98.31%	98.54%
8. Resolution on the use of the profit shown on the balance sheet and the payment of dividend	1,724,371,988	1,724,371,988	98.48%	98.71%
9. Resolution on the discharge of the members of the Board of Directors and CEO from liability	1,716,980,336	1,716,980,336	98.06%	98.29%
10. Consideration of the Remuneration Report for Governing Bodies	1,645,678,879	1,645,678,879	93.99%	94.20%
11. Resolution on the remuneration of the members of the Board of Directors	1,715,887,346	1,715,887,346	98.00%	98.22%
12. Resolution on the number of members of the Board of Directors	1,724,480,816	1,724,480,816	98.49%	98.71%
13. Election of members of the Board of Directors	1,588,075,388	1,588,075,388	90.70%	90.91%
14. Resolution on the remuneration of the Auditor and the Sustainability Reporting Assurance Provider	1,720,905,384	1,720,905,384	98.29%	98.51%
15. Election of the Auditor and the Sustainability Reporting Assurance Provider	1,720,771,052	1,720,771,052	98.28%	98.50%
16. Authorising the Board of Directors to decide on the repurchase of the Company's own shares	1,723,498,019	1,723,498,019	98.43%	98.66%