

## Proxy Document (including voting instructions)

### Sampo plc's Annual General Meeting on 22 April 2026

The undersigned (hereinafter also the "principal" or "shareholder") authorises the following proxy representative alone (hereinafter also the "proxy representative") to represent himself/herself/itself and vote with his/her/its all shares in accordance with the voting instructions given below at Sampo plc's (the "Company") Annual General Meeting on 22 April 2026:

Fill in the name of the proxy representative: \_\_\_\_\_

Fill in the date of birth of the proxy representative: \_\_\_\_\_

Fill in the phone number and/or email address of the proxy representative:

\_\_\_\_\_

The completed and signed proxy form and voting instructions shall be delivered primarily as an attachment in connection with the electronic registration and advance voting, or alternatively by e-mail to [agm@innovatics.fi](mailto:agm@innovatics.fi) or as originals by mail to Innovatics Ltd, AGM/Sampo Oyj, Ratamestarinkatu 13 A, FI-00520 Helsinki, Finland. Documents must be received at the latest by 14 April 2026 at 4.00 pm (EEST). For shareholders with shares registered with VP Securities A/S in Denmark, detailed information on registration for the meeting and on advance voting can be found in the Notice of the Annual General Meeting.

The principal accepts everything that the proxy representative legally does or fails to do under this proxy document. The principal also agrees to the transmission of information in accordance with this proxy document to the Company and Innovatics Ltd, as well as between these parties, to be used in connection with the Annual General Meeting and the processing of thereto related necessary registrations.

If the shareholder is an entity, the legal representative of the entity or a person authorised by the entity must provide necessary documents to prove the right to represent the entity (e.g. trade register extract or a copy of a board resolution). Documents are requested to be attached to this form. If the documents are not submitted during the registration and advance voting period or they are otherwise incomplete, the shares of the entity will not be included as shares represented at the Annual General Meeting. In this case, also any possible advance votes might not be counted as cast votes in the Annual General Meeting. Proxy documents in original shall be presented to the Company upon request.

*[Continues on the next page]*

**Information of the principal:**

The personal information provided on this proxy is used to identify a shareholder through a comparison to information in the book-entry system, as well as to confirm shareholdings on the record date of the Annual General Meeting. The personal information will be stored in Innovatics Ltd's database for Annual General Meetings for the Company's use, and information will not be used for any other purposes or for any other General Meetings.

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Shareholder's name

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Date of birth or business ID (Y-tunnus)

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Address

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Postal code and town/city

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Country

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Place and date

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Signature(s)

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**Voting instructions:**

At the Annual General Meeting, the proxy representative shall exercise the voting rights of the shareholder granting the authorisation in each of the items of the agenda of the Annual General Meeting as indicated with a cross (X) below.

- The option “In favour” or “Yes” means that the shareholder is in favour of approving the proposal.
- The option “Against” or “No” means that the shareholder objects to the acceptance of the proposal. By voting in advance it is not possible to submit a counterproposal to the meeting or demand a voting. To the extent opposing votes have been cast without presenting a counterproposal in items which cannot be effectively opposed without a counterproposal, such votes will not technically be considered as opposing votes in a vote and will not be recorded in the minutes. This mainly applies to elections of individuals.
- “Abstain from voting” means giving an empty vote and that shares are considered to be represented in the Annual General Meeting. This is meaningful, for example, in resolutions requiring qualified majority, as in qualified majority items all shares represented at the Annual General Meeting are taken into account and abstentions thus have the same effect as votes “Against/No”. Therefore, abstaining from voting affects the voting result. Shareholders should be aware of this, especially if giving a vote against is not their intention.

The shareholder's shares are not taken into consideration in an item in question, not considered as shares represented at the Annual General Meeting and not counted as cast votes with regard to the item in question if

- no voting instructions have been indicated.
- there are multiple voting instructions on the same item.
- other text or markings other than a cross (X) have been used to indicate a voting instruction.

In a situation where a shareholder has voted in advance more than once or via more than one voting channel, for example, both electronically and by using the advance voting form, the votes most recently received will prevail.

If the shareholder does not state otherwise, the given voting instructions are assumed to concern all shares of the shareholder.

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**Annual General Meeting agenda items**

Agenda items 7–16 set out below cover proposals of the Board of Directors of the Company and its Committees to the Annual General Meeting in accordance with the notice of the Annual General Meeting.

		In favour/ Yes	Against/ No	Abstain from voting
7.	Adoption of the Financial Statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Resolution on the use of the profit shown on the balance sheet and the payment of dividend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Resolution on the discharge of the members of the Board of Directors and the CEOs from liability for the financial year 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Consideration of the Remuneration Report for Governing Bodies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Resolution on the remuneration of the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	Resolution on the number of members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	Election of the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	Resolution on the remuneration of the Auditor and the Sustainability Reporting Assurance Provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	Election of the Auditor and the Sustainability Reporting Assurance Provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	Authorising the Board of Directors to decide on the repurchase of the Company's own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>