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ANNUAL GENERAL MEETING OF SAMPO PLC

- Time:** Wednesday, 22 April 2026 at 2:00 p.m. (EEST)
- Place:** Helsinki Expo and Convention Centre, Congress Wing, Rautatiehäisenkatu 3, FI-00520 Helsinki, Finland
- Present:** Shareholders were present or represented at the meeting as set out in the list of votes adopted at the meeting (Appendix 5 § 2).

In addition, all members of the Board of Directors of the Company as well as the new proposed member of the Board of Directors Andreas Brandstetter, Group CEO Morten Thorsrud, 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 and technical personnel 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 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 Annual General Meeting in accordance with the organisational document of the Annual General Meeting, and Tiina Halmesmäki, Chief Legal Officer of Sampo plc, acted as the Secretary of the meeting.

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

It was noted that the meeting would be conducted in Finnish and simultaneously interpreted into English. It was further noted that should the meeting be addressed in English, a simultaneous translation into Finnish would be provided.

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

Petter Söderström and Timo Vuokila were elected to scrutinise the minutes and to supervise the counting of votes.

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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 25 March 2026.

The notice of the meeting was enclosed to the minutes (Appendix 4 §).

It was noted that the Annual General Meeting had been convened in accordance with the Articles of Association and the provisions of the Finnish Companies Act, and that it was therefore legally convened and constituted a quorum.

5. RECORDING THE ATTENDANCE AT THE MEETING AND ADOPTION OF THE LIST OF VOTES

A list recording the attendance at the beginning of the meeting and a list of votes were presented, according to which 4,261 shareholders were represented at the beginning of the meeting, either in person, by a legal representative or an authorised proxy representative or by way of advance voting, representing a total of 1,708,375,077 shares and 1,712,375,077 votes, i.e. approximately 64.3 per cent of all the shares of the Company and approximately 64.4 per cent of all the votes of the Company.

It was noted that all the custodian banks representing holders of nominee-registered shares who were not present personally at the meeting had participated in the advance voting, and that a proposal subject to advance voting was deemed to be presented unchanged to the Annual 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 Annual General Meeting.

A summary of the votes cast in advance was enclosed to the minutes (Appendix 5 § 1)

The list of attendees and the list of votes at the beginning of the meeting was enclosed to the minutes (Appendix 5 § 2). It was noted that the list of votes would be adjusted to correspond to the attendance at the beginning of a possible vote.

6. PRESENTATION OF THE FINANCIAL STATEMENTS, THE BOARD OF DIRECTORS' REPORT, THE AUDITOR'S REPORT AND THE ASSURANCE REPORT ON THE SUSTAINABILITY STATEMENT FOR THE FINANCIAL YEAR 2025

The Group CEO presented a review including the financial statements and the Board of Directors' Report for the year 2025. The review of the Group CEO was enclosed to the minutes (Appendix 6 § 1).

The financial statements for the financial year 2025, consisting of the statement of profit and other comprehensive income, balance sheet, notes to the financial statements and statement of cash flows in addition to the group consolidated financial statements, thereto were presented. It was noted that the financial statement documents, the Board of Directors' Report, Auditor's Report and the Assurance Report on the Sustainability

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Statement had been available for shareholders on the Company's website as of 18 March 2026 and at the Company's headquarters, in addition to which they were also available for review at the meeting place.

The financial statement 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 Assurance Report on the Sustainability Statement on behalf of the authorised public accountant and sustainability audit firm. The presentation, the Auditor's Report and the Assurance Report on the Sustainability Statement were enclosed to the minutes (Appendix 6 § 3).

It was recorded that the Annual General Meeting discussed the Group CEO's review and the matters related thereto as well as the Auditor's Report and the Assurance Report on the Sustainability Statement. Chair of the Board of Directors and the Group CEO answered the shareholders' questions.

It was noted that the financial statements, the group consolidated financial statements, the Board of Directors' Report, the Auditor's Report and the Assurance Report on the Sustainability Statement for the financial year 2025 had been presented.

7. ADOPTION OF THE FINANCIAL STATEMENTS

The Annual General Meeting adopted the financial statements, including the group consolidated financial statements, for the financial year ended 31 December 2025.

It was recorded that shareholders represented in this agenda item that had voted in advance, holding a total of 128,065 shares and votes, had opposed adopting the financial statements.

8. RESOLUTION ON THE USE OF THE PROFIT SHOWN ON THE BALANCE SHEET AND THE PAYMENT OF DIVIDEND

It was noted that pursuant to the financial statements dated 31 December 2025, the parent company's distributable capital and reserves totalled approximately EUR 8,150 million, of which the profit for the financial year 2025 was approximately EUR 1,504 million.

It was noted that the Board of Directors had proposed to the Annual General Meeting that a total dividend of EUR 0.36 per share be paid, except for any shares held by Sampo plc on the dividend record date of 24 April 2026.

According to the proposal, the dividend shall be paid to the shareholders registered in the Company's shareholders' register maintained by Euroclear Finland Oy in Finland, Euroclear Sweden AB in Sweden or VP Securities A/S in Denmark as at the record date of 24 April 2026. For shareholders whose shares are registered with Euroclear Finland Oy, the payment date is on 5 May 2026. For shareholders whose shares are registered

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outside Finland, the dividend is paid in accordance with the practices of Euroclear Sweden AB and VP Securities A/S, and may occur at a later date.

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

The Annual General Meeting resolved on the use of the profit shown on the balance sheet and the payment of dividend in accordance with the proposal of the Board of Directors.

It was recorded that shareholders represented in this agenda item that had voted in advance, holding a total of 10,175 shares and votes, had opposed the proposal.

9. RESOLUTION ON THE DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE CEOs FROM LIABILITY FOR THE FINANCIAL YEAR 2025

It was noted that the resolution on the discharge from liability for the financial year 2025 concerns the following persons:

Antti Mäkinen, Chair of the Board of Directors
Risto Murto, Vice Chair of the Board of Directors
Christian Clausen, member of the Board of Directors
Steve Langan, member of the Board of Directors
Markus Rauramo, member of the Board of Directors
Astrid Stange, member of the Board of Directors
Annica Witschard, member of the Board of Directors
Sara Mella, member of the Board of Directors (as of 23 April 2025)
Georg Ehrnrooth, member of the Board of Directors (until 23 April 2025)
Jannica Fagerholm, Vice Chair of the Board of Directors (until 23 April 2025)

as well as

Torbjörn Magnusson, CEO (until 30 September 2025)
Morten Thorsrud, CEO (as of 1 October 2025)

It was noted that the Company's auditor had supported the discharge from liability in the Auditor's Report.

The Annual General Meeting resolved to discharge from liability the above-mentioned members of the Board of Directors and the CEOs.

It was recorded that shareholders represented in this agenda item that had voted in advance, holding a total of 5,065,553 shares and votes, had opposed granting discharge from liability.

10. CONSIDERATION OF THE REMUNERATION REPORT FOR GOVERNING BODIES

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The Chair of the Board of Directors of the Company Antti Mäkinen presented the Company's remuneration and related principles for the year 2025. It was noted that the Remuneration Report for Governing Bodies published by the Company on 18 March 2026 has been available on the Company's website. It was further noted that the Board of Directors had proposed that the Annual General Meeting adopts the Company's Remuneration Report for Governing Bodies for the year 2025 through an advisory resolution.

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

The Annual General Meeting resolved to adopt the Company's Remuneration Report for Governing Bodies for the year 2025.

It was recorded that shareholders represented in this agenda item that had voted in advance, holding a total of 92,556,318 shares and votes, had opposed the proposal.

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 Annual General Meeting that each member of the Board of Directors be paid an annual fee of EUR 111,000 until the close of the next Annual General Meeting, the Vice Chair of the Board be paid EUR 144,000 and the Chair of the Board be paid EUR 250,000. Furthermore, the Nomination and Remuneration Committee of the Board of Directors had proposed that the Chair of the Audit Committee be paid EUR 30,000, each member of the Audit Committee be paid EUR 15,000, the Chair of the Nomination and Remuneration Committee be paid EUR 20,000 and each member of the Nomination and Remuneration Committee be paid EUR 10,000 as an additional annual fee.

A Board member must acquire Sampo plc A shares at the price paid in public trading with 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 cover the costs of any possible transfer tax related to the acquisition of the shares up to an amount corresponding to the total net annual fee used to acquire the shares.

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

The Annual General Meeting resolved that the remuneration of the members of the Board of Directors for the term of office ending at the Annual General Meeting 2027 be paid in accordance with the proposal of the Nomination and Remuneration Committee.

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It was recorded that shareholders represented in this agenda item that had voted in advance, holding a total of 17,006,000 shares and votes, had opposed the proposal.

12. RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS

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 eight (8).

It was noted that the Nomination and Remuneration Committee of the Board of Directors had proposed to the Annual General Meeting that the number of Board members remain unchanged and that eight (8) members be elected to the Board.

The proposal of the Nomination and Remuneration Committee of the Board of Directors was enclosed to the minutes (Appendix 12 §).

The Annual General Meeting resolved to confirm the number of members of the Board of Directors 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 Annual General Meeting that the following current members of the Board of Directors be elected for a term continuing until the close of the next Annual General Meeting:

Steve Langan
Sara Mella
Risto Murto
Antti Mäkinen
Markus Rauramo
Astrid Stange and
Annica Witschard,

as well as Andreas Brandstetter 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 Annual 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:

Andreas Brandstetter
Steve Langan
Sara Mella

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Risto Murto
Antti Mäkinen
Markus Rauramo
Astrid Stange
Annica Witschard

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 Annual 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 Annual General Meeting resolved that the remuneration of the Auditor and the Sustainability Reporting Assurance Provider be paid against invoices approved by the Company.

It was recorded that shareholders represented in this agenda item that had voted in advance, holding a total of 370,262 shares and votes, had opposed the proposal.

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 Annual General Meeting that Deloitte Ltd be re-elected as the Auditor and Sustainability Reporting Assurance Provider for a term of office expiring at the end of the Company's Annual General Meeting 2027.

The proposal of the Audit Committee of the Board of Directors was enclosed to the minutes (Appendix 15 §).

The Annual 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 end of the Company's Annual General Meeting 2027. It was recorded that Deloitte Ltd had announced that Jukka Vattulainen, APA ASA, will act as the principally responsible auditor and authorised sustainability auditor.

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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 that the Annual General Meeting authorise the Board to resolve to repurchase, on one or several occasions, a maximum of 250,000,000 Sampo plc A shares. The maximum number of shares represents approximately 9.42 per cent of all outstanding A shares of the Company. The repurchased shares will be cancelled.

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 Annual General Meeting's decision.

The proposal of the Board of Directors was enclosed to the minutes ([Appendix 16 §](#)).

The Annual 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.

It was recorded that shareholders represented in this agenda item that had voted in advance, holding a total of 334,349 shares and votes, had abstained from voting, and shareholders holding a total 3,468,679 shares and votes, had opposed the proposal.

17. CLOSING OF THE MEETING

The Chair noted that the items on the agenda had been considered and that the minutes of the meeting will be available on the Company's website at the latest on 6 May 2026.

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The Chair closed the meeting at 3:40 p.m. (EEST).

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Chair of the Annual General Meeting:

MIKKO HEINONEN
Mikko Heinonen

In fidem:

TIINA HALMESMÄKI
Tiina Halmesmäki

Minutes reviewed and confirmed by:

PETTER SÖDERSTRÖM
Petter Söderström

TIMO VUOKILA
Timo Vuokila

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APPENDICES

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Appendix 4 §	Notice of the Annual General Meeting
Appendix 5 § 1	Summary of votes cast in advance
Appendix 5 § 2	Attendance status and list of votes
Appendix 6 § 1	Overview by Morten Thorsrud, the Group CEO
Appendix 6 § 2	Financial statement documents for the financial year 2025
Appendix 6 § 3	Auditor's Report and the Assurance Report on the Sustainability Statement 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
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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
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Appendix 16 §	Proposal of the Board of Directors of Sampo plc for authorisation to decide on the repurchase of the company's own shares