

Election and Terms of Office of Board Members

According to Sampo's Articles of Association, the company's Board of Directors comprises no fewer than three and no more than ten members elected by shareholders at the Annual General Meeting ("AGM").

The AGM of 2013 decided that the Board would consist of eight members until the close of the AGM to be held in 2014. The term of office of the Board

members ends at the close of the AGM that first follows their election. The members of the Board elect a Chairman and Vice Chairman from among their members at their first meeting following the AGM.

The Board convened 8 times in 2013. The average attendance of Board members at meetings was 100 per cent.