

Board of Directors

Sampo plc's Board of Directors, elected annually by the Annual General Meeting of Sampo plc, uses the highest decision making power in Sampo Group between the AGMs. Sampo's Board of Directors is responsible for the management of the company in compliance with the law, the regulations of the authorities, Sampo's Articles of Association and the decisions of Shareholders Meetings.



Björn Wahlroos

Chairman of the Board

Born 1952

POSITIONS OF TRUST 12/31/2017

Nordea Bank AB (publ), *Chairman of the Board*;
UPM-Kymmene Corporation, *Chairman of the Board*;
Hanken School of Economics, *Chairman of the Board*;
The Mannerheim Foundation, *Board Member*;
Finnish Business and Policy Forum EVA, *Board Member*;
The Research Institute of the Finnish Economy ETLA, *Board Member*;
Several other charitable institutions

Wahlroos was appointed to the Board of Directors of Sampo plc on 5 April 2001. Wahlroos holds 10,501,265 Sampo plc shares directly or through a controlled company.

Wahlroos has been determined by Sampo's Board of Directors to be independent of the company and of major shareholders under the rules on Finnish Corporate Governance Code.



Eira Palin-Lehtinen

Vice Chairperson of the Board

Born 1950

POSITIONS OF TRUST 12/31/2017

Sigrid Jusélius Foundation, *Deputy Board Member and Member of the Finance Committee*

Member of the Board of Directors of Sampo plc since 15 April 2008. Palin-Lehtinen holds 5,682 Sampo plc shares directly or through a controlled company.

Palin-Lehtinen has been determined by Sampo's Board of Directors to be independent of the company and of major shareholders under the rules on Finnish Corporate Governance Code.





Christian Clausen

Chairman for the Nordics, BlackRock, Inc.

Born 1955

POSITIONS OF TRUST 12/31/2017

BlackRock Group Ltd, Board Member;

BW Group, Board Member

Member of the Board of Directors of Sampo plc since 21 April 2016. Clausen holds 929 Sampo plc shares directly or through a controlled company.

Clausen has been determined by Sampo's Board of Directors to be independent of the company and of major shareholders under the rules on Finnish Corporate Governance Code.



Jannica Fagerholm

Managing Director, Signe and Ane Gyllenberg Foundation

Born 1961

POSITIONS OF TRUST 12/31/2017

Kesko Corporation, Board Member;

Teleste Corporation, Board Member;

Swedish Society of Literature in Finland, Board Member;

Hanken School of Economics, Board Member and Chairman of the Investment Committee;

Kelonia (Private Equity holding company), Board Member;

Veritas Pension Company, Member of the Supervisory Board

Member of the Board of Directors of Sampo plc since 18 April 2013. Fagerholm holds 2,826 Sampo plc shares directly or through a controlled company.

Fagerholm has been determined by Sampo's Board of Directors to be independent of the company and of major shareholders under the rules on Finnish Corporate Governance Code.



Adine Grate Axén

CEO, Adine Grate AB

Born 1961

POSITIONS OF TRUST 12/31/2017

Sky, Board Member and Chair of the Audit Committee;

Madrague Capital Partners AB, Board Member;

AP 7, Vice Chairman of the Board;

Swedavia AB, Board Member;

3 Scandinavia, Advisor and Executive Board Member

Member of the Board of Directors of Sampo plc since 14 April 2011. Grate Axén holds 5,590 Sampo plc shares directly or through a controlled company.

Grate Axén has been determined by Sampo's Board of Directors to be independent of the company and of major shareholders under the rules on Finnish Corporate Governance Code.





Veli-Matti Mattila

President and CEO, Elisa Corporation

Born 1961

POSITIONS OF TRUST 12/31/2017

Confederation of Finnish Industries EK, *Chairman of the Board and Member of Representative Assembly;*

Finnish Business and Policy Forum EVA, *Board Member;*

The Research Institute of the Finnish Economy ETLA, *Board Member;*

The National Emergency Supply Council, *Member;*

The Finnish Fair Association, *Member of the Supervisory Board*

Member of the Board of Directors of Sampo plc since 7 April 2009. Mattila holds 5,680 Sampo plc shares directly or through a controlled company.

Mattila has been determined by Sampo's Board of Directors to be independent of the company and of major shareholders under the rules on Finnish Corporate Governance Code.



Risto Murto

CEO and President, Varma Mutual Pension Insurance Company

Born 1963

POSITIONS OF TRUST 12/31/2017

Wärtsilä Corporation, *Board Member;*

The Finnish Pension Alliance TELA, *Chairman of the Board;*

University of Oulu, *Chairman of the Board;*

Finnish National Opera and Ballet, *Member of the Supervisory Board*

Member of the Board of Directors of Sampo plc since 16 April 2015. Murto holds 1,373 Sampo plc shares directly or through a controlled company.

Murto been determined by Sampo's Board of Directors to be independent of the company and of major shareholders under the rules on Finnish Corporate Governance Code.



Per Arthur Sørli

President and CEO, Borregaard ASA

Born 1957

POSITIONS OF TRUST 12/31/2017

Inspira Science Center, *Board Member;*

Umkomaas Lignin (Pty) Ltd, *Chairman of the Board*

Member of the Board of Directors of Sampo plc since 12 April 2012. Sørli holds 3,806 Sampo plc shares directly or through a controlled company.

Sørli has been determined by Sampo's Board of Directors to be independent of the company and of major shareholders under the rules on Finnish Corporate Governance Code.



When elected, all Board members were independent both of company's major shareholders and of the company.

Information as of 31 December 2017, unless stated otherwise. The CVs of members of the Board of Directors can be viewed at www.sampo.com/board.