

Name	Task at Varma	Corporation in which a position of trust is held	Position of trust
Jaakko Eskola	Chair of the Board	Valmet Corporation	Vice-Chair of the Board
		Enersense International Plc	Chair of the Board
		Technology Industries of Finland	Chair of the Board
		Oy HIFK-Hockey Ab	Chair of the Board
		Kalmar Oyj	Chair of the Board
		Finnish Foundation for Share Promotion	Member of the Board
		Confederation of Finnish Industries EK	Vice-Chair of the Board
Antti Palola Chair, Finnish Confederation of Professionals STTK	Vice-Chair of the Board	Finnish Confederation of Professionals STTK	Chair of the Board
		Economic Council	Member
		Employment Fund	Member of the Board
		e2 Tutkimus	Member of the Board
		OP Uusimaa	Member of the Supervisory Board
Risto Penttinen	Vice-Chair of the Board	no positions of trust	
Riku Aalto President, the Finnish Industrial Union	Member of the Board	Central Organisation of Finnish Trade Unions SAK	Member of the Board
		Turva Mutual Insurance Company	Chair of the Board
		Employment Fund	Vice-Chair of the Supervisory Board
		Open Unemployment Fund A-kassa	Chair of the Board
Anu Ahokas CEO, StaffPoint Group	Member of the Board	Employment Industry Finland	Member of the Board
		HSE Support Foundation	Member of the Delegation
		Confederation of Finnish Industries EK	Deputy member of the General Assembly
Anja Frada Vice President Finance & Control, Wärtsilä Energy	Member of the Board	Soletair Power Oy	Member of the Board
		Wärtsilä Energy Storage Finland Oy	Managing Director and Member of the Board
Ari Kaperi	Member of the Board	Nordea Finance Finland Ltd	Vice-Chair of the Board
		Nordea Finans Danmark A/S	Vice-Chair of the Board
		Nordea Finance Sweden Plc	Vice-Chair of the Board

		Nordea Finance Equipment AS	Vice-Chair of the Board
		Tampereen Energia Oy	Chair of the Board
		Alma Media Oyj	Member of the Board
		Cancer Foundation Finland	Member of the Board
Kristiina Mäkelä Provost, Aalto University	Member of the Board	HGSE (Helsinki Graduate School of Economics)	Member of the Board
Teo Ottola CFO, Konecranes Plc	Member of the Board	China Office of Finnish Industries East Office of Finnish Industries Oy	Member of the Board Member of the Board
Pekka Piispanen Director, Akava (Confederation of Unions for Professional and Managerial Staff in Finland)	Member of the Board	Employment Fund	Chair of the Board
Merja Ranta-aho EVP, HR	Member of the Board	Partiosäätiö (Scout Foundation) ATK-Instituutti Foundation	Member of the Board Member of the Supervisory Board
Saana Siekkinen Director, Central Organisation of Finnish Trade Unions SAK	Member of the Board	Employment Fund Social Insurance Institution of Finland (Kela)	Member of the Board Member of the Board
		Finnish Centre for Pensions	Deputy member of the Board
		Finnish Work Environment Fund	Chair of the Body of Delegates
Jari Elo CEO, Finnish Business School Graduates	Deputy member of the Board	Akava, Confederation of Unions for Professional and Managerial Staff in Finland KOKO, Unemployment Fund for Highly Educated	Deputy member of the Board Member of the Board
Jouni Hakala Secretary General, Foundation of the Confederation of Finnish Industry and Employers (TT), Confederation of Finnish Industries EK	Deputy member of the Board	Junior Achievement (JA) Finland Finnish Business and Policy Forum EVA	Member of the Board Member of the Supervisory Board

		Research Institute of the Finnish Economy (ETLA)	Member of the Supervisory Board
Ville Talasmäki	Deputy member of the Board	NOBA Bank Group AB (publ)	Member of the Board
Chief Investment Officer, Sampo Group		If Skadeförsäkring Holding AB (publ)	Member of the Board
		If Skadeförsäkring AB	Member of the Board
		Finance Finland	Member of the Board