

## Shareholder meetings of the Finnish listed companies and Varma's voting 2021

Date	Company	Varma's voting in the meeting
2.3.2021	KONE OYJ	We voted in favor of the items proposed on the agenda
3.3.2021	TALENOM OYJ	We voted in favor of the items proposed on the agenda
4.3.2021	WARTSILA OYJ ABP	We voted in favor of the items proposed on the agenda
9.3.2021	KESLA OYJ	We voted in favor of the items proposed on the agenda
11.3.2021	FISKARS OYJ ABP	We voted in favor of the items proposed on the agenda
16.3.2021	ORIOLA OYJ	We voted in favor of the items proposed on the agenda
16.3.2021	QT GROUP OYJ	We voted in favor of the items proposed on the agenda
17.3.2021	CAPMAN OYJ	We voted in favor of the items proposed on the agenda
17.3.2021	DIGIA OYJ	We voted in favor of the items proposed on the agenda
17.3.2021	KOJAMO OYJ	We voted in favor of the items proposed on the agenda
17.3.2021	FINNAIR OYJ	We voted in favor of the items proposed on the agenda
18.3.2021	LASSILA & TIKANOJA OYJ	We voted in favor of the items proposed on the agenda
18.3.2021	UPONOR OYJ	We voted in favor of the items proposed on the agenda
18.3.2021	YIT CORP	We voted in favor of the items proposed on the agenda
19.3.2021	ALTIA OYJ	We voted in favor of the items proposed on the agenda
19.3.2021	STORA ENSO OYJ	We voted in favor of the items proposed on the agenda
23.3.2021	CARGOTEC OYJ	We voted in favor of the items proposed on the agenda
23.3.2021	TOKMANNI GROUP OYJ	We voted in favor of the items proposed on the agenda
23.3.2021	VALMET OYJ	We voted in favor of the items proposed on the agenda
23.3.2021	VINCIT OYJ	We voted in favor of the items proposed on the agenda
24.3.2021	ALMA MEDIA OYJ	We voted in favor of the items proposed on the agenda
24.3.2021	CAVERION	We voted in favor of the items proposed on the agenda
24.3.2021	F-SECURE OYJ	We voted in favor of the items proposed on the agenda
24.3.2021	KEMIRA OYJ	We voted in favor of the items proposed on the agenda
24.3.2021	NORDEA BANK ABP	We voted in favor of the items proposed on the agenda
25.3.2021	METSA BOARD OYJ	We voted in favor of the items proposed on the agenda
25.3.2021	ORION OYJ	We voted in favor of the items proposed on the agenda
25.3.2021	ROBIT OYJ	We voted in favor of the items proposed on the agenda
25.3.2021	SIILI SOLUTIONS	We voted in favor of the items proposed on the agenda
25.3.2021	SSH COMMUNICATIONS SECURITY OYJ	We voted in favor of the items proposed on the agenda
25.3.2021	SUOMINEN OYJ	We voted in favor of the items proposed on the agenda
25.3.2021	TERVEYSTALO OYJ	We voted in favor of the items proposed on the agenda
25.3.2021	TIETOEVRY OYJ	We voted in favor of the items proposed on the agenda
25.3.2021	VERKKOKAUPPA.COM	We voted in favor of the items proposed on the agenda
26.3.2021	GOFOR OYJ	We voted in favor of the items proposed on the agenda
26.3.2021	NELES OYJ	We voted in favor of the items proposed on the agenda
29.3.2021	ENENTO GROUP PLC	We voted in favor of the items proposed on the agenda
29.3.2021	SRV YHTIOT OYJ	We voted in favor of the items proposed on the agenda
30.3.2021	DETECTION TECHNOLOGY PLC	We voted in favor of the items proposed on the agenda
30.3.2021	KONECRANES ABP	We voted in favor of the items proposed on the agenda
30.3.2021	LEADDESK OY	We voted in favor of the items proposed on the agenda
30.3.2021	NESTE OYJ	We voted in favor of the items proposed on the agenda
30.3.2021	NIXU OYJ	We voted in favor of the items proposed on the agenda
30.3.2021	NOKIAN TYRES PLC	We voted in favor of the items proposed on the agenda
30.3.2021	OMA SAASTOPANKKI OY	We voted in favor of the items proposed on the agenda
30.3.2021	ROVIO ENTERTAINMENT OYJ	We voted in favor of the items proposed on the agenda

30.3.2021	SOLTEQ OYJ	We voted in favor of the items proposed on the agenda
30.3.2021	UPM-KYMMENE OYJ	We voted in favor of the items proposed on the agenda
31.3.2021	NEXT GAMES OYJ	We voted in favor of the items proposed on the agenda
31.3.2021	OLVI OYJ	We voted in favor of the items proposed on the agenda
31.3.2021	OUTOKUMPU OYJ	We voted in favor of the items proposed on the agenda
31.3.2021	RAUTE OYJ	We voted in favor of the items proposed on the agenda
6.4.2021	NANOFORM FINLAND	We voted in favor of the items proposed on the agenda
7.4.2021	CONSTI OYJ	We voted in favor of the items proposed on the agenda
7.4.2021	PONSSE OYJ	We voted in favor of the items proposed on the agenda
7.4.2021	STOCKMANN OYJ ABP	We voted in favor of the items proposed on the agenda
7.4.2021	TELESTE OYJ	We voted in favor of the items proposed on the agenda
8.4.2021	ASPO PLC	We voted in favor of the items proposed on the agenda
8.4.2021	ELISA OYJ	We voted in favor of the items proposed on the agenda
8.4.2021	ETTEPLAN OYJ	We voted in favor of the items proposed on the agenda
8.4.2021	HKSCAN OYJ	We voted in favor of the items proposed on the agenda
8.4.2021	NOKIA OYJ	We voted in favor of the items proposed on the agenda
8.4.2021	Wulff Yhtiot Ord Shs	We voted in favor of the items proposed on the agenda
9.4.2021	COMPONENTA OYJ	We voted in favor of the items proposed on the agenda
12.4.2021	KESKO OYJ	We voted in favor of the items proposed on the agenda
13.4.2021	AKTIA BANK PLC	We voted in favor of the items proposed on the agenda
13.4.2021	GLASTON OYJ ABP	We voted in favor of the items proposed on the agenda
13.4.2021	RAISIO OYJ	We voted in favor of the items proposed on the agenda
13.4.2021	SANOMA OYJ	We voted in favor of the items proposed on the agenda
14.4.2021	MARIMEKKO OYJ	We voted in favor of the items proposed on the agenda
14.4.2021	BITTIUM OYJ	We voted in favor of the items proposed on the agenda
14.4.2021	REMEDY ENTERTAINMENT OYJ	We voted against item 16 on the agenda
14.4.2021	PIIPPO OYJ	We voted in favor of the items proposed on the agenda
16.4.2021	HONKARAKENNE OYJ	We voted against item 17 on the agenda
20.4.2021	VIAFIN SERVICE OYJ	We voted in favor of the items proposed on the agenda
21.4.2021	NOHO PARTNERS OYJ	We voted in favor of the items proposed on the agenda
22.4.2021	HUHTAMAKI OYJ	We voted in favor of the items proposed on the agenda
22.4.2021	SCANFIL OYJ	We voted in favor of the items proposed on the agenda
23.4.2021	METSO OUTOTEC OYJ	We voted in favor of the items proposed on the agenda
28.4.2021	FORTUM OYJ	We voted in favor of the items proposed on the agenda
29.4.2021	ATRIA OYJ	We voted in favor of the items proposed on the agenda
5.5.2021	KREATE GROUP OYJ	We voted in favor of the items proposed on the agenda
19.5.2021	SAMPO PLC	We voted in favor of the items proposed on the agenda

### Shareholder meetings of the foreign listed companies and Varma's voting 2021

When voting in foreign shareholder meetings, Varma complies its share ownership policy. Important premises of Varma's share ownership policy are equality of the shareholders, transparency and responsibility. We require that our investee companies comply with international norms and agreements in their operations. The most important of these are the UN declarations on human rights, the environment and anti-corruption, which form the basis for the UN Global Compact initiative on corporate responsibility, as well as the ILO labour conventions. In addition, Varma supports shareholders' proposals for more transparent ESG reporting and the promotion of and adaptation to climate change mitigation.

Between 1 January and 19 May 2021, Varma has voted in 93 foreign shareholder meetings.