

## Varma's memberships in shareholders' nomination boards of listed companies

What does a nomination board do?

A shareholders' nomination board prepares proposals for the Annual General Meeting on the election and remuneration of the members of the Board of Directors. A company's Annual General Meeting decides on the establishment of a shareholders' nomination board.

The list of Varman nomination committee memberships is updated on a monthly basis.

Company	Nomination board representative	Position
Fortum Oyj	Risto Murto	President and CEO
Kojamo Oyj	Risto Murto	President and CEO
Mandatum Oyj	Risto Murto	President and CEO
Metso Oyj	Risto Murto	President and CEO
Terveystalo Oyj	Risto Murto	President and CEO
YIT Oyj	Risto Murto	President and CEO
Elisa Oyj	Markus Aho	Deputy CEO, CIO
Hiab Oyj	Markus Aho	Deputy CEO, CIO
Huhtamäki Oyj	Markus Aho	Deputy CEO, CIO
Konecranes Oyj	Markus Aho	Deputy CEO, CIO
Lindex Group Oyj	Markus Aho	Deputy CEO, CIO
Valmet Oyj	Markus Aho	Deputy CEO, CIO
Wärtsilä Oyj Abp	Markus Aho	Deputy CEO, CIO
Aspo Oyj	Pekka Pajamo	CFO
Glaston Oyj	Pekka Pajamo	CFO
Oriola Oyj	Pekka Pajamo	CFO
Outokumpu Oyj	Pekka Pajamo	CFO
Canatu Oyj	Timo Sallinen	Director, Head of Listed Securities
Finnair Oyj	Timo Sallinen	Director, Head of Listed Securities
Kalmar Oyj	Timo Sallinen	Director, Head of Listed Securities
Koskisen Oyj	Timo Sallinen	Director, Head of Listed Securities
Modulight Oyj	Timo Sallinen	Director, Head of Listed Securities
Neste Oyj	Timo Sallinen	Director, Head of Listed Securities
Nokian Panimo Oyj	Timo Sallinen	Director, Head of Listed Securities
Nokian Renkaat Oyj	Timo Sallinen	Director, Head of Listed Securities
Nordea Bank Oyj	Timo Sallinen	Director, Head of Listed Securities

Robit Oyj	Timo Sallinen	Director, Head of Listed Securities
Aktia Bank Oyj	Hanna Kaskela	Senior Vice-President, Sustainability and Communications
Atria Oyj	Hanna Kaskela	Senior Vice-President, Sustainability and Communications
Kemira Oyj	Hanna Kaskela	Senior Vice-President, Sustainability and Communications
Solteq Oyj	Hanna Kaskela	Senior Vice-President, Sustainability and Communications
Tokmanni Group Oyj	Hanna Kaskela	Senior Vice-President, Sustainability and Communications
Faron Pharmaceuticals Oyj	Erkka Kohonen	Senior Portfolio Manager
Orthex Oyj	Erkka Kohonen	Senior Portfolio Manager
Solwers Oyj	Erkka Kohonen	Senior Portfolio Manager
Verkkokauppa.com Oyj	Erkka Kohonen	Senior Portfolio Manager
Vincit Oyj	Hanna Vainio	Senior Vice-President of IT and Digitalisation
Atrium Ljungberg AB	Sampsa Ratia	Director, Real Assets