

## Shareholder meetings of the Finnish listed companies and Varma's voting 2022

Date	Company	Varma's voting in the meeting
27.1.2022	MUSTI GROUP OYJ	We voted in favor of the items proposed on the agenda
24.2.2022	PIIPPO OYJ	We voted in favor of the items proposed on the agenda
1.3.2022	KONE OYJ	We voted in favor of the items proposed on the agenda
3.3.2022	WARTSILA OYJ	We voted in favor of the items proposed on the agenda
3.3.2022	TALENOM OYJ	We voted in favor of the items proposed on the agenda
8.3.2022	KESLA OYJ	We voted in favor of the items proposed on the agenda
15.3.2022	STORA ENSO OYJ	We voted in favor of the items proposed on the agenda
15.3.2022	QT GROUP OYJ	We voted in favor of the items proposed on the agenda
15.3.2022	UPONOR OYJ	We voted in favor of the items proposed on the agenda
15.3.2022	STORA ENSO OYJ	We voted in favor of the items proposed on the agenda
15.3.2022	ORIOLA OYJ	We voted in favor of the items proposed on the agenda
16.3.2022	KOJAMO OYJ	We voted in favor of the items proposed on the agenda
16.3.2022	FISKARS OYJ	We voted in favor of the items proposed on the agenda
16.3.2022	F-SECURE OYJ	We voted in favor of the items proposed on the agenda
16.3.2022	CAPMAN OYJ	We voted in favor of the items proposed on the agenda
17.3.2022	YIT OYJ	We voted in favor of the items proposed on the agenda
17.3.2022	CARGOTEC OYJ	We voted in favor of the items proposed on the agenda
17.3.2022	LASSILA & TIKANOJA OYJ	We voted in favor of the items proposed on the agenda
21.3.2022	DIGIA OYJ	We voted in favor of the items proposed on the agenda
22.3.2022	VALMET OYJ	We voted in favor of the items proposed on the agenda
22.3.2022	ROBIT OYJ	We voted in favor of the items proposed on the agenda
22.3.2022	NELES OYJ	We voted in favor of the items proposed on the agenda
23.3.2022	TOKMANNI GROUP OYJ	We voted in favor of the items proposed on the agenda
23.3.2022	ORION OYJ	We voted in favor of the items proposed on the agenda
23.3.2022	STOCKMANN OYJ ABP	We voted in favor of the items proposed on the agenda
23.3.2022	VINCIT OYJ	We voted in favor of the items proposed on the agenda
24.3.2022	NORDEA BANK OYJ	We voted in favor of the items proposed on the agenda
24.3.2022	METSA BOARD OYJ	We voted in favor of the items proposed on the agenda
24.3.2022	KEMIRA OYJ	We voted in favor of the items proposed on the agenda
24.3.2022	FINNAIR OYJ	We voted in favor of the items proposed on the agenda
24.3.2022	VERKKOKAUPPA.COM OYJ	We voted in favor of the items proposed on the agenda
24.3.2022	METSA BOARD OYJ	We voted in favor of the items proposed on the agenda
24.3.2022	TIETOEVRY OYJ	We voted in favor of the items proposed on the agenda
24.3.2022	SUOMINEN OYJ	We voted in favor of the items proposed on the agenda
24.3.2022	SOLTEQ OYJ	We voted in favor of the items proposed on the agenda
25.3.2022	GOFOR OYJ	We voted in favor of the items proposed on the agenda
25.3.2022	SSH COMMUNICATIONS SECURITY OYJ	We voted in favor of the items proposed on the agenda
28.3.2022	CAVERION OYJ	We voted in favor of the items proposed on the agenda
28.3.2022	ENENTO GROUP OYJ	We voted in favor of the items proposed on the agenda
28.3.2022	LEADDESK OYJ	We voted in favor of the items proposed on the agenda
28.3.2022	SRV YHTIOT OYJ	We voted in favor of the items proposed on the agenda

29.3.2022	UPM-KYMMENE OYJ	We voted in favor of the items proposed on the agenda
29.3.2022	ALMA MEDIA OYJ	We voted in favor of the items proposed on the agenda
29.3.2022	KREATE GROUP OYJ	We voted in favor of the items proposed on the agenda
30.3.2022	NESTE OYJ	We voted in favor of the items proposed on the agenda
30.3.2022	OLVI OYJ	We voted in favor of the items proposed on the agenda
30.3.2022	DETECTION TECHNOLOGY OYJ	We voted in favor of the items proposed on the agenda
30.3.2022	HKSCAN OYJ	We voted in favor of the items proposed on the agenda
30.3.2022	OMA SAASTOPANKKI OYJ	We voted in favor of the items proposed on the agenda
31.3.2022	OUTOKUMPU OYJ	We voted in favor of the items proposed on the agenda
31.3.2022	SIILI SOLUTIONS OYJ	We voted in favor of the items proposed on the agenda
31.3.2022	RAUTE OYJ	We voted in favor of the items proposed on the agenda
5.4.2022	NOKIA OYJ	We voted in favor of the items proposed on the agenda
28.3.2022	FORTUM OYJ	We voted in favor of the items proposed on the agenda
5.4.2022	CONSTI OYJ	We voted in favor of the items proposed on the agenda
6.4.2022	ELISA OYJ	We voted in favor of the items proposed on the agenda
6.4.2022	ETTEPLAN OYJ	We voted in favor of the items proposed on the agenda
6.4.2022	ASPO OYJ	We voted in favor of the items proposed on the agenda
6.4.2022	AKTIA BANK OYJ	We voted in favor of the items proposed on the agenda
6.4.2022	BITTIUM OYJ	We voted in favor of the items proposed on the agenda
6.4.2022	ORTHEX OYJ	We voted in favor of the items proposed on the agenda
6.4.2022	TELESTE OYJ	We voted in favor of the items proposed on the agenda
7.4.2022	TERVEYSTALO OYJ	We voted in favor of the items proposed on the agenda
7.4.2022	KESKO OYJ	We voted in favor of the items proposed on the agenda
7.4.2022	SANOMA OYJ	We voted in favor of the items proposed on the agenda
7.4.2022	PONSSE OYJ	We voted in favor of the items proposed on the agenda
7.4.2022	ROVIO ENTERTAINMENT OYJ	We voted in favor of the items proposed on the agenda
8.4.2022	COMPONENTA OYJ	We voted in favor of the items proposed on the agenda
8.4.2022	WULFF-YHTIÖT OYJ	We voted in favor of the items proposed on the agenda
12.4.2022	MARIMEKKO OYJ	We voted in favor of the items proposed on the agenda
12.4.2022	RAISIO OYJ	We voted in favor of the items proposed on the agenda
12.4.2022	NANOFORM FINLAND OYJ	We voted in favor of the items proposed on the agenda
12.4.2022	DIGITAL WORKFORCE SERVICES OYJ	We voted in favor of the items proposed on the agenda
13.4.2022	KEMPOWER OYJ	We voted in favor of the items proposed on the agenda
13.4.2022	REMEDY ENTERTAINMENT OYJ	We voted in favor of the items proposed on the agenda
13.4.2022	HONKARAKENNE OYJ	We voted against item 18 on the agenda
19.4.2022	NIXU OYJ	We voted in favor of the items proposed on the agenda
20.4.2022	SITOWISE GROUP OYJ	We voted in favor of the items proposed on the agenda
20.4.2022	FIFAX OYJ	We voted in favor of the items proposed on the agenda
21.4.2022	METSO OUTOTEC OYJ	We voted in favor of the items proposed on the agenda
21.4.2022	SCANFIL OYJ	We voted in favor of the items proposed on the agenda
21.4.2022	SOLWERS OYJ	We voted against item 16 on the agenda
26.4.2022	VIAFIN SERVICE OYJ	We voted in favor of the items proposed on the agenda
27.4.2022	HUHTAMAKI OYJ	We voted in favor of the items proposed on the agenda
27.4.2022	NOHO PARTNERS OYJ	We voted in favor of the items proposed on the agenda

28.4.2022	NOKIAN RENKAAT OYJ	We voted in favor of the items proposed on the agenda
2.5.2022	MODULIGHT OYJ	We voted in favor of the items proposed on the agenda
3.5.2022	ATRIA OYJ	We voted in favor of the items proposed on the agenda
5.5.2022	SPINNOVA OYJ	We voted in favor of the items proposed on the agenda
11.5.2022	ANORA GROUP OYJ	We voted in favor of the items proposed on the agenda
18.5.2022	SAMPO OYJ	We voted in favor of the items proposed on the agenda
18.5.2022	LIFELINE SPAC I OYJ	We voted in favor of the items proposed on the agenda
18.5.2022	ADMINISTER OYJ	We voted in favor of the items proposed on the agenda
3.6.2022	SRV YHTIOT OYJ	We voted in favor of the items proposed on the agenda
31.5.2022	WITHSECURE OYJ	We voted in favor of the items proposed on the agenda
3.6.2022	SIILI SOLUTIONS OYJ	We voted in favor of the items proposed on the agenda
15.6.2022	KONECRANES OYJ	We voted in favor of the items proposed on the agenda

### **Shareholder meetings of the foreign listed companies and Varma's voting 2022**

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 10 June 2022, Varma has voted in 177 foreign shareholder meetings.