

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.

Company	Nomination board representative	Position
Fortum 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
Wärtsilä Oyj Abp	Markus Aho	Deputy CEO, CIO
Aspo Oyj	Pekka Pajamo	CFO
Oriola Oyj	Pekka Pajamo	CFO
Kalmar Oyj	Timo Sallinen	Director, Head of Listed Securities
Neste 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
Kemira Oyj	Hanna Kaskela	Senior Vice-President, Sustainability and Communications