



Shareholder meetings of the Finnish listed companies and Varma's voting 2023

Updated 5.12.2023

| Meeting date | Company | Varma's voting in the meeting |
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| 23.2.2023 | PIIPPO OYJ | We voted in favor of the items proposed on the agenda |
| 27.2.2023 | FIFAX OYJ | We voted in favor of the items proposed on the agenda |
| 28.2.2023 | KONE OYJ | We voted in favor of the items proposed on the agenda |
| 9.3.2023 | WÄRTSILÄ OYJ | We voted in favor of the items proposed on the agenda |
| 14.3.2023 | QT GROUP OYJ | We voted in favor of the items proposed on the agenda |
| 15.3.2023 | CAPMAN OYJ | We voted in favor of the items proposed on the agenda |
| 15.3.2023 | FISKARS OYJ ABP | We voted in favor of the items proposed on the agenda |
| 15.3.2023 | ROBIT OYJ | We voted in favor of the items proposed on the agenda |
| 15.3.2023 | TALENOM OYJ | We voted in favor of the items proposed on the agenda |
| 16.3.2023 | KOJAMO OYJ | We voted in favor of the items proposed on the agenda |
| 16.3.2023 | STORA ENSO OYJ | We voted in favor of the items proposed on the agenda |
| 16.3.2023 | YIT OYJ | We voted in favor of the items proposed on the agenda |
| 17.3.2023 | UPONOR OYJ | We voted in favor of the items proposed on the agenda |
| 21.3.2023 | ORIOLA OYJ | We voted in favor of the items proposed on the agenda |
| 21.3.2023 | WITHSECURE OYJ | We voted in favor of the items proposed on the agenda |
| 22.3.2023 | KEMIRA OYJ | We voted in favor of the items proposed on the agenda |
| 22.3.2023 | LEADDESK OYJ | We voted in favor of the items proposed on the agenda |
| 22.3.2023 | ORION OYJ | We voted in favor of the items proposed on the agenda |
| 22.3.2023 | STOCKMANN OYJ ABP | We voted in favor of the items proposed on the agenda |
| 22.3.2023 | TOKMANNI GROUP OYJ | We voted in favor of the items proposed on the agenda |
| 22.3.2023 | VALMET OYJ | We voted in favor of the items proposed on the agenda |
| 23.3.2023 | CARGOTEC OYJ | We voted in favor of the items proposed on the agenda |
| 23.3.2023 | DIGIA OYJ | We voted in favor of the items proposed on the agenda |
| 23.3.2023 | FINNAIR OYJ | We voted in favor of the items proposed on the agenda |
| 23.3.2023 | LASSILA & TIKANOJA OYJ | We voted in favor of the items proposed on the agenda |
| 23.3.2023 | METSA BOARD OYJ | We voted in favor of the items proposed on the agenda |
| 23.3.2023 | NORDEA BANK ABP | We voted in favor of the items proposed on the agenda |
| 23.3.2023 | TERVEYSTALO OYJ | We voted in favor of the items proposed on the agenda |
| 23.3.2023 | TIETOEVRVY OYJ | We voted in favor of the items proposed on the agenda |
| 24.3.2023 | FARON OYJ | We voted against items 16 and 17 on the agenda |
| 24.3.2023 | GOFORE OYJ | We voted against item 18 on the agenda |
| 24.3.2023 | SSH COMMUNICATIONS SECURITY OYJ | We voted against item 18 on the agenda |
| 27.3.2023 | CAVERION | We voted against item 13 on the agenda |
| 27.3.2023 | SRV YHTIÖT OYJ | We voted in favor of the items proposed on the agenda |

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| 28.3.2023 | ENENTO GROUP PLC | We voted in favor of the items proposed on the agenda |
| 28.3.2023 | NESTE OYJ | We voted in favor of the items proposed on the agenda |
| 29.3.2023 | KREATE GROUP OYJ | We voted in favor of the items proposed on the agenda |
| 29.3.2023 | OLVI OYJ | We voted in favor of the items proposed on the agenda |
| 29.3.2023 | SOLTEQ OYJ | We voted in favor of the items proposed on the agenda |
| 30.3.2023 | DETECTION TECHNOLOGY PLC | We voted in favor of the items proposed on the agenda |
| 30.3.2023 | KEMPOWER OYJ | We voted in favor of the items proposed on the agenda |
| 30.3.2023 | KESKO OYJ | We voted in favor of the items proposed on the agenda |
| 30.3.2023 | OMA SAASTOPANKKI OY | We voted against item 16 on the agenda |
| 30.3.2023 | OUTOKUMPU OYJ | We voted in favor of the items proposed on the agenda |
| 30.3.2023 | RAUTE OYJ | We voted in favor of the items proposed on the agenda |
| 30.3.2023 | SIILI SOLUTIONS | We voted in favor of the items proposed on the agenda |
| 30.3.2023 | VERKKOKAUPPA.COM | We voted in favor of the items proposed on the agenda |
| 3.4.2023 | ROVIO ENTERTAINMENT OYJ | We voted in favor of the items proposed on the agenda |
| 3.4.2023 | SUOMINEN OYJ | We voted in favor of the items proposed on the agenda |
| 4.4.2023 | ALMA MEDIA OYJ | We voted in favor of the items proposed on the agenda |
| 4.4.2023 | ASPO OYJ | We voted in favor of the items proposed on the agenda |
| 4.4.2023 | CONSTI OYJ | We voted in favor of the items proposed on the agenda |
| 4.4.2023 | GLASTON OYJ ABP | We voted in favor of the items proposed on the agenda |
| 4.4.2023 | LAMOR CORPORATION OYJ | We voted in favor of the items proposed on the agenda |
| 4.4.2023 | NOKIA OYJ | We voted in favor of the items proposed on the agenda |
| 5.4.2023 | AKTIA BANK PLC | We voted in favor of the items proposed on the agenda |
| 5.4.2023 | ELISA OYJ | We voted in favor of the items proposed on the agenda |
| 5.4.2023 | ETTEPLAN OYJ | We voted in favor of the items proposed on the agenda |
| 5.4.2023 | TELESTE OYJ | We voted in favor of the items proposed on the agenda |
| 5.4.2023 | Wulff Yhtiot Ord Shs | We voted against item 17 on the agenda |
| 12.4.2023 | BITTIUM OYJ | We voted in favor of the items proposed on the agenda |
| 12.4.2023 | KESLA OYJ | We voted in favor of the items proposed on the agenda |
| 12.4.2023 | NANOFORM FINLAND OYJ | We voted in favor of the items proposed on the agenda |
| 12.4.2023 | PONSSE OYJ | We voted in favor of the items proposed on the agenda |
| 12.4.2023 | UPM-KYMMENE OYJ | We voted in favor of the items proposed on the agenda |
| 12.4.2023 | PURMO GROUP OYJ | We voted against item 16 on the agenda |
| 13.4.2023 | COMPONENTA OYJ | We voted in favor of the items proposed on the agenda |
| 13.4.2023 | DIGITAL WORKFORCE SERVICES OYJ | We voted in favor of the items proposed on the agenda |
| 13.4.2023 | FORTUM OYJ | We voted in favor of the items proposed on the agenda |
| 13.4.2023 | MARIMEKKO OYJ | We voted in favor of the items proposed on the agenda |
| 13.4.2023 | REMEDY ENTERTAINMENT OYJ | We voted in favor of the items proposed on the agenda |
| 18.4.2023 | ORTHEX OYJ | We voted in favor of the items proposed on the agenda |
| 19.4.2023 | ANORA GROUP OYJ | We voted in favor of the items proposed on the agenda |

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| 19.4.2023 | NOHO PARTNERS OYJ | We voted against item 18 on the agenda |
| 19.4.2023 | SANOMA OYJ | We voted in favor of the items proposed on the agenda |
| 20.4.2023 | HARVIA OYJ | We voted in favor of the items proposed on the agenda |
| 20.4.2023 | HKSCAN OYJ | We voted in favor of the items proposed on the agenda |
| 20.4.2023 | NORDIC LIGHTS OYJ | We voted in favor of the items proposed on the agenda |
| 20.4.2023 | RAISIO OYJ | We voted in favor of the items proposed on the agenda |
| 21.4.2023 | SOLWERS OYJ | We voted in favor of the items proposed on the agenda |
| 25.4.2023 | ATRIA OYJ | We voted against item 21 on the agenda |
| 25.4.2023 | SITOWISE GROUP OYJ | We voted in favor of the items proposed on the agenda |
| 25.4.2023 | VIAFIN SERVICE OYJ | We voted in favor of the items proposed on the agenda |
| 26.4.2023 | NOKIAN TYRES PLC | We voted in favor of the items proposed on the agenda |
| 26.4.2023 | VINCIT OYJ | We voted against item 15 on the agenda |
| 27.4.2023 | HUHTAMAKI OYJ | We voted in favor of the items proposed on the agenda |
| 27.4.2023 | SCANFIL OYJ | We voted against item 17 on the agenda |
| 2.5.2023 | MODULIGHT OYJ | We voted in favor of the items proposed on the agenda |
| 3.5.2023 | METSO OUTOTEC OYJ | We voted in favor of the items proposed on the agenda |
| 4.5.2023 | SPINNOVA OYJ | We voted in favor of the items proposed on the agenda |
| 11.5.2023 | KOSKISEN OYJ | We voted in favor of the items proposed on the agenda |
| 16.5.2023 | ADMINISTER OYJ | We voted in favor of the items proposed on the agenda |
| 17.5.2023 | SAMPO PLC | We voted in favor of the items proposed on the agenda |
| 26.6.2023 | LIFELINE SPAC I | We voted in favor of the items proposed on the agenda |
| 28.8.2023 | KEMPOWER OYJ | We voted in favor of the items proposed on the agenda |
| 22.9.2023 | FARON PHARMACEUTICALS OYJ | We abstained from voting on item 8 on the agenda |
| 27.10.2023 | FINNAIR OYJ | We voted in favor of the items proposed on the agenda |
| 1.11.2023 | LAMOR CORPORATION OYJ | We voted in favor of the items proposed on the agenda |
| 30.11.2023 | DUELL OYJ | We voted in favor of the items proposed on the agenda |
| 5.12.2023 | DUELL OYJ | We voted in favor of the items proposed on the agenda |