

## Shareholder meetings of the Finnish listed companies and Varma's voting 2020

Date	Company	Varma's voting in the meeting
25.2.2020	KONE OYJ	We voted in favor of the items proposed on the agenda
25.2.2020	TALENOM OYJ	We voted in favor of the items proposed on the agenda
5.3.2020	KESLA OYJ	We voted in favor of the items proposed on the agenda
5.3.2020	WARTSILA OYJ ABP	We voted in favor of the items proposed on the agenda
10.3.2020	QT GROUP OYJ	We voted in favor of the items proposed on the agenda
11.3.2020	CAPMAN OYJ	We voted in favor of the items proposed on the agenda
11.3.2020	FISKARS OYJ ABP	We voted in favor of the items proposed on the agenda
11.3.2020	OUTOTEC OYJ	We voted in favor of the items proposed on the agenda
12.3.2020	KOJAMO OYJ	We voted in favor of the items proposed on the agenda
12.3.2020	LASSILA & TIKANOJA OYJ	We voted in favor of the items proposed on the agenda
12.3.2020	YIT OYJ	We voted in favor of the items proposed on the agenda
16.3.2020	DIGIA OYJ	We voted in favor of the items proposed on the agenda
16.3.2020	UPONOR OYJ	We voted in favor of the items proposed on the agenda
17.3.2020	CARGOTEC OYJ	We voted in favor of the items proposed on the agenda
17.3.2020	FORTUM OYJ	We voted against item 20 on the agenda
17.3.2020	ORIOLA OYJ	We voted in favor of the items proposed on the agenda
18.3.2020	FINNAIR OYJ	We voted in favor of the items proposed on the agenda
18.3.2020	STOCKMANN OYJ ABP	We voted in favor of the items proposed on the agenda
18.3.2020	TOKMANNI GROUP OYJ	We voted in favor of the items proposed on the agenda
19.3.2020	STORA ENSO OYJ	We voted in favor of the items proposed on the agenda
19.3.2020	SUOMINEN OYJ	We voted in favor of the items proposed on the agenda
19.3.2020	VALMET OYJ	We voted in favor of the items proposed on the agenda
20.3.2020	METSO OYJ	We voted in favor of the items proposed on the agenda
23.3.2020	CAVERION OYJ	We voted in favor of the items proposed on the agenda
23.3.2020	ROBIT OYJ	We voted in favor of the items proposed on the agenda

24.3.2020	F-SECURE OYJ	We voted in favor of the items proposed on the agenda
24.3.2020	RAISIO OYJ	We voted in favor of the items proposed on the agenda
24.3.2020	TIKKURILA OY	We voted in favor of the items proposed on the agenda
25.3.2020	AHLSTROM-MUNKSJO OYJ	We voted in favor of the items proposed on the agenda
25.3.2020	ALMA MEDIA OYJ	We voted in favor of the items proposed on the agenda
25.3.2020	ALTIA OYJ	We voted in favor of the items proposed on the agenda
25.3.2020	KEMIRA OYJ	We voted in favor of the items proposed on the agenda
25.3.2020	NORDEA BANK ABP	We voted in favor of the items proposed on the agenda
25.3.2020	ORION OYJ	We voted in favor of the items proposed on the agenda
25.3.2020	SANOMA OYJ	We voted in favor of the items proposed on the agenda
25.3.2020	SIILI SOLUTIONS OYJ	We voted in favor of the items proposed on the agenda
25.3.2020	VINCIT OYJ	We voted in favor of the items proposed on the agenda
26.3.2020	KONECRANES OYJ ABP	We voted in favor of the items proposed on the agenda
26.3.2020	METSA BOARD OYJ	We voted in favor of the items proposed on the agenda
26.3.2020	SRV YHTIOT OYJ	We voted in favor of the items proposed on the agenda
26.3.2020	SSH COMMUNICATIONS SECURITY OYJ	We voted in favor of the items proposed on the agenda
26.3.2020	TIETOEVRY OYJ	We voted in favor of the items proposed on the agenda
30.3.2020	KESKO OYJ	We voted in favor of the items proposed on the agenda
31.3.2020	RAUTE OYJ	We voted in favor of the items proposed on the agenda
31.3.2020	ROVIO ENTERTAINMENT OYJ	We voted in favor of the items proposed on the agenda
31.3.2020	UPM-KYMMENE OYJ	We voted in favor of the items proposed on the agenda
31.3.2020	VERKKOKAUPPA.COM OYJ	We voted in favor of the items proposed on the agenda
31.3.2020	OUTOKUMPU OYJ	We voted in favor of the items proposed on the agenda
1.4.2020	BITTIUM OYJ	We voted in favor of the items proposed on the agenda
1.4.2020	PONSSE OYJ	We voted in favor of the items proposed on the agenda
1.4.2020	SOLTEQ OYJ	We voted in favor of the items proposed on the agenda
2.4.2020	ELISA OYJ	We voted in favor of the items proposed on the agenda
2.4.2020	ETTEPLAN OYJ	We voted in favor of the items proposed on the agenda
2.4.2020	GLASTON OYJ ABP	We voted in favor of the items proposed on the agenda
2.4.2020	NOKIAN TYRES OYJ	We voted in favor of the items proposed on the agenda

2.4.2020	TERVEYSTALO OYJ	We voted in favor of the items proposed on the agenda
2.4.2020	WULFF YHTIÖT OYJ	We voted in favor of the items proposed on the agenda
6.4.2020	CONSTI GROUP PLC	We voted in favor of the items proposed on the agenda
7.4.2020	ASPO OYJ	We voted in favor of the items proposed on the agenda
7.4.2020	NESTE OYJ	We voted in favor of the items proposed on the agenda
7.4.2020	NIXU OYJ	We voted in favor of the items proposed on the agenda
8.4.2020	NOKIA OYJ	We voted against item 18 on the agenda
8.4.2020	OLVI OYJ	We voted in favor of the items proposed on the agenda
8.4.2020	MARIMEKKO OYJ	We voted in favor of the items proposed on the agenda
15.4.2020	HKSCAN OYJ	We voted in favor of the items proposed on the agenda
16.4.2020	AKTIA BANK OYJ	We voted in favor of the items proposed on the agenda
16.4.2020	COMPONENTA OYJ	We voted in favor of the items proposed on the agenda
16.4.2020	DETECTION TECHNOLOGY OYJ	We voted in favor of the items proposed on the agenda
22.4.2020	NOHO PARTNERS OYJ	We voted in favor of the items proposed on the agenda
23.4.2020	SAMPO PLC	We voted in favor of the items proposed on the agenda
23.4.2020	SCANFIL OYJ	We voted in favor of the items proposed on the agenda
24.4.2020	HONKARAKENNE OYJ	We voted in favor of the items proposed on the agenda
29.4.2020	ATRIA OYJ	We voted in favor of the items proposed on the agenda
29.4.2020	HUHTAMAKI OYJ	We voted in favor of the items proposed on the agenda
20.5.2020	NEXT GAMES OYJ	We voted in favor of the items proposed on the agenda
4.6.2020	PIIPPO OYJ	We voted in favor of the items proposed on the agenda
6.8.2020	GLASTON OYJ ABP	We voted in favor of the items proposed on the agenda
29.10.2020	NELES OYJ	We voted in favor of the items proposed on the agenda
29.10.2020	COMPONENTA OYJ	We voted in favor of the items proposed on the agenda
12.11.2020	ALTIA OYJ	We voted in favor of the items proposed on the agenda
18.12.2020	CARGOTEC OYJ	We voted in favor of the items proposed on the agenda
18.12.2020	KONECRANES OYJ ABP	We voted in favor of the items proposed on the agenda