

Name	Task at Varma	Corporation in which a position of trust is held	Position of trust	Related to work duties
Risto Murto	President & CEO	Finnish Pension Alliance TELA	Chairman of the Board	x
		Sampo Plc	Member of the Board	x
		Osakevarma Oy	Member of the Board	x
		Nordea Bank Abp	Member of the Board	x
		Securities Market Association	Chair of the Board	x
		Finnish Business and Policy Forum EVA	Member of the Supervisory Board	x
		Research Institute of the Finnish Economy (ETLA)	Member of the Supervisory Board	x
		Finland Chamber of Commerce	Member of the Supervisory Board	x
		e2 Tutkimus	Chair of the Board	
		Finnish Cultural Foundation	Member of the Supervisory Board	
		Foundation of the Finnish National Opera and Ballet	Member of the Supervisory Board	
Markus Aho	Director, Investments	Mandatum Plc	Member of the Board	x
		Suunnistussäätiö rs	Member of the Supervisory Board	
Pauli Forma	Director, Work Ability Services	no positions of trust		
Suvi Hintsanen-Kärpijoki	Senior Vice-President, Client Services	Kaleva Mutual Insurance Company	Member of the Board	x
Tuula Kallio	Senior Vice President, Pension Services and Head of Legal Affairs	Finnish Centre for Pensions	Member of the representative body	x
		Osakevarma Oy	Chair of the Board	x
		Tieto Esy Oy	Member of the Board	x
		Confederation of Finnish Industries EK	Deputy member of the General Assembly	x
Hanna Kaskela	Senior Vice-President, Sustainability and Communications	Tornator Oyj	Member of the Board	x
		Hammake Oy	Member of the Board	
		Kalevala Society Foundation	Member of the Finance Committee	

Tiina Kurki	Senior Vice-President, IT and Digitalization	Tieto Esy Oy	Chair of the Board	x
		Arek Oy	Deputy member of the Board	x
Pasi Mustonen	Senior Vice-President, Actuaries and Insurance Services	Finnish Centre for Pensions	Member of the Board	x
		Mannerheim League for Child Welfare	Chair of the Financial and Administrative Committee	
		Asuntosäätiö	Member of the Supervisory Board	
		Suomen Vakuutusyhdistys ry	Member of the Board	x
Pekka Pajamo	Senior Vice-President, Finance and Internal Services	Arek Oy	Member of the Board	x
		Leino Group Oy, LeinoCast Oy, Leino Invest Oy	Member of the Board	
		TietoAkseli Holding Oy	Member of the Board	
		Finnish Committee for UNICEF	Member of the Board	
		Audit Board of the Finnish Patent and Registration Office	Chair	
		Finnish National Gallery	Member of the Board	
		Osakevarma Oy	CEO, Member of the Board	x
		Property companies owned by Varma	Member of the Board	x
Mikaela Öberg	Senior Vice-President, People and Development	no positions of trust		
Jan Schugk	Senior Physician	no positions of trust		