

## 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
Kojamo Oyj	Risto Murto	President and CEO
Metso Outotec Oyj	Risto Murto	President and CEO
Terveystalo Oyj	Risto Murto	President and CEO
YIT Oyj	Risto Murto	President and CEO
Elisa Oyj	Markus Aho	CIO
Huhtamäki Oyj	Markus Aho	CIO
Konecranes Oyj	Markus Aho	CIO
Stockmann Oyj Abp	Markus Aho	CIO
Valmet Oyj	Markus Aho	CIO
Wärtsilä Oyj	Markus Aho	CIO
Aspo Oyj	Pekka Pajamo	CFO
Glaston Oyj	Pekka Pajamo	CFO
Outokumpu Oyj	Pekka Pajamo	CFO
Oriola Oyj	Pekka Pajamo	CFO
Alma Media Oyj	Timo Sallinen	Director, Head of Listed Securities
Atria Oyj	Timo Sallinen	Director, Head of Listed Securities
Finnair 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
Raisio Oyj	Timo Sallinen	Director, Head of Listed Securities
Robit Oyj	Timo Sallinen	Director, Head of Listed Securities
Vincit Oyj	Timo Sallinen	Director, Head of Listed Securities
Kemira Oyj	Hanna Kaskela	Senior Vice-President, Sustainability and Communications
Solteq Oyj	Hanna Kaskela	Senior Vice-President, Sustainability and Communications

Tokmanni Group Oyj	Hanna Kaskela	Senior Vice-President, Sustainability and Communications
CapMan Oyj	Erkka Kohonen	Senior Portfolio Manager
Componenta Oyj	Erkka Kohonen	Senior Portfolio Manager
Verkkokauppa.com Oyj	Erkka Kohonen	Senior Portfolio Manager
Atrium Ljungberg AB	Sampsa Ratia	Director, Real Assets