

Name	Task at Varma	Corporation in which a position of trust is held	Position of trust
Jaakko Eskola	Chair of the Board	Mayer Turku	Chair of the Board
		Oy HIFK-Hockey Ab	Chair of the Board
		Kalmar Corporation	Chair of the Board
		Finnish Foundation for Share Promotion	Member of the Board
Anu Ahokas CEO, StaffPoint Group	Vice-Chair of the Board	Employment Industry Finland	Member of the Board
		HSE Support Foundation	Member of the Supervisory Board
		Confederation of Finnish Industries	Deputy member of the General Assembly
Antti Palola Chair, Finnish Confederation of Professionals STTK	Vice-Chair of the Board	Finnish Confederation of Professionals STTK	Chair of the Board
		Economic Council	Member
		Employment Fund	Member of the Board
		e2 Tutkimus	Member of the Board
		OP Uusimaa	Member of the Supervisory Board
Riku Aalto President, the Finnish Industrial Union	Member of the Board	Central Organisation of Finnish Trade Unions SAK	Member of the Board
		Turva Mutual Insurance Company	Chair of the Board
		Employment Fund	Member of the Supervisory Board
		Open Unemployment Fund A-kassa	Chair of the Board
Nina Arkilahti Head of Business Banking, Nordea	Member of the Board	Finland Chamber of Commerce	Member of the Board
		BGC Holding Ab	Member of the Board
		P27 Nordic Payments	Member of the Board
Eveliina Dahl Executive Vice President, People and Culture, Elisa Corporation	Member of the Board	no positions of trust	
Anja Frada Vice President Finance & Control, Wärtsilä Energy	Member of the Board	Soletair Power Oy	Member of the Board
		Wärtsilä Energy Storage Finland Oy	Managing Director and Member of the Board
Kristiina Mäkelä	Member of the Board	HGSE (Helsinki Graduate School of Economics)	Member of the Board

Provost, Aalto University			
Simon-Erik Ollus	Member of the Board	no positions of trust	
Executive Vice President, Corporate Customers and Markets, Fortum Corporation			
Teo Ottola	Member of the Board	China Office of Finnish Industries	Member of the Board
CFO, Konecranes Plc		East Office of Finnish Industries Oy	Member of the Board
Pekka Piispanen	Member of the Board	Employment Fund	Member of the Board
Director, Akava (Confederation of Unions for Professional and Managerial Staff in Finland)			
Saana Siekkinen	Member of the Board	Employment Fund	Vice-Chair of the Board
Director, Central Organisation of Finnish Trade Unions SAK		Social Insurance Institution of Finland (Kela)	Member of the Board
		Finnish Centre for Pensions	Deputy member of the Board
		Finnish Work Environment Fund	Vice Chair of the Body of Delegates
Jari Elo	Deputy member of the Board	Akava, Confederation of Unions for Professional and Managerial Staff in Finland	Deputy member of the Board
CEO, Finnish Business School Graduates		KOKO, Unemployment Fund for Highly Educated	Member of the Board
Jouni Hakala	Deputy member of the Board	Junior Achievement (JA) Finland	Member of the Board
Secretary General, Foundation of the Confederation of Finnish Industry and Employers (TT), Confederation of Finnish Industries EK		Finnish Business and Policy Forum EVA	Member of the Supervisory Board
		Research Institute of the Finnish Economy (ETLA)	Member of the Supervisory Board
		Replay Capital Oy	Member of the Board
Ville Talasmäki	Deputy member of the Board	Topdanmark A/S	Member of the Board
Chief Investment Officer, Sampo Group		Topdanmark Fosikring A/S	
		If Skadeförsäkring Holding AB (publ)	Member of the Board

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		Finance Finland	Member of the Board