

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	Member 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
		Finance Finland	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
		Finnish Cultural Foundation	Member of the Supervisory Board	
Markus Aho	Deputy CEO, 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, Legal Affairs	Finnish Centre for Pensions	Member of the representative body	x
		Osakevarma Oy	Chair of the Board	x
		Confederation of Finnish Industries EK	Member of the General Assembly	x
		Arek Oy	Deputy member of the Board	x
Hanna Kaskela	Senior Vice-President, Sustainability and Communications	Tornator Oyj	Member of the Board	x
		Nordea Funds	Member of the Board	x
		Kalevala Society Foundation	Member of the Finance Committee	
Pasi Mustonen	Senior Vice-President, Actuaries	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	
<b>Pekka Pajamo</b>	Senior Vice-President, Finance and Internal Services	Arek Oy	Vice Chair of the Board	x
		Leino Group Oy, LeinoCast Oy, Leino Invest Oy	Member of the Board	
		TietoAkseli Holding Oy	Member of the Board	
		Finnish National Gallery	Member of the Board	
		Ida Aalberg Foundation	Member of the Board	
		Osakevarma Oy	CEO, Member of the Board	x
		Property companies owned by Varma	Member of the Board	x
<b>Tarja Syvälä</b>	Senior Vice-President, Pension and Insurance Services	no positions of trust		
<b>Hanna Vainio</b>	Senior Vice-President, IT and Digitalization	Osuuskauppa Varuboden-Osla Handelslag	Member of the Board	
<b>Mikaela Öberg</b>	Senior Vice-President, People and Development	no positions of trust		
<b>Jan Schugk</b>	Senior Physician	Suomen Työlääketieteen Edistämssäätiö sr	Vice Chair of the Board	x