

Elo's participation in annual general meetings and exercise of voting rights 2023

As a long-term shareholder, we aim to improve the responsibility of our investments and monitor the compliance with good corporate governance. We primarily implement active ownership in three ways:

1. By attending the general meetings of the companies in which we are a shareholder either by ourselves or by proxy,
2. participating in nomination boards and
3. engaging with the management and, if necessary, Boards of Directors of the companies.

We usually attend the general meetings of all the listed companies in Finland in which we are shareholders. Outside of Finland, we attend companies' general meetings based on our climate policy implementation, violations of norm-based screening or the assessment of corporate governance, among other things.

We participated in 98 general meetings in Finland.

Entity	Date of AGM	Exercise of voting rights
Admicom Oyj	21 March 2023	we voted in favour of the proposals
Administer Oyj	16 May 2023	we voted in favour of the proposals
Aktia Bank Plc	05 April 2023	we voted in favour of the proposals
Alma Media Oyj	04 April 2023	we voted in favour of the proposals
Anora Group Oyj	19 April 2023	we voted in favour of the proposals
Aspo Plc	04 April 2023	we voted in favour of the proposals
Atria Oyj	25 April 2023	we voted in favour of the proposals
Bittium Oyj	12 April 2023	we voted in favour of the proposals
Cargotec Oyj	23 March 2023	we voted in favour of the proposals
Caverion Oyj	27 March 2023	we voted in favour of the proposals
Citycon Oyj	21 March 2023	we voted in favour of the proposals
Citycon Oyj	01 June 2023	we voted in favour of the proposals
Componenta Oyj	13 April 2023	we voted in favour of the proposals
Digital Workforce Services Oyj	13 April 2023	we voted in favour of the proposals
Duell Oyj	30 November 2023	we voted in favour of the proposals
Duell Oyj	05 December 2023	we voted in favour of the proposals
Elisa Oyj	05 April 2023	we voted in favour of the proposals
Enento Group Oyj	28 March 2023	we voted in favour of the proposals
Enersense International Oyj	04 April 2023	we voted in favour of the proposals
eQ Oyj	27 March 2023	we voted in favour of the proposals
Etteplan Oyj	05 April 2023	we voted in favour of the proposals
Finnair Oyj	23 March 2023	we voted in favour of the proposals
Finnair Oyj	27 October 2023	we voted in favour of the proposals
Fiskars Oyj Abp	15 March 2023	we voted in favour of the proposals

Fortum Oyj	13 April 2023	we voted against the proposal on item 10, we voted in favour of the proposals on the other items
F-Secure Oyj	23 March 2023	we voted in favour of the proposals
Gofore Oyj	24 March 2023	we voted in favour of the proposals
Harvia Oyj	20 April 2023	we voted in favour of the proposals
Huhtamaki Oyj	27 April 2023	we voted in favour of the proposals
Ilkka Oyj	27 April 2023	we voted in favour of the proposals
Incap Oyj	27 April 2023	we voted in favour of the proposals
Kamux Oyj	20 April 2023	we voted in favour of the proposals
Kemira Oyj	22 March 2023	we voted in favour of the proposals
Kempower Oyj	30 March 2023	we voted in favour of the proposals
Kempower Oyj	28 August 2023	we voted in favour of the proposals
Kesko Oyj	30 March 2023	we voted in favour of the proposals
Kojamo Oyj	16 March 2023	we voted in favour of the proposals
Kone Oyj	28 February 2023	we voted in favour of the proposals
Konecranes Oyj	29 March 2023	we voted in favour of the proposals
Koskisen Oyj	11 May 2023	we voted in favour of the proposals
Kreate Group Plc	29 March 2023	we voted in favour of the proposals
Lamor Corporation Oyj	04 April 2023	we voted in favour of the proposals
Lamor Oyj	01 November 2023	we voted in favour of the proposals
Lassila & Tikanoja Oyj	23 March 2023	we voted in favour of the proposals
LeadDesk Oyj	22 March 2023	we voted in favour of the proposals
Lemonsoft Oyj	04 April 2023	we voted in favour of the proposals
Marimekko Oyj	13 April 2023	we voted in favour of the proposals
Metsa Board Corp.	23 March 2023	we voted in favour of the proposals
Metso Outotec Oyj	03 May 2023	we voted in favour of the proposals
Modulight Oy	02 May 2023	we voted in favour of the proposals
Musti Group Oyj	30 January 2023	we voted in favour of the proposals
Nanoform Finland Oyj	12 April 2023	we voted in favour of the proposals
Neste Corp.	28 March 2023	we voted in favour of the proposals
NoHo Partners Oyj	19 April 2023	we voted in favour of the proposals
Nokia Oyj	04 April 2023	we voted in favour of the proposals
Nokian Renkaat Oyj	26 April 2023	we voted in favour of the proposals
Nordea Bank Abp	23 March 2023	we voted in favour of the proposals
Nordic Lights Group Oyj	20 April 2023	we voted in favour of the proposals
Olvi Oyj	29 March 2023	we voted in favour of the proposals
Oma Saastopankki Oyj	30 March 2023	we voted in favour of the proposals
Optomed Oy	10 May 2023	we voted in favour of the proposals
Orion Oyj	22 March 2023	we voted in favour of the proposals
Orthex Oyj	18 April 2023	we voted in favour of the proposals
Outokumpu Oyj	30 March 2023	we voted in favour of the proposals
Pihlajalinna Oyj	04 April 2023	we voted in favour of the proposals
Ponsse Oyj	12 April 2023	we voted in favour of the proposals
Puutila Oyj	16 May 2023	we voted in favour of the proposals
Qt Group Plc	14 March 2023	we voted in favour of the proposals
Raisio Oyj	20 April 2023	we voted in favour of the proposals

Rapala VMC Oyj	29 March 2023	we voted in favour of the proposals
Relais Group Oy	05 April 2023	we voted in favour of the proposals
Revenio Group Oyj	23 March 2023	we voted in favour of the proposals
Robit Oyj	15 March 2023	we voted in favour of the proposals
Rovio Entertainment Oyj	03 April 2023	we voted in favour of the proposals
Sampo Oyj	17 May 2023	we voted in favour of the proposals
Sanoma Oyj	19 April 2023	we voted in favour of the proposals
Siili Solutions Oyj	30 March 2023	we voted in favour of the proposals
Sitowise Group Oyj	25 April 2023	we voted in favour of the proposals
Solteq Oyj	29 March 2023	we voted in favour of the proposals
Solwers Oyj	21 April 2023	we voted in favour of the proposals
SSH Communications Security Oyj	24 March 2023	we voted in favour of the proposals
Stora Enso Oyj	16 March 2023	we voted in favour of the proposals
Suominen Oyj	03 April 2023	we voted in favour of the proposals
Talenom Oyj	15 March 2023	we voted in favour of the proposals
Terveystalo Oyj	23 March 2023	we voted in favour of the proposals
TietoEVRY Corp.	23 March 2023	we voted in favour of the proposals
Tokmanni Group Oyj	22 March 2023	we voted in favour of the proposals
Tulikivi Oyj	27 April 2023	we voted in favour of the proposals
UPM-Kymmene Oyj	12 April 2023	we voted in favour of the proposals
Uponor Oyj	17 March 2023	we voted in favour of the proposals
Vaisala Oyj	28 March 2023	we voted in favour of the proposals
Valmet Corp.	22 March 2023	we voted in favour of the proposals
Vincit Oyj	26 April 2023	we voted in favour of the proposals
Wartsila Oyj Abp	09 March 2023	we voted in favour of the proposals
Wetteri Oyj	08 May 2023	we voted in favour of the proposals
WithSecure Corp.	21 March 2023	we voted in favour of the proposals
Wulff-Yhtiot Oyj	05 April 2023	we voted in favour of the proposals
YIT Oyj	16 March 2023	we voted in favour of the proposals