

Elo's participation in annual general meetings and exercise of voting rights 2025

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 106 general meetings in Finland.

Entity	Date of AGM	Exercise of voting rights
Admicom Oyj	19.3.2025	we voted in favour of the proposals
Administer Oyj	23.4.2025	we voted in favour of the proposals
Administer Oyj	5.12.2025	we voted in favour of the proposals
Aiforia Technologies Oyj	4.4.2025	we voted in favour of the proposals
Aktia Pankki Oyj	3.4.2025	we voted in favour of the proposals
Aktia Pankki Oyj	2.10.2025	we voted in favour of the proposals
Alma Media Oyj	10.4.2025	we voted in favour of the proposals
Anora Oyj	15.4.2025	we voted in favour of the proposals
Anora Oyj	3.12.2025	we voted in favour of the proposals
Aspo Oyj	25.4.2025	we voted in favour of the proposals
Atria Oyj	24.4.2025	we voted in favour of the proposals
Bioretec Oyj	21.3.2025	we voted in favour of the proposals
Bittium Oyj	7.5.2025	we voted in favour of the proposals
Canatu Oyj	15.5.2025	we voted in favour of the proposals
Capman Oyj	25.3.2025	we voted in favour of the proposals
Cargotec Oyj	26.3.2025	we voted in favour of the proposals
Citycon Oyj	3.4.2025	we voted against the proposal on item 10 and 11, we voted in favour of the proposals on the other items
Componenta Oyj	23.4.2025	we voted in favour of the proposals
Digital Workforce Services Oyj	10.4.2025	we voted in favour of the proposals
Duell Oyj	25.11.2025	we voted in favour of the proposals
Elisa Oyj	2.4.2025	we voted in favour of the proposals
Enento Oyj	24.3.2025	we voted in favour of the proposals
Enersense International Oyj	16.4.2025	we voted in favour of the proposals
Enersense International Oyj	22.8.2025	we voted in favour of the proposals
eQ Oyj	25.3.2025	we voted against the proposal on item 10 and 11, we voted in favour of the proposals on the other items

Etteplan Oyj	8.4.2025	we voted against the proposal on item 11, we voted in favour of the proposals on the other items
Exel Oyj	26.3.2025	we voted in favour of the proposals
Finnair Oyj	27.3.2025	we voted in favour of the proposals
Fiskars Oyj	12.3.2025	we voted in favour of the proposals
Fortum Oyj	1.4.2025	we voted in favour of the proposals
F-Secure Oyj	1.4.2025	we voted in favour of the proposals
Gofore Oyj	11.4.2025	we voted in favour of the proposals
Harvia Oyj	8.4.2025	we voted in favour of the proposals
Huhtamäki Oyj	24.4.2025	we voted in favour of the proposals
Ilkka Oyj	24.4.2025	we voted against the proposal on item 22 and 23, we voted in favour of the proposals on the other items
Ilkka Oyj	27.11.2025	we voted in favour of the proposals
Incap Oyj	8.5.2025	we voted in favour of the proposals
Kalmar Oyj	27.3.2025	we voted in favour of the proposals
Kamux Oyj	22.5.2025	we voted in favour of the proposals
Kemira Oyj	20.3.2025	we voted in favour of the proposals
Kempower Oyj	7.5.2025	we voted in favour of the proposals
Kesko Oyj	24.3.2025	we voted against the proposal on item 11, we voted in favour of the proposals on the other items
Kojamo Oyj	13.3.2025	we voted against the proposal on item 18B, we voted in favour of the proposals on the other items
Kone Oyj	5.3.2025	we voted in favour of the proposals
Konecranes Oyj	27.3.2025	we voted in favour of the proposals
Koskisen Oyj	15.5.2025	we voted in favour of the proposals
Kreate Group Oyj	28.3.2025	we voted against the proposal on item 10 and 11, we voted in favour of the proposals on the other items
Lamor Corporation Oyj	7.5.2025	we voted in favour of the proposals
Lassila & Tikanoja Oyj	27.3.2025	we voted in favour of the proposals
Lassila & Tikanoja Oyj	4.12.2025	we voted in favour of the proposals
Leaddesk Oyj	26.3.2025	we voted in favour of the proposals
Lindex Oyj	2.4.2025	we voted against the proposal on item 10, we voted in favour of the proposals on the other items
Mandatum Oyj	15.5.2025	we voted in favour of the proposals
Marimekko Oyj	15.4.2025	we voted in favour of the proposals
Merus Power Oyj	17.3.2025	we voted in favour of the proposals
Metso Oyj	24.4.2025	we voted in favour of the proposals
Metsä Board Oyj	20.3.2025	we voted in favour of the proposals
Musti Group Oyj	29.4.2025	we voted against the proposal on item 10 and 11, we voted in favour of the proposals on the other items
Musti Group Oyj	18.9.2025	we voted in favour of the proposals
Nanoform Oyj	15.4.2025	we voted in favour of the proposals
Neste Oyj	25.3.2025	we voted in favour of the proposals
NoHo Partners Oyj	9.4.2025	we voted against the proposal on item 10, we voted in favour of the proposals on the other items
Nokia Oyj	29.4.2025	we voted in favour of the proposals
Nokian Renkaat Oyj	7.5.2025	we voted in favour of the proposals

Nordea Oyj	20.3.2025	we voted against the proposal on item 24, we voted in favour of the proposals on the other items
Olvi Oyj	16.4.2025	we voted in favour of the proposals
Oma Säästöpankki Oyj	8.4.2025	we voted against the proposal on item 9.1 and 9.2, we voted in favour of the proposals on the other items
Optomed Oyj	9.5.2025	we voted in favour of the proposals
Orion Oyj	3.4.2025	we voted in favour of the proposals
Orthex Oyj	29.4.2025	we voted in favour of the proposals
Outokumpu Oyj	3.4.2025	we voted in favour of the proposals
Pihlajalinna Oyj	24.4.2025	we voted in favour of the proposals
Ponsse Oyj	8.4.2025	we voted in favour of the proposals
Puutilo Oyj	15.5.2025	we voted in favour of the proposals
Qt Group Oyj	9.4.2025	we voted in favour of the proposals
Raisio Oyj	15.4.2025	we voted in favour of the proposals
Rapala VMC Oyj	8.5.2025	we voted in favour of the proposals
Relais Group Oyj	10.4.2025	we voted in favour of the proposals
Revenio Group Oyj	10.4.2025	we voted in favour of the proposals
Robit Oyj	8.4.2025	we voted in favour of the proposals
Sampo Oyj	23.4.2025	we voted in favour of the proposals
Sanoma Oyj	29.4.2025	we voted in favour of the proposals
Scanfil Oyj	25.4.2025	we voted in favour of the proposals
Siili Solutions Oyj	8.4.2025	we voted in favour of the proposals
Sitowise Group Oyj	2.4.2025	we voted in favour of the proposals
Solteq Oyj	27.3.2025	we voted in favour of the proposals
Solwers Oyj	15.4.2025	we voted in favour of the proposals
SSH Comm Security Oyj	26.3.2025	we voted in favour of the proposals
SSH Comm Security Oyj	7.8.2025	we voted in favour of the proposals
Stora Enso Oyj	20.3.2025	we voted against the proposal on item 10 and 11, we voted in favour of the proposals on the other items
Suominen Oyj	25.4.2025	we voted in favour of the proposals
Talenom Oyj	19.3.2025	we voted against the proposal on item 10, we voted in favour of the proposals on the other items
Terveystalo Oyj	8.4.2025	we voted in favour of the proposals
Tietoevry Oyj	25.3.2025	we voted in favour of the proposals
Tokmanni Group Oyj	7.5.2025	we voted in favour of the proposals
Tulikivi Oyj	24.4.2025	we voted in favour of the proposals
United Bankers Oyj	21.3.2025	we voted in favour of the proposals
UPM-Kymmene Oyj	27.3.2025	we voted in favour of the proposals
Vaisala Oyj	25.3.2025	we voted in favour of the proposals
Valmet Oyj	26.3.2025	we voted in favour of the proposals
Vincit Oyj	26.3.2025	we voted in favour of the proposals
Wetteri Oyj	20.5.2025	we voted in favour of the proposals
WithSecure Oyj	18.3.2025	we voted in favour of the proposals
Wulff-Yhtiöt Oyj	3.4.2025	we voted in favour of the proposals
Wärtsilä Oyj	13.3.2025	we voted in favour of the proposals
YIT Oyj	3.4.2025	we voted in favour of the proposals