

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 |
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| 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 |

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| 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 |

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| 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 |
| Puilo 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 |