

## Elo's participation in annual general meetings and exercise of voting rights 2024

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 101 general meetings in Finland.

Entity	Date of AGM	Exercise of voting rights
Admicom Oyj	19.3.2024	we voted in favour of the proposals
Administer Oyj	10.4.2024	we voted in favour of the proposals
Aktia Pankki Oyj	3.4.2024	we voted in favour of the proposals
Alma Media Oyj	5.4.2024	we voted in favour of the proposals
Anora Oyj	17.4.2024	we voted in favour of the proposals
Aspo Oyj	12.4.2024	we voted against the proposal on item 10, we voted in favour of the proposals on the other items
Atria Oyj	23.4.2024	we voted in favour of the proposals
Bioretec Oyj	26.4.2024	we voted in favour of the proposals
Bittium Oyj	10.4.2024	we voted in favour of the proposals
Capman Oyj	18.1.2024	we voted in favour of the proposals
Capman Oyj	27.3.2024	we voted in favour of the proposals
Cargotec Oyj	30.5.2024	we voted in favour of the proposals
Citycon Oyj	19.3.2024	we voted against the proposal on item 10, we voted in favour of the proposals on the other items
Citycon Oyj	18.6.2024	we voted in favour of the proposals
Citycon Oyj	12.11.2024	we voted in favour of the proposals
Componenta Oyj	10.4.2024	we voted in favour of the proposals
Digital Workforce Services Oyj	11.4.2024	we voted in favour of the proposals
Duell Oyj	20.11.2024	we voted in favour of the proposals
Elisa Oyj	12.4.2024	we voted in favour of the proposals
Enento Oyj	25.3.2024	we voted in favour of the proposals
Enersense International Oyj	4.4.2024	we voted in favour of the proposals

eQ Oyj	21.3.2024	we voted against the proposal on item 10, we voted in favour of the proposals on the other items
Etteplan Oyj	9.4.2024	we voted in favour of the proposals
Exel Oyj	17.5.2024	we voted in favour of the proposals
Finnair Oyj	18.3.2024	we voted in favour of the proposals
Fiskars Oyj	13.3.2024	we voted in favour of the proposals
Fortum Oyj	25.3.2024	we voted in favour of the proposals
F-Secure Oyj	13.3.2024	we voted in favour of the proposals
Gofore Oyj	4.4.2024	we voted in favour of the proposals
Harvia Oyj	26.4.2024	we voted in favour of the proposals
Huhtamäki Oyj	25.4.2024	we voted in favour of the proposals
Incap Oyj	10.5.2024	we voted in favour of the proposals
Kamux Oyj	18.4.2024	we voted against the proposal on item 10 and 11, we voted in favour of the proposals on the other items
Kemira Oyj	20.3.2024	we voted in favour of the proposals
Kempower Oyj	27.3.2024	we voted in favour of the proposals
Kempower Oyj	8.7.2024	we voted in favour of the proposals
Kesko Oyj	26.3.2024	we voted against the proposal on item 11 and 12, we voted in favour of the proposals on the other items
Kojamo Oyj	14.3.2024	we voted in favour of the proposals
Kone Oyj	29.2.2024	we voted in favour of the proposals
Konecranes Oyj	27.3.2024	we voted in favour of the proposals
Koskisen Oyj	16.5.2024	we voted in favour of the proposals
Kreate Group Oyj	25.3.2024	we voted in favour of the proposals
Lamor Corporation Oyj	26.3.2024	we voted in favour of the proposals
Lassila & Tikanoja Oyj	21.3.2024	we voted in favour of the proposals
Leaddesk Oyj	20.3.2024	we voted in favour of the proposals
Lemonsoft Oyj	9.4.2024	we voted in favour of the proposals
Mandatum Oyj	15.5.2024	we voted in favour of the proposals
Marimekko Oyj	16.4.2024	we voted in favour of the proposals
Merus Power Oyj	13.3.2024	we voted in favour of the proposals
Metso Oyj	25.4.2024	we voted in favour of the proposals
Metsä Board Oyj	26.3.2024	we voted in favour of the proposals
Modulight Oyj	2.5.2024	we voted in favour of the proposals
Musti Group Oyj	31.1.2024	we voted against the proposal on item 13, we voted in favour of the proposals on the other items
Musti Group Oyj	12.4.2024	we voted in favour of the proposals
Nanoform Oyj	16.4.2024	we voted in favour of the proposals
Neste Oyj	27.3.2024	we voted in favour of the proposals
NoHo Partners Oyj	10.4.2024	we voted against the proposal on item 10 and 11, we voted in favour of the proposals on the other items
Nokia Oyj	3.4.2024	we voted in favour of the proposals
Nokian Renkaat Oyj	30.4.2024	we voted in favour of the proposals

Nordea Oyj	21.3.2024	we voted against the proposal on item 24, we voted in favour of the proposals on the other items
Olvi Oyj	26.3.2024	we voted in favour of the proposals
Oma Säästöpankki Oyj	26.3.2024	we voted in favour of the proposals
Oma Säästöpankki Oyj	10.12.2024	we voted in favour of the proposals
Optomed Oyj	10.5.2024	we voted in favour of the proposals
Orion Oyj	20.3.2024	we voted in favour of the proposals
Orthex Oyj	9.4.2024	we voted in favour of the proposals
Outokumpu Oyj	4.4.2024	we voted in favour of the proposals
Pihlajalinna Oyj	10.4.2024	we voted in favour of the proposals
Ponsse Oyj	9.4.2024	we voted in favour of the proposals
Puutilo Oyj	15.5.2024	we voted in favour of the proposals
Qt Group Oyj	12.3.2024	we voted in favour of the proposals
Raisio Oyj	9.4.2024	we voted in favour of the proposals
Rapala VMC Oyj	18.4.2024	we voted in favour of the proposals
Relais Group Oyj	10.4.2024	we voted in favour of the proposals
Revenio Group Oyj	4.4.2024	we voted in favour of the proposals
Robit Oyj	3.4.2024	we voted in favour of the proposals
Sampo Oyj	25.4.2024	we voted in favour of the proposals
Sampo Oyj	9.7.2024	we voted in favour of the proposals
Sanoma Oyj	17.4.2024	we voted against the proposal on item 10, we voted in favour of the proposals on the other items
Scanfil Oyj	25.4.2024	we voted in favour of the proposals
Siili Solutions Oyj	3.4.2024	we voted in favour of the proposals
Sitowise Group Oyj	4.4.2024	we voted in favour of the proposals
Solteq Oyj	27.3.2024	we voted in favour of the proposals
Solwers Oyj	25.4.2024	we voted in favour of the proposals
SSH Comm Security Oyj	25.3.2024	we voted in favour of the proposals
Stora Enso Oyj	20.3.2024	we voted in favour of the proposals
Suominen Oyj	4.4.2024	we voted in favour of the proposals
Talenom Oyj	14.3.2024	we voted in favour of the proposals
Terveystalo Oyj	26.3.2024	we voted in favour of the proposals
Tietoevry Oyj	13.3.2024	we voted in favour of the proposals
Tokmanni Group Oyj	23.4.2024	we voted in favour of the proposals
Tulikivi Oyj	25.4.2024	we voted in favour of the proposals
UPM-Kymmene Oyj	4.4.2024	we voted in favour of the proposals
Vaisala Oyj	26.3.2024	we voted in favour of the proposals
Valmet Oyj	21.3.2024	we voted in favour of the proposals
Vincit Oyj	20.3.2024	we voted in favour of the proposals