

Annual Disclosure of the Implementation of the Engagement Policy

Sampo Plc has attended to general meetings on behalf of Mandatum Life Insurance Company Limited between 1 January 2021 and 31 August 2021 before the transfer of its investment operations to Mandatum Asset Management Ltd on 1 September 2021. Mandatum Asset Management Ltd has attended to general meetings on behalf of its portfolio management client Mandatum Life Insurance Company Limited between 1 September 2021 and 31 December 2021. As of 1 September 2021, the voting information has been published by Mandatum Asset Management Ltd in its annual disclosure of the implementation of the engagement policy.

MANDATUM LIFE INSURANCE COMPANY

Company	Date	Participation	Voting
Musti Group Oyj	21.1.2021	Postal voting	FOR*
Uponor Oyj	18.3.2021	Postal voting	FOR*
Lassila & Tikanoja Oyj	18.3.2021	Postal voting	FOR*
Caverion Oyj	24.3.2021	Postal voting	FOR*
F-Secure Oyj	24.3.2021	Postal voting	FOR*
Terveystalo Oyj	25.3.2021	Postal voting	FOR*
Verkkokauppa.com Oyj	25.3.2021	Postal voting	FOR*
UPM-Kymmene Oyj	30.3.2021	Postal voting	FOR*
Vaisala Oyj	30.3.2021	Postal voting	FOR*
Nanoform Finland Oyj	6.4.2021	Postal voting	FOR*
Teleste Oyj	7.4.2021	Postal voting	FOR*
Metso Outotec Oyj	23.4.2021	Postal voting	FOR*
Optomed Oyj	28.4.2021	Postal voting	FOR*

FOR = Voting according to the proposal of the Board of Directors.

* = Voting rights exercised by Sampo Plc.