ILMARINEN

Report on operations and Financial statements 2024

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Contents

Report on operations

Ilmarinen's year in brief

Ilmarinen's return on investments was 8.6 per cent or EUR 5.0 billion. Cost-effectiveness continued to improve as premiums written grew by 2 per cent and operating expenses financed using loading income fell by 2 per cent. Our customers benefit directly from the improvement in our efficiency.

At the beginning of 2025, the administrative cost component in Ilmarinen's earnings-related pension insurance contribution will decrease by approximately 10 per cent.

Key figures 2024

Premiums written	Operating expenses financed using loading income	Return on investments	Solvency ratio
6.96 (6.82) EUR bill.	92 (94) EUR mill.	8.6 (5.8) %	127.5 (125.4) %
7.64 (7.17) EUR bill.	0.33 (0.34) %	63.3 (58.9) EUR bill.	13.9 (12.2) EUR bill.
Pensions paid	Operating expenses financed using loading income, % of payroll*)	Investment assets	Solvency capital

*) Payroll is the sum of TyEL payroll and YEL income.

Global economic growth was slow but steady during the year. The global slowdown in inflation has continued, and central banks started to cut key interest rates. The development of the capital market was mainly positive.

Ilmarinen's return on investments was 8.6 (5.8) per cent or EUR 5.0 (3.3) billion. The return grew especially thanks to the profit of 14.1 (10.1) per cent from equity investments. The solvency capital increased to EUR 13.9 (12.2) billion, and the solvency ratio strengthened to 127.5 (125.4) per cent. The long-term average annual return on investments since 1997 is 5.8 per cent, which corresponds to a real return of 3.9 per cent.

Premiums written increased by 2.0 per cent to EUR 7.0 (6.8) billion. The growth was driven by an increase of 1.9 per cent in the TyEL payroll of Ilmarinen's customers and an increase of 4.4 in YEL income.

Further drivers of growth in premiums written were positive net customer acquisition and net transfer. Net customer acquisition includes the sales of new TyEL and YEL insurance policies and net transfers. Measured in premiums written, net customer acquisition was EUR 179 (225) million. In the transfer business, the company's premiums written increased by EUR 77 (70) million in net terms. Customer retention was at a good level of 96.7 (96.5) per cent. Ilmarinen paid EUR 7.6 (7.2) billion in pensions, i.e. EUR 680 million more than the amount of its premiums written.

The use of electronic services increased. Pension records were viewed 763,000 times in the e-service, which is 25 per cent more than in the previous year. In 2023, customers were given the opportunity to go to the Ilmarinen e-service to see information about their accrued pension and an estimate of their future pension directly from the mobile bank of Osuuspankki. The aim with the OP mobile service is to reach young customers in particular and encourage them to take an interest in their own pension cover.

We were the most efficient employment pension insurance company in 2023. Our expenditure per insured and pension recipient was the lowest in the sector. In 2024, despite inflation, the operating expenses financed using loading income decreased by another 1.8 per cent to EUR 92.2 (93.9) million, amounting to 0.33 (0.34) per cent of the TyEL payroll and YEL income. The administrative cost component included in the earnings-related pension insurance contribution became pension company-specific as of the beginning of 2023, and our customers directly benefit from our cost-effectiveness in the form of lower insurance contributions. As a result of the improved efficiency, the administrative cost component of Ilmarinen's earnings-related pension insurance contribution will decrease by 10 per cent at the beginning of 2025. Since the merger of Ilmarinen and Etera at the start of 2018, Ilmarinen's cost-effectiveness has significantly improved, as operating expenses financed using loading income have decreased by EUR 51 million, or 36 per cent, while premiums written have increased by EUR 1.9 billion, or 36 per cent.

We will report the sustainability data for 2024 in accordance with the European Sustainability Reporting Standards (ESRS) standard as part of our report on operations. Ilmarinen's strategy is based on profitable, secure and responsible investments, being one of the best workplaces in Finland, raising awareness of pension cover among private customers and well-managed governance. We also aim to manage the climate risk of our investments. We have reached a significant share of the climate targets we have set ahead of time. The carbon intensity of Ilmarinen's direct listed equity investments has decreased by 62 per cent and the carbon intensity of direct listed corporate bond investments by 51 per cent from the 2020 benchmark (the target being a decrease of 50 per cent by 2030). Investment in climate solutions have also increased by 50 per cent in the direct listed equity portfolio and by 157 per cent in the direct corporate bond portfolio compared to the 2020 level (the target being an increase of 50 per cent by 2025). Our goal is to update our climate roadmap in 2025.

Development of the earnings-related pension scheme

The average pension of Finns increased to EUR 1,977 in 2023, compared to EUR 1,845 in the previous year, according to the statistics of the Finnish Centre for Pensions and the Social Insurance Institution of Finland. Men's average pension was EUR 2,216 and women's EUR 1,779 per month. All in all, more than 60 per cent of the approximately 1.6 million pension recipients received less than EUR 2,000 per month, and some 2 per cent received more than EUR 5,000 per month.

The contribution category model for disability pensions was reformed at the beginning of 2024. The reform will be implemented gradually so that it will be fully in force in 2029. The changes are aimed at improving issues such as access to employment for the elderly and people who have difficulty finding employment. The reform encourages employers to anticipate work ability risks and take better care of their employees' work ability. Extensive preparation for the future phases of the reform took place in 2024. The first practical effects on insurance contributions will be felt in 2025.

Reviews of self-employed persons' YEL income levels that were begun in 2023 based on new legislation continue. Self-employed persons' confirmed income is reviewed every three years, unless a substantial adjustment to their confirmed income has been made during the last three calendar years. In 2024, the review applied to self-employed persons with confirmed annual income of less than EUR 25,000. In 2025, the reviews will cover entrepreneurs whose confirmed annual income is more than EUR 25,000 per year and those with lower confirmed income that has not been adjusted in the past three years. The earnings-related insurance provider is allowed to increase the confirmed income by at most EUR 4,000 per review to ensure that the increase in the entrepreneur's monthly insurance contribution will remain reasonable. This means an increase of up to EUR 85 in the monthly YEL contribution. The confirmed income may also remain unchanged or decrease. The reform aims to improve entrepreneurs' pension cover and social security, as well as to support the enforcement of the Self-Employed Persons Pensions Act. In December 2024, the Ministry of Social Affairs and Health set up a project to identify development needs in the pension scheme for self-employed persons.

Key labour market organisations were ordered by the Government to prepare a proposal on the pension reform in accordance with the Government Programme by the end of January 2025. The goal is to prepare changes in earnings-related pension legislation to ensure the financial sustainability of the pension scheme and the level of benefits. Changes are necessary due to the declining dependency ratio and uncertainty related to economic development, the return on pension fund asset investments and future growth in contributions.

The Finnish pension system was ranked seventh in the Mercer CFA Institute Global Pension Index 2024. The comparison covered 48 countries. For the 11th consecutive year, Finland received the highest ratings for the reliability and transparency of pension scheme governance.

The confidence of Finns in the pension scheme has remained high. According to the June 2024 Pension Barometer published by the Finnish Centre for Pensions, 70 per cent of respondents have confidence in the pension scheme and two out of three think that pension assets are being reliably managed. Confidence remained at the same level as in the corresponding survey a year ago.

The rise in prices and wages has levelled off from the previous years. The earnings-related pension index increased by 1.3 per cent and the wage coefficient by around 2.2 per cent at the beginning of 2025. The earnings-related pension index is used to increase pensions paid and the wage coefficient to increase the career earnings of retiring persons to the level of the year of retirement.

Economic operating environment and investment market

In 2024, the global economy grew at a rate of just over 3 per cent. The growth is expected to remain at the same level for the next couple of years. The growth rate is slower than before the pandemic. In developed countries, the growth was driven by the United States economy. In Europe, rising energy costs are undermining the profitability of industry and profitability continues to lag behind the United States. In the emerging markets, economic growth was strongest in India, while the growth rate of the Chinese economy has slowed down. Finland's economy was still in recession in 2024.

Globally, the decline in inflation towards the central banks' target levels continued as supply bottlenecks eased off and the rise in energy prices stabilised as the result of monetary policy restraining economic growth. The year-on-year change in consumer prices in the eurozone was 2.4 per cent in December, and core inflation, excluding energy and food prices, was 2.7 per cent. In the United States, the recovery of inflation towards the Federal Reserve's target level was slower: the year-on-year change in consumer prices was 2.9 per cent in December, and core inflation was 3.2 per cent. Commodity inflation fell rapidly, but the decline in service inflation was slower. The slowdown in inflation allowed the central banks to start lowering their key interest rates towards a neutral level. The faster-than-expected economic growth and lower inflation rate have reduced the risk of a recession.

Political uncertainty was prominent during the year. In Europe, the ruling coalitions in both Germany and France fell apart. In the United States, markets were shaken by uncertainty, first regarding the presidential elections and then regarding the policies of the new government. Russia's offensive warfare in Ukraine and geopolitical tensions in the Middle East continue to cast a shadow over the growth and inflation outlook, adding to the overall uncertainty.

The United States Federal Reserve (Fed) started the lowering of key interest rates towards a neutral level at its September meeting, and the Fed ended up lowering its key interest rate by a total of one percentage point over the rest of the year. The US economy is expected to grow by 2.7 per cent in 2025. In the eurozone, inflation stabilised broadly in line with the expectations. This allowed the European Central Bank (ECB) to lower its key interest rate by one percentage point starting from June. At the end of the year, the ECB deposit interest rate was 3 per cent. The curbing of the energy shock and lowered inflation rate in the eurozone support the growth of real income, and the IMF forecasts real growth of 1 per cent for 2025.

China's economic growth was more subdued than expected, raising expectations of a monetary and financial policy supporting growth. Measures to support the economy and financial conditions were published during the year, but their scale remained moderate. The structural problems of the Chinese economy are severe, especially in the real estate sector, which means that it is too early to assess the longer-term impact of the stimulus. China's economic growth seems to continue on a downward trend.

According to the Bank of Finland, the Finnish economy is in recession and GDP fell by 0.5 per cent in 2024. The recovery will be slow, but a return to a growth trajectory is forecast for 2025. Especially weakly positioned is the construction sector where new construction starts and new building permits, which describe the sector's activity level, are at a lower level than during the financial crisis. Exports decreased due to circumstances such as the weak performance of Germany, a key export country for Finland. Inflation has slowed down quickly, and the short reference rates widely used in Finland have fallen from last year's peak levels. The growth forecast for the economy will therefore be driven by the gradually recovering confidence and improving purchasing power of consumers as real earnings grow.

Stock market development was steady over the year, with the exception of the turn of July and August when fears of a recession and the tightening of monetary policy by the Bank of Japan caused significant but temporary volatility of share prices. At the end of the year, stock market returns were generally positive globally. However, there were large regional and sectoral differences. The US stock market (the S&P 500 index) returned 25 per cent between January and June. The positive performance focused on the technology sector. The strong performance of technology companies further reinforced the optimism around AI. In Europe, where the early French parliamentary elections in the summer and the fall of the German government coalition in the autumn caused share price volatility, the STOXX 600 index returned 8.8 per cent between January and December. The return of Nasdaq Helsinki lagged behind the main markets, returning -0.1 per cent between January and December. The weaker return on the Finnish equity market was the result of muted earnings performance.

The markets are expecting further interest rate cuts by the ECB and the Fed in 2025. In Europe, the key interest rate is expected to settle at just below 2 per cent by the summer of 2025. In the US, the Fed is expected to realise more moderate interest rate cuts but still remain on the downward trajectory.

Despite the decrease in short-term key interest rates, the interest rates on long-term government bonds moderately increased during the year. The yield curve for interest rates has therefore steepened. The 10-year German government rate stood at around 2.35 per cent at the end of December, showing an increase of approximately 0.35 percentage points from the beginning of the year. In the eurozone, the interest rate differential between French and German government bonds widened to 80 basis points, i.e. at the highest level since the euro crisis of the last decade. This was due to the increased political risks caused by the early elections in France. The US 10-year government bond interest rate was 4.6 per cent at the end of June, i.e. 0.7 percentage points higher than at the beginning of the year.

Investor demand for securities with credit risk issued by companies remained strong throughout the year. The credit risk premium offered by corporate loans remained stable throughout the year, at a historically low level. As low-interest loans taken out during the COVID-19 pandemic mature, companies' financing costs will increase as loans are refinanced. For now, problems related to refinancing and over-indebtedness have remained company- and sector-specific, with a focus on the real estate sector.

The euro weakened by about 7 per cent in relation to the US dollar during the year. The currency pair's fluctuation range remained moderate over the year between 1.03 and 1.12. Differences in monetary policy expectations were a key driver for currency movements.

Ilmarinen's result and solvency

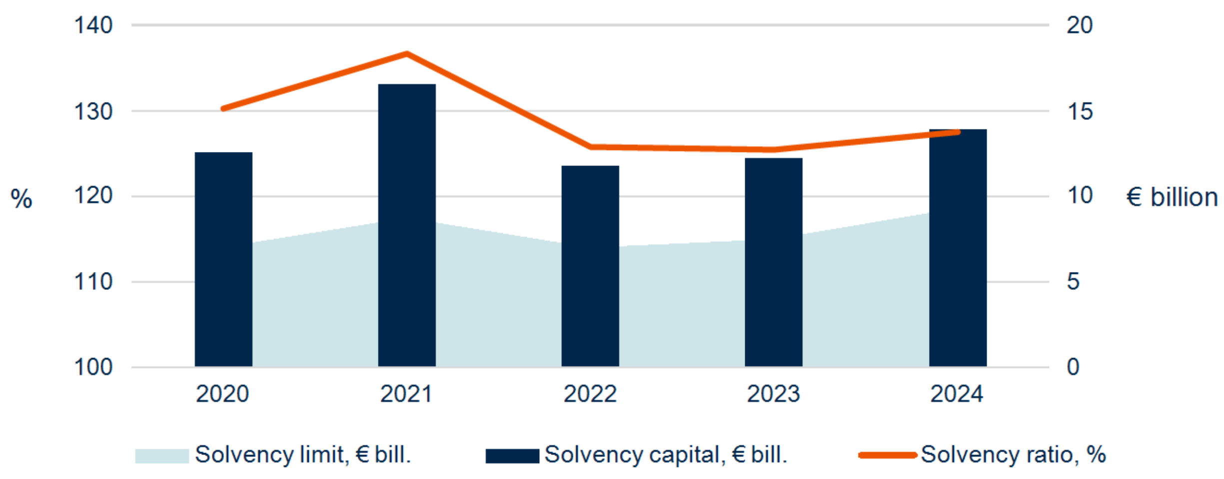
Ilmarinen's total financial result for 2024 at current value was EUR 1,804.3 (579.0) million. The result consists of the result of the investment result, the underwriting result and the loading profit. The company's return on investments at current value was 8.6 (5.8) per cent, or EUR 5,043.9 (3,271.7) million. The investment result at current value was EUR 1,796.6 (527.4) million when taking into account the interest credited on technical provisions of EUR 1,832.5 (1,764.3) million, and the equity linked return requirement was EUR 1,414.9 (980.0) million.

The result of the underwriting business under the company's own responsibility was EUR 5.6 (37.9) million. The underwriting result is the difference between contribution components intended to cover insurance risks and claims incurred. The decrease in the result was primarily due to the decrease in the disability component included in the TyEL insurance contribution and lower mortality than in the previous year.

The loading profit was EUR -0.6 (10.6) million. The loading profit is the amount by which the administrative cost components and other similar income exceed the operating expenses to be covered by them; as a result of improved efficiency, the operating expenses financed using loading income decreased to EUR 92.2 (93.9) million. Loading income decreased to EUR 91.6 (104.5) million, mainly due to the lower administrative cost components. As a result of the more efficient operations, the TyEL insurance contribution's administrative cost component was decreased by 20 per cent for 2024.

The loading profit of Ilmarinen's TyEL operations will be taken into account in the administrative cost components for the coming years. At the beginning of 2025, the administrative cost component of Ilmarinen's earnings-related pension insurance contribution will decrease by a further 10 per cent or so.

Solvency capital, solvency ratio and solvency limit



Bridge calculation, € million	2024	2023
Result in the profit and loss account	11	11
Change in provision for future bonuses	-1,061	1,716
Transfer to client bonuses	140	123
Change in depreciation difference	2	1
Change in difference between current and book values	2,712	-1,272
Profit at current value	1,804	579

The solvency capital, i.e. the difference between the company's assets and liabilities measured at current value, was EUR 13,894.6 (12,226.5) million. The solvency capital is intended to cover the risks arising from the insurance and investment operations. At the end of the financial year, the solvency capital was 1.5 (1.6) times higher than the solvency limit required by the company's risk allocation. At the end of 2024, the solvency ratio, or the ratio of pension assets to technical provisions, was 127.5 (125.4) per cent.

1% of the solvency capital, or EUR 140.3 (123.5) million, will be transferred to customer bonuses for 2024. The transfer is 0.5 (0.5) per cent of the insured payroll, which will reduce the TyEL insurance contribution in 2025.

The profit and solvency data presented above is based on the indicators presented in the notes to the financial statements, calculated at current value. They are a better indication of the company's financial performance and status than the profit and loss account and balance sheet. The valuation of investments in accounting is based on the acquisition cost or current value, whichever is lower, and the profit to be shown in the profit and loss account is determined by the actuarial principles established in advance by the Ministry of Social Affairs and Health. The difference between the overall result according to the accounts and the profit in the profit and loss account, with the exception of the change in depreciation difference, is recognised in the technical provisions. In 2024, the profit according to the profit and loss account was EUR 10.6 (10.7) million.

The bridge calculation in the table shows the relationship between the profit and loss account and the overall result at current value.

Insurance portfolio and premiums written

Ilmarinen's premiums written increased by 2.0 per cent to EUR 6,956.2 (6,822.1) million. TyEL insurance contributions amounted to EUR 6,533.1 (6,417.7) million, and customer bonuses granted as discounts to TyEL contributions totalled EUR 123.5 (175.3) million. YEL insurance premiums written were EUR 423.1 (404.4) million. YEL payroll increased by 4.4 per cent to EUR 1,816.5 (1,740.5) million. A total of 12,129 adjustments of self-employed persons' confirmed income were made during the year.

At the end of 2024, the number of valid TyEL insurance policies was 51,346 (57,041) and, in addition to employers with insurance contracts with Ilmarinen, 8,580 (9,311) temporary employers paid TyEL insurance contributions to Ilmarinen. The TyEL payroll insured with Ilmarinen was EUR 26,537.2 (26,050.4) million or up 1.9 per cent from the previous year. At the end of the year, 595,659 (602,069) insured persons were covered by the TyEL insurance policies. The number of YEL insurance policies at year-end was 70,455 (73,283), and the annual reported income for YEL insurance policies totalled EUR 1,816.5 (1,740.5) million.

Measured in premiums written, net customer acquisition was EUR 179 (225) million. In the transfer business, the company's premiums written increased by EUR 77 million in net terms and customer retention was 96.7 (96.5) per cent.

Credit losses on unpaid TyEL insurance contributions amounted to EUR 17.1 (15.3) million, including both realised credit losses and the difference in the provisions for credit losses. Credit losses accounted for 0.3 (0.3) per cent of the premiums written. Credit losses on unpaid YEL insurance contributions were EUR 3.6 (3.1) million. However, the YEL credit losses will not result in any losses for the company, as the State's share in the financing scheme for YEL pensions compensates for insurance contributions left unpaid by policyholders and the unpaid insurance contributions will reduce the entrepreneur's future pension.

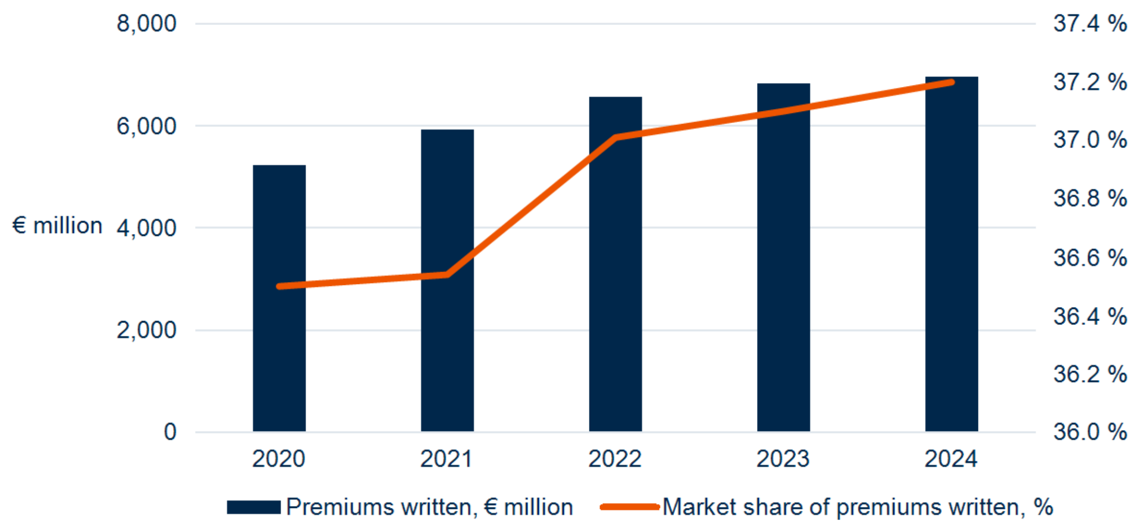
Contribution level

The average TyEL contribution for 2024 was 24.81 (24.84) per cent of the payroll. The contribution for 2024 included the third repayment instalment, 0.41 percentage points of the payroll, of the temporary contribution reduction that was in force in 2020. The TyEL contribution was reduced by 2.6 percentage points between May and December 2020 due to the COVID-19 pandemic. The reduction applied to the employer's share of the contribution. The deficit resulting from the reduction in the accumulated contribution will be amortised by raising the employer's contribution in 2022–2025 so that the effect of the reduction will be compensated in full.

The employees' share of the contribution in 2024 remained at the same level as in the previous year. In 2024, the contribution for employees aged under 53 and employees having reached the age of 63 was 7.15 per cent and the contribution for those aged between 53 and 62 was 8.65 per cent of wages. The average contribution for employers in 2024 was 17.34 (17.37) per cent of the payroll. The employer contribution level varies depending on the insurance policy as well as the administrative cost component and client bonuses paid by the pension insurance company. When determining the contribution level for 2024, the average client bonus was estimated at 0.4 per cent of the employer's payroll.

The table Segmen limits shows the amount of client bonuses paid by Ilmarinen in 2024 (EUR 123.5 million) in relation to the payroll by customer segment. The segments are ones which, according to the guideline of the Ministry of Social Affairs and Health, should be used in the common reporting of pension providers. As

Premiums written and market share (%) of premiums written



The market share for 2024 is a forecast.

the administrative cost component included in the TyEL contribution has been determined separately for each pension company as of the start of 2023, the loading profit no longer affected the amount of client bonuses paid in 2024. The amount of client bonuses to be paid in 2025 is EUR 140.3 million, which is 0.5 (0.5) per cent of the payroll. Employment pension insurance companies may distribute at most 1.0 per cent of their solvency capital for 2024 as client bonuses. In 2025, the share will decrease to 0.95 per cent of the solvency capital.

The average TyEL contribution confirmed for 2025 is 24.85 per cent of the payroll. The average employer contribution is 17.38 per cent of the payroll. The contribution includes the fourth and last repayment instalment, 0.45 per cent points of the payroll, of the temporary contribution reduction that was in force in 2020. The employee contribution will remain unchanged, which means that the contribution for employees aged under 53 and employees having reached the age of 63 will remain at 7.15 per cent and the contribution for those aged between 53 and 62 will remain at 8.65 per cent in 2025.

In 2024, the self-employment persons' pension contribution percentage was 24.10 per cent of the confirmed income for those under the age of 53 and those reached the age of 62, and 25.60 per cent for others. The percentages will remain the same in 2025.

Operating expenses

At the start of 2023, the common criteria for determining the expense loading in TyEL insurance were replaced by pension company-specific criteria. With this change, earnings-related pension companies scale the administrative cost component to reflect the operating expenses covered by the administrative component. Customers benefit from the improved cost-effectiveness directly in their insurance contributions.

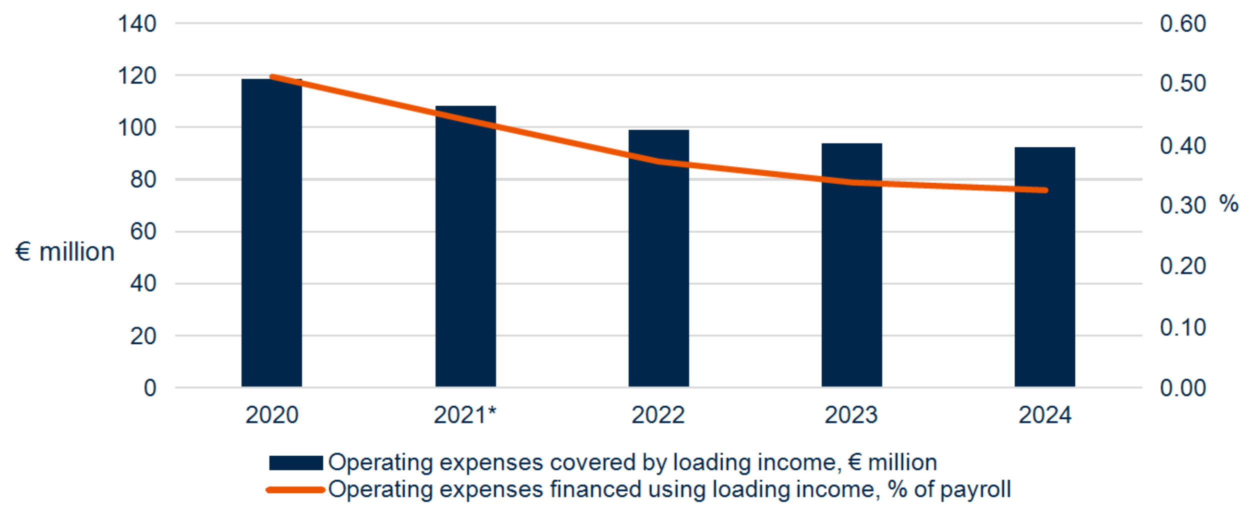
Ilmarinen's total operating expenses were EUR 143.5 (145.6) million. Of this, operating expenses financed using loading income accounted for EUR 92.2 (93.9) million.

Loading income was EUR 91.6 (104.5) million and the company's loading profit amounted to EUR -0.6 (10.6) million. The ratio of operating expenses financed using loading income to payroll and confirmed income, a measure of cost-effectiveness, was 0.33 (0.34) per cent.

Loading income from TyEL operations amounted to EUR 71.8 (84.4) million and expenses to EUR 71.8 (73.6) million. The TyEL loading profit was EUR -0.0 (10.8) million. The TyEL loading income decreased mainly due to the lower expense loading component. As a result of the more efficient operations, the insurance contribution administrative cost

Segment limits, € million (at 2023 level)	Bonuses/payroll
0–0,5	0.4 %
0,5–2,3	0.4 %
2,3–11,1	0.4 %
11,1–37,4	0.5 %
37,4–	0.6 %

Expense loading and ratio of expense loading to payroll and YEL income



*) Excluding the write-downs on intangible assets

component was decreased by 20 per cent for 2024. Income from the YEL business amounted to EUR 19.8 (20.1) million and YEL expenses to EUR 20.4 (20.3) million. The YEL loading profit was EUR 0.6 (0.2) million.

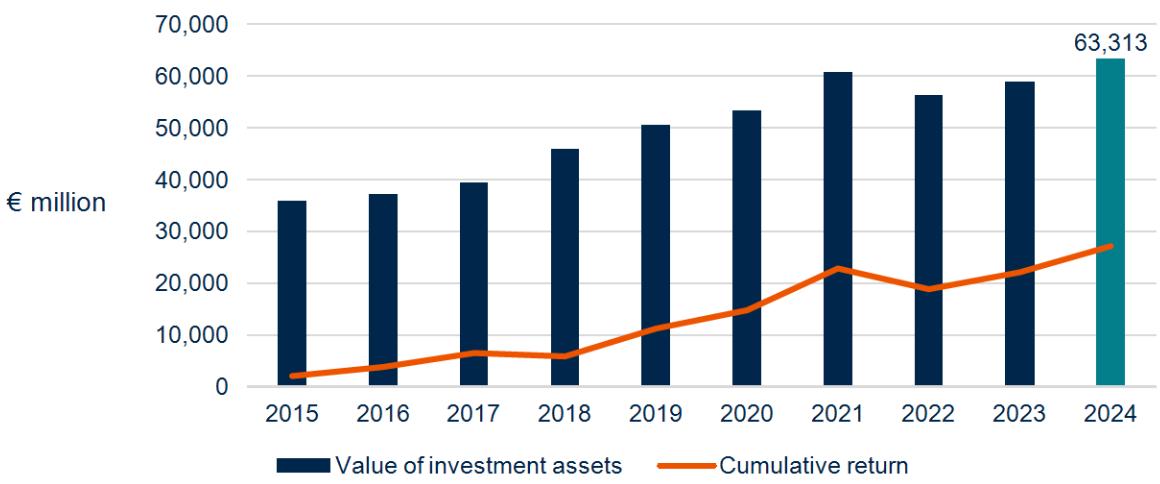
Statutory charges amounted to EUR 12.2 (12.0) million. They are financed through a separate component allocated to statutory charges in the insurance contribution. These charges include the share of the costs of the Finnish Centre for Pensions, the supervision charge of the Financial Supervisory Authority and the judicial administration charge. Operating expenses for investment operations were EUR 31.0 (33.0) million, or 0.05 (0.06) per cent of the current values of investments. They are financed using the return on investments. The costs arising from activities to maintain work ability amounted to EUR 8.1 (6.8) million, financed using an administrative cost component for the disability risk included in the insurance contribution.

Investment operations

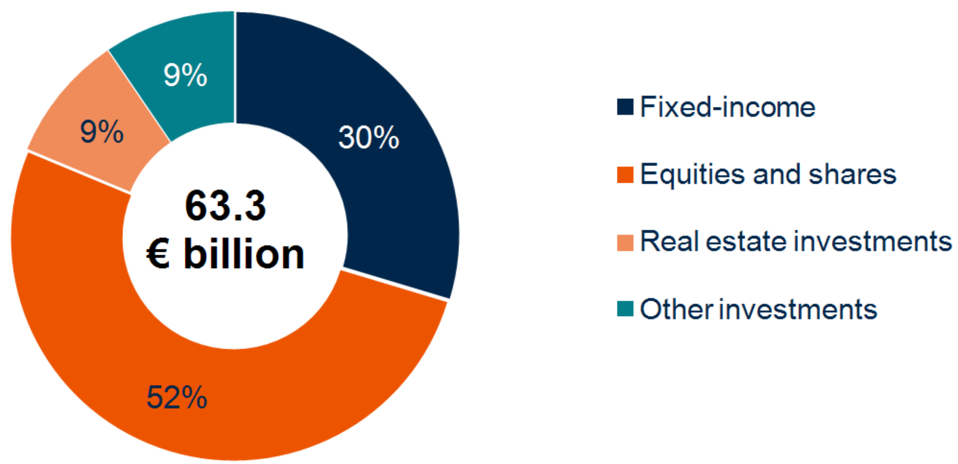
Ilmarinen invests pension assets profitably, securely and responsibly. That is why a long-term approach is essential when investing pension assets. The objective with Ilmarinen's investment operations is the highest possible return on investments in the long term. However, the average risk of the investments should not be too high in relation to the company's risk bearing ability.

The development of capital markets was mainly positive in 2024. The return on listed equity investments was particularly good. The return from government bond investments remained weak due to the slight rise in interest rates. The return on investments at current value was 8.6 (5.8) per cent, or EUR 5,043.9 (3,271.7), and the current value of investment assets at the end of 2024 totalled EUR 63,313.2 (58,923.5) million.

Value of investments and cumulative return



Investment allocation by asset class (EUR 63.3 bn)



Return on investments for the past ten years totalled EUR 27.2 billion, and the annual average return at current value was 5.7 per cent, which corresponds to an average annual real return of 3.6 per cent. Calculated from 1997, the average annual return at current value for Ilmarinen's investments has been 5.8 per cent per annum. This corresponds to an annual real return of 3.9 per cent.

The figure shows the current value of the company's investment assets broken down by asset class. In addition to this basic breakdown, the notes to the financial statements include an investment risk distribution and a table showing the breakdown of the return on investments by investment type.

The figures below also show the geographical distribution of listed shares, the distribution of fixed income investments by investment type, the distribution of bonds by credit rating and the distribution of real estate investments by property type and area.

Listed and unlisted equity investments and private equity investments made up 51.6 (46.0) per cent of all investments, or EUR 32,689.5 (27,113.2) million, and their return at current values was 14.1 (10.1) per cent. Listed equity investments amounted to EUR 22,240.4 (17,760.5) million.

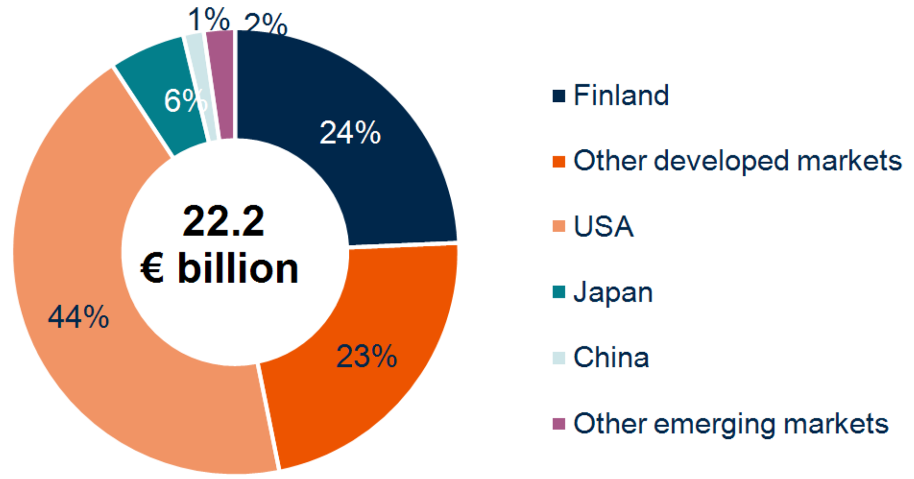
Fixed income investments accounted for 29.7 (33.6) per cent of the company's investment assets, or EUR 18,775.2 (19,802.7) million, and their return was 4.4 (8.4) per cent. The fixed income investments consist of bonds, fixed income funds, other money market instruments and loan receivables.

Of the fixed income investments, bonds amounted to EUR 17,651.7 (16,269.5) million.

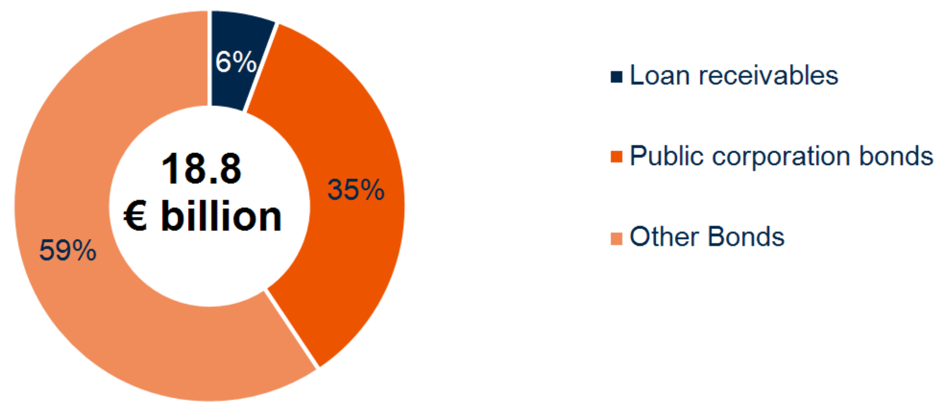
Real estate investments accounted for 9.2 (9.9) per cent of total investments, or EUR 5,825.3 (5,815.9) million. The total return on the company's real estate investments was -0.9 (-13.5) per cent.

Of Ilmarinen's real estate investments, 71 (71) per cent, or EUR 4,138.3 (4,154.4) million, were in Finland and 29 (29) per cent, or EUR 1,720.6 (1,672.1) million, abroad. The occupancy rate of the Finnish properties owned by Ilmarinen slightly increased to 87.2 (86.3) per cent at the end of the year.

Listed equities and shares by area (EUR 22.2 bn)

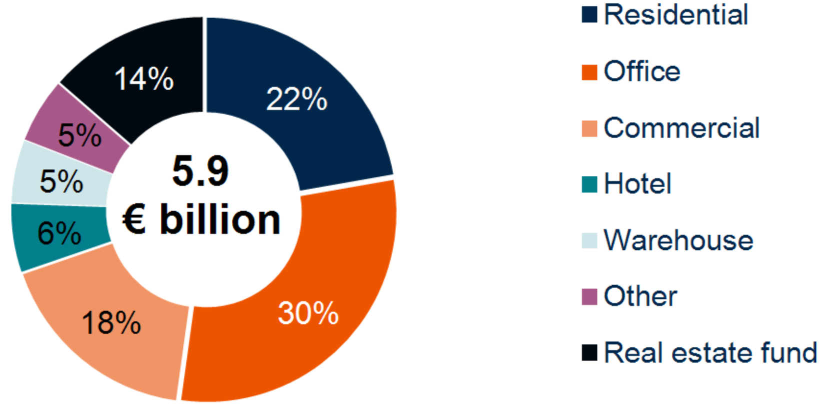


Fixed income investments (EUR 18.8 bn) by asset class

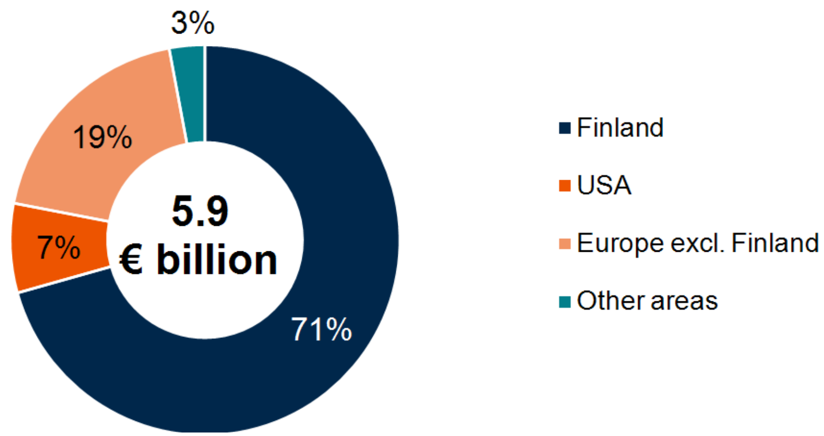


In addition to the asset classes mentioned above, 9.5 (10.5) per cent of the market value of the investment assets, or EUR 6,023.2 (6,191.7) million, consisted of commodity investments, investments in absolute return funds and other investments. The return on capital employed of these investments was 6.7 (1.8) per cent.

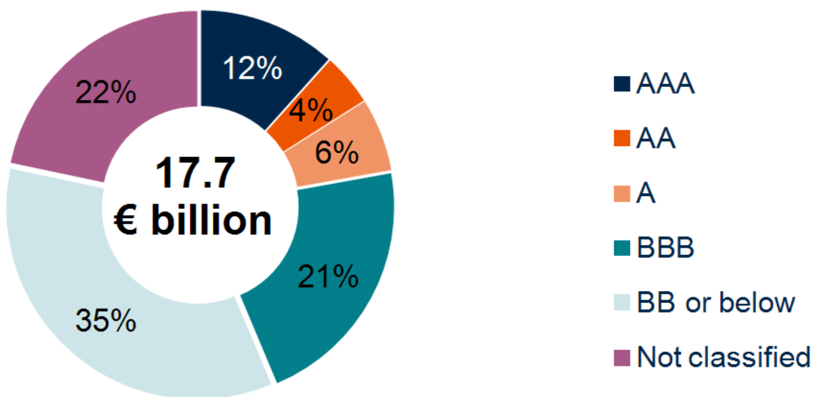
Real estate investments (EUR 5.9 bn) by property type



Real estate investments (EUR 5.9 bn) by area



Bonds (EUR 17.7 bn) by credit rating



Pensions

In 2024, Ilmarinen made 41,279 (36,760) new pension decisions, and a total of EUR 7,636 (7,173) million in pensions was paid.

Pensions paid

Pensions paid excluding operating expenses financed using loading income totalled EUR 7.6 (7.2) billion, which is approximately EUR 680 (351) million more than premiums written.

The majority of the pension expenditure, 84.5 (84.5) per cent, consisted of old-age pensions. The share of disability pensions in the pension expenditure decreased to 6.8 (6.9) per cent and survivors' pensions to 6.8 (6.8) per cent.

Number of pension recipients

At the end of the year, there were 454,556 (455,058) pension recipients. At the end of the year, 406,943 (408,222) persons received a TyEL pension and 47,613 (46,836) persons a YEL pension.

The average retirement age for old-age pension was 65.1 years (65.0) and for disability pension 52.5 years (52.3). Of all the old-age pensions paid in 2024, the average old-age pension was EUR 1,681 per month.

Pension decisions

A total of 69,890 (65,289) pension decisions were made in 2024.

The number of new disability pension decisions was 10,103 (9,695). The share of customers receiving a negative disability pension decision was 40.9 (38.7) per cent. Of the negative pension decisions made by Ilmarinen that were appealed to the Employee Pensions Appeal Board, 12.3 (10.3) per cent were amended. The share of amended decisions was 0.8 percentage points higher (0.0 percentage points in the reference year) than for other private sector operators on average.

The total number of old-age pension decisions made was 15,079 (13,263) or 14 per cent more than in the previous year. A total of 7,803 (5,512) partial early old-age pension applications were received, which was 42 per cent more than in the previous year. Messages were sent to pension recipients who were also working while receiving a pension, reminding them to apply for their pension accrued from this work. We also started sending monthly messages to those reaching the highest retirement age and those transferring from disability pension to old-age pension, reminding them to apply for their pension.

Pensions paid by type of pension in 2024, € million	TyEL	YEL	Total	%
Old-age pensions	6,066	385	6,451	84
Partial early old-age pensions	139	9	148	2
Disability pensions	491	25	516	7
Years-of-service pensions	1	0	1	0
Survivors' pensions	490	30	520	7
Total	7,187	449	7,636	100

Number of pension recipients on 31 December 2024, pensions in accordance with basic cover	TyEL	YEL	Total	%
Old-age pensions	302,435	35,934	338,369	74
Partial early old-age pensions	15,419	2,464	17,883	4
Disability pensions	29,354	2,253	31,607	7
Years-of-service pensions	62	2	64	0
Survivors' pensions	59,673	6,960	66,633	15
Total	406,943	47,613	454,556	100

We were able to smoothly process the pension applications, and the customers were satisfied with the processing. A total of 95 per cent of persons who applied for old-age pension were of the opinion that they received a decision sufficiently fast or faster than they expected. Almost 80 per cent of decisions on old-age pension were issued in less than two days. Throughout the year, the average processing time for old-age pension applications was 4 (5) days and for disability pension applications 43 (41) days.

The use of e-services increased, and there were 1,811,000 (1,588,000) visitors to the e-service for private customers during the year. Pension records were viewed 763,000 times in the e-service, which is 25 per cent more than in the previous year. As in the previous year, pension recipients were sent an electronic message inviting them to view up-to-date information about their own pension and the amount of their future pension in the e-service. A printed pension record was still sent to customers who required one. Of the old-age pension applications, 77 per cent were submitted online.

Disability risk management and rehabilitation

In 2024, Ilmarinen received almost 11,600 new disability pension applications, which was one per cent less than in the previous year. There was only a small increase of less than 2 per cent in applications in the age group under 35. Ilmarinen granted new disability pensions for 5,547 people. A total of 3,557 persons started to receive disability pension, which is at the same level as in the previous year (3,566).

EUR 516 (497) million was paid in disability pensions in 2024. Of the new disability pensions, 29 (30) per cent were granted due to mental health reasons. Musculoskeletal diseases were the main reason in 35 (32) per cent of the cases and other illnesses in 36 (39) per cent of the cases. For many years now, depression has been the single most important diagnosis leading to disability pension. The satisfaction of disability pension applicants with the processing time of their benefit remained at a high level.

In 2024, Ilmarinen received 2,693 (2,715) new vocational rehabilitation applications, one per cent fewer than in the previous year. A total of 1,800 (2,009) persons received a positive rehabilitation decision. The applicants were satisfied with the rehabilitation customer service, and the Net Promoter Score (NPS) for the telephone service was 80 (75). Rehabilitation assists employees at risk of being forced to retire on a disability pension due to illness in a transition to a job suitable for their current state of health. Continuing at work instead of retiring early extends careers, thus benefiting the employee, the employer and society as a whole. The proportion of those who continued in working life after rehabilitation remained high, at 82 (80) per cent.

The disability risk administrative cost component included in the earnings-related pension insurance contribution, available for the management of disability risk, amounted to EUR 8.1 (8.0) million in 2024. This component was used to cover costs related to the production and development of disability risk management services and to grant customer companies financial support for work ability projects aimed at reducing disability risk in the total amount of EUR 8.1 (6.8) million. The earnings-related pension insurance contribution's administrative cost component was not used to cover costs related to disability risk management.

Ilmarinen has actively continued to develop solutions that support the identification and management of disability risks in its customers companies, and to provide information and advice to customers in compliance with the Huomisen työkyky (Building Tomorrow's Work Ability) model that was introduced in 2024. The level of disability risk in the entire customer base is assessed at regular intervals using a tool developed by Ilmarinen. The tool relies on research and takes into account companies' structural and operational disability risks. Based on the results, Ilmarinen's experts support the customer companies in both strategic and operational work ability management. This collaboration makes increasing use of e-services, such as the Work Ability Hub and the tools and learning environment it offers. The Work Ability Hub had just over 411,000 visitors in 2024. New information and good practices have also been shared with customers through webinars and blogs on various topics and sector- or topic-specific networking events.

Ilmarinen may grant financial support for projects that reduce disability risk and prevent disability among employees. The decision on

New pension decisions	**2024**	**2023**	**Change %**
Old-age pensions	15,079	13,263	14
Partial early old-age pensions	7,605	5,342	42
Disability pensions	10,103	9,695	4
Years-of-service pensions	115	102	13
Survivors' pensions	5,073	4,987	2
Rehabilitation decisions	3,304	3,371	-2
Total new pension decisions*	**41,279**	**36,760**	**12**
Total pension decisions	**69,890**	**65,289**	**7**

*New pension decisions only include benefits granted for the first time to each individual.

financial support is based on a risk assessment carried out using a ten-step disability risk forecast model and on an evaluation of the project's effectiveness. The customer company bears at least half of the project's costs.

Technical provisions

At the end of 2024, Ilmarinen's technical provisions totalled EUR 50,642.5 (49,266.6) million. The provision for future and current pensions amounted to EUR 49,010.9 (48,004.6) million and the provision for future bonuses, which buffers against insurance and investment risks, stood at EUR 96.3 (1,157.1) million. The provision for current bonuses, EUR 140.3 (123.5) million, is used for customer bonuses granted to policyholders.

The provision for future and current pension increases due to the pension cover accrued during the year and decreases when pensions are paid. The return on technical provisions is determined in accordance with the actuarial principles. The mortality basis for the LEL (Temporary Employees Pensions Act) insurance base was updated at the beginning of 2023. As a result of the amended base, approximately EUR 144 million of Ilmarinen's provisions for old-age pension was transferred to Ilmarinen's provision for pooled claims at the beginning of 2023. On 1 January 2024, this item, including the technical rate of interest, was released from the technical provisions and paid into the reserve for the division of costs arising from the jointly funded TyEL (Employees Pensions Act)/MEL (Seamen's Pensions Act, Merimieseläkelaki 1290/2006) old-age pensions in 2024.

The equity linked buffer ties 20 per cent of the technical provisions to the average return on listed equities of pension funds and transfers the equity risk from the company to be covered by the entire earnings-related pension scheme. At the end of 2024, the equity linked buffer amounted to EUR 1,395.0 (-18.7) million.

The interest credited on technical provisions totalled 6.6 (5.9) per cent in 2024, of which the return tied to the equity linked buffer equalled 2.9 (2.1) percentage points. A return of 3.7 (3.8) per cent was credited on the remaining technical provisions.

Breakdown of technical provisions, € million	2024	2023
Provision for unearned premiums		
Future pensions	24,133	23,594
Provisions for future bonuses	96	1,157
Provisions for current bonuses	140	123
Equity linked buffer	1,395	-19
Total provision for unearned premiums	25,765	24,856
Claims outstanding		
New pensions awarded	24,878	24,411
Total provision for claims outstanding	24,878	24,411
Total technical provisions	50,642	49,267

Development, IT and information security

Ilmarinen's operations have been developed and enhanced through a comprehensive survey of its processes. The specification and surveying of the processes ensures that our basic duty is efficiently performed and our strategy is embedded in our daily work. The surveying allows for continuous systematic improvement.

The rising inflation rate and the increased utilisation rate of digital services increased IT costs. However, the cost-effectiveness of Ilmarinen's IT operations could be improved by applying price caps to partnership agreements, improving the efficiency of IT services and properly targeting business development investments.

Ilmarinen's journey with data and AI continued in 2024 with a significant strategic investment in a data platform built with modern technologies. It will further improve the timely and secure use of high-quality data. Meanwhile, we have extensively developed our information services and improved our information management structures. Ilmarinen has systematically proceeded on its AI journey, investing in the principles of sustainable use of AI and broad-based competence building. Several dozen use cases for AI have been identified by a working group consisting of AI experts set up during the year. Some of these have already been put into production, and several more are in the development phase.

With regard to information security, the main development measures have focused on the increased need for protection against phishing, an improvement of the technical information security control and vulnerability management process, and an increase in administrative information security capabilities.

Furthermore, the portfolio management of investments has been continuously improved to ensure the timely and risk-based allocation of investments.

In addition to the above, we have further developed our e-services to make it easier for customers to do business with us.

Risk management

The objectives of Ilmarinen's risk management are preventing the realisation of risks threatening the company's operations, minimising financial and other damage caused by unexpected risks, securing the continuity of the operations and maintaining a risk-aware corporate culture. The most essential objective is securing the company's statutory operations and the rights of the insured, pension recipients and policyholders in all situations.

Ilmarinen's risk management is governed by operating principles for the risk management system which cover all the company's operations and are annually approved by the Board of Directors. The risk management functions, including investment risk monitoring and reporting, are organisational units separate from the risk-taking operations.

The Board of Directors assesses the appropriateness of the risk management operations and, together with the executive management, prepares a risk and solvency assessment at least once a year. The risk and solvency assessment covers the impacts of material risks on the company's operations and the related management measures. The company's risk status is regularly reported to the Executive Group, the Board of Directors and the Board's Audit and Risk Management Committee to ensure that risk management is monitored, assessed and developed at the company level.

The company's most significant risk is associated with the management of solvency in both the short and the long term. The single largest risk factor in the management of solvency involves the development of return on investments. Risk-taking in investment operations is governed by an investment plan approved by the Board of Directors. In addition to the basic allocation, the investment plan specifies the benchmark indices, decision-making powers for the investment operations, the maximum limits determined to limit investment risks, procedures in a solvency-restricted environment and the set liquidity targets. The risk level of investment operations is continuously monitored by measures such as monitoring the set investment restrictions and the company's risk-bearing ability through scenario analyses and stress tests. The company's solvency ratio was strengthened by 2.1 percentage points to 127.5 (125.4) per cent as the return on investments exceeded the return requirement for technical provisions.

Risk management in Ilmarinen and the related processes are described in more detail in the notes to the financial statements.

Intangible resources

Ilmarinen's key intangible resources include its competent and motivated employees who are feeling well, a reputation built over the decades and the resulting trust shown by customers and Finnish society. These form the basis of Ilmarinen's business model. The steady improvement of the customer experience and the growth of Ilmarinen's market share in the long term indicate that people trust Ilmarinen: they want to become and remain our customers.

Personnel

At the end of the year, the parent company Ilmarinen and the Ilmarinen Group employed 640 (620) persons, of whom 603 (588) were permanent employees. The average number of employees in the parent company and the Ilmarinen Group was 638 (631). In terms of person years the average number of employees in Ilmarinen during the year was 593 (589). This figure includes 33 (27) part-time employees whose work input has been adjusted to correspond to the working hours of full-time employees when calculating the averages. In 2024, 9 (10) people retired from Ilmarinen. The average retirement age was 64.7 (64.3) years.

The employee experience was monitored with bi-monthly Työvire personnel surveys. The average Employee Net Promoter Score (eNPS) was 44 (42). In general, the eNPS can range between -100 and 100. The work energy level of personnel remained at the excellent level of 4.2 (4.2).

The sick leave percentage was low, both in absolute terms and relative to the sector, at 1.7

(1.8). A total of 52 (48) per cent of the employees did not take any sick leave.

In the summer season 2024, Ilmarinen employed 52 summer workers. For several years now, we have participated in Oikotie's Vastuullinen kesäduuni (Responsible Summer Job) campaign. The participating companies commit to compliance with the principles of a responsible workplace. As part of the campaign, Ilmarinen also participated in a survey for summer workers. This year, we ranked seventh in the survey of large enterprises (250–1,000 employees), with 49 organisations participating. We have managed to improve our ranking every year, and this year we were the only pension company in the top 10.

At the beginning of the summer, we carried out an equality and non-discrimination survey, receiving responses from 394 Ilmarinen employees. On the whole, the responses indicate that non-discrimination and equality in Ilmarinen are excellent. Of the equality aspects, the score for gender equality was the highest (4.15 on a scale of 1 to 5). The score for equality between people of different ages was 4.06 and the score for equality between people in different types of employment relationships 4.01. In terms of non-discrimination, the main areas for improvement, according to the responses, are pay, career progression and the fair distribution of work.

The utilisation of AI is an important development area in Ilmarinen's operations, and also one of the key competence development focus areas for the strategy period. In 2024, we arranged training on AI and its utilisation for all employees of Ilmarinen. Training tailored for each position and skill level has been offered.

Ilmarinen was also “A feel-good workplace” (Hyvän mielen työpaikka ®) in 2024. The label is an indication of our commitment to a working life that boosts one's mental health. The label is granted by MIELI Mental Health Finland on application. Ilmarinen has held the label since 2022.

Based on the results of Ilmarinen's own age management pilot project, which was completed at the beginning of 2024, and the results of the Pitkät työurat (Long Careers) survey carried out by Ilmarinen for its customers, we created a Mukautuva työelämä (Adaptive Working Life) package for Ilmarinen. The package includes different forms of flexibility and support for different stages of a person's career. It is designed to support entry into and smooth transition to work, as well as the possibility to continue working.

In June 2024, Ilmarinen opened a childcare centre for the eighth time. Located at the Ilmarinen office building, the childcare centre is a place where Ilmarinen employees can leave their children on an occasional basis. The purpose is to bring some relief to the employees from the challenges of summer childcare.

Ilmarinen participated for the tenth time in the Reputation&Trust survey conducted by T-Media. Our reputation improved in all areas and is at a good level (3.53 on a scale of 1 to 5). The clearest improvements were seen in the areas of sustainability, the workplace and management. The highest single reputation score, near excellent, was again given to our finances: we are profitable and financially stable. We have both the best reputation and the best recognition among pension companies.

At the end of the year, Ilmarinen held change negotiations with the aim of making the organisation clearer and daily life smoother. At the same time, we compacted our management and clarified our management structures. A little over half of Ilmarinen employees were covered by the change negotiations. The Ilmarinen business areas covered by the negotiations included customer relations and channels, insurance and pension services, work ability risk management and rehabilitation, and operational planning and monitoring. As a result of the decisions made after the change negotiations, a total of 10 employment relationships were or are due to terminate in 2024 and 2025. The new organisation was introduced from the beginning of 2025.

In 2024, we renovated our office and renewed our working spaces. In addition to functionality and comfort, the main ideas behind the workspace renovation were sustainability and the circular economy. When updating the workspaces, we paid particular attention to the different intended uses of the different spaces to ensure that the spaces best support the work that needs to be done there. In the renovation, we made use of structures left over from our other properties, recycled furniture that had become redundant and improved the accessibility of our facilities.

Donations

Ilmarinen annually donates up to a maximum amount decided by the annual general meeting for research and purposes of general interest. The 2024 annual general meeting allocated at

Donations, €	
MIELI Mental Health Finland's Sekasin chat	20,000.00
The Good Holiday Spirit Campaign	20,000.00
55 Rise and Shine	5,000.00
Ketjureaktio cycling campaign of the Finnish Red Cross	3,352.25
Total	**48,352.25**

most EUR 50,000 for donations. In accordance with a policy outlined by Ilmarinen's Board of Directors, donations are primarily made to support research or activities that aim to prevent disability and marginalisation, to prolong careers and to promote youth employment. The donations are gratuitous.

Governance

Ilmarinen's annual general meeting was held on 22 March 2024. The annual general meeting adopted the financial statements and consolidated financial statements, approved the Board of Directors' proposal on the disposal of profit, discharged the Supervisory Board, the Board of Directors and the President and CEO from liability, and elected the auditor, the verifier of the sustainability report and members of the Supervisory Board.

According to the articles of association, the Supervisory Board consists of at most 30 members, of whom at least one-third are selected from among candidates nominated by the central labour market organisations representing employees and at least one-sixth from among candidates nominated by key central labour market organisations representing employers. The members are elected for a term of three years and a third of the members are due to resign annually.

The annual general meeting decided that the Supervisory Board would comprise 30 members and elected members to replace those who were due to resign and who had resigned. The Supervisory Board was chaired by Ilkka Hämälä, the President and CEO of Metsä Group. Salla Luomanmäki, former member of the Board of Directors of the Confederation of Unions of Professional and Managerial Staff in Finland (Akava), served as the first deputy chair and the primary deputy of the chair. Juhapekka Joronen, chair of the Board of Directors of SOL Palvelut Oy, served as the second deputy chair.

The Supervisory Board convened three times in 2024. A full list of the Supervisory Board members can be viewed on Ilmarinen's website at ilmarinen.fi.

The annual general meeting elected KPMG Oy Ab, Authorised Public Accountants, as the auditor, and based on an announcement by KPMG, Juha-Pekka Mylén, KHT, continued as the principal auditor. The annual general meeting decided that the company's auditor would act as the verifier of the sustainability report, and the auditor announced that Juha-Pekka Mylén would act as the principal sustainability reporting auditor.

The Supervisory Board elects the Board of Directors. According to the articles of association, the Board of Directors consists of at most 14 members. At least one-third of the Board members are elected based on a proposal by key central labour market organisations representing employees and at least one-sixth from among candidates nominated by key central labour market organisations representing employers. The term of the Board members is three years. The term starts at the close of the first annual general meeting following the election and ends at the close of the fourth annual general meeting following the election. At most one third of the members are due to resign annually. In 2024, there were 12 members in Ilmarinen's Board of Directors.

The Board of Directors was chaired by Pasi Laine, former President and CEO of the Valmet Corporation. The deputy chairs were Jarkko Eloranta, the President of the Central Organisation of Finnish Trade Unions SAK (the chairperson's primary deputy) and Jyri Häkämies, Director General of the Confederation of Finnish Industries EK. The Board of Directors convened 9 times in 2024.

Composition of the Board of Directors from 1 January to 31 December 2024:

Chair:
Pasi Laine, former President and CEO of the Valmet Corporation

Deputy chairs:
Jarkko Eloranta, President, Central Organisation of Finnish Trade Unions SAK
Jyri Häkämies, Director General, Confederation of Finnish Industries EK

Members:

Minna Ahtiainen, Director, Collective Bargaining and Representation of Interests, STTK
Jukka Erlund, former Chief Financial Officer, Kesko Corporation, until 22 March 2024
Tomi Hyryläinen, Chief Financial Officer, Tietoevry Corporation, starting from 22 March 2024
Pia Kalsta, CEO, Sanoma Media Finland Ltd, starting from 22 March 2024
Vesa-Pekka Kangaskorpi, Group Director, Keskisuomalainen Oyj, until 22 March 2024
Tero Kiviniemi, President and CEO, Destia Ltd
Timo Kokkila, Board member, Pontos Ltd, until 22 March 2024
Leena Laitinen, Managing Director, Alko Inc
Hannakaisa Länsisalmi, Director of Human Resources, OP Group, starting from 22 March 2024
Jyrki Ojanen, Deputy Chair, Finnish Construction Trade Union
Seppo Parvi, former CFO, Stora Enso Oyj
Samu Salo, Chair, Union of Professional Engineers in Finland

In 2024, Pasi Laine chaired the Nomination and Remuneration Committee, and Jarkko Eloranta and Jyri Häkämies served as committee members. The Nomination and Remuneration Committee met 4 times in 2024.

Seppo Parvi chaired the Audit and Risk Management Committee. Until the annual general meeting on 22 March 2024, the committee members were Jukka Erlund, Timo Kokkila and Jyrki Ojanen, and members after the meeting were Tomi Hyryläinen, Pia Kalsta and Jyrki Ojanen. The Audit and Risk Management Committee met 5 times in 2024.

The Supervisory Board elects an Election Committee whose members must be members of the company's Supervisory Board or Board of Directors. The Election Committee was chaired by Ilkka Hämälä, the President and CEO of Metsä Group. The deputy chair was Turja Lehtonen, Deputy Chair of the Industrial Union. The members were Minna Ahtiainen, Director, Collective Bargaining and Representation of Interests in STTK, Markus Ainasoja, HR Director of the Finnish Construction Trade Union, Juhapekka Joronen, chair of the Board of Directors of SOL Palvelut Oy, Tero Kiviniemi, the President and CEO of Destia Ltd (until 22 March 2024), Pasi Laine, the former President and CEO of the Valmet Corporation, Leena Laitinen, the Managing Director of Alko Inc (starting from 22 March 2024) and Samu Salo, the Chair of the Union of Professional Engineers in Finland. The Election Committee convened 4 times in 2024.

Ilmarinen's Corporate Governance Statement is available on the website at ilmarinen.fi. Meeting attendance of the Board of Directors and the Supervisory Board is presented in the Corporate Governance Statement.

Group

At the end of 2024, the Ilmarinen Group consisted of 132 (136) subsidiaries and 59 (62) participating interests, of which 28 (29) had been consolidated into the Group as associated companies. With the exception of two, the subsidiaries are real estate companies. The majority of the associated companies are also real estate companies or real estate management companies. Information about the subsidiaries and participating interests is available in the notes to the financial statements.

Events after the financial year

An agreement prepared by the social partners for the next pension reform was published in January 2025. The pension reform will ensure the financial sustainability of the earnings-related pension system and ensure an adequate level of benefits. The agreement stabilises the level of earnings-related pension contributions to 24.4 per cent for the 2026–2030 period.

The reform will strengthen the funding of pensions. The aim is to achieve higher return on pension asset investments in the long term by increasing the possibilities for pension providers to take risks when investing pension assets. The risk level will be increased by relaxing the solvency limit and allowing for a higher equity weighting by increasing the link to equity yield of technical provisions from 20 to 30 per cent. In addition, the leveraging possibility for real estate investments will be extended and the maximum amount of employer's premium lending will be limited to EUR 10 million.

A new inflation stabiliser will be introduced in 2030. The increase of the earnings-related pension index used for the index increments of earnings-related pensions paid will be limited to the increase of the wage coefficient over a two-year period. No other changes to pension benefits or retirement age are proposed. For example, the possibility of partial old-age pension will remain as is.

The next step will be the drafting of a bill based on the negotiation results, during which the details and entry into force of the reform will be further specified.

Future outlook

Geopolitical tensions are casting a shadow over the global economic growth outlook. The global economic growth rate is expected to be around 3 per cent, and Finland's economy is expected to slowly recover from the recession in 2025.

Ilmarinen's premiums written are expected to increase as payrolls increase.

The speed at which inflation will slow down and the pace at which central banks will ease their monetary policies are a source of uncertainty for the markets. Political uncertainty, including geopolitical risks, is a key source of uncertainty.

The key risks affecting Ilmarinen's operations and the earnings-related pension scheme are related to the development of employment and the payroll, changes in disability pension incidence, uncertainty in the investment markets, demographic development, and the birth rate. The birth rate has been exceptionally low in recent years.

Sustainability report 2024

Content

General information

ESRS 2 General disclosures

Basis for preparation (BP–1 and BP–2)

Basic information

We annually report on our sustainability topics, this time for the period between 1 January and 31 December 2024. This sustainability report has been prepared in accordance with the Finnish Accounting Act, the European Sustainability Reporting Standards (ESRS) and Article 8 of the EU Taxonomy Regulation.

The report has been prepared at the level of Ilmarinen Group (consolidated sustainability report). Due to the nature of the operations, the sustainability reporting of Ilmarinen Group does not differ from the parent company's sustainability reporting. The scope of consolidation is the same as for the consolidated financial statements. In the context of reporting, domestic real estate investments are part of Ilmarinen's own operations, and we report on them to the same extent as for our own activities. Meanwhile, they also form part of the investment assets with the other asset classes. Other asset classes in the investment portfolio are examined as part of Ilmarinen's value chain.

The sustainability report contains material upstream and downstream data on Ilmarinen's value chain. In the double materiality assessment, the following topics emerged as material:

- Climate change (E1)
- Own workforce (S1)
- Consumers and end-users (S4)
- Business conduct (G1)

The topics material to our business concern:

- Our own operations and own employees
- Our investments
- Our customers
- Good governance

The ESRS standards are common to all sectors. As no sector-specific standards have been published, there are no more detailed reporting guidelines for the financial sector. This poses challenges for reporting on investments, as there are no common operating methods as of yet.

For investments, we report information in accordance with the standard's Disclosure Requirement E1 Climate change to the extent that reporting is appropriate considering the availability and quality of information concerning Ilmarinen's investments. We are continuously working to improve the coverage and quality of the information concerning investments.

Disclosures in relation to specific circumstances

Changes in preparation and presentation of sustainability information

The first ESRS-compliant sustainability report was prepared for 2024.

We use references and transitional provisions

To make the text as clear as possible, we use references. They are presented in the table *Disclosure requirements taken into account in the sustainability report* (pp. 43–46).

We make use of the transitional provision in Section 10.4 of ESRS 1, List of phased-in Disclosure Requirements: of the information assessed as material based on Annex C to the standard, we do not report on the following:

- ESRS S4 Consumers and end-users
- ESRS E1 Climate change, Disclosure Requirement E1–9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

Sustainability programme

In our sustainability programme, we take into account the UN Sustainable Development Goals (SDGs). Of the seventeen SDGs, we selected the four on which we have the greatest impacts. We made this selection in 2022 based on a materiality analysis in accordance with the Global Reporting Initiative standard valid at the time. These SDGs are:

- SDG 8: Decent Work and Economic Growth
- SDG 10: Reduced Inequalities
- SDG 13: Climate Action
- SDG 16: Peace, Justice and Strong Institutions

Diversity of members

	2024
Administrative Board, members	**30**
Under 30 years	0
30–50 years	10
Over 50 years	20
Gender distribution (female/male), %	40/60
Board of Directors, members	**12**
Under 30 years	0
30–50 years	2
Over 50 years	10
Gender distribution (female/male), %	33/67

Governance (GOV–1–GOV–5)

Role of administrative, management and supervisory bodies

The administrative, management and supervisory bodies compliant with the ESRS in Ilmarinen are the Supervisory Board, the Board of Directors and its committees, and the President and CEO, who is assisted by the Executive Group. The Ilmarinen Board of Directors consists of 12 (100 per cent) and the Supervisory Board of 30 (100 per cent) members independent of the company, none of whom are part of Ilmarinen's management. Until the end of September, Ilmarinen's Executive Group consisted of 11 members, including the President and CEO, and after the end of September there were 10 members. One of them is an employee representative.

Ilmarinen's Supervisory Board has approved the principles concerning the election and diversity of the Board of Directors and the Supervisory Board. By complying with these principles, we ensure that the Board of Directors and the Supervisory Board has sufficient expertise and represents different genders, age groups, professional and educational backgrounds, and industries.

The gender distribution of Ilmarinen's Executive Group is described in the table Diversity metrics in Chapter S1 Own workforce of this sustainability report (p. 92).

As a whole, Ilmarinen's Supervisory Board has good knowledge of earnings-related pension insurance operations, governance and business administration. In addition to good knowledge of earnings-related pension insurance operations, the Board of Directors, its committees and the President and CEO have excellent knowledge of global investment activities, business administration, governance and risk management. The President and CEO also has extensive experience in the insurance and financial markets.

Both the Supervisory Board and the Board of Directors include representatives of policyholders and the insured: a minimum of one-sixth of the members must be elected from among candidates nominated by key central labour market organisations representing employers and a minimum of one-third from among candidates nominated by the central labour market organisations representing employees. Both bodies also have extensive representation of Finnish business life.

The Executive Group possesses significant competence and experience in earnings-related pension insurance operations, global investment activities, business administration, risk management, governance and the regulatory framework in particular.

Expertise in sustainability matters

Sustainability-related expertise creates the ability to assess sustainability matters and Ilmarinen's essential sustainability impacts, risks and opportunities. In addition, expertise improves the ability to assess the impacts of sustainability matters and related reporting on Ilmarinen's processes, controls and systems.

Approximately half of the members of the Ilmarinen Supervisory Board are heads of listed companies or other companies. In other words, they have an understanding of sustainability matters through their work duties, and their job description includes active familiarisation with and training in sustainability aspects essential for business operations.

Almost half of the members of Ilmarinen's Board of Directors and most of the members of the Board's Audit and Risk Management Committee are chief executive officers or chief financial officers of listed companies or other companies where sustainability matters are an essential part of the company's operations.

The members of the Board of Directors, the Board's Audit and Risk Management Committee and the Executive Group (including the President and CEO) have received training on sustainability matters and related reporting. Both Ilmarinen's specialists and external specialists have provided the training. The Supervisory Board members have also received training on sustainability matters from Ilmarinen's specialists. In addition, external consultants have supported Ilmarinen in its sustainability efforts.

Roles and responsibilities of administrative, management and supervisory bodies

Duties of the Supervisory Board

The rules of procedure for Ilmarinen's Supervisory Board specify the duties of the Supervisory Board. It oversees the company's governance as managed by the Board of Directors and the President and CEO. The Supervisory Board ensures that:

- The Board of Directors and the President and CEO carry out their duties in accordance with the regulations and the principles of good governance in a manner suitable for the purpose of an earnings-related pension insurance company
- The company's internal control, risk management and reporting functions have been appropriately arranged and are capable of identifying and responding to the risks related to the company's operations

The Supervisory Board also decides on the remuneration of the members of the Board of Directors.

Duties of the Board of Directors

The Board of Directors manages Ilmarinen in a professional manner in compliance with sound and prudent business practices and reliable governance principles. The Board's duties are specified in its rules of procedure. Among other things, the Board:

- Takes care of the company's governance and the appropriate organisation of its operations – including the obligation to monitor the company's financial and sustainability reporting system and the effectiveness (adequacy, impact and appropriateness) of internal control and the risk management systems
- Ensures that the company has an adequate and functional administrative system considering the quality and scope of the operations
- Approves Ilmarinen's strategy, sustainability programme and the related targets, and the double materiality assessment related to sustainability reporting
- Handles matters related to the company's insurance and investment business
- Assesses the company's impact on sustainability matters and the impact of the sustainability matters on the company's development, performance and position
- Approves the operating principles for the company's internal control and risk management system
- Prepares an investment plan, the principles of responsible and sustainable investment and the risk and solvency assessment
- Decides on the remuneration of the members of the Executive Group (including the President and CEO)

The Board of Directors also monitors the implementation of the above-mentioned matters.

Duties of the Board's Audit and Risk Management Committee

The Board's Audit and Risk Management Committee prepares matters related to investment activities, sustainability matters, risk management, reporting and internal control for the Board of Directors.

The rules of procedure for the Board's Audit and Risk Management Committee specify the committee's duties. These include:

- Preparing matters concerning the company's financial reporting and sustainability reporting, the sustainability programme, investment activities, risk management and

internal control for consideration by the Board of Directors
- Preparing the investment plan, the principles of responsible and sustainable investment and the risk and solvency assessment for consideration by the Board of Directors
- Monitoring the process for identifying information to be reported in accordance with the sustainability reporting standards
- Monitoring the verification of financial audits and sustainability reporting

Duties of the Board's Appointment and Remuneration Committee

The rules of procedure for the Board's Appointment and Remuneration Committee specify the committee's duties. These include:
- Preparing matters related to the company's remuneration systems and their objectives and the related indicators for consideration by the Board of Directors
- Preparing remuneration matters for the senior management (including the President and CEO and the Executive Group)

Duties of the Executive Group

The duties of Ilmarinen's Executive Group (including the President and CEO) are specified in its rules of procedure. These include:
- Discussing the company's strategy, risk position, internal control and reporting
- Discussing matters related to the company's insurance and investment business as well as the company's impact on sustainability matters and the impact of the sustainability matters on the company's development, performance and position
- Preparing the aforementioned matters for presentation to the Board of Directors and the Audit and Risk Management Committee.

Role of the Executive Group for Responsible and Sustainable Investment

Ilmarinen has an Executive Group for Responsible and Sustainable Investment. In addition to the President and CEO, the members include members of the Executive Group and asset class directors, specialists in sustainable and responsible investment activities, and sustainability specialists. The Executive Group meets at least quarterly. The Executive Group for Responsible and Sustainable Investment discusses and monitors, among other things, the principles of responsible and sustainable investment and practical guidelines and policies. Sustainability risks are taken into account in the company's risk management system as part of the monitoring and assessment of the company's other risks.

Information provided to and sustainability matters addressed by the administrative, management and supervisory bodies

Ilmarinen's administrative, management and supervisory bodies take into account the impacts, risks and opportunities and any compromises associated with them when overseeing the company's strategy and major business decisions. This is done as part of the normal risk management process, strategy updates and business planning.

Supervisory Board

Matters discussed by Ilmarinen's Supervisory Board during the reporting period included:
- Risk management
- Promotion of sustainability reporting
- An assessment of the appropriateness of internal control

Board of Directors

During the reporting period, the Board of Directors regularly discussed matters related to Ilmarinen's essential sustainability impacts, risks and opportunities. A list of these is presented in connection with the Disclosure Requirement ESRS 2 SBM-3 Material impacts, risks and opportunities (pp. 31–35). The matters discussed by the Board of Directors were prepared by the Board's Audit and Risk Management Committee.

Board's Audit and Risk Management Committee

The Audit and Risk Management Committee of Ilmarinen's Board of Directors discussed sustainability matters at all of its meetings. During the year, the committee discussed:
- The financial and sustainability reporting process
- Auditing and the verification of sustainability reporting
- Ilmarinen's overall risk status and risk and solvency assessment (including sustainability risks)
- The investment plan and the principles of responsible and sustainable investment

- The double materiality assessment related to sustainability reporting
- The sustainability programme
- The operating principles for internal control and risk management, and the assessment of the appropriateness of internal control

Integration of sustainability-related performance in incentive schemes

Ilmarinen has set four key remuneration principles to ensure the purpose and objectives of the company's statutory operations and the long-term interests of the company. In particular, the principles take into account the purpose of the earnings-related pension insurance company's operations as a statutory pension insurance company within the scope of social security. Remuneration must:

- Support the objectives of the strategy, the company's interests in the long term and the realisation of the values
- Easy to understand, open and encouraging excellent performance
- Responsible and compliant with good risk management
- Competitive but reasonable

The members of the Board of Directors and the Supervisory Board are not covered by Ilmarinen's remuneration schemes. Sustainability targets account for 35 per cent of the President and CEO's incentive bonus:

- Customer satisfaction 10 per cent (social responsibility)
- Employee Net Promoter Score 10 per cent (social responsibility)
- As a measure of efficiency, a change of 15 per cent in the operating expenses financed using loading income in relation to competitors (good governance)

Climate-related aspects are not presently taken into account in the remuneration, but suitable indicators are being developed and tested. Decisions on the remuneration schemes and the remuneration of the President and CEO are made by Ilmarinen's Board of Directors based on a proposal by the Board's Appointment and Remuneration Committee. Annual remuneration reports are published.

Statement on sustainability due diligence

Through the due diligence process, we identify, prevent and mitigate potential and actual negative impacts on the environment and people. We also explain how we deal with the impacts. Ilmarinen's due diligence process has been discussed by the Executive Group, and the President and CEO has approved the process description. It contains the principles and policies approved by Ilmarinen's Board of Directors, guidelines approved by the President and CEO and work instructions approved by the line managers. By following these, we ensure that due diligence is realised. The most important of these are:

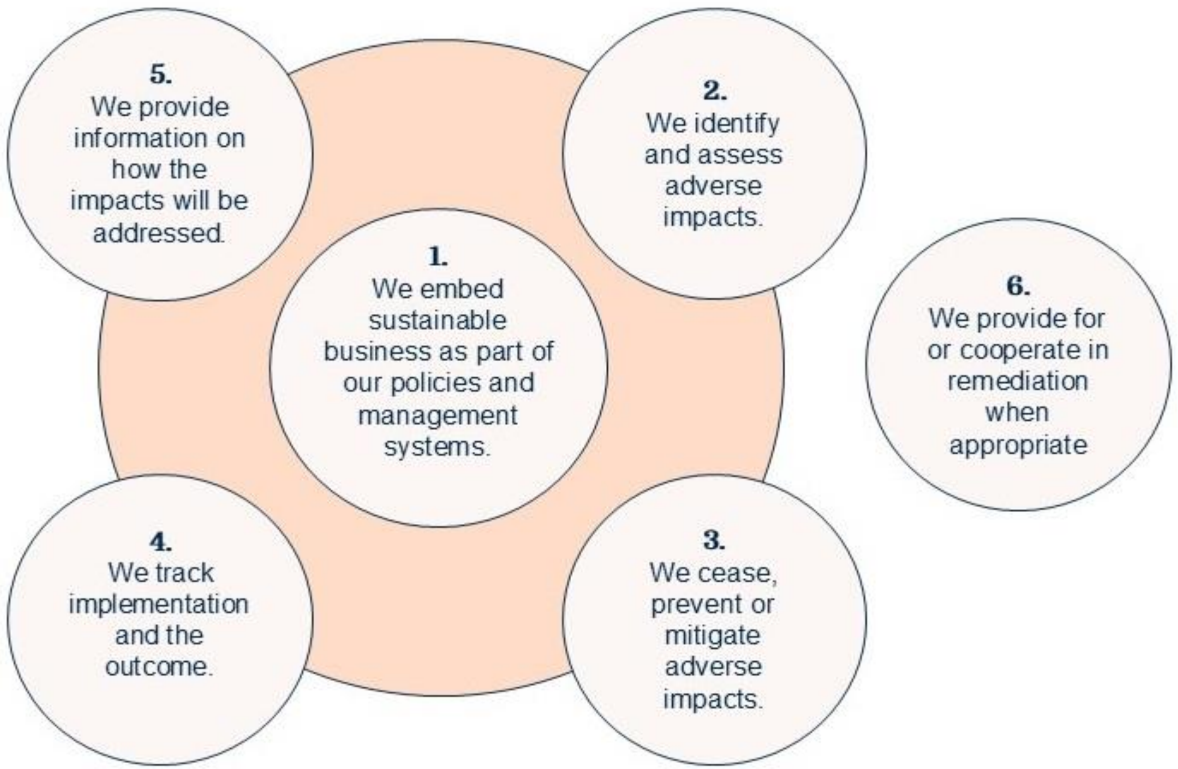
- Ilmarinen's business strategy The most attractive working life partner - Responsibly for you, the implementation of which is supported by the Ilmarinen Way
- Code of Conduct
- The sustainability programme
- Pension policy principles
- Responsible Investment Policy

The Due Diligence Guidance for Responsible Business Conduct of the Organisation for

Statement on due diligence

Core elements of due diligence	Paragraphs in the sustainability report
Embedding due diligence in governance, strategy and business model.	ESRS 2 General disclosures, pp. 23–49 G1 Business conduct, pp. 98–101
Engaging with affected stakeholders in all key steps of the due diligence.	ESRS 2 General disclosures, pp. 23–49 S1 Own workforce, 87–97
Identifying and assessing adverse impacts.	ESRS 2 General disclosures, pp. 23–49
Taking actions to address those adverse impacts.	E1 Climate change, pp. 56 86 S1 Own workforce, pp. 87–97 G1 Business conduct, pp. 98–101
Tracking the effectiveness of these efforts and communicating.	E1 Climate change, pp. 56–86 S1 Own workforce, pp. 87–97 G1 Business conduct, pp. 98–101

Ilmarinen's due diligence process



Source: OECD

Economic Co-operation and Development (OECD) outlines that there are six stages to the process. They are shown in the enclosed image. The due diligence process is continuous. It takes into account Ilmarinen's strategy, business model, operations, procurement and sales conditions.

The table Statement on sustainability due diligence specifies the sections of this sustainability report in which the process is outlined.

Risk management and internal controls over sustainability reporting

As a rule, the sustainability reporting is based on the same requirements concerning the integrity and traceability of data, quality controls of the calculation process and the independence of reporting as the financial statements. To ensure comparable reporting of a high quality, value chain data that is incomplete or for which there is not an established calculation method as of yet is not reported. To ensure the quality of the reported data on climate impacts, the principles of the GHG Protocol calculation standard were used.

Ilmarinen's risk assessment framework for operational risks was used in the assessment of risks in the sustainability reporting process. Risks related to the implementation of sustainability reporting:

- Key personnel
- Correctness of the interpretation of regulation
- Effectiveness of the reporting process

The risks are managed through a deputy system, a process description, practice and by quality controls.

The preparation of the 2024 sustainability report was integrated into the preparation process of the financial statements, and the related requirements for controls and descriptions were used.

The Audit and Risk Management Committee of Ilmarinen's Board of Directors received regular reports on the progress made in preparing for the 2024 sustainability reporting. Ilmarinen's annual general meeting elected KPMG Oy Ab, the company's auditor, as the verifier of the sustainability report. According to a report by KPMG, Juha-Pekka Mylén, KRT, acts as the principal sustainability reporting auditor.

Compliance

The compliance function contributes to ensuring regulatory compliance on a risk-based basis. The compliance function reports quarterly to the Audit and Risk Management Committee and annually to the Board of Directors, at which points sustainability-related issues are reported if they are associated with an increased risk for Ilmarinen.

In accordance with its risk-based audit plan, the compliance function may also focus its audits on measures stemming from sustainability regulation. In addition, it monitors the implementation of the measures given in the audit recommendations and reports its findings to the management and the Board of Directors. The compliance function also supports and provides advice on sustainability matters.

Internal audit

The internal audit function provides Ilmarinen's Board of Directors with a systematic approach to assessing and developing the adequacy and efficiency of the organisation's risk management, control and governance processes. In this way, it supports the Board of Directors in its supervisory task and the management of Ilmarinen in achieving its targets.

The internal audit function reports on its activities, the results of the audits and the status of the implementation of the recommended measures to Ilmarinen's management and the Audit and Risk Management Committee twice a year and to the Board of Directors at least once a year.

In addition, the internal audit function prepares an assessment of Ilmarinen's internal control status for the Board of Directors, the Audit and Risk Management Committee and the management. It includes an assessment of the internal control of sustainability reporting.

Strategy, business model and value chain (SBM-1)

Strategy

We are responsible for the pension cover for approximately 1.1 million people. Ilmarinen is a mutual pension insurance company owned by its customers: the policyholders and the insured employees. Our basic duty is to ensure the earnings-related pension cover of our customers. We want to be the most attractive working life partner – responsibly for you. Our strategy describes our direction. We work to achieve our goals in accordance with our values: transparency, sustainability and succeeding together.

Those working in Finland are entitled to statutory earnings-related pension. Ilmarinen is part of the Finnish social security system: we offer statutory and mandatory pension insurance cover for employees (TyEL) and entrepreneurs (YEL) working in Finland. Our insurance policies provide protection against old age and possible disability or death of the guardian of a family. Employees accrue a pension based on their wages and entrepreneurs based on their confirmed income. Some of the TyEL contributions are placed in funds.

Pension funds have been placed in funds in Finland since the 1960s. We invest pension assets amounting to some EUR 60 billion to secure the funding of current and future pensions in a profitable, secure and responsible manner.

Ilmarinen does not prepare IFRS-compliant financial statements, which means that the company does not have segment reporting in accordance with IFRS 8.

Targets

According to our strategy, our long-term targets are to be one of the best workplaces in Finland, to offer the best customer experience in the industry, to grow faster than the market and to be the most efficient employment pension insurance company with the best return on investments. In our investments, we want to take into account our impact on the environment and society, as well as to promote responsible investment by actions such as the mitigation of climate change. We aim to reduce emissions from our investments by taking measures in accordance with our transition plan and by influencing our investment targets.

Business model and value chain

As a pension insurance company, we create value for our customers by providing protection for retirement and ensuring that our customers will receive the pension due to them. We collect pension contributions from our customers for paid wages and the confirmed income of entrepreneurs. The premiums written we collect is used for the following two purposes:

- The payment of pensions for people who are already retired

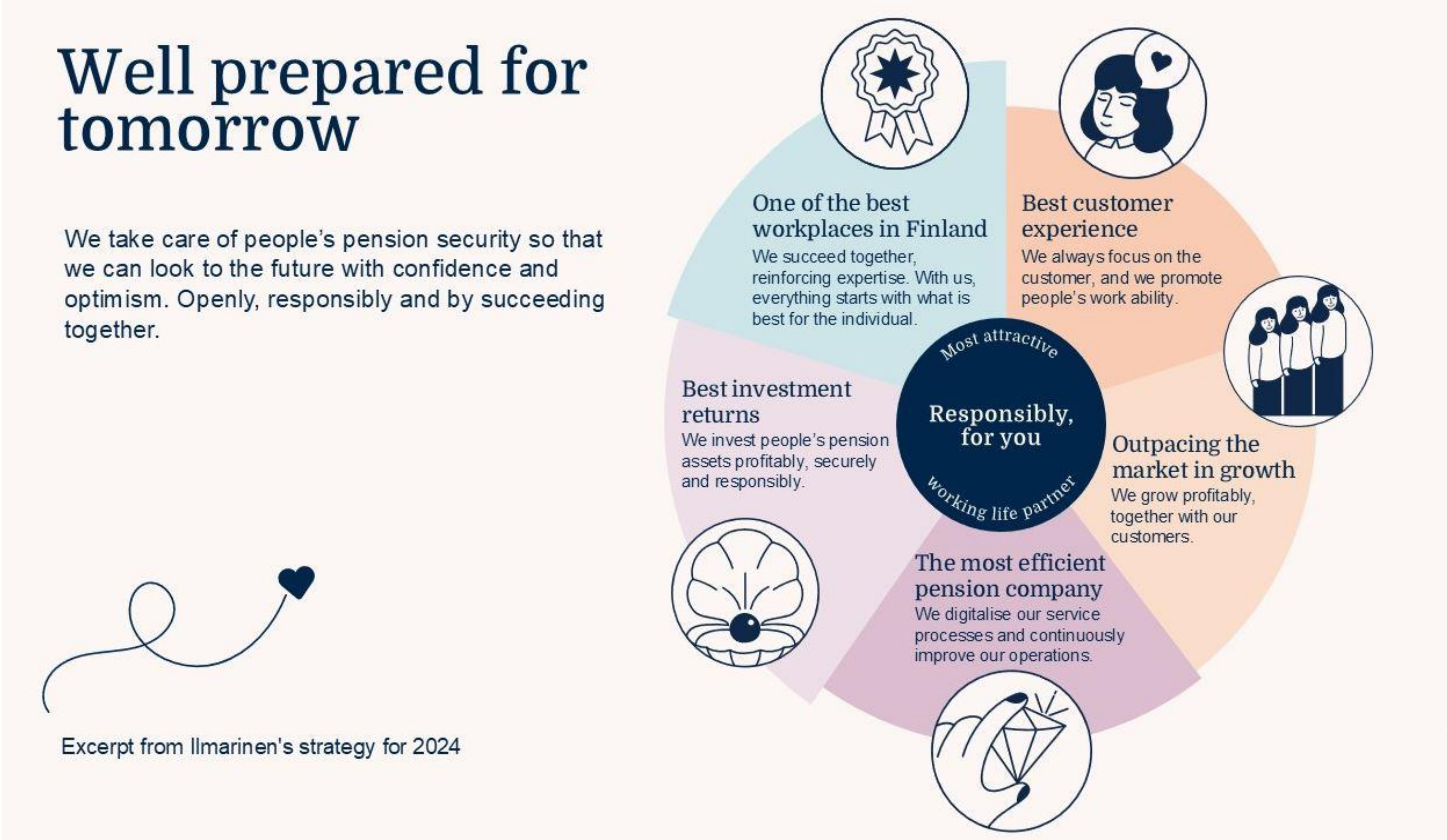
- For future pensions by placing some of the collected contributions in funds

Pension expenditure is the sum of the pensions we pay. More pensions are paid than premium written are received, which is why investment income from funded pensions is needed.

Our investments are diversified around the world and across several asset classes. Our investment activities also include the construction and leasing of housing and commercial properties. We strive to be an active owner and influence our investment targets. Our opportunity to influence depends on many factors, such as the asset class, the size of the investment and whether we have invested in the target directly or through funds.

Alongside the business operations, support functions enable efficient operations. Our entire personnel support us in generating value. We hire, train and maintain skilled human resources who are capable of managing insurance policies, investments, pensions and customer relationships. Our entire personnel (640 people) work in Finland, most of them at our headquarters in Helsinki.

Procurement related to Ilmarinen's operations include all the services and resources we

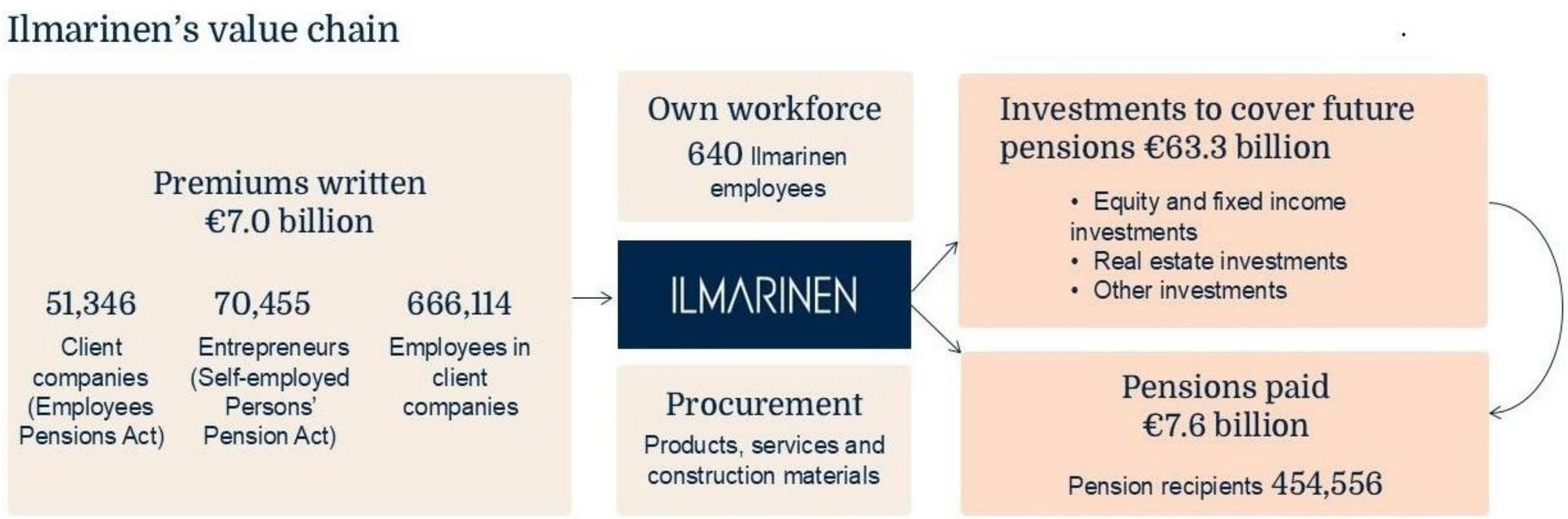


Excerpt from Ilmarinen's strategy for 2024 acquire for our operations, such as IT services and outsourced expert services.

In this sustainability report, the term 'own operational activities' refers to both our own personnel and procurement that enables the work done by the organisation. In the reporting concerning E1 Climate change, the term refers to impacts, risks and opportunities related to targets other than our investment targets (including properties).

Interests and views of stakeholders (SBM–2)

We regularly meet with representatives of our stakeholders and develop our activities based on feedback from our stakeholders. The table Interests and views of stakeholders shows our key stakeholders in two parts and specifies how their interests and views affect our strategy and business model. In connection with the double materiality assessment, the administration and management were informed of the views of the stakeholders regarding Ilmarinen's sustainability-related impacts.



Interests and views of stakeholders 1/2

Ilmarinen's key stakeholders	Stakeholder engagement	Interests and views of stakeholders	Impact on operations, business model and strategy
Own workforce	• Työvire personnel survey • Sustainability network • Cooperation between representatives of the personnel and the employer • Equality and non-discrimination survey • Recruitment process and orientation • Occupational safety observations, e.g. risk survey and occupational health and safety • Whistleblowing channels for reporting misconduct, harassment and discrimination • Personnel events • Stakeholder survey	• Health and safety • Development of capabilities • Good governance • Working conditions and work-related rights • Diversity, equity and inclusion (DEI)	• Strategic work ability management as a whole • Work community development plan • Ilmarinen's skills marketplace and other training courses • Equality and non-discrimination plan • Development of management
Representatives of management (Administrative Board, Board of Directors, committees)	• Meetings • Training courses and seminars • Surveys • Appointment of members • Stakeholder survey	• Productive, secure, responsible and sustainable investments • Responsible provision of pension cover • Well-being of the personnel, human rights and diversity • Management of sustainability risks • Good governance	• Content of the strategy • Operational efficiency • Financial and sustainability reporting • Investment plan, principles of responsible and sustainable investment, climate roadmap and biodiversity plans • Risk and solvency estimate
Clients (corporate and entrepreneur clients and the insured, pension recipients, tenants)	• Customer satisfaction surveys (NPS) • Feedback channels for clients • Customer service • Meetings with clients • Events and training courses • Website contact forms • General meetings and administrative memberships • Advisory committees (Advisory Committee for Insurance Clients, Advisory Committee for Employees, Advisory Committee on Pension Affairs) • Stakeholder survey	• Ensuring the protection of clients' data and information security • Equal service for all clients • Expert pension advise • Work ability management • Climate change mitigation and reduction of emissions • Biodiversity • Human rights and diversity • Management of sustainability risks and good governance • Accessibility	• Sustainability programme: definition and management of sustainability risks • Code of Conduct and other good governance policies
Investment partners	• Fund managers • Investment targets (engagement process, general meetings, communication) • Stakeholder survey	• Sustainability themes relevant to each operator	• Principles of responsible and sustainable investment

Interests and views of stakeholders 2/2

Ilmarinen's key stakeholders	Stakeholder engagement	Interests and views of stakeholders	Impact on operations, business model and strategy
Suppliers of services and goods, supply chain employees	• Whistleblowing channel • Bilateral meetings, invitations to tender, contract negotiations • Management of suppliers	• Safety and health • Working conditions and other work-related rights • Sustainability in the supply chain	• Guidelines for avoiding conflicts of interest
Decision-makers	• Public hearings • Bilateral meetings • Events, seminars and panels • Visits • Whistleblowing channel • Stakeholder survey	• Effective provision of pension cover • Productive, secure, responsible and sustainable investments	• Stakeholder engagement plan • Principles of responsible and sustainable investment
Advocacy organisations and trade associations	• Working groups and board work • Bilateral meetings • Events, seminars and panels	• Engagement cooperation • Transparency of operations and reporting	• Common statements by the industry
Research and educational institutions, students	• Cooperation events • Visits • Recruitment events • Employing thesis authors and internships • Stakeholder survey	• Education and capabilities • Jobs • Working life • Diversity, equity and inclusion (DEI)	• Jobs and traineeships • Guidance and orientation of students
Non-governmental organisations	• Bilateral meetings • Events, seminars and panels • Visits • Whistleblowing channel • Stakeholder survey	• Employing older people and ensuring long careers • Responsible and sustainable investments • Transparency of operations and reporting	• Research • Principles of responsible and sustainable investment, climate roadmap, biodiversity plans
Media	• Press conferences • Media events • Personal contacts • Whistleblowing channel • Stakeholder survey	• Transparency of operations and reporting • Sustainability of the pension scheme • Responsible and sustainable investments	• Research • Principles of responsible and sustainable investment, climate roadmap, biodiversity plans

Material impacts, risks and opportunities (SBM–3)

The key impacts, risks and opportunities identified in Ilmarinen's double materiality assessment are presented below by topic. Although we do not report all the topics identified as material for us in 2024, we take the impacts into account in our business operations and strategy.

We take the impacts into account in our business operations and strategy

In our strategy, we outline that we invest pension assets profitably, securely and responsibly, always act in a customer-oriented manner and promote work ability.

We take into account the impacts of S4 Consumers and end-users in our business operations by implementing our strategy and sustainability programme, and by complying with our data protection and information security policy. All of these are included in our Code of Conduct.

Targets

In accordance with the standard, we have set the targets listed below regarding consumers and end-users – which in Ilmarinen's case refers to customers and pension recipients.

The aim of the disability risk management services we offer to our customer companies is to:

- Reduce the risk of employees insured by Ilmarinen to require disability pension
- Improve the possibility of returning to work and thus extend careers

Ilmarinen's operations are based on data and the processing of data. Pension insurance legislation and our role as the executor of a statutory task in the public domain impose requirements that are higher than the usual on our operations, and we are committed to realising them.

Ensuring data protection is part of Ilmarinen's compliance activities and risk management. This way, we implement the responsible operating principles and good governance in our operations.

Data protection and information security are closely linked. The information security principles have been defined in Ilmarinen's information security policy. Ensuring information security is an important means of realising data protection. We effectively protect data using the appropriate technical or organisational measures.

Operating principles, measures and metrics

We assist our customers in anticipating disability risks and thus extend careers. We make rehabilitation decisions in accordance with the common principles applied in the Finnish earnings-related pension sector. The success of rehabilitation is being measured: the target for 2024 was for 80 per cent of rehabilitated persons to return to work after rehabilitation.

The effectiveness of disability risk management is regularly assessed through business-independent analyses and customer surveys.

Our information security policy defines the general information security targets based on our values and strategy, as well as policies for the development, maintenance and oversight of security. In addition, the information security policy describes the information security management model to be used.

The implementation of the management processes and their technical suitability for information security purposes is regularly assessed through audits, inspections, tests and reviews in which the level of information security is compared to internal or external requirements and good practices.

Identified impacts, risks and opportunities involving climate change (E1)

Impacts		Risks		Opportunities
+	Ilmarinen strives to select in its investment portfolio the best performers from each sector and to actively influence the climate actions of investment targets. In addition, the share of investments in climate solutions and renewable energy in the portfolio is being increased in a goal-oriented manner.	**Physical risk**	Global equity and fixed income investments are exposed to physical climate risks also outside of Finland. The identified key risks involve extreme heat, cold spells, water stress and flooding. The realisation of the physical climate risks could have a negative impact on the return on investments and solvency in the long term.	By taking the sustainability perspective into account, we invest productively and securely, seeking the best return in the long term. Return on investments increase our solvency capital, securing the pension assets and enabling competitive customer bonuses to our employer clients.
+	We realise adaptation measures in our real estate investments to increase the capacity of buildings to adapt to the changing weather conditions. The measures are guided by climate risk assessments at the level of real estates, which specify the measures to be implemented. The selection of adaptation measures is an integral part of the planning process for all new construction projects.	**Physical risk**	The increasing number of extreme weather phenomena expose Ilmarinen's real estate investments to structural damage, and costs arise from the prevention and repair of such damage. Chronic changes in weather conditions, such as an increase in temperature, also cause strain on real estate and building users, and an increase in cooling costs is likely.	Ilmarinen's real estate investments involve active work to improve the resilience to climate change. This may become a differentiating factor when Finnish and international real estate investors adopt new assessment methods and operating models for climate risk management.
+	We develop the energy efficiency of real estate through energy efficiency measures in accordance with predefined energy efficiency programmes. 100% of the electricity consumed in buildings owned by Ilmarinen is certified and CO2-free. Where possible, local renewable energy production solutions are applied.	**Physical risk**	The carbon-intensive industries represented in Ilmarinen's investments in particular are exposed to significant transition risks which, if realised, will increase companies' costs and may reduce their value. These risks are also affected by factors beyond Ilmarinen's control, such as government action and political support for the low-carbon transition.	Ilmarinen's investment decisions, which favour climate solutions and renewable energy, as well the fact that Ilmarinen actively influences its investment targets lead to low-carbon investments. This can safeguard the ability to preserve and increase the value of the investments on the changing market.
-	Ilmarinen's own actions and investments with their value chains cause climate-warming greenhouse gas emissions. We invest diversely in all industries, which means that we also invest in some carbon-intensive ones.	**Transition risk**	Climate change mitigation measures involving real estate, such as the transition to renewable district heating and energy efficiency measures, entail additional costs in the short term. Unsuccessful investments in new but unfavourable energy solutions expose Ilmarinen to a technology risk.	A growing share of tenants find energy-efficient low-emission properties attractive, and the transition risk associated with them is also lower from the user's perspective in the long term. In the case of residential properties, management of the environmental factors caused by the changing climate is emphasised to maximise the comfort of tenants.
-	Our real estate investments (including our own facilities) consume electricity, heat and district cooling during the operating phase. Measures during the construction phase and the production of construction materials also contribute to the energy footprint during the lifecycle of buildings.	**Transition risk**	If the stakeholders' requirements related to sustainable business practices increase and the climate measures taken are insufficient or the set targets are otherwise not met, Ilmarinen will be exposed to a reputational risk.	Factors linked to climate change have significant impacts on the health, working capacity and functional capacity of the employees, as well as on the safety and smoothness of their work. In addition, the work ability services provided by Ilmarinen may respond to a future need of organisations to manage climate risks that negatively affect their personnel.

Identified impacts, risks and opportunities involving own workforce (S1)

Impacts	Risks	Opportunities
+ Flexible working hours and health-promoting measures and operating models also have a positive impact on the well-being and work ability of the employees. Well-functioning dialogue between the social partners and employee representatives has a positive impact on the employees' opportunities to influence their well-being and work ability at the workplace. - Workload can have a negative impact on an employee's work-life balance, health and work ability.	A poor work-life balance caused by the employer could lead to additional costs for the employer in the form of absences due to illness or a higher employee turnover rate. Poor consideration of the employees' health and safety could undermine the employer experience and work ability, lead to absences due to illness and undermine the employer image, increasing the employee turnover rate and making recruitment more difficult.	High personnel satisfaction boosts continuity of the business, ensures a high work quality and improves the development of capabilities. Family leave, flexible working hours and childcare opportunities, good educational opportunities and comprehensive support for well-being at work improve productivity, maintain good work ability and have a positive impact on the employer image. These assist in the achievement of a good outcome.
+ An inclusive work environment supports the well-being of employees. When the needs of each employee and the accessibility of the facilities are taken into account, all employees will be treated equally.	If Ilmarinen did not take any accessibility measures in its own facilities, the employees would not be treated equally. This would reduce the recruitment opportunities, which would also affect Ilmarinen financially.	Investments in accessibility and equal and non-discriminatory treatment at the workplace enable the recruitment of the best employees for every situation. This also provides economic benefits.
+ Pay equality has a positive impact on the corporate culture and well-being at work. Training and the development of capabilities enable the updating of capabilities, which improves the ability to respond to the changing working life needs. Well-being at work, job satisfaction and efficiency improve when the work is physically and mentally safe.	The cultural background of Ilmarinen's management and the personnel is more narrow than that of international companies, which may pose a financial risk. If the development of personnel capabilities was unevenly distributed, the resulting challenges could weaken the productivity and smoothness of the work and the company's growth.	The development of capabilities improves productivity, growth and personnel satisfaction, as well as decreases the employee turnover rate. The opportunities offered by the employer for the development of capabilities are a factor influencing employee attraction and retention. Having the right specialists at the right positions is a competitive advantage for the company.

Identified impacts, risks and opportunities involving consumers and end-users (S4)

Impacts	Risks	Opportunities
+ The retention and processing of clients' information in accordance with legislation and regulations provides protection for personal data. Careful processing and high-quality of information build trust and enable the making of correct and timely decisions.	Risks related to the privacy of the clients and information systems are a financial risk. Data protection violations and errors in decision-making caused by the poor quality of information could lead to mistrust and a poor customer experience.	Careful processing, sharing and protection of information is a prerequisite for Ilmarinen's operations.
+ The retention and processing of customer information in accordance with legislation and regulations protects personal data or other types of sensitive information. - Possible data protection or information security violations could have negative impacts on the clients.		
+ Rehabilitation and disability pension decisions affect the continuity of the financial security of the insured.	If poorly managed, the effectiveness of vocational rehabilitation could be reduced, which would weaken the client's financial security and would be ineffective from the perspective of the company or the pension scheme.	Effective vocational rehabilitation ensures that the best interests of the client, employer, pension company and pension scheme are taken into account.
+ Comprehensive and accessible services, clear communications and equal services for all clients help them get the service they need and obtain information about their pension cover in a timely manner. Responsible marketing generates trust in the pension scheme and raises awareness of pension cover.	If clients were not served equally, it could lead to a poor customer experience and reputational damage for the company.	Equal treatment of clients is a prerequisite for the operations, and the customer experience is one of the cornerstones of the strategy.

Identified impacts, risks and opportunities involving business conduct (G1)

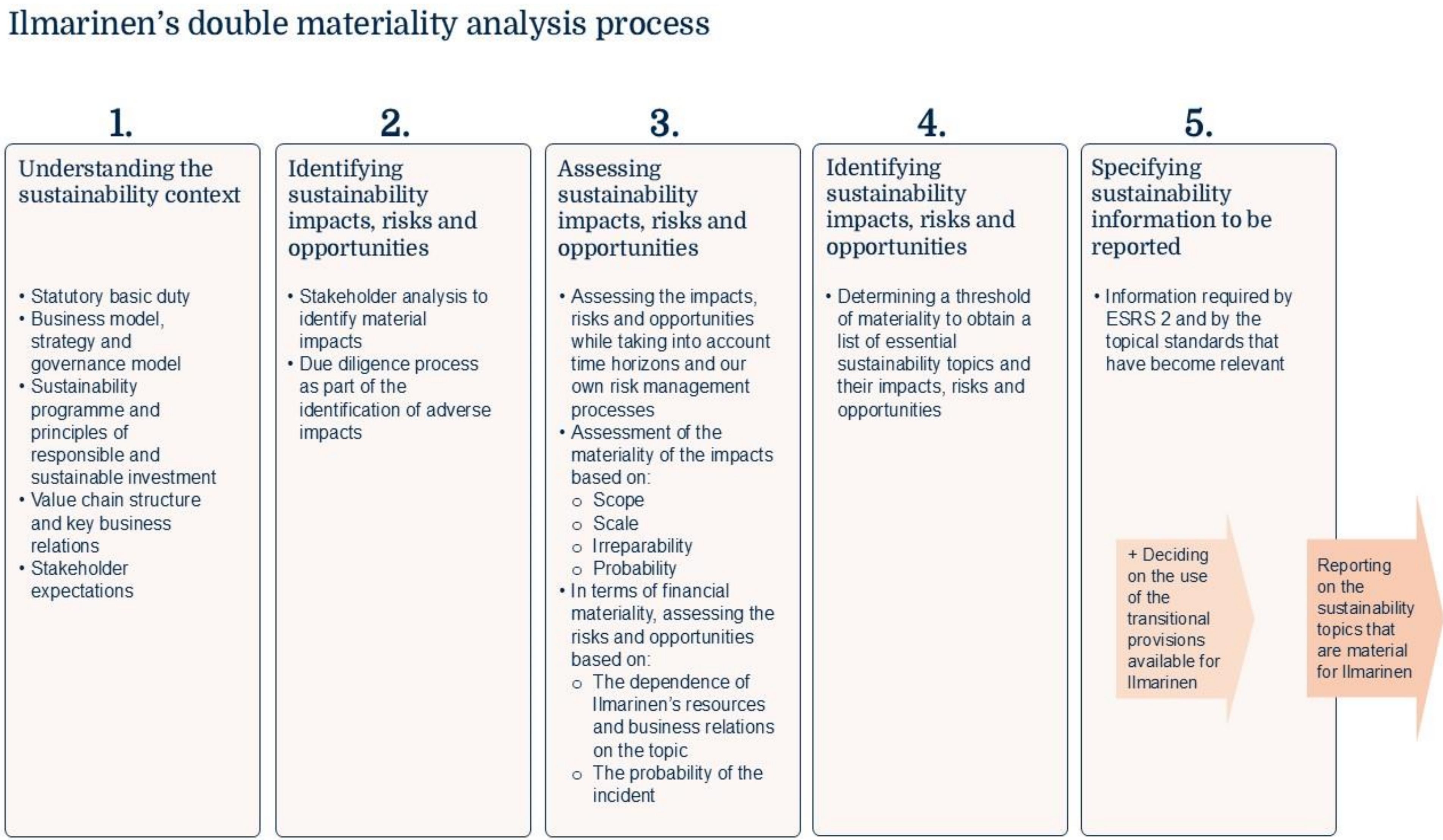
Impacts	Risks	Opportunities
+ Ilmarinen’s corporate culture and operating methods affect the personnel experience, the customer experience and the reliability of Ilmarinen’s operations. Careful management of pension cover as part of social security increases the level of security in society.	A weak corporate culture could increase the operational risks. A corporate culture that did not support the success of employees and collaboration could undermine the employee experience, the customer experience and productivity.	Through management, we can make a significant contribution to the creation of a successful corporate culture and operating methods. A reputation as a reliable operator is a prerequisite for Ilmarinen and influences cooperation throughout the value chain.
+ Successful whistleblower protection creates a reliable space to report misconduct. - Should the protection fail or reports not be effectively dealt with, misconduct or negligence could be missed, or the whistleblower could face retaliation.	A failure to maintain a proper corporate culture would weaken trust in Ilmarinen, which would lead to reports of misconduct not being submitted. This would cause financial risks and reputational damage.	Successful protection of whistleblowers and effective processing of reports create a reliable space to report misconduct and lowers the threshold for reporting it.
+ Good relations with suppliers and stakeholders, as well as smooth payment practices, contribute to cooperation between parties, good operational performance and a good reputation of the company. Ilmarinen’s requirements and control mechanisms influence responsibility in the supply chain.	Poor relations with goods and service providers and poor payment practices would be a financial risk.	Good relations with the goods and service providers and good payment practices are a prerequisite for successful cooperation.
- If any corruption or bribery were revealed in Ilmarinen’s operations, it would be a violation of legislation and Ilmarinen’s own policies, and would affect trust and reputation.	Any corruption cases would be reputationally damaging and affect the trust of clients and authorities, which is a key prerequisite for the business operations.	Good business practices and the prevention of corruption and bribery enable the building of sustainable long-term trust.

Process to identify and assess material impacts, risks and opportunities (IRO–1)

Identifying and assessing Ilmarinen's material impacts, risks and opportunities is a continuous due diligence process that enables prioritisation of measures based on the severity and likelihood of the impacts. We have assessed the materiality of sustainability topics at regular intervals, but the process was changed in 2023 and 2024 as we prepared for reporting in compliance with the new Corporate Sustainability Reporting Directive. The process of identifying, assessing and managing impacts, risks and opportunities is part of Ilmarinen's management processes. They are guided by Ilmarinen's management system and risk management principles.

The materiality assessment presented in this report was realised as a double materiality assessment, which examined both the positive and negative impacts of the company's operations on people and the environment, as well as the financial sustainability risks and opportunities influencing the company's operations.

Potential and actual sustainability impacts and risks are identified based on the three lines of defense:



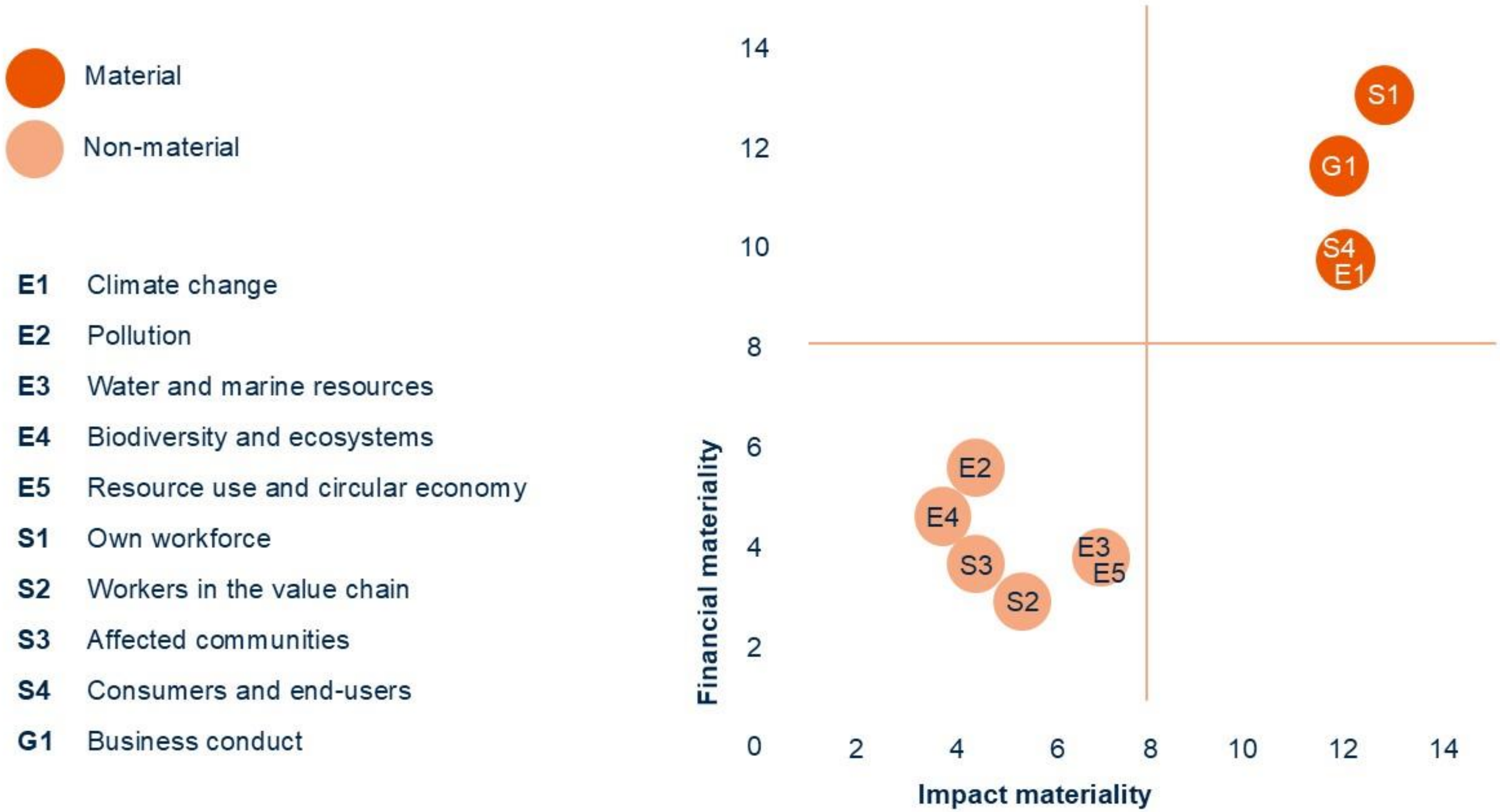
1. Business lines and their support functions
2. Independent functions, risk management and compliance function
3. Internal audit function

The identified sustainability risks and impacts are analysed and decisions on the necessary measures are made in accordance with the company's management responsibilities. The sustainability risks are part of the regular reporting on Ilmarinen's overall risk status, which is discussed by the Audit and Risk Management Committee of Ilmarinen's Board of Directors. For more information about our due diligence process, see the section on Disclosure Requirement ESRS 2 GOV-4 Statement on sustainability due diligence (pp. 27–28). The methods for assessing sustainability risks are more recent than the traditional risk assessment, and still being developed. This may affect the reliability of the sustainability risk assessment.

Ilmarinen's sustainability context and stakeholder analysis

The process of identifying and assessing Ilmarinen's material impacts, risks and opportunities was based on a definition of our sustainability context. Both our own operations and our operating environment determine which

Outcome of Ilmarinen's double materiality analysis



sustainability topics are material for us. Our sustainability context consists of our statutory duty, our business and governance model, our strategy, our sustainability programme, the Responsible Investment Policy, the value chain and our stakeholders. In terms of market share, we are Finland's leading employment pension insurance company, which means that we have a significant impact and responsibility in society, and we operate in the global investment market.

In our assessment on impacts on stakeholders, we used the most recent stakeholder survey, which was conducted in 2022. Based on the stakeholder analysis, we identified the following relevant sustainability themes, which we used as the input data for our double materiality assessment:

- Climate change mitigation
- Strategic importance of our own workforce
- Responsible provision of pension cover for our customers
- Investing pension assets in a profitable, secure and responsible manner

Assessment of impacts, risks and opportunities and identification of material topics

The double materiality assessment covered Ilmarinen's own operations and the value chain. In the identification and evaluation of sustainability matters, we applied the entire list of the ESRS sustainability matters (topics, sub-topics and sub-sub-topics).

Ilmarinen's own operations, customer relations and investments were emphasised in the double materiality assessment, because the impacts, risks and opportunities associated with them were assessed as material due to the nature of Ilmarinen's operations. The risk of related negative impacts was also assessed to be higher.

The impacts were assessed on the basis of scale, scope, irremediable character and likelihood. 'Scale' refers to how severe (negative) or beneficial (positive) the impact will be if it is realised, while 'scope' refers to the distribution of the impacts. Financial risks and opportunities were calculated by examining the likelihood of the sustainability matter affecting the resources and business relations required for Ilmarinen's operations at different time intervals.

Many of the impacts we identified are directly linked to the identified risks and opportunities: for example, the most material negative impacts may be realised as financial risks in the long term.

The following were used when identifying and assessing the impacts, risks and opportunities:

- The results of the previously mentioned stakeholder analysis
- Ilmarinen's existing processes (including the conducted identification and assessment of climate risks)
- Information about the distribution of Ilmarinen's investment assets into sectors that are material for the sustainability topics
- Information about the geographical distribution of the investment assets
- Materiality Map tool *of the* Sustainability Accounting Standards *Board (SASB)*
- The expertise of Ilmarinen's employees, in particular on the impacts, risks and opportunities affecting own workforce

The climate impact assessment was based on the results of the calculation of Ilmarinen's greenhouse gas emissions. Ilmarinen's employees and experts of an external service provider were involved in the assessment process through interviews and meetings.

The process and final results of the double materiality assessment were discussed by Ilmarinen's Executive Group, the Board of Directors' Audit and Risk Management Committee and the Board of Directors, the latter of which approved the double materiality assessment. It will be reviewed and updated the next time in 2025.

An overview of the identification, assessment and prioritisation of Ilmarinen's material impacts, risks and opportunities is presented in the figure Ilmarinen's double materiality analysis process. The assessment of domestic real estate investments (including Ilmarinen's own offices) and the rest of the investment portfolio is described in more detail below to explain the related special characteristics.

Assessment of domestic real estate investments

Ilmarinen's offices, i.e. the facilities used by the personnel, are mainly buildings owned by Ilmarinen. The local environmental impacts, risks and opportunities associated with the construction and use of these properties and the domestic real estate investments managed by Ilmarinen are assessed in connection with permit processes and as part of the developers' own sustainability practices, which are required to comply with Ilmarinen's own sustainability standards. A taxonomy assessment is carried out in this connection for Ilmarinen's new construction projects, and Leadership in Energy and Environmental Design (LEED) certificates are obtained for domestic office premises, which requires an examination of environmental aspects. These processes include the identification of environmental impacts. In addition, communities within the sphere of influence of the properties are consulted in connection with the land use planning and permit processes for properties for which a permit in accordance with the Environmental Protection Act is required.

Ilmarinen's double materiality assessment was carried out at the portfolio level, and we did not consider it appropriate to screen the locations of individual properties to identify their actual or potential impacts, risks or opportunities related to pollution, water resources, marine resources, biodiversity, ecosystems, resource use and the circular economy. No separate consultations regarding these impacts, risks and opportunities were realised in connection with the assessment process.

Assessment of the rest of the investment portfolio

Ilmarinen's investments are broadly diversified. Thus, exposure to individual sectors or geographical areas is limited. This was also taken into account in the process of assessing the impacts, risks and opportunities, which was based on the sectoral distribution of the investments.

The impacts, financial risks and opportunities of our investment assets were examined at the sectoral level using the Materiality Map tool of the *Sustainability Accounting Standards* Board (SASB). Based on the assessment, we identified the material sustainability topics for each sector. The materiality of the related impacts, risks and opportunities was examined by combining information about Ilmarinen's portfolio distribution, our sustainability-related indicators and previous sustainability risk surveys. The analysis was carried out at the portfolio level, but our sustainability risk management process also enables the exclusion of individual investment targets if they do not comply with the national and international sustainability legislation or if other serious violations has been identified. We also take this into account when assessing matters such as the probability of risks being realised.

Ilmarinen's double materiality assessment was carried out at the portfolio level, and we did not consider it appropriate or possible based on the available data to screen the locations of individual portfolio companies to identify their actual or potential impacts, risks or opportunities related to pollution, water resources, marine resources, biodiversity, ecosystems, resource use and the circular economy. No separate consultations regarding these impacts, risks and opportunities were realised in connection with the assessment process.

Sustainability topics identified as material

The scope of the reporting was determined on the basis of sustainability topics identified as material for Ilmarinen's business operations. Materiality was examined based on a numerical scale: topics exceeding the threshold value (8) selected for either economic materiality or impacts were deemed as material.

Climate impact assessment

Ilmarinen's climate-related impacts are measured by means of a greenhouse gas emission calculation covering all operations. The results and methodology are described in more detail in connection with Disclosure Requirement E1–6 Gross Scopes 1, 2, 3 and total GHG emissions (pp. 81–86). The emission sources taken into account in the calculation were selected on the basis of the relevance assessment. Their weight in total emissions, the quality of the available initial data and Ilmarinen's opportunity to influence the emissions were examined. When collecting the initial data, efforts were made to ensure a complete audit trail also in cases where automated collection of data related to the emission source was not possible.

Systems created for this purpose were used in the management of investments' emission data. Internal controls applied in the collection of the input data for the calculation included a comparison of the data with corresponding data from previous years or benchmark indices. The calculation results were subjected to a quality check by emission calculation specialists.

Identification and assessment of climate risks

In addition to the other sustainability risks, climate risks associated with Ilmarinen's business operations are included in the regular reporting on Ilmarinen's overall risk status. The most material climate risks and opportunities we have identified are related to our investment activities. We assess climate-related risks and opportunities in our investment portfolio for the most material asset classes and apply suitable methodologies and tools. The processes described below form an essential part of the initial data for Ilmarinen's double materiality assessment.

In addition to the identification of individual climate risks, we examine our climate resilience at the level of the entire investment portfolio and from the perspective of the development of technical provisions. For a full description of Ilmarinen's resilience assessment, see Disclosure Requirement SBM–3 Material impacts, risks and opportunities and their interaction with strategy and business model (pp. 59–62). Climate change has not been taken into account as a separate variable in the forecasts presented elsewhere in the annual report, but it is one of the factors used in assumptions related to matters such as the growth outlook for the global economy.

Listed equity investments and corporate bond investments

For listed equity investments and corporate bond investments, we have carried out an assessment of the most material physical climate risks at the asset class level. The assessment was carried out using the database of an external service provider and climate risk modelling. The assessment examined the exposure of Ilmarinen's portfolio to eight globally significant climate risks (wildfires, extreme cold, extreme heat, water stress, coastal floods, river floods, tornadoes and drought) and their economic impacts. The assessment was carried out for a time series covering the period 2020–2090, which is not consistent with the short, medium and long time horizon used in the rest of the reporting. The longer time horizon corresponds to Ilmarinen's investment horizon and is well suited to an investment activity sustainability risk assessment.

The locations of the investment objects and the probability of climate-related threats are taken into account in the calculation of exposure by, for example, examining the recurrence of weather phenomena. The risks have been assessed against four scenarios of the service provider that are based on the Representative Concentration Pathways (RCPs) and Shared Socioeconomic Pathways (SSPs) of the Intergovernmental Panel on Climate Change (IPCC):

- A low mitigation, high emissions climate scenario (SSP5-8.5), in which total global greenhouse gas emissions triple by 2075 and the global average temperature rises by 3.3–7.5°C by 2100.
- A limited mitigation climate scenario (SSP3-7.0), in which total global greenhouse gas emissions double by 2100 and the global average temperature rises by 2.8–4.6°C by 2100 when compared to the pre-industrial period.
- A strong mitigation scenario (SSP-4.5), where total greenhouse gas emissions stabilise at the current levels by 2050 and then start to decrease. The global average temperature rises by 2.1–3.5°C by 2100 when compared to the pre-industrial period.
- An extreme mitigation climate scenario (SSP1-2.6), in which total global greenhouse gas emissions decrease to zero by 2050 and the global average temperature rises by 1.3–2.4°C by 2100 when compared to the pre-industrial period, in accordance with the targets of the Paris Agreement.

The scenarios are in line with the most recent climatology research, and the service provider regularly updates the assumptions. The risks modelled in the scenarios cover the chronic and acute climate risks that can be expected to cause the most significant economic damage to companies in the global economy and are therefore well suited for the risk assessment of a global investment portfolio. The scenarios take into account changes in atmospheric GHG and aerosol concentrations (RCP) and socio-economic factors such as population growth, changes in the world economy, technological development and urbanisation (SSP). However, the sectoral distribution of the investments and the business locations are considered unchanged in the scenarios. The resolution of the scenarios varies depending on the risk, but most of the exposure estimates are based on extensive data at the regional level.

The examination of transition risks in equity and fixed income investments covers the carbon intensity of portfolio companies based on the external service provider's database and its expected development, the distribution of the energy they produce by energy source and the quantification of the net revenue from fossil fuels or energy production based on fossil fuels. In addition, the MSCI Climate Action benchmark index we use ranks the portfolio companies based on climate criteria, which assists us in identifying companies with material carbon risks. We do not itemise the identified transition risks by time span. We have not used a scenario analysis in the identification and assessment of transition risks.

One of the indicators on which our transition risk assessment is based is the carbon intensity of companies. It is also examined against company-specific forecasts and their allocated carbon budgets over time. These, in turn, are based on climate scenarios by the International Energy Agency (IEA) and the IPCC. The monitoring of the indicator and the methodology for determining it are described in more detail in connection with Disclosure Requirement E1-4 Targets related to climate change mitigation and adaptation (pp. 65–76). We screen the portfolio to identify the most carbon-intensive investment targets, which our experts assess on a case-by-case basis.

Domestic real estate

The identification and assessment of the physical climate risks of domestic real estate investments is realised as part of site-specific taxonomy assessments. Over the past three years, we have carried out site-specific climate risk assessments and identified mitigation measures for a large part of the properties we own and for each new construction project. By examining climate forecasts and the special characteristics of the real estate business, we have assessed the most material physical climate risks selected for individual properties on a three-tier scale. The locations of the properties and site-specific special characteristics have been taken into account in the risk assessment. The assessment process complies with Commission Notice Technical guidance on the climate proofing of infrastructure in the period 2021–2027. The risk assessment covers the entire assumed life cycle of each property, and the identified risks are not itemised into short, medium and long-term risks.

The assessment utilises the climate forecast for Finland, updated to correspond to the IPPC's SSP scenarios. The risks have been assessed using the low mitigation, high emissions climate scenario (SSP5-8.5), in which total global greenhouse gas emissions triple by 2075 and the global average temperature in Finland rises by 5–8°C by 2100 compared to the pre-industrial period. The underlying assumptions taken into account in the SSP scenarios are discussed in the description of the climate risk assessment process for listed equity investments and corporate bond investments (p. 41–43).

In terms of domestic real estate investments, the most material variables are forecasted temperatures, rainfall, heavy rainfall, wind, snow depth, heat, the heat island phenomena, sea water level and drought. The variables are assessed either at the national or at the regional level, and the location resolution of the flood risk assessment, for example, is high with the introduction of a comprehensive flood survey for Finland. We have not carried out any site-specific assessments of the transition risk for domestic real estate investments.

Identification and assessment of impacts, risks and opportunities related to biodiversity and ecosystems

We have started the identification and assessment of impacts, risks, dependencies and opportunities related to biodiversity and ecosystems as part of the measures in our biodiversity roadmap. The assessment has been carried out through asset class-specific development, aiming to find the most suitable practices and information sources for our operations for the coming years.

As with other environmental topics, the biodiversity analysis focuses on our investment activities where the environmental impacts of our business operations are emphasised. The assessment was started with direct listed equity investments and our domestic real estate investments. Our measures have focused on assessing impacts and dependencies. So far, risks and opportunities have not been systematically identified, and no scenario analyses have been used in the identification. Our goal is to create over the coming years a process and appropriate methodology to identify and assess the impacts, dependencies, risks and opportunities of biodiversity in the material asset classes as the data sources and analytics evolve.

An analysis based on the ENCORE model developed by the Natural Capital Finance Alliance has been used to identify and assess the impacts and dependencies of the direct listed equity portfolio. We carried out the first ENCORE analysis in 2021 and a second analysis in 2024. The ENCORE analysis provides information about potential but not yet realised impacts and dependencies. In addition to this assessment, we surveyed the exposures of the direct listed equity and fixed income investments to the sectors most critical for biodiversity in early 2024. Our greatest exposures are in the pharmaceutical and paper and forest industries, which accounted for approximately half of the exposure. Companies operating in these sectors were analysed using data reported in accordance with the Carbon Disclosure Project (CDP) reporting framework.

In 2024, we supplemented our biodiversity-related roadmap with a plan for the domestic real estate investments. At the same time, we initially assessed the realised and potential impacts of the domestic properties on nature by examining the key drivers of biodiversity loss in relation to the value chains in the construction and maintenance of our properties. Our preliminary analysis did not cover the identification and assessment of dependencies, risks and opportunities. The identification and assessment have been determined as measures to be realised in 2025 in compliance with the recommendations of the Taskforce on Nature related Financial Disclosures (TNFD). In addition, we carry out site-specific nature surveys for the domestic properties we own, which will become a key tool for identifying our properties' realised and potential impacts on biodiversity. So far, we have not piloted any mitigation measures related to biodiversity on a larger scale. Most of the properties we manage are located in urban areas covered by land use planning, and no sites in or near biodiversity-sensitive areas have been identified.

ESRS Disclosure Requirements taken into account in the sustainability report (IRO–2)

We prepare the sustainability report in accordance with the ESRS Disclosure Requirements. A content index showing the Disclosure Requirements presented in this report is available below.

Disclosure Requirements in ESRS covered by the undertaking's sustainability report

ESRS-standard	Contents	Section	Description
ESRS 2 General disclosures	BP–1 General basis for preparation of sustainability statements	p. 23	
	BP–2 Disclosures in relation to specific circumstances	pp. 23–24	A list of references is presented in the table on disclosure requirements taken into account in the sustainability report in Chapter ESRS 2 General disclosures (pp. 46–49). Sources used for the estimation and the uncertainty of the outcome are presented in connection with each metric.
	GOV–1 The role of the administrative, management and supervisory bodies	pp. 24–26	
	GOV–2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	pp. 26–27	A list of the material impacts, risks and opportunities related to Ilmarinen's sustainability, discussed by the Ilmarinen Board of Directors, is presented in Chapter ESRS 2 SBM-3 Material impacts, risks and opportunities (pp. 34–38).
	GOV–3 Integration of sustainability-related performance in incentive schemes	p. 27	
	GOV–4 Statement on due diligence	pp. 27–28	
	GOV–5 Risk management and internal controls over sustainability reporting	pp. 28–29	
	SBM–1 Strategy, business model and value chain	pp. 29–31	
	SBM–2 Interests and views of stakeholders	pp. 31–33	
	SBM–3 Material impacts, risks and opportunities and their interaction with strategy and business model	pp. 34–38	
	IRO–1 Description of the processes to identify and assess material impacts, risks and opportunities	pp. 39–45	
	IRO–2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement	pp. 46–49	

ESRS-standard	Contents	Section	Description
ESRS E1 Climate change	Disclosure requirement related to ESRS 2 GOV–3 – Integration of sustainability-related performance in incentive schemes	p. 27	
	E1–1 Transition plan for climate change mitigation	pp. 56–61	
	Disclosure Requirement related to ESRS 2 SBM–3 – Material impacts, risks and opportunities and their interaction with strategy and business model	pp. 61–64	
	Disclosure requirement related to ESRS 2 IRO–1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	pp. 39–45	
	E1–2 Policies related to climate change mitigation and adaptation	pp. 64–65	
	E1–3 Actions and resources in relation to climate change policies	pp. 65–68	
	E1–4 Targets related to climate change mitigation and adaptation	pp. 68–80	
	E1–5 Energy consumption and mix	pp. 80–81	
	E1–6 Gross Scopes 1, 2, 3 and Total GHG emissions	pp. 81–86	
	E1–7 GHG removals and GHG mitigation projects financed through carbon credits		Ilmarinen does not have any plan to purchase climate credits on the voluntary carbon market, nor do we develop in the course of our own operations or promote in our value chain any greenhouse gas capture or storage projects.
	E1–8 Internal carbon pricing		Ilmarinen does not have any internal carbon pricing mechanism in place.
	E1–9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities		Not reported for 2024 by virtue of transitional provision 10.4 in ESRS 1.

ESRS-standard	Contents	Section	Description
ESRS S1 Own workforce	Disclosure Requirement related to ESRS 2 SBM–2 – Interests and views of stakeholders	pp. 31–33	
	Disclosure Requirement related to ESRS 2 SBM–3 – Material impacts, risks and opportunities and their interaction with strategy and business model	pp. 87–88	A list of the material impacts, risks and opportunities related to Ilmarinen's sustainability is presented in the section on ESRS 2 SBM-3 Material impacts, risks and opportunities (pp. 34–38).
	S1–1 Policies related to own workforce	pp. 88–89	
	S1–2 Processes for engaging with own workers and workers' representatives about impacts	pp. 89–90	
	S1–3 Processes to remediate negative impacts and channels for own workers to raise concerns	pp. 90–91	Whistleblowing channels and grievance mechanisms are described in more detail in the section on whistleblowing reporting channels in Chapter G1 Business conduct, of this sustainability report.
	S1–4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	pp. 91–93	
	S1–5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	pp. 93–94	
	S1–6 Characteristics of the undertaking's employees	pp. 94–95	
	S1–7 Characteristics of non-employee workers in the undertaking's own workforce	pp. 94	
	S1–8 Collective bargaining coverage and social dialogue	pp. 96	
	S1–9 Diversity metrics	pp. 96	
	S1–10 Adequate wages	p. 93	Described in Chapter S1-5, Targets related to impacts, risks and opportunities (pp. 93–94).
	S1–11 Social protection	p. 93	
	S1–12 Persons with disabilities		Not reported, as the Act on the Protection of Privacy in Working Life prohibits the collection of such information (section 3, Necessity requirement).
	S1–13 Training and skills development metrics	p. 97	

ESRS-standard	Contents	Section	Description
ESRS S1 Own workforce	S1–14 Health and safety metrics	pp. 89, 93	Described in Chapters S1-1 Policies related to own workforce (S1-14 88 b and c; pp. 88–89) and S1-5 Targets related to impacts, risks and opportunities (S1–14, 88 a; pp. 93–94).
	S1–15 Work-life balance metrics	p. 97	
	S1–16 Compensation metrics (pay gap and total compensation)	p. 97	
	S1–17 Incidents, complaints and severe human rights impacts	p. 97	
ESRS S4 Consumers and end-users	Disclosure Requirement related to ESRS 2 SBM–2 – Interests and views of stakeholders		Not reported for 2024 by virtue of transitional provision 10.4 in ESRS 1.
	Disclosure Requirement related to ESRS 2 SBM–3 – Material impacts, risks and opportunities and their interaction with strategy and business mode		
	S4–1 Policies related to consumers and end-users		
	S4–2 Processes for engaging with consumers and end-users about impact		
	S4–3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns		
	S4–4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions		
	S4–5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities		
ESRS G1 Business conduct	Disclosure Requirement related to ESRS 2 GOV–1 – The role of the administrative, supervisory and management bodies	pp. 24–26	
	Disclosure Requirement related to ESRS 2 IRO–1 – Description of the processes to identify and assess material impacts, risks and opportunities	pp. 39–45	
	G1–1 Corporate culture and business conduct policies and corporate culture	p. 99	
	G1–2 Management of relationships with suppliers	p. 99	
	G1–3 Prevention and detection of corruption and bribery	pp. 99–101	
	G1–4 Confirmed incidents of corruption or bribery	p. 99	Described in Chapter G1-3 Prevention and detection of corruption and bribery (pp. 99–101).
	G1–5 Political influence and lobbying activities	p. 101	
	G1–6 Payment practices	p. 101	

2. Environmental information

EU taxonomy

The EU taxonomy, or the framework to facilitate sustainable investment in the European Union, is part of the regulation of sustainable finance in the EU. The taxonomy aims to increase market actors' common understanding of what constitutes sustainable economic activity. If successful, the taxonomy will help market participants to identify and compare sustainable investment targets in a more consistent way, which will stimulate private sector investments in these targets.

The taxonomy reporting obligation also applies to pension insurance companies. Under Article 8 of the Taxonomy Regulation (EU) 2020/852, pension insurance companies are classified as non-financial undertakings. This means that only metrics related to the real estate business are reported in the statutory taxonomy-eligible part of the report. Elsewhere in the sustainability report, we report on our activities as a financial institution. Direct real estate investments are defined as real estate business in accordance with the Financial Supervisory Authority's metrics so that only properties directly owned and real estate companies belonging to the Group are included in direct investments. The indicators have been calculated from the consolidated financial statements prepared in accordance with Finnish legislation. As employment pension insurance companies only engage in real estate business for the purpose of ownership, the reporting only covers the ownership and acquisition of buildings.

Economic activities are in line with the taxonomy when the following three conditions are met:

1. The activities substantially contribute (SC) to at least one of the six environmental objectives. The environmental objectives laid down in the Taxonomy Regulation are:
    - Climate change mitigation
    - Climate change adaptation
    - Sustainable use and protection of water and marine resources
    - Transition to a circular economy
    - Prevention and control of environmental pollution
    - Protection and restoration of biodiversity and ecosystems
2. The activities do not cause any significant harm to other objectives (Do No Significant Harm, DNSH).
3. The activities comply with the minimum safeguards (MS) to ensure the implementation of the ethical labour and human rights principles of the United Nations, the Organisation for Economic Cooperation and Development (OECD) and the International Labour Organization (ILO).

Assessment criteria for substantial contribution

Ilmarinen has assessed its economic activities included in the taxonomy activity 7.7 Acquisition and ownership of buildings, using the following assessment criteria for significant contribution to climate change mitigation:

- Buildings completed before 31 December 2020 are required either to have at least a class A energy performance certificate or to belong to the best 15 per cent of the national or regional building stock in terms of energy efficiency.
- In the case of buildings completed on or after 1 January 2021, we comply with the assessment criteria for substantial contribution to climate change mitigation of taxonomy activity 7.1 Construction of new buildings.

If no energy efficiency rankings are available at the time of the preparation of the financial statements, only energy performance certificates will be used as the assessment criteria.

If a property consists of several buildings with different energy classes, the lowest energy class among all the certificates will be used as the energy class for the entire site.

Sites under construction will be classified as taxonomy eligible, but as no energy class is available for them, they are not taken into account in the assessment of taxonomy alignment.

Ilmarinen's properties have not been assessed for the implementation of adaptation solutions required by the criteria for significant contribution to climate change adaptation. Ilmarinen's property portfolio has also not been assessed for alignment with the criteria for substantially contributing to the four other environmental objectives, as earnings-related pension insurance companies have assessed climate objectives as the most significant environmental objectives in terms of the acquisition and ownership of buildings.

Do no significant harm criteria

The do no significant harm criteria regarding the other environmental objectives are met for climate change mitigation if the properties have been assessed for climate risks and vulnerability in accordance with the technical screening criteria. The criteria are not met in the case of all properties, as 75 climate risk reports have been prepared, which does not correspond to our entire building stock.

Minimum safeguards

According to the interpretation of pension insurance companies, the taxonomy disclosure requirement only applies to real estate business. Also in this case, the companies carry out a minimum social safeguards analysis at the level of the entire business instead of separately for the real estate business. We only report taxonomy eligibility, as it is our understanding that the taxonomy alignment requirement for minimum safeguards is not met for our entire business. In the future, we will work on the meeting of the minimum safeguards and investigate the human rights risks and impacts of our operations.

Key performance indicators in accordance with the EU taxonomy

	Taxonomy eligibility	Taxonomy alignment
Real estate business		
Turnover	3	0
Operational expenditure	4	0
Capital expenditure	100	0

Examination of the technical screening criteria

The examination and reporting of the alignment with the technical screening criteria of the taxonomy for Ilmarinen's real estate business has been carried out by an external service provider. The report examines Ilmarinen's 115 Finnish properties and real estate companies against the taxonomy criteria on the acquisition and ownership of buildings. A total of 47 per cent of our properties meet the technical screening criteria for climate change mitigation when the minimum safeguards are not taken into account.

Taxonomy eligibility and taxonomy compliance

Statutory reporting

In 2024, taxonomy-eligible turnover under the Taxonomy Regulation amounted to 3 (1) per cent of Ilmarinen Group's turnover, taxonomy-eligible capital expenditure to 100 (100) per cent of Ilmarinen Group's capital expenditure, and taxonomy-eligible operating expenses to 4 (3) per cent of Ilmarinen Group's operating expenses.

The performance indicators have been calculated as follows:

- **The capital expenditure indicator** is the share of eligible capitalisations of all capitalisations. The indicator has been calculated as follows from the consolidated data: net capitalisation in the real estate business (including acquisitions and liquidation) / consolidated net capitalisation (including acquisitions and liquidation).
- **The turnover indicator** is the share of taxonomy-eligible turnover of total turnover. The indicator has been calculated as follows from the consolidated data: (income from real estate investments - expenses from real estate investments) / (net investment income + premiums written + other income).
- **The operating expense indicator** is the share of taxonomy-eligible expenses of all operating expenses. The indicator has been calculated as follows from the consolidated data: expenses from real estate investments / (investment expenses + operating expenses).

Nuclear energy and fossil gas related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cooling using fossil gaseous fuels.	No

Nuclear energy and fossil gas related activities

Ilmarinen's real estate operations do not include the realisation or financing of any operations related to nuclear power or fossil gases (see table Nuclear energy and fossil gas related activities). For this reason, we do not report the share of turnover, capital expenditure and operating expenditure for these operations as part of our statutory reporting.

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024

	2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic Activities	**Code (2)**	**Turnover (3)**	**Proportion of Turnover, year 2024 (4)**	**Climate Change Mitigation (5)**	**Climate Change Adaptation (6)**	**Water (7)**	**Pollution (8)**	**Circular Economy (9)**	**Biodiversity (10)**	**Climate Change Mitigation (11)**	**Climate Change Adaptation (12)**	**Water (13)**	**Pollution (14)**	**Circular Economy (15)**	**Biodiversity (16)**	**Minimum Safeguards (17)**	**Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2023(18)**	**Category enabling activity (19)**	**Category transitional activity (20)**
		EurM	%	*Y;N;N/EL*	Y;N;N/EL	*Y;N;N/EL*	Y;N;N/EL	*Y;N;N/EL*	Y;N;N/EL	*Y/N*	Y/N	*Y/N*	Y/N	*Y/N*	Y/N	*Y/N*	%	*E*	T
A.TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0**	**0%**														**0%**		
Of which Enabling																			
Of which Transitional																			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Acquisition and ownership of buildings	CCM 7.7.	253	3%	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL								1%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**253**	**3%**	**3%**	**0%**	**0%**	**0%**	**0%**	**0%**								**1%**		
A. Turnover of Taxonomy eligible activities *(A.1+A.2)*		**253**	**3%**	**3%**	**0%**	**0%**	**0%**	**0%**	**0%**								**1%**		
B.TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activieties		**9,066**	**97%**																
TOTAL		**9,316**	**100%**																

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2024

	2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economics Activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity(10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		EurM	*%*	*Y;N;N/EL*	Y;N;N/EL	Y;N;N/EL	*Y;N;N/EL*	*Y;N;N/EL*	Y;N;N/EL	Y/N	*Y/N*	*Y/N*	Y/N	Y/N	*Y/N*	*Y/N*	%	E	*T*
A.TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0**	**0%**														**0%**		
Of which Enabling																			
Of which Transitional																			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Acquisition and ownership of buildings	CCM 7.7.	84	100%	EL; N/EL	EL; N/EL	EL;N/EL	EL; N/EL	EL; N/EL	EL; N/EL								**100%**		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**84**	**100%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**								**100%**		
A. CapEx of Taxonomy eligible activities *(A.1+A.2)*		**84**	**100%**	**100%**	**0%**	**0%**	**0%**	**0%**	**0%**								**100%**		
B.TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		**0**	**0%**																
TOTAL		**84**	**100%**																

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities - disclosure cobering year 2024

	2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic Activities (1)	**Code (2)**	**OpEx (3)**	**Proportion of OpEx, year 2024 (4)**	**Climate Change Mitigation (5)**	**Climate Change Adaptation (6)**	**Water (7)**	**Pollution (8)**	**Circular Economy (9)**	**Biodiversity(10)**	**Climate Change Mitigation (11)**	**Climate Change Adaptation (12)**	**Water (13)**	**Pollution (14)**	**Circular Economy (15)**	**Biodiversity (16)**	**Minimum Safeguards (17)**	**Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year 2023 (18)**	**Category enabling activity (19)**	**Category transitional activity (20)**
		EurM	*%*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*%*	*E*	*T*
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0**	**0%**														**0%**		
Of which Enabling																			
Of which Transitional																			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Acquisition and ownership of buildings	CCM 7.7.	110	4%	EL; N/EL	EL; N/EL	EL;N/EL	EL; N/EL	EL; N/EL	EL; N/EL								3%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**110**	**4%**	**4%**	**0%**	**0%**	**0%**	**0%**	**0%**								**3%**		
A. OpEx of Taxonomy eligible activities (A.1+A.2)		**110**	**4%**	**4%**	**0%**	**0%**	**0%**	**0%**	**0%**								**3%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		**2,795**	**96%**																
TOTAL		**2,905**	**100%**																

E1 Climate change

Transition plan for climate change mitigation (E1–1)

The impacts of Ilmarinen's business on climate change mitigation and adaptation are at their greatest in investment activities. A key objective of Ilmarinen's strategy is to invest pension assets profitably, securely and responsibly. Investment activities in accordance with this objective require active engagement with the investment targets and taking into account the sustainability transition and the related risks and opportunities in all investment decisions.

Investment activities are guided by Ilmarinen's Responsible Investment Policy, as well as asset class-specific climate roadmaps. Together, they form the basis of Ilmarinen's transition plan for climate change mitigation. While the climate impacts of Ilmarinen's operations outside the investment portfolio are considerably small compared to the investment activities, one of our objectives is to define a climate roadmap covering emissions from our own operational activities by the end of 2025.

Ilmarinen's climate roadmaps are guided by the target set by Ilmarinen's Board of Directors in 2019 on striving for carbon neutral investment portfolio by the end of 2035. This is in line with the national carbon neutrality target set by the Finnish Government. This target was complemented in 2021 by our commitment to reach a net-zero portfolio in line with the 1.5°C target of the Paris Agreement by 2050. We signed the Net Zero Asset Owner Commitment of the Paris Aligned Investment Initiative. In line with the initiative, Ilmarinen aims to achieve with its investment activities absolute emission reductions in the real economy by the means available to investors.

The asset class and instrument-specific climate roadmaps prepared by Ilmarinen cover measures and milestones aimed at reducing the portfolio's greenhouse gas emissions and increasing its positive climate impacts, i.e. the "handprint". These roadmaps covered approximately half of Ilmarinen's investment assets at the end of 2024.

Ilmarinen's climate roadmaps have been approved by the Responsible Investment Executive Committee with a mandate from the CEO. The Responsible Investment Policy that supports the implementation of the climate roadmaps has been approved by Ilmarinen's Board of Directors.

Our goal is to update our climate roadmaps for investment activities by the end of 2025, when we will also examine our target setting and update the targets if necessary, taking into account the most recent climate science.

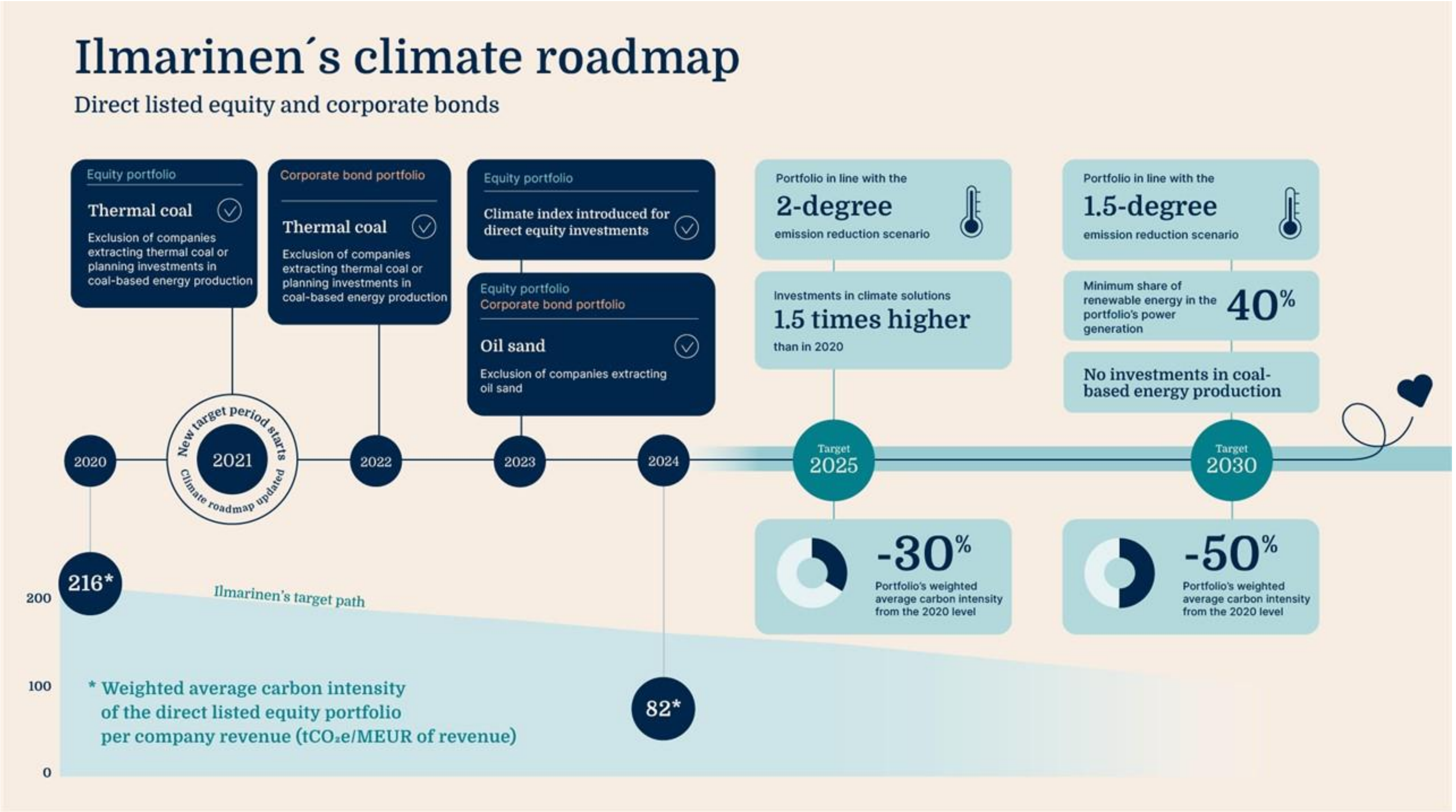
Ilmarinen's business does not involve any key assets or products that would cause significant future greenhouse gas emissions during their lifetime. However, locked-in emissions of the investments should be examined in the context of investment activities, as they may result in portfolio value losses. Ilmarinen manages the transition risk related to locked-in emissions by measures such as the exclusion of carbon-dependent companies. For additional information about Ilmarinen's climate risk management measures, see section SBM–3 Material impacts, risks and opportunities and their interaction with strategy and business model (pp. 61–64).

Ilmarinen's business operations do not include any capital expenditure involving coal, oil and gas-related economic activities, nor has Ilmarinen been excluded from the EU Paris-aligned Benchmarks.

The climate roadmaps for Ilmarinen's investment activities and their implementation are described in more detail by asset class below.

Direct listed equity and corporate bond investments

Ilmarinen's investment activities aim to reduce the weighted carbon intensity of the direct listed equity and corporate bond investment portfolio by 30% by 2025 and by 50% by 2030 from the 2020 baseline. Additionally, we have set a target for the ambition level of our investment targets' own climate goals, according to which the investments should be in line with the 2°C scenario model in 2025 and comply with the 1.5°C emission reduction scenario by 2030. We expect these and other climate targets set for the portfolio to support absolute emission reductions in the real economy in line with the 1.5°C emission reduction trajectory. For more information about the climate targets, the related indicators and our performance, see section E1–4 Targets related to climate change mitigation and adaptation (pp. 68–80).



The implementation of the climate roadmap for direct listed equity and corporate bond investments is enabled by a wide range of methods for decarbonisation, the effectiveness of which will be continuously improved. Examples of the methods we use:

- Analysing and managing of climate risks
- Investing in climate solutions
- Investing in companies in transition or ones with the opportunity and desire to transition to the low-carbon economy
- Divesting from carbon-dependent investments
- Influencing high-emission companies to promote the climate transition
- Promoting cooperation, climate action, partnerships and new climate solutions

We have implemented measures to reduce emissions in line with our climate roadmap. In 2021 for the direct equity portfolio and in 2022 for the direct corporate bond portfolio, we disengaged from investments in companies that mine coal or plan new investments in coal for energy production. In 2023, we excluded companies that utilise oil sand from both portfolios. In the same year, Ilmarinen introduced the MSCI Climate Action benchmark index for direct equity investments. It takes into account companies' climate action and increases the portfolio's exposure to companies whose operation contributes to the transition towards a low-carbon economy.

In 2024, the weighted carbon intensity of the direct listed equity portfolio decreased by 62 per cent and the corresponding figure for the direct corporate bond portfolio by 51 per cent from the reference year 2020. We are in line with the target trajectory we have set for these indicators. Our performance against this and other targets we have set is described in more detail in section E1–4 Targets related to climate change mitigation and adaptation (pp. 68–80).

Ilmarinen's equity and fixed-income investments are not covered by the Taxonomy Regulation ((EU) 2020/852), or the delegated act on climate change adaptation or mitigation adopted under the EU taxonomy, which is why no related information is separately reported.

Ilmarinen's climate roadmap for direct listed equity and corporate bond investments is visualised on page 59.

Domestic real estate investments

For domestic real estate investments, emission reduction targets that cover both emissions caused by our construction operations and emissions from energy consumption during the use of properties have been set. We are aiming to achieve a 30% reduction in the carbon intensity of construction operations by 2030 compared to the average carbon intensity for 2020–2022. For use-phase emissions, the reduction target is 80 per cent compared to the average carbon intensity for 2018–2020. The energy we purchase for properties should be CO_2-free by 2030.

The alignment of Ilmarinen's emission reduction target for domestic real estate with the 1.5°C emission reduction target has been examined by using the SBTi Buildings Target Setting Tool (v 1.0). Depending on the property type, the science-based targets for use-phase emissions varied between 60 and 80 per cent for the target period 2018–2030. The target set by Ilmarinen for use-phase emissions currently covers Ilmarinen's own procurement of energy and is therefore not fully comparable with the emission reduction trajectories modelled with the tool. This and other targets set for domestic real estate investments are described in more detail in connection with Disclosure Requirement E1-4 Targets related to climate change mitigation and adaptation (pp. 68–80).

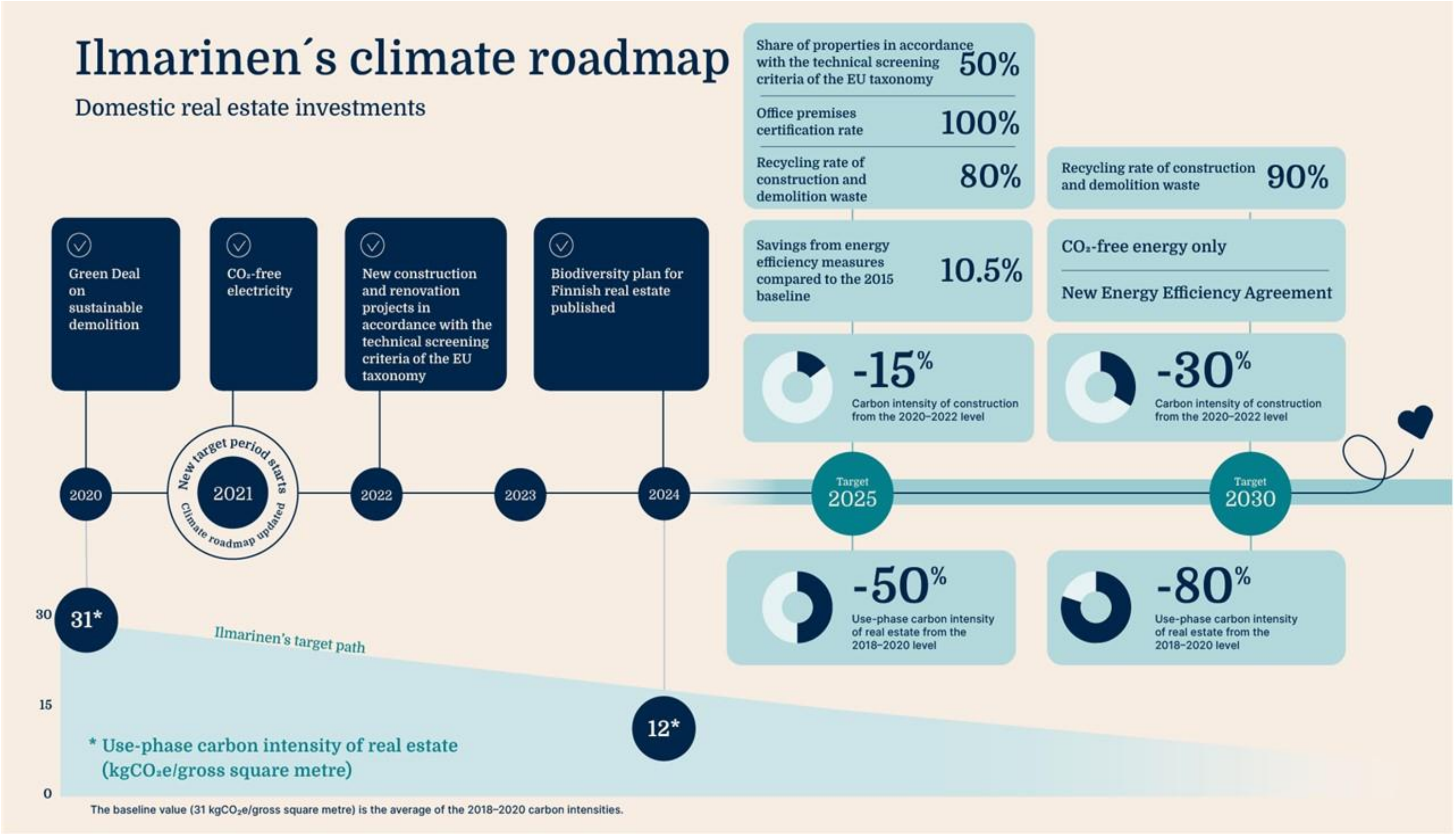
The climate roadmap for domestic real estate investments takes into account the entire real estate life cycle, and we strive to actively reduce emissions during both the use and construction of properties. In addition to the actual emission reduction objectives, we have set concrete targets related to use-phase energy consumption, construction waste management and green building certificates that comprehensively take sustainability into account. Key elements enabling the roadmap targets include improving energy and material efficiency and decarbonisation of the energy and materials used. Measures are targeted at the different stages of a property's life cycle with separately defined packages of measures:

- At the city planning phase, we influence the carbon footprint of construction by engaging with authorities. We aim to use our own climate targets and operating models as the foundations for city planning.
- In building design, climate aspects and the EU taxonomy are key criteria in the selection of construction materials and use-phase energy sources, and the calculation of project-specific carbon footprints is part of all our new construction projects.
- We always explore opportunities to implement on-site renewable energy production solutions.
- Close cooperation with construction companies ensures the application of climate measures in the procurement of materials, the energy consumption of construction site operations and the management of construction waste.
- At the use-phase, we actively improve the energy efficiency of our properties and choose zero-emission sources of energy whenever possible.
- Our properties are designed to be long-lasting and resilient to climate change, taking into account the observations made in the climate risk assessment. Demolition decisions are critically examined from the climate perspective, and renovation and changing the intended use of the building are the primary options.

The principles and targets of the roadmap for domestic real estate investments are implemented in practice through maintenance, design and construction contracts and internal guidelines. Since 2021, all the electricity we have purchased has been CO_2 -free. We are committed to the Energy Efficiency Agreements of the Ministry of Economic Affairs and Employment, and we intend to join the next programme at the end of this agreement period. In 2024, Finland's largest rooftop solar power plant was installed at our logistics centre, with an expected annual production of 1.6 gigawatt-hours (GWh) of electricity. In addition, all of our new construction projects have complied with the EU taxonomy's criteria for significant contribution to climate change mitigation since 2022. Our targets related to material efficiency and the management of construction waste are supported by the Green Deal on sustainable demolition, to which we committed in 2020.

In 2024, the use-phase carbon intensity of the domestic real estate portfolio decreased by 62 per cent from the baseline value (the average for 2018–2020), and we reached the target set for 2025 ahead of schedule. Our performance against this and other targets we have set is described in more detail in section E1–4 Targets related to climate change mitigation and adaptation (pp. 68–80).

Ilmarinen's domestic real estate investments are covered by the Taxonomy Regulation ((EU) 2020/852), i.e. the scope of application of the delegated act on climate change

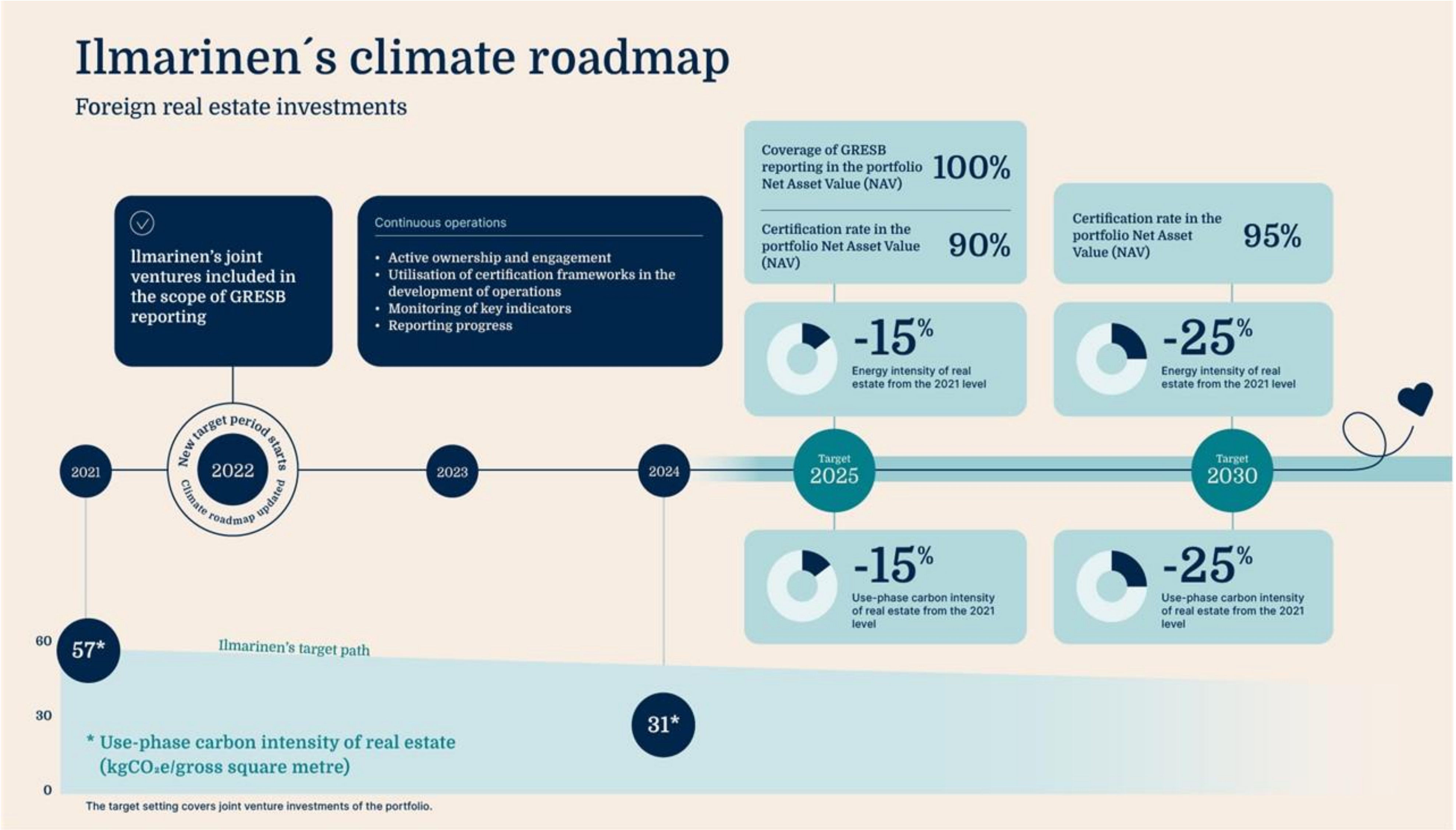


adaptation and mitigation adopted under the EU taxonomy. Our taxonomy-eligible net revenue and operating and capital expenditure for 2024 are related to real estate investments. At the end of the year, there were 54 properties that met the technical screening criteria of the taxonomy. We actively strive to increase the number of properties that meet the criteria by improving their energy efficiency in connection with renovations. Ilmarinen's taxonomy data in terms of capital expenditure, net revenue and operating expenses are reported in the section on the EU taxonomy (pp. 50–55). Other individual investments related to the transition plan are described in more detail in connection with Disclosure Requirement E1–3 Actions and resources in relation to climate change policies (pp. 65–68).

Ilmarinen's climate roadmap for domestic real estate investments is visualised on page 59. .

Foreign real estate investments

The emission reduction targets for the foreign real estate investment portfolio are based on external asset managers' own climate targets, and we can influence them through active dialogue. Our goal is to reduce use-phase emissions of direct foreign real estate



investments (joint ventures) by 15 per cent per gross floor area by 2025 and by 25 per cent by 2030 from the 2021 baseline. Compliance of the target with the 1.5°C emission reduction target has not yet been verified, and the target level will be reassessed in connection with the updating of the climate roadmaps in the coming years. This and other targets set for foreign real estate investments are described in more detail in connection with Disclosure Requirement E1-4 Targets related to climate change mitigation and adaptation (pp. 68–80).

The special characteristics of foreign real estate investment activities, such as the long investment horizon, locality and the key role of asset managers, pose limitations for an effective climate roadmap. The key elements are built on dialogue with our stakeholders:

- Selecting asset managers and building the portfolio in such a manner that climate risk management and our emission reduction targets are taken into account in decision-making
- Influencing through several channels and active ownership while continuously developing engagement practices
- Continuous monitoring by tracking the key indicators and discussing their development with the asset managers
- Memberships in various financial sector organisations to share best practices with investors to support the climate performance of the portfolio

To date, the most important steps in the implementation of the climate roadmap for foreign real estate investments have been the monitoring and measuring of emissions in cooperation with the asset managers as well as increased reporting. In 2024, the carbon intensity of the foreign real estate investment portfolio had decreased by 45 per cent from the reference year 2021. We are in line with the target trajectory we have set. Our performance against this and other targets we have set is described in more detail in section E1-4 Targets related to climate change mitigation and adaptation (pp. 68–80).

Ilmarinen's foreign real estate investments are not covered by the Taxonomy Regulation ((EU) 2020/852), i.e. the scope of application of the delegated act on climate change adaptation and mitigation adopted under the EU taxonomy.

Ilmarinen's climate roadmap for foreign real estate investments is visualised on page 60.

Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2, SBM–3)

The material impacts, risks and opportunities of Ilmarinen's business operations were identified in a double materiality assessment. They are described in more detail in the section ESRS 2 General Disclosures, under Disclosure Requirement SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model (pp. 34–38). The key findings are summarised in the accompanying table, which also includes comments on the management measures we use. These management measures are based on Ilmarinen's Responsible Investment Policy, the asset class-specific climate roadmaps and investment risk management practices.

Ilmarinen's resilience analysis

In addition to a risk assessment that takes into account the current operating environment, the resilience of Ilmarinen's operations in the short, medium and long term has been assessed at the portfolio level. As our investments are diversified and our investment horizon is long, it is important for us to understand the impacts of climate change on our investment returns in the coming decades. From the perspective of the sustainability of the pension system, the significance of climate change to the development of technical provisions is a key part of the overall assessment, and we have created a forecast model for underwriting that takes into account different climate scenarios. Ilmarinen's own operational activities have not been taken into account in this resilience analysis, because the impacts of climate change on expert work have been assessed to be minor.

Our business model is based on a statutory obligation to provide pension cover, and the conclusions of the resilience analysis can be utilised primarily in investment activities. Ilmarinen can mitigate the financial impacts of climate risks through its allocation decisions. By diversifying our investment portfolio across industries, geographies, and asset classes, we can manage climate risks similarly to other risks affecting investment assets. In practice, our understanding of the climate resilience of the portfolio may be reflected in our climate measures when, for example, we define the climate targets of the portfolio or the climate index we use.

Climate resilience of the investment portfolio

We quantitatively assess the climate resilience of all the asset classes in our investment portfolio in terms of the return on investments and solvency. The analysis utilises commercial software that evaluates the resilience of Ilmarinen's investment strategy under the climate scenarios presented alongside. The climate scenarios used aim to take into account the impacts of physical and transition risks related to climate change on the returns on the asset classes in Ilmarinen's investment portfolio and further on Ilmarinen's solvency over different time horizons (0–1 years, 1–5 years and 5–10 years). These are consistent with the short, medium and long time horizons applied in other reporting.

The impacts of climate change are calculated using a macroeconomic model which assesses changes in GDP, inflation and economic benefits for different countries and sectors. The changes are further taken into account in the expected returns of the different investments and when assessing the uncertainty related to returns.

The most recent simulation of Ilmarinen's investment portfolio was carried out in August 2024. The allocation and solvency figures for 31 July of the same year were used as input data

Impacts	Risks and opportunities	Ilmarinen's management methods
Through its investment decisions and active ownership, Ilmarinen can contribute to the decarbonisation of the portfolio and support corporate climate action. These positive impacts also include the real estate portfolio's energy efficiency measures and investments in energy solutions based on renewable energy. The most material negative climate impacts are related to the GHG emissions and energy consumption of the investments.	Ilmarinen's key climate risks are related to the exposure of the investment portfolio to extreme weather events and changes due to the transition to a low-carbon economy, which may have a negative impact on the value of investments, especially those that are unprepared for them. Furthermore, if our own climate action were to be inadequate, we could be exposed to reputational risk. Investments in climate solutions and requiring transitional measures from the portfolio companies will safeguard the value and growth of the investments. This also applies to the real estate portfolio, whose improved climate resilience and solutions to support decarbonisation can improve our market position. Furthermore, the work ability services provided by Ilmarinen can respond to the needs of organisations to manage future climate risks that have a negative impact on their personnel.	Ilmarinen's Responsible Investment Policy guides our investment operations to reduce the negative and increase the positive climate impacts of our portfolio. We monitor and strive to improve our performance using indicators based on portfolio data. They encourage us to reduce the carbon intensity of the portfolio and, on the other hand, increase the amount of investments in climate solutions. These targets are defined in Ilmarinen's climate roadmaps, the measures and target levels of which are regularly updated under the supervision of Ilmarinen's Board of Directors. The identification and assessment of climate risks is part of risk management in investment operations, and we use asset class-specific methods in our risk assessments. One of the main methods we use to manage the climate risk is a climate index applied to listed equity investments, which allows us to effectively manage the portfolio based on climate considerations. Other tools we use to manage risks include: • A simulation at the portfolio level on the impact of climate change on returns and solvency indicators • A forward-looking scenario model which takes into account climate targets of individual companies and the industries' decarbonisation trajectories • Climate risk assessments for properties

for the simulation. The portfolio steering mechanisms outlined in Ilmarinen's climate roadmap are reflected in the scenarios as decarbonisation of the real economy, and they have not been separately simulated.

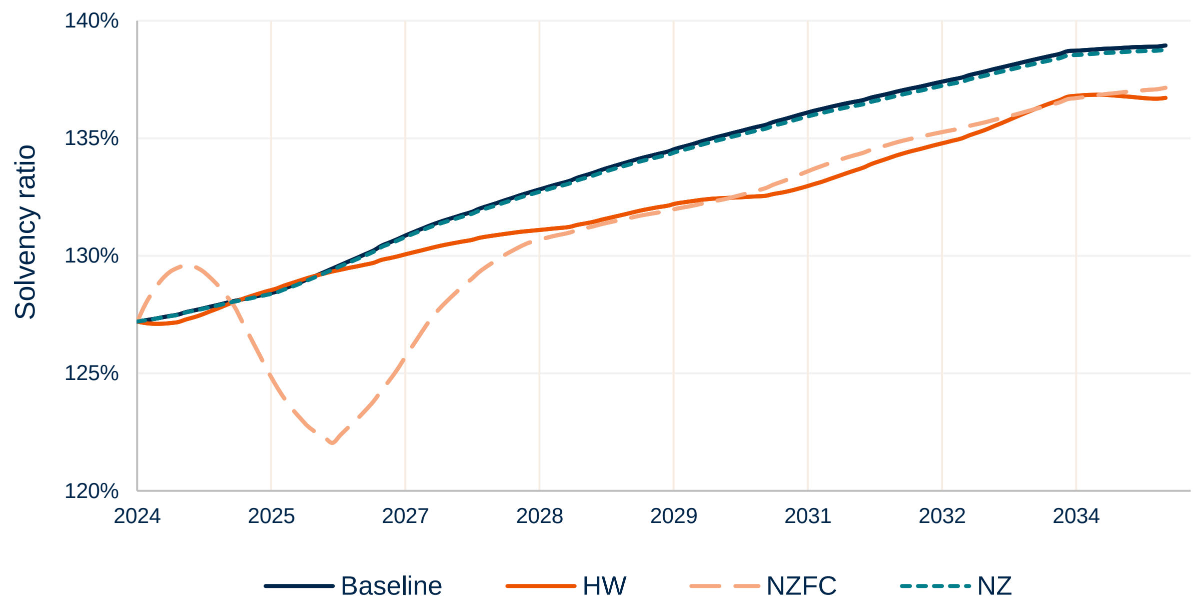
On the basis of the scenario analysis, it can be concluded that Ilmarinen's diversified investment assets will withstand all the tested climate scenarios for at least the next ten years. Of the tested scenarios, the worst-case scenario for the investment portfolio was Net Zero Financial Crisis, where the difference between the solvency ratio and the baseline scenario was at 7.4 percentage points at its lowest. Even in this scenario, Ilmarinen's solvency position remained at 1.5, which indicates that the risk-bearing capacity is sufficient.

The scenario analysis assesses the impacts of climate change by utilising predetermined scenarios which describe a possible but hypothetical course of events. The scenarios are not forecasts: rather, they are intended to illustrate the main elements of possible changes instead of providing detailed descriptions. Due to this predetermined nature, it is not possible to calculate confidence intervals or measures of dispersion for the return on investments and solvency indicators to describe the accuracy of the forecast. In addition, the impact of climate change on future returns in the capital markets and further on Ilmarinen's solvency includes significant uncertainties in itself. These uncertainties are particularly related to how broadly the markets are already pricing in the future impacts of climate change and how strongly and quickly the changing climate will ultimately affect companies' operations.

Climate modelling of underwriting

Ilmarinen assessed the impact of climate change on the underwriting for the first time in 2023. The key variables in this simulation are birth rate, mortality and net immigration, and the impacts of climate change are assessed against assumptions based on research literature. The time horizon of the forecast is long, and the estimated time horizon extends until 2090, as climate change will slowly affect population development. Net immigration was identified as the most material impact, as it will increase the number of employed people and thus strengthen the long-term funding of the pension system, provided that the integration of immigrants is successful. The impact on Ilmarinen's insurance business consists of the risk of a deviation from other companies, as the actuarial principles are shared. Climate change will also affect industry structures, but these impacts have not been assessed. The length of the assessed period and the impacts of climate change on the assumptions used cause uncertainty in the forecast. For business reasons, no detailed information about the variables used in the analysis is given in this report.

Development of solvency ratio in simulated climate scenarios



Climate scenarios used in the resilience analysis of the investment portfolio

In the analysis, the **Baseline** scenario simulating global warming of approximately 2.5°C was compared with three different scenarios that differ from it:

Orderly Net Zero by 2050 (NZ): Global greenhouse gas emissions reach net zero by 2050 and the global average temperature increase stabilises at 1.5°C by 2100. The scenario represents the risks and opportunities arising from an ambitious but orderly sustainability transition. The ambitious climate policy measures in this scenario cover matters such as the global pricing of carbon dioxide, a review of energy taxation, the phasing out of fossil fuels, energy efficiency requirements, and extensive support for renewable energy, electric vehicles, afforestation and reforestation. In addition, the scenario is based on the assumption that new electricity generation technologies, such as hydrogen recovery and carbon capture and storage, will prove feasible. In addition to physical climate risks, the economic impacts of transition risks will remain minor, as the financial markets will be able to adapt to the gradual changes and no global economy crisis will take place.

Net Zero Financial Crisis (NZFC): The international climate targets are met in the same timeframe and by the same means as in the Orderly Net Zero by 2050 scenario, but the transition is disorderly, causing major economic disruptions. The economic impacts of the physical climate risks remain moderate, but the role of the transition risks is emphasised due to the sudden pricing of climate risks. In this scenario, investments supporting the fossil economy quickly lose their value as investors committed to the net-zero targets divest from them midway through the current decade.

High Warming (HW): The global average temperature increases by approximately 3.7°C by 2100, leading to the realisation of severe physical climate risks worldwide. The higher average temperatures in this scenario have a negative impact on labor and agricultural productivity, and infrastructure damage caused by extreme weather events cause direct losses and have indirect impacts on the economy through supply chain disruptions. The impacts on the financial markets are already significant by the 2020s and 2030s due to lower expected performance.

Policies related to climate change mitigation and adaptation (E1–2)

The material impacts, risks and opportunities related to climate change in our business operations are related to our investment portfolio. Therefore, our key climate change policies are defined in Ilmarinen's Responsible Investment Policy, which apply to all our investment activities. In addition to general operating principles, they include thematic principles on the environment, human rights, corporate governance and tax practices. Of these, the environmental principles cover the climate principles guiding our investment activities, which define our approach to addressing climate-related risks and opportunities, and how climate impacts are taken into account in our investment activities. This means integrating both mitigation and adaptation perspectives into our practices. In addition, the management of the real estate portfolio emphasises aspects related to renewable energy and energy efficiency.

With our climate principles, we aim to:

- Reduce the negative impacts of physical climate risks and transition risks on the value and returns of our investments by identifying the risks

- Secure the long-term value creation of our investments by directing investments to climate solutions and companies in transition
- Manage the climate impacts of our investment activities by influencing our high-emission investments and selecting the best climate performers in our investment portfolio

The principles of responsible and sustainable investment and the related environmental principles are approved by Ilmarinen's Board of Directors. Ilmarinen's Responsible Investment Executive Committee is responsible for the preparation of the principles and the monitoring of compliance with them. The practical implementation of the principles is the responsibility of Ilmarinen's investment organisation. The principles are complemented by internal guidelines for each asset class. Ilmarinen's Responsible Investment Policy has been published on our website.

We also influence companies as part of broader investor groups and initiatives such as Climate Action 100+, coordinated by five international investor networks, which aims to influence the world's largest corporate greenhouse gas emitters.

In addition to the climate principles, climate action in investment activities is guided by Ilmarinen's asset class-specific climate roadmaps prepared in 2021 and 2022. They complement our climate principles with time-bound targets and practical measures to achieve the targets. The content of the climate roadmaps is described in more detail in connection with Disclosure Requirement E1–1 Transition plan for climate change mitigation (pp. 56–61).

We do not have a separate climate policy for our own operations, but we have taken sustainability aspects into account in our Code of Conduct. Accordingly, we aim to monitor our own climate impacts also outside the investment portfolio. Our goal is to update our approach to the monitoring and management of these climate impacts by the end of 2025.

Climate principles in real estate investments

Responsible Investment Policy is reflected in real estate investments as several commitments and guidelines related to the construction and management of properties. For new construction projects and major renovations, we apply our design guidelines for domestic properties, where energy efficiency and low-carbon requirements are given high priority. This ensures that we maintain and grow our real estate portfolio in a way that is in line with the climate targets we have set. The operating principles are applied at all stages of the real estate life cycle:

- Low-carbon considerations is taken into account at the design stage when selecting construction materials, heating methods and technical building systems.
- Energy efficiency measures are implemented systematically implemented, and we are committed to the Energy Efficiency Agreements of the Ministry of Economic Affairs and Employment for domestic office and rental housing properties (TETS and VAETS agreements).
- Maximising the service life of buildings and load-bearing structures and, on the other hand, promoting the circular economy by increasing the reuse and recycling of demolition materials guide our construction efforts. We are committed to the national Green Deal on sustainable demolition, the objectives of which are in line with our policies.
- We monitor, measure and compare our performance with our benchmarks and strive to continuously improve our practices. Our reporting under the Global Real Estate Sustainability Benchmark (GRESB) framework for the foreign real estate portfolio enables the monitoring of the portfolio, decision-making based on analytics and engagement processes with our asset managers.

We have also set target levels for the realisation of the operating principles related to the real estate business, which are described in more detail in section E1–4 Targets related to climate change mitigation and adaptation (pp. 68–80). We regularly review and update the principles we apply and the related guidelines to ensure that they best serve the decarbonisation of our business and that of our tenants.

Actions and resources in relation to climate change policies (E1–3)

Ilmarinen's climate actions with the greatest impacts are related to the greenhouse gas emissions of our investment portfolio and the solutions to reduce them. The nature of these activities is linked to the influence of the investor, which in turn varies according to the asset class and the size of the investment. The measures are guided by the investment climate roadmaps, the climate principles and the set targets, which are discussed in the dedicated sections of the report.

Through climate action in our investment activities, we can strive to reduce the carbon footprint of our portfolio, promote the green transition by investing in climate solutions and strengthen the climate resilience of the pension system by protecting our investment assets from climate risks. With regard to equity and bond investments, climate actions are implemented through capital allocation decisions and active ownership, as we do not directly influence the operational decision-making of our investees. In the case of domestic real estate, we are involved in the planning and implementation of concrete climate actions throughout the life cycle of the properties, and we can quantify the emission reduction potential of these actions. For our foreign real estate portfolio, we primarily influence asset managers' activities. However, in joint investments, significant investment decisions—such as energy renovations—are made collaboratively with our investment partners based on proposals from the asset manager. Active monitoring of property performance and ongoing dialogue with asset managers are essential in our climate work within this asset class.

Emission reduction measures related to Ilmarinen's own operational activities include electrification of the car fleet and favouring recycled alternatives when selecting furniture for office premises. So far, however, our climate efforts have focused on creating systematic operating methods to reduce the negative climate impacts of our investment portfolio, given their material significance. Our goal is to refine the implementation plan for emission reduction measures independent of the investment portfolio and to determine the emission reduction potential of these measures by the end of 2025.

Domestic real estate investments

The climate impacts of the domestic real estate investment value chain involve several packages of measures. The concrete measures implemented in 2024 and those planned for the coming years are summarised in this section. The role of these measures in Ilmarinen's transition plan (E1–1, pp. 56–61), the implementation of the policies (E1–2, pp. 64–65) and the achievement of the targets (E1–4, pp. 68–80) has also been described in connection with other Disclosure Requirements.

Our mission is to invest pension assets in a profitable, secure and sustainable manner. The mission guides us in ensuring that our investments in climate measures are also economically viable. For a large real estate investor like us, the life cycle costs of measures are the starting point for investment decisions, and we aim for payback periods of less than ten years. The investment volumes vary on an annual basis depending on the repair needs of the properties. Ilmarinen's real estate investments are not dependent on any external financing.

Ilmarinen's domestic real estate investments are covered by the Taxonomy Regulation ((EU) 2020/852), i.e. the scope of application of the delegated act on climate change adaptation and mitigation adopted under the EU taxonomy. In 2024, our taxonomy eligible operating and capital expenditure were linked to real estate investments, and their amounts and additional information about the taxonomy assessment are available in the section on the EU taxonomy (pp. 50–55). For business reasons, we do not itemise the costs related to individual investments classified as climate actions in reporting. In total, investments in energy efficiency measures and the deployment of local renewable energy production capacity in Ilmarinen's renovation and new construction projects amounted to approximately EUR 19.8 million in 2024.

Design and construction phase measures

- A carbon footprint study is carried out for all new construction and renovation projects during the construction phase to support project planning. In 2024, we carried out five studies, the final results of which are taken into account in Ilmarinen's total greenhouse gas emissions reported in connection with Disclosure Requirement E1–6 Gross Scopes 1, 2, 3 and total GHG emissions (pp. 81–86).
- When selecting materials, we aim to favour recycled and waste materials within the limits set by site-specific approvals. Ilmarinen does not currently have any concrete action plan to increase the share of the use of low-carbon materials. However, we actively monitor the development of new material solutions and their markets. In particular, low-carbon concrete plays a significant role in reducing emissions at the product stage, and we are exploring the possibility of using it in our projects. For example, by switching to GWP.70 grade concrete, greenhouse gas emissions from

the manufacture of the material can be reduced by 30 per cent from the baseline level.
- In the renovations of two sites included in Ilmarinen's carbon footprint reporting for 2024, Aleksanterinkatu 13 completed in 2024 and Kutomotie 9 starting in 2025, a significant amount of construction waste and old building components were or will be reused. This also reduces the carbon intensity of the so called product stage. The greenhouse gas emissions ($kgCO_2e/m^2$) of these sites during the product stage were almost 60 per cent lower than in other projects assessed in 2024.
- We incorporate adaptability into project planning by applying zoning and modular design principles. Building systems must be flexible enough to accommodate changes in use without requiring equipment replacement. Adaptability requirements have been integrated into Ilmarinen's design guidelines.
- We encourage contractors to switch to electrically construction machinery, taking their renewal cycle into account. The construction site electricity purchased by the contractors from Ilmarinen is CO_2-free, and the transition from fossil fuels can reduce emissions at the construction phase (A1–A5) by up to 10–20 per cent. A zero-emission construction site action plan has been prepared in cooperation with the main contractor for the Postitalo renovation project to be completed in 2025. It determines the means and practices to be followed throughout the project to achieve a zero-emission construction site. The plan outlines that only CO_2-free electricity is to be used on site and that predefined emission reduction measures involving energy efficiency of site lighting, the choice of heating solutions and the minimisation of heat losses, as well as site equipment and transportation, are to be realised. If necessary, the plan will be updated throughout the site life cycle.
- From 2025 onwards, we will require contractors to have a recycling rate of at least 80 per cent on construction sites. It is essential to return building materials and products to circulation to meet the climate goals of the entire industry. However, changes in waste processing methods do not directly reduce Ilmarinen's project-specific carbon footprint unless the collected materials can be reused on-site, such as during renovations. This reduces the need to use virgin materials.

Increasing local renewable energy production

- In two of the four projects completed in 2024, the electricity consumption of the property is covered by on-site solar panels. Integrating local electricity generation capacity into properties is one way to influence the emissions from electricity purchased by the tenants, which are indirectly part of Ilmarinen's carbon footprint. Of the properties owned by Ilmarinen, 13 have solar power stations installed.
- In connection with all new construction projects and renovations, we examine the possibility of switching to low-emission heating and cooling solutions, such as geothermal heating and cooling (also called free cooling) or exhaust air heat pumps. In 2024, geothermal heating and cooling were introduced at two renovation sites and new buildings. An exhaust air heat pump was installed in one existing building.
- Local renewable energy production solutions can reduce the Scope 2 emissions of properties to zero if the electricity consumption of these installations is covered by the electricity generated by the solar panels in the buildings or CO_2-free electricity with a certificate of origin. In addition, buildings that are self-sufficient in terms of energy do not generate any value chain emissions in the form of transmission losses (Scope 3, Category 3, Fuel- and energy-related activities).

Energy efficiency measures at the operational phase of properties

- Energy efficiency measures are continuously implemented in our properties as part of their normal maintenance. The most important measure in terms of the energy saving potential is the optimisation of heat consumption and the service life of building systems.
- In connection with renovations, we improve the property's energy performance indicator by at least 30 per cent, and we aim to achieve the same in terms of actual consumption during use. The fact that many of the renovations we implement are located in the centre of Helsinki limits the renovations in terms of the measures

involving the exterior faces and the use of geothermal heat, for example.

- We plan to join the new Energy Efficiency Agreement for the real estate industry in 2030 when the current agreement period ends.

Climate change adaptation solutions

- In 2024, we carried out a total of 35 climate risk surveys on properties in our portfolio. A climate risk assessment in line with the requirements of the EU taxonomy is carried out for all new construction projects, and we also aim to assess the existing portfolio in stages. So far, a total of 75 climate risk assessments have been carried out.
- In the risk surveys, we have identified possible adaptation solutions that improve the climate resilience of the properties, and we will proceed to site-specific assessments of these solutions. The changing climate is taken into account already at this stage in new projects and renovations in matters such as the design of cooling solutions and the choice of materials for exterior surfaces.

The table Energy saving measures implemented in the domestic real estate portfolio shows the calculated energy saving and emission reduction potential of the packages of measures that are the most important for Ilmarinen. The emission reduction potential has been calculated using the most recent available emission factors for Finnish energy production (for additional information, see the information presented in connection with Disclosure Requirement E1–6 Gross Scopes 1, 2, 3 and total GHG emissions, pp. 81–86).

Energy saving measures implemented in the Finnish real estate portfolio

Type of measure	District heating saved from the grid (MWh/a)	Electricity saved from the grid (MWh/a)	Calculated emission reduction potential (tCO2e/a)
Solar energy systems	-	337	28
Optimisation of ventilation and heating	649	264	98
Exhaust air heat pumps*	414	-	38
Lighting refurbishments	-	724	61

*The emission reduction potential of exhaust air heat pumps takes into account increased electricity consumption.

Targets related to climate change mitigation and adaptation (E1–4)

Ilmarinen has set outcome-oriented targets for those asset classes in the investment portfolio where monitoring is possible and meaningful within the availability of data. The target levels and timeframes for these targets have been defined in Ilmarinen's asset class-specific climate roadmaps, which also form the basis of our transition plan (see E1–1 Transition plan for climate change mitigation, pp. 56–61).

Our target setting supports the implementation of the climate principles determined for investment activities, and the indicators we consider are linked to the climate-related impacts, risks and opportunities we have identified. In addition to the actual emission reduction targets, our climate-related targets cover matters such as a scenario model that takes into account the investment targets' own emission reduction targets, investments in climate solutions, and the targets involving the energy efficiency of our properties and the use of renewable energy. The climate resilience of our real estate investments is part of the certification frameworks and the assessment methodology for EU taxonomy alignment we apply. We actively seek to increase compliance with these criteria in our portfolio.

Ilmarinen has not set any emission reduction targets or other climate targets outside the investment portfolio, but we do measure and monitor the carbon footprint of our own operational activities on an annual basis. Our goal is to set a target level for these emissions by the end of 2025.

Due to the uncertainties involved, the growth forecasts of Ilmarinen's investment portfolio have not been taken into account in the modelling of the targets. All our greenhouse gas emission reduction targets are gross targets, i.e. we do not use any greenhouse gas removals, carbon credits or avoided emissions to achieve them. We have set carbon intensity targets instead of absolute emission targets for all asset classes, and our emission reduction targets have not yet been validated by an external body. No changes to the targets have been made during the target period, unless otherwise stated in connection with target-specific reporting.

Direct listed equity and corporate bond investments

The climate measures concerning Ilmarinen's equity and corporate bond portfolio consist of capital allocation and engagement. We aim to manage the climate risk of our portfolio by selecting the best companies in each sector based on their climate actions and by directing capital to companies that provide climate solutions. We aim to engage with companies in transition through corporate governance. These companies include actors in carbon-intensive sectors, whose emission reduction measures play a key role in the reduction of the emissions of the global economy. In addition, we have ruled out certain economic activities that sustain the fossil economy, although we do not believe that exclusion is the most effective and primary means for an investor to promote the green transition. Modelling the impacts of these measures as absolute emission reductions, for example, is difficult for an investor because the impacts on emissions in the real economy are indirect.

Investment activities in line with the climate principles that are part of Ilmarinen's Responsible Investment Policy require reducing the portfolio's emissions and, on the other hand, directing the invested capital towards climate solutions that promote climate change mitigation. The targets we have set support the achievement of these principles in our investment activities. We also consulted parties such as enterprises in the financial sector with a good climate effort track record and representatives of the NGO sector when setting the targets and target levels.

In addition to the text, our performance in each indicator is described in the dedicated tables.

Weighted carbon intensity of portfolio companies

The direct or Scope 1 greenhouse gas emissions and the indirect or Scope 2 greenhouse gas emissions from the procurement of energy by the companies in the direct listed equity and corporate bond portfolio are monitored in proportion to their revenue (tCO2e per EUR 1 million of net revenue). The reported carbon intensity of the portfolio is the companies' Weighted Average Carbon Intensity (WACI) derived from their carbon intensities.

The Scope 1 and 2 emissions of the portfolio companies taken into account in the target setting are part of the emissions from Ilmarinen's value chain (Scope 3, Category 15 Investments). Of the Scope 2 emissions, values calculated using the market-based method affected by the supplier-specific emission factor for energy purchased by the companies are taken into account. The target setting is limited to direct listed equity and corporate bond investments, excluding asset classes taken into account in the calculation of greenhouse gas emissions.

The calculation principles for the indicator have remained the same throughout the target period, but the quality of the initial data and the estimates used to fill in the gaps affect the comparability of the results. In addition, the denominator of the indicator, i.e. the revenue of the portfolio companies, is influenced not only by the actual business activities but also by macroeconomic factors, which contribute to

Weighted carbon intensity of portfolio companies

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
Weighted Average Carbon Intensity (WACI)	tCO2e/MEUR of revenue, including Scope 1 and Scope 2 emissions of investments	Direct listed equity investments	2020	216	82	-62%	-30%	-50%
		Direct listed corporate bond investments	2020	269	132	-51%	-30%	-50%

reducing the comparability of the intensity figures. For this reason, we consider a review of the longer-term trend in the carbon intensity of the portfolio companies and the conclusions drawn from it more appropriate than an analysis of individual figures.

Our carbon intensity target is in line with the Paris-aligned Benchmark (PAB) as defined by the EU Benchmark Regulation. It requires from enterprises an annual carbon intensity reduction of 7 per cent. The PAB index is based on recommendations of the EU's Technical Expert Group on Sustainable Finance, according to which the proposed target level is in line with the global emission reduction trajectory of the Intergovernmental Panel on Climate Change (IPCC). It limits global warming to 1.5°C. The emission reduction trajectory we are aiming for is based on estimates of both the decarbonisation of society beyond our control and the impact of our own steering instruments.

The monitoring of the target is based on an indicator calculated using an external service provider's platform. We have progressed faster than expected on the target trajectory, reaching our targets set for 2030 in 2023 (corporate bonds) and 2024 (equities).

Consistency of the portfolio companies' emission reduction trajectories with the 2°C and 1.5°C emission reduction scenarios

The consistency of the emission reduction trajectories modelled for the companies in the direct listed equity and corporate bond portfolio with the emission reduction scenarios corresponding to the Paris Agreement is monitored with an indicator based on the global

Consistency of the portfolio companies' emission reduction trajectories with the 2°C and 1.5°C* emission reduction scenarios

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
Compliance with the 2°C emission reduction scenario	per cent over/under the scenario's carbon budget	Direct listed equity investments	2020	20%	12%	N/A	≤ 0%	N/A
		Direct listed corporate bond investments	2020	22%	-3%	N/A	≤ 0%	N/A

*We report compliance with the 1.5°C emission reduction scenario in accordance with Ilmarinen's Climate Roadmap from 2025 onwards.

Share of renewable energy of the portfolio companies' electricity production

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
Share of renewable energy	per cent of electricity produced	Direct listed equity investments	2020	43%	51%	+18%	N/A	40%
		Direct listed corporate bond investments	2020	49%	46%	-5%	N/A	40%

carbon budget. It quantifies the difference between the portfolio's emission projection and the selected climate scenario (per cent above/below the scenario's carbon budget) until 2050. The modelling takes into account the cumulative Scope 1 and 2 emissions of all the companies in the portfolio. In addition to the reported emissions, the modelling of individual portfolio companies' emissions is based on emission reduction target levels reported by the companies. In the absence of data, the modelling is supplemented with estimates by the service provider as necessary.

The sector-specific carbon budgets used as the benchmark for the cumulative emissions of the portfolio companies have been determined using the Sectoral Decarbonization Approach (SDA) and GHG emissions per unit of Value Added approach (GEVA) of the Science Based Targets initiative. They are based on the scenarios presented in the Net Zero and Energy Technology Perspectives 2017 reports of the International Energy Agency (IEA) and the RCP scenarios of the IPCC's Fifth Assessment Report (AR5). The scenarios used as the framework for the target setting contain a large number of assumptions regarding matters such as companies' growth forecasts and the achievement of the reported emission reduction targets.

The target setting is based on an indicator calculated using the external service provider's platform. We have improved our performance from the previous reporting period in both the direct equity and the corporate bond portfolio, the latter of which also met our 2025 target of a portfolio compliant with the 2°C emission reduction scenario during the 2024 reporting year. From 2025 onwards, we will start to monitor the compliance of the portfolio with the 1.5°C emission reduction scenario.

Share of renewable energy of the portfolio companies' electricity production

The target set for the renewable share of the electricity produced by the companies in the direct listed equity and corporate bond portfolio is to maintain it at 40 per cent over the target period. The share of renewable energy calculated for the portfolio is an average derived from the production distribution of the individual companies, weighted by the size of the investment. This target applies to the companies in the portfolio that produce electricity.

In determining the portfolio's target levels for energy production, we took into account, among others, the IEA's Net Zero scenario estimate of the global production share of renewable electricity according to the 1.5°C warming trajectory (47 per cent in 2030). We set our own target at a level lower than this. As an investor, we seek exposure to climate change solutions, and directing investments to renewable energy is a key prerequisite for the achievement of the global sustainability transition. At the same time, our mandate as a pension company directs us to strongly diversify our portfolio, which limits our exposure to renewable energy production.

Share of investments in climate solutions in the portfolio

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
Investments in climate solutions	per cent of the portfolio companies' revenue	Direct listed equity investments	2020	5.0 %	7.0 %	+50%	50%	N/A
		Direct listed corporate bond investments	2020	1.0 %	2.0 %	+157%	50%	N/A

The monitoring of the target is based on an indicator calculated using an external service provider's platform. There is considerable annual variation in the monitoring results of the indicator, and the share of renewable electricity production among the portfolio companies has not increased linearly. In 2024, our performance was above the target level.

Share of investments in climate solutions in the portfolio

Ilmarinen monitors the amount of revenue generated by the climate solutions of the companies in the direct listed equity and corporate bond portfolio in relation to the total revenue generated by the portfolio companies. Our target is the portfolio companies' revenue from climate solutions being 50 per cent higher than in 2020 by 2025. In previous reporting years, we monitored the average change percentage weighted by the volume of investments in both asset classes, but for the sake of clarity, we switched to reporting the portfolios as separate entities in this sustainability report.

The share of climate solutions is defined using an indicator developed for monitoring purposes. The definition of climate solution in the indicator covers business related to renewable energy, energy efficiency and green properties. The change percentage target level has been derived from the monitoring of the targets of the roadmap that steered the climate efforts between 2016 and 2020. The financial activities monitored with the indicator are key to achieving the other climate goals set for the portfolio and the Responsible Investment Policy.

We monitor our performance with the external service provider's tool. An increasing share of the revenue of our investments arises from the sales of the products and services monitored by the indicators. This development has been particularly rapid over the past two years, and we achieved the 2025 target during this reporting period.

Domestic real estate investments

We aim to reduce the climate impacts of domestic real estate investments at all stages of the property life cycle. The most significant climate measures implemented in real estate investments are related to increasing the share of renewable energy in the properties, energy efficiency, the choice of materials and material efficiency, and maximising the properties' service life at the design phase, during use and in connection with repairs and renovations. New technologies such as smart building solutions to support energy efficiency measures, energy storage solutions or manufacturing processes using low-carbon materials play a key role in the achievement of the emission reduction targets in the short and medium term.

The emission reduction targets for domestic real estate aim to reduce the climate impacts of the portfolio in line with Ilmarinen's Responsible Investment Policy. The climate risk assessments required by certificates and the EU taxonomy criteria are part of our management of physical climate risks as required by the climate principles. The energy-efficient and adaptable portfolio based on renewable energy sources that meets our targets corresponds to our understanding of a portfolio that enables long-term value creation and also has resilience against the transition risks associated with climate change.

When we set the climate targets for domestic real estate, we consulted a wide range of stakeholders, including actors in the building product and energy industries, construction firms and trade associations. We also examined the target setting of several global real estate investors and used the observations when forming our own target framework.

Use-phase carbon intensity in the real estate portfolio

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
Use-phase carbon intensity	kgCO2e/gross square metre	Domestic real estate	average 2018–2020	31	12	-62%	-30%	-50%

Use-phase carbon intensity in the real estate portfolio

The emission reduction target set for domestic real estate investments is an intensity target to monitor greenhouse gas emissions during the use of properties, i.e. emissions per gross floor area ($kgCO_2e$/gross square metre) from the energy consumption (fuels, electricity, and district heating and cooling) managed by the owner during the year. The set target covers all the properties in the portfolio except for properties leased under a net lease agreement, parking facilities and joint ventures.

The target setting takes into account the direct (Scope 1) emissions and indirect (Scope 2) emissions from energy procurement of the properties in the portfolio. Emissions from energy procurement managed by the tenants, i.e. Scope 3, Category 13 (Leased assets) emissions, are not taken into account in the target setting. These emission sources not included in the scope of the target setting have been included in Ilmarinen's greenhouse gas emission calculation.

The baseline for the target has been derived from a three-year average to ensure representativeness. The target trajectory is based on the optimisation of energy consumption, emission reductions associated with the transition to CO_2-free electricity supply and the expected emission reduction trajectories in the energy industry, which have been examined by modelling the emission reduction targets of regional district heating companies. The modelling is based on the assumption that the targets reported by the district heating companies will be met, which requires the substitution of fuels with renewables and an increase in non-combustion-based energy production. Additionally, external factors such as the price development of emission allowances and regulatory changes influence the actions of district heating companies.

The compliance of the emission reduction target with the 1.5°C emission reduction target has been examined using the SBTi Buildings Target Setting Tool (v 1.0). The tool's emission reduction trajectories are based on the IEA's Net Zero carbon budget modelled for the real estate sector. Depending on the property type, the science-based target levels modelled for the emissions of Ilmarinen's portfolio during use varied between 60 and 80 per cent during the 2018–2030 target period, which is in line with the target level we have set. Ilmarinen's emission reduction target takes into account the Scope 1 and 2 emissions of the properties, which does not correspond to the SBTi standard, which also covers the energy consumption of tenants. The growth forecasts of Ilmarinen's were not accounted for in the target modelling due to associated uncertainties.

The monitoring of the target is based on the results of a greenhouse gas emissions calculation carried out by an external service provider, which mainly uses the measured energy consumption of Ilmarinen's properties as initial data. Ilmarinen's performance is in line with the target we have set, and we reached our 2025 target during the previous reporting period in 2023. The carbon intensity of the portfolio continued to decrease in 2024 as a result of the decarbonisation of the energy sector and, in particular, a reduction in the energy consumption of residential, office and warehouse properties.

Construction-phase carbon intensity in the real estate portfolio

Ilmarinen annually monitors the carbon intensity per net floor area ($kgCO_2e/m^2$) of new construction projects and renovation projects under construction, at the planning phase, or

Construction-phase carbon intensity in the real estate portfolio

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
Construction-phase carbon intensity	kgCO2e/net floor area	Domestic real estate	average 2020–2022	496	385	-22%	-15%	-30%

completed during the reporting year. The lifecycle emissions of the sites included in the scope of the indicator have been calculated according to the method for the whole life carbon assessment
of buildings by the Ministry of the Environment. The assessment method covers emissions from the carbon footprint of construction at the product phase, transport and construction site activities (phases A1–A5), which are all included in the carbon footprint of Ilmarinen's value chain (Scope 3, Category 2 Capital goods).

The baseline for the target has been derived from a three-year average to ensure representativeness. When setting the target levels, actors in the construction products industry were consulted and the low-carbon roadmap for the industry by the Confederation of Finnish Construction Industries was examined. The target levels we have set are in line with the construction emission reductions modelled in the roadmap's innovative solutions scenario (building materials, construction site operations, logistics and waste; -14 per cent by 2025 and -26 per cent by 2030 compared to the 2020 level). This scenario reflects the maximum technically feasible emission reductions achievable within the sector. This requires considerable ambition from the climate efforts of construction industry enterprises. In Ilmarinen's own operations, the most effective means of decarbonisation in terms of the target are related to the favouring of low-carbon building products and recycled materials, as well as the preservation of existing structures, where this is viable based on a site-specific assessment.

Compliance of the emission reduction target with the 1.5°C target was not verified when setting the target.

We assess our performance by examining the average of the projects' carbon intensity weighted by area compared to the target trajectory we have set. Ilmarinen's performance is in line with the set target. When examining the results, it should be noted that the scope of the calculation has a significant impact on the carbon intensity we monitor: if we were to only include above-ground structures and exclude

Effectiveness of energy-saving measures in the real estate portfolio

Target	Unit	Portfolio	Base year	Baseline value	2024	Of the target achieved	Target 2025	Target 2030
Effectiveness of energy-saving measures	MWh	Domestic office properties	2014	0	21,481	255%	8,419	N/A
		Domestic rental housing properties	2014	0	6,660	184%	3,618	N/A

Recycling rate of construction and demolition waste in the real estate portfolio

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
Recycling rate of construction and demolition waste	mass percentage of construction waste	Domestic real estate	2024	77%	77%	N/A	80%	90%

underground structures, such as foundations and parking garages, the calculated carbon intensity of the sites in 2024 would be 14 per cent lower than reported here.

Effectiveness of energy-saving measures in the real estate portfolio

Ilmarinen is committed to the Energy Efficiency Agreements of the Ministry of Economic Affairs and Employment for office and residential properties (the TETS and VAETS agreements). The purpose of the agreements is to improve the energy efficiency of Finnish properties. Under these agreements, a company must achieve and report energy savings equivalent to at least 10.5% of its total energy consumption (MWh) between 2014 and 2025 through energy efficiency measures. In Finland, voluntary energy efficiency agreements are an important tool for achieving the energy efficiency targets set by the Energy Efficiency Directive (EED). They will be updated at the end of the current target period in 2025.

Ilmarinen's target has been determined on the basis of the energy consumption in 2015. The target covers all properties included in the scope of the agreement (64 properties in 2024). The target was changed in terms of office properties in 2021 and in terms of rental housing properties in 2021 and 2022 as a result of changes in the property stock.

The target is in line with Ilmarinen's target for the use-phase carbon intensity. The combined impact of the energy efficiency measures corresponding to the target and the reduction in the carbon intensity of the production of the energy consumed will lead to the achievement of the modelled 1.5°C emission reduction target (see Use-phase carbon intensity in the real estate portfolio, p. 73).

We report the annual savings to the energy efficiency agreement monitoring system. Ilmarinen achieved the energy savings according to the target in terms of office properties in 2018 and rental housing properties in 2019.

Recycling rate of construction and demolition waste in the real estate portfolio

At new construction and renovation sites included in our Green Deal on sustainable demolition, we measure the recycling rate of construction waste, for which a minimum level of 70 per cent has been set in our design guidelines in accordance with the Waste Directive and Finnish waste legislation. Material-

Certification rate in the real estate portfolio

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
LEED Volume certification rate	per cent of properties	Domestic office properties	2021	25%	83%	233%	100%	N/A

Real estate portfolio's alignment with the technical screening criteria of the taxonomy*

Target	Unit	Portfolio	Base year	Baseline value	2024	Of the target achieved	Target 2025	Target 2030
Alignment with the technical screening criteria of the taxonomy	per cent of properties	Domestic real estate	2021	0	47%	94%	50%	N/A

*Minimum safeguards have not been considered in the assessment.

efficient construction activities that support the circular economy play a key role in the decarbonisation targets of the entire sector, which is why we have also taken the target related to waste management into account in our climate roadmap. We aim to gradually increase the share of recycled waste to 90 per cent by 2030. The target setting takes into account all construction waste regardless of its type. Our indicator is based on waste reporting submitted by service providers to contractors, which we have been able to monitor in a centralised manner from 2024 onwards. Our target level has been set by identifying the opportunity for comprehensive demolition surveys to minimise building waste and, on the other hand, to maximise recyclability and the rate of material recovery. There are no national or EU regulations for the recycling rate of building and demolition waste for 2025 and 2030.

We monitor the recycling rate based on reports submitted by waste management companies. The figure for 2024 is based on the average of the recycling rates of all ongoing construction sites. The performance of individual sites plays a significant role in the achievement of the target, and two out of the three assessed sites achieved recycling rates above 85 per cent during the calendar year.

Certification rate in the real estate portfolio

The certification rate of Ilmarinen's domestic real estate investments is examined in relation to the number of office properties in the entire portfolio. Our target is to obtain a LEED Volume (Leadership in Energy and Environmental Design) certification for all our office properties by 2025. All our new construction and renovation projects are already certified. The certification is part of the wider sustainability efforts that support our climate principles. In addition to energy efficiency and the utilisation of renewable energy, the certification process takes into account other viewpoints related to the climate impacts of the properties, such as the recycling of waste generated at construction sites or in properties, the carbon footprint from property maintenance and accessibility of the building by public transport.

In the certification process, an independent party assesses the performance of the sites and issues a certificate. We have been systematically certifying our sites since 2017, and are planning to certify the remaining office properties by the end of 2025.

Real estate portfolio's alignment with the technical screening criteria of the taxonomy

The EU taxonomy or a classification system for sustainable economic activities of the European Union defines criteria for environmentally sustainable real estate business. Ilmarinen applies the criteria in the assessment of its domestic real estate portfolio. As of 2022, all of our new construction projects have been designed to meet the technical screening criteria for climate change mitigation, i.e. the screening criteria for substantial contribution and the related do no significant harm (DNSH) criteria. In addition, we aim to ensure that at least half of our entire property stock, including existing buildings, will meet the same criteria in 2025. The target applies to all taxonomy eligible domestic properties.

The taxonomy criteria take into account not only the energy efficiency of properties and, consequently, the greenhouse gas emissions caused by them, but also the climate resilience of buildings, which is examined in connection with the climate risk assessment required by the DNSH criteria. This way, the assessment of alignment with the technical screening criteria of the taxonomy supports the climate risk

Use-phase carbon intensity in the real estate portfolio

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
Use-phase carbon intensity	kgCO2e/gross square metre	Foreign commercial joint ventures	2021	57	31	-45%	-15%	-25%

management target included in our climate principles.

The taxonomy assessments of Ilmarinen's properties are carried out by an external service provider. The number of properties that meet the technical screening criteria of the taxonomy has steadily increased since 2021, as we have implemented site-specific climate risk assessments for our properties. We will continue the implementation of assessments in such a manner that they will cover more than half of our property stock by the end of 2025, in accordance with our target. The indicators included in statutory reporting and additional information about Ilmarinen's taxonomy assessment is available under EU taxonomy (pp. 50–55).

Foreign real estate investments

We influence the carbon footprint of our foreign real estate investments through asset manager selection and active engagement with managers on property management practices throughout the assets' lifecycles. The asset managers monitor the energy consumption of the properties and implement energy efficiency measures based on their own climate targets. In addition, maximising the occupancy rate of the properties and the transition to renewable energy are key measures that affect the emissions of properties during their use. New technologies, such as smart building solutions to support energy efficiency measures or energy storage solutions, play a key role in the achievement of the emission reduction targets in the short and medium term. The asset managers' strategies related to the development of the properties guide the adoption of these technologies.

While the mechanisms for influencing foreign real estate investments differ from those for domestic real estate investments, the aim, like for other asset classes, is to reduce emissions from investments, manage climate risks and thereby create long-term value. The themes of the objectives set for foreign real estate investments largely correspond to the targets set for domestic real estate investments, and also are in line with Ilmarinen's climate principles.

When defining the targets and the level of ambition, we had a dialogue with the asset managers. We also interviewed global real estate investors to increase our understanding of the sector's best practices. In addition, we prepared an internal report on the opportunities in target setting from the perspective of a global real estate investor in 2020.

Use-phase energy intensity in the real estate portfolio

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
Use-phase energy intensity	kWh/gross square metre	Foreign commercial joint ventures	2021	182	139	-24%	-15%	-25%

Share of properties in the scope of GRESB reporting in the real estate portfolio

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
Coverage of GRESB reporting	per cent of the portfolio's net asset value	Foreign joint ventures and real estate capital funds	2021	63%	93%	48%	100%	N/A

Use-phase carbon intensity in the real estate portfolio

The emission reduction target set for foreign real estate investments is an intensity target to monitor greenhouse gas emissions during the use of properties, i.e. emissions per gross floor area ($kgCO_2e$/gross square metre) from the energy consumption (fuels, electricity, and district heating and cooling) managed by the owner during the year. The target setting covers Ilmarinen's foreign joint ventures, excluding residential properties. The direct (Scope 1) and indirect (Scope 2) emissions from the procurement of energy in the portfolio, which are taken into account in the target setting, are part of Ilmarinen's value chain emissions (Scope 3, Category 15 Investments). Emissions from energy procurement managed by the tenants are not taken into account in the target setting. The emission sources not included in the scope of the target setting have been included in Ilmarinen's greenhouse gas emission calculation.

The data used for greenhouse gas emission calculations for the real estate portfolio has been refined during the target period, which affects the comparability of intensity figures. No deviations requiring the normalisation of the target's baseline have been identified in the activities or conditions during the base year. When setting our target level, we examined the regional and property type-specific emission reduction trajectories in accordance with the 2°C target of the Carbon Risk Real Estate Monitor (CRREM). The targets we set are in line with the trajectories modelled by these scenarios in the areas where we owned real estate in 2021. The emission reductions have been modelled using the CRREM assessment tool version 1.093. Compliance of the emission reduction target with the 1.5°C target was not verified when setting the target.

The monitoring of the target is based on the results of a greenhouse gas emissions calculation carried out in collaboration with the external service provider, the initial data of which consisted of energy consumption figures reported by the asset managers. Ilmarinen's performance is in line with the target we have set, and we reached our 2030 target during the previous reporting period in 2023. The carbon intensity of the portfolio continued to decrease in 2024, mainly as a result of the decarbonisation of the energy sector and the choices made at the sites to switch to the acquisition of renewable electricity certified with guarantees of origin.

Use-phase energy intensity in the real estate portfolio

We monitor the energy intensity of the foreign real estate portfolio, i.e. the fuel, electricity and heat consumption per gross floor area ($kgCO_2e$/gross square metre) managed by the owner during the use of the properties. The target setting covers Ilmarinen's foreign joint ventures, excluding residential properties. The initial data for the calculation of the energy inventory of the real estate portfolio has been further specified during the target period, which also affects the comparability of the intensity figures.

When setting our target level, we examined the regional and property type-specific property energy consumption reduction scenarios in accordance with the 2°C target of the Carbon Risk Real Estate Monitor (CRREM). The targets we set are in line with the trajectories modelled by these scenarios in the areas where we owned real estate in 2021. The target trajectories have been modelled using the CRREM assessment tool version 1.093.

The monitoring of the target is based on energy consumption figures reported by the asset managers. Ilmarinen's performance is in

Certification rate in the real estate portfolio

Target	Unit	Portfolio	Base year	Baseline value	2024	Change from base year	Target 2025	Target 2030
LEED and BREEAM certification rate	per cent of the portfolio's net asset value	Foreign commercial joint ventures	2021	55%	31%	-44%	90%	95%

line with the target we have set, and we reached our 2030 target during the previous reporting period in 2023. The achievement of the target has been made possible by projects aimed at improving energy efficiency, such as extensive lighting system upgrades, the optimisation of energy management and the raising of environmental awareness among property users.

Share of properties in the scope of GRESB reporting in the real estate portfolio

We monitor the share of the foreign real estate portfolio included in the scope of the Global Real Estate Sustainability Benchmark (GRESB) reporting in relation to the net asset value of the portfolio on an annual basis, aiming for reporting covering the entire portfolio by 2030. GRESB is an international sustainability benchmark that measures the sustainability of real estate funds and investment companies at the level of the entire real estate portfolio. Ilmarinen participated in GRESB assessments for the first time in 2021. The target supports our key climate-related policy of basing decision-making regarding the portfolio on portfolio analytics whenever possible, also in terms of climate issues. The target setting covers Ilmarinen's foreign joint ventures and real estate capital funds for which the framework is applicable.

We have systematically increased our reporting coverage each year in line with our target trajectory, and we expect the value of reported properties to approach the volume of the entire portfolio in 2025.

Certification rate in the real estate portfolio

The certification rate of Ilmarinen's foreignl real estate investments is reviewed in relation to the net asset value of the portfolio, and we aim to gradually increase the share of certified properties to 95 per cent by 2030. We use the LEED (Leadership in Energy and Environmental Design) and BREEAM (Building Research Establishment Environmental Assessment Method) certification frameworks. In addition to energy efficiency and the utilisation of renewable energy, the certification process takes into account other viewpoints related to the climate impacts of the properties, such as the recycling of waste generated at construction sites or in properties, the carbon footprint from property maintenance and accessibility of the building by public transport. The target setting covers Ilmarinen's foreign joint ventures, excluding residential properties, for which the

Energy consumption and mix

	2024
Fuel consumption from coal and coal products (MWh)	0
Fuel consumption from crude oil and petroleum products (MWh)	0.1
Fuel consumption from natural gas (MWh)	0
Fuel consumption from other fossil sources (MWh)	0
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources (MWh)	39,417
Total fossil energy consumption (MWh)	39,417
Share of fossil sources in total energy consumption (%)	31%
Consumption from nuclear sources (MWh)	52,874
Share of consumption from nuclear sources in total energy consumption (%)	41%
Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.; MWh)	0.02
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	34,976
Consumption of self-generated non-fuel renewable energy (MWh)	1,278
Total renewable energy consumption (MWh)	36,254
Share of renewable sources in total energy consumption (%)	28%
Total energy consumption (MWh)	128,545

environmental classification systems we use are not appropriate.

In the certification process, an independent party assesses the performance of the sites and issues a certificate. The share of certified assets in the portfolio is currently not in line with the target trajectory we have defined. Alongside the actual number of certificates, changes to the value of our properties affect the calculation of the indicator.

Total greenhouse gas emissions

Scope 1 GHG emissions	2024
Gross Scope 1 GHG emissions (tCO_2e)	1,909
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0
Scope 2 GHG emissions	
Gross location-based Scope 2 GHG emissions (tCO_2e)	12,285
Gross market-based Scope 2 GHG emissions (tCO_2e)	10,970
Significant scope 3 GHG emissions	
Total Gross indirect (Scope 3) GHG emissions (tCO_2e)	1,454,061
1 Purchased goods and services	26,191
2 Capital goods	32,157
3 Fuel and energy-related activities (not included in Scope1 or Scope 2)	6,149
4 Upstream transportation and distribution	27
5 Waste generated in operations	1
6 Business travel	639
7 Employee commuting	405
8 Upstream leased assets	31
13 Downstream leased assets	8,694
15 Investments*	1,379,767
Total GHG emissions	
Total GHG emissions (location-based; tCO_2e)	1,468,255
Total GHG emissions (market-based; tCO_2e)	1,466,940

*Emissions calculated for Ilmarinen's government bond portfolio (2,626,351 tCO_2e) are not included in the portfolio emissions presented here (for additional information, see Key assumptions and initial data for the calculation, p. 80).

Energy intensity per net revenue

	2024
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/EUR million)	507

Energy consumption and mix (E1–5)

Ilmarinen's real estate business (NACE Section L) is classified as an economic activity in high climate impact sector under Delegated Regulation (EU) 2022/1288 supplementing the European Commission Regulation on sustainability-related disclosures in the financial services sector (SFDR Regulation). The indicators describing energy consumption have been calculated for electricity and district heat in Ilmarinen's Finnish real estate portfolio, for the procurement of which Ilmarinen is responsible, and the electricity and fuels consumed by Ilmarinen's vehicles. No separate fuels are used in Ilmarinen's properties.

In addition to guarantees of origin certificates for electricity procured by Ilmarinen, the energy source assumptions applied in the calculation are based on reports by local district heating companies and Statistics Finland's data on the biogenic share of energy content in vehicle fuels. The energy sources for the electricity used by Ilmarinen's electric vehicles are assumed to correspond to the residual mix of electricity production in Finland as reported by the Finnish Energy Authority (most recent data from 2023).

Energy procured by tenants has not been taken into account in the calculation. The reporting of the amount of self-produced renewable energy is limited to the production of solar power stations managed by Ilmarinen.

The monitoring of the indicators presented in this section has been validated by an external service provider. The energy consumption of properties is also reported to the Energy Efficiency Agreement monitoring system (TETS and VAETS).

Energy intensity based on net revenue

Ilmarinen's energy intensity, i.e. the total energy consumption of the real estate business, which

Value chain emission sources (Scope 3) considered in the calculation

Value chain emission sources considered in the calculation	
1 Purchased goods and services	
2 Capital goods	
3 Fuel and energy-related activities (not included in Scope1 or Scope 2)	
4 Upstream transportation and distribution	
5 Waste generated in operations	
6 Business travel	
7 Employee commuting	
8 Upstream leased assets	
13 Downstream leased assets	
15 Investments	
Value chain emission sources excluded from the calculation	**Grounds for exclusion**
9 Downstream transportation	Ilmarinen's business operations do not involve any transport paid for by customers.
10 Processing of sold products	Ilmarinen does not sell any products to be processed.
11 Use of sold products	Ilmarinen does not sell any energy-consuming products.
12 End-of-life treatment of sold products	Ilmarinen does not sell any products that cause waste.
14 Franchises	Franchising is not part of Ilmarinen's business model.

has been classified as a high climate impact sector, in relation to net revenue is presented in the table Energy intensity per net revenue. The definition and value of the net revenue used to calculate the energy intensity are consistent with the net revenue allocated to the real estate business in Ilmarinen's taxonomy reporting (see EU Taxonomy, pp. 50–55).

Gross scopes 1, 2, 3 and Total GHG emissions (E1–6)

Value chain and scope of calculation

The value chain taken into account in the calculation of Ilmarinen's greenhouse gas emissions covers not only Ilmarinen's own operations but also the supply chain partners and the company's widely diversified investment portfolio. In the calculation of greenhouse gas emissions for operations in 2024, more relevant emission sources than before were identified. They are all included in the reported results. There have been no significant changes in Ilmarinen's business operations or operating environment during the reporting period, but due to the redefinition of the calculation scope, the results are not comparable with the previous reporting period.

In addition to the company's vehicles, Ilmarinen's direct (Scope 1) and indirect (Scope 2) emissions from purchased energy includes the Scope 1 and 2 emissions of the parent company and the Scope 1 and 2 emissions of the Group's Finnish real estate subsidiaries and affiliated real estate companies. The Scope 1 and 2 emissions of Ilmarinen's other subsidiaries and participating interests have been taken into account in the greenhouse gas emission calculation of the investment portfolio (Scope 3, Category 15 Investments). A summary list of the relevant emission sources included and non-relevant emission sources excluded from the value chain calculation and the justification for the exclusions are included in the table Value chain emission sources (Scope 3) considered in the calculation.

Key assumptions and initial data for the calculation

The carbon footprint calculation methodology we apply is based on the requirements, principles and recommendations of the GHG Protocol Corporate Standard and the supplementary GHG Protocol guidelines on the implementation of organisation-level emission calculations. For the investment portfolio, the GHG Accounting and Reporting Standard for the Financial Industry of the Partnership for Carbon Accounting Financials (PCAF) has been taken into account in the calculation where applicable. The key initial data, assumptions and methods for calculating the emission sources of categories 1–13 of Scopes 1, 2 and 3 are summarised in the table Initial data, assumptions and emission factors used in the calculation of greenhouse gas emissions. Information about the calculation of the greenhouse gas emissions of investment portfolio other than direct real estate investments (Scope 3, Category 15 Investments) is described separately above.

The initial data for the calculation of the greenhouse gas emissions from Ilmarinen's own operations was collected by Ilmarinen's own employees. The energy consumption of Finnish properties is monitored in an energy management system of a service provider we use. Data gaps of the energy system have been supplemented with estimates, which are summarised in the table Initial data, assumptions and emission factors used in the calculation of greenhouse gas emissions. A total of 30 per cent of the Scope 3 emission sources other than investments in Ilmarinen's value chain (Scope 3, Category 15) has been calculated using primary data from suppliers or other value chain partners. The quality of the initial data for investments (Scope 3, Category 15) is described separately in the sections below describing the related assumptions.

The calculation of emissions for listed equity and corporate bond investments and unlisted private equity and debt funds has been conducted using emission factor databases and the calculation platforms of external service providers. The calculation results are greatly influenced by the availability, quality and estimates of the emission data in the databases used. In addition, there may be inaccuracies or errors in the emission data reported by the portfolio companies, which our service providers try to control as far as possible.

The calculation of **listed equity and fixed income investments** is based on information reported by the portfolio companies within the limits set by availability. In addition to this information, service providers use estimates to supplement the reported figures in the absence of some or all of them. The emissions estimated by the service provider are based on modelling, which is based on the company's sector and financial data.

The calculation of the emissions of listed equity and corporate bonds takes into account all investments in the service provider's database, and the coverage of the calculation is 95 per cent of the value of the investments in the asset class. The calculation of the greenhouse gas emissions of Ilmarinen's listed equities and corporate bonds takes into account the Scope 1 and 2 emissions of the investments.

The emission data for **unlisted private equity and debt funds** is either reported by the funds' asset managers or estimated by the service provider and based on modelled data more often than the listed portfolio. The investor has no visibility regarding the evaluation methodologies applied by the asset managers, which reduces the comparability of the results. The database of the service provider we use covers the private equity, infrastructure and debt funds in our portfolio. Direct unlisted equity investments, direct investment loans and co-investments have been excluded from the calculation. With this limitation, the coverage of the calculation is 51 per cent of the value of the investments covered by the service provider's database.

The PCAF's GHG Accounting and Reporting Standard for the Financial Industry, which we follow in other asset classes,, does not define any approach to non-listed investment funds. In the absence of other guidelines, the calculation methodology of the service provider is applied. Ilmarinen's share of the greenhouse gas emissions of each investment is calculated by multiplying the reported emissions by Ilmarinen's share of ownership in the investment. The applied Ilmarinen's share of ownership is, as a rule, the ratio of the fair market value of Ilmarinen's investment to the enterprise value of the investment, using the data collected by the service provider. If the necessary initial data is not available, the emissions are allocated to Ilmarinen on the basis of the ownership share reported by the funds' asset managers. The calculation of the greenhouse gas emissions of Ilmarinen's unlisted private equity and debt fund investments takes into account the Scope 1 and 2 emissions of the investments.

Similarly to other fixed income investments, the calculation of the emissions of **sovereign debt investments** has been conducted by utilising the external service provider's database and a calculation model for greenhouse gas emissions allocated to the sovereign. The calculation includes significantly higher uncertainties than the company-level calculation, and the results should be considered indicative. Emission data for sovereigns has been assessed by utilising surveys carried out by the service provider and public sources, such as the World Input-Output Database and the statistics of the International Monetary Fund and the World Bank. The calculation of the sovereign bond portfolio complies with the methodology of the PCAF GHG Accounting and Reporting Standard for the Financial Industry, where the results include the climate impact of the land use sector (LULUCF). In addition to greenhouse gas emissions, it includes their removal.

In Ilmarinen's greenhouse gas emission calculation, the emissions from sovereign bonds are reported as a separate result in the table Total greenhouse gas emissions from Ilmarinen's reported total carbon footprint. The coverage of the calculation is 100 per cent of the value of the sovereign bond portfolio. Investors widely apply this practice, as the emissions allocated to sovereign bonds overlap with the emissions from the operations of companies in a global investment portfolio.

The initial data for the calculation of the emissions from **foreign real estate investments** has been compiled by the asset managers and is mainly based on measured consumption figures in Ilmarinen's joint ventures. All properties among our completed and operational joint ventures are included in the calculation, except for residential properties in the United States. In addition, unlisted real estate funds and real estate debt are excluded from the calculation. Listed investments have been taken into account in the calculation of the emissions for listed equities and corporate bonds. With this limitation, the coverage of the calculation is approximately 35 per cent of the net asset value of the asset class. The calculation complies with the guidelines of PCAF's GHG Accounting and Reporting Standard for the Financial Industry, and the carbon footprint of the portfolio takes into account Ilmarinen's share of ownership in each property. The emission factors used in the calculation are from the most recent available publications of the Association of Issuing Bodies (AIB), local energy producers, government agencies and DEFRA.

Initial data, assumptions and emission factors used in the calculation of greenhouse gas emissions (1/2)

Emission source		Initial data and key assumptions	Emission factor sources
Vehicles	Scope 1 and 2	Measured fuel and electricity consumption of vehicles has been utilised in the calculation.	UK Department for Environment, Food & Rural Affairs (Defra), Statistics Finland
Refrigerants	Scope 1	Emissions from refrigerant leaks have been estimated to correspond to the annual filling volumes.	UK Department for Environment, Food & Rural Affairs (Defra)
Electricity consumption	Scope 2 and 3, Categories 8 and 13	The electricity consumption managed by Ilmarinen in properties owned by Ilmarinen has been calculated using measurement data available from the energy management system. Missing data has been supplemented by applying data from energy performance certificates and the portfolio's average consumption level. Energy coefficients set out in the National Building Code of Finland have been applied in the assessment of the energy consumption of tenants in residential properties. In the market-based calculation, electricity certified with guarantees of origin procured by Ilmarinen has been calculated as zero-emission electricity. The electricity consumption of facilities leased by Ilmarinen for its own use has been estimated on a per square metre basis, applying specific energy consumption data from the service sector collected by Motiva. The emission factors used are the most recent values available on the reporting date.	Location-based: Statistics Finland Market-based: Energy Authority
District heat consumption	Scope 2 and 3, Categories 8 and 13	The district heat consumption managed by Ilmarinen in properties owned by Ilmarinen has been calculated using measurement data available from the energy management system. Missing data has been supplemented by applying data from energy performance certificates and the portfolio's average consumption level. The district heat consumption of facilities leased by Ilmarinen for its own use has been estimated on a per square metre basis, applying specific emergy consumption data from the service sector collected by Motiva. The emission factors used are the most recent values available on the reporting date.	Location-based: Statistics Finland Market-based: Local Power (district heat emission calculator)
District cooling consumption	Scope 2	The district cooling consumption managed by Ilmarinen in properties owned by Ilmarinen has been calculated using measurement data available from the energy management system.	Location-based: Helen Ltd Market-based: Helen Ltd, Fortum Corporation
Purchased goods and services	Scope 3, Category 1	Emissions from acquired products and services have been estimated on a cost basis, except for IT hardware and water for office premises, for which information about the number of devices and the property's measured water consumption has been used.	Exiobase (v. 3.4), IVL Swedish Environmental Research Institute, Helsinki Region Environmental Services Authority HSY
Fixed assets	Scope 3, Category 2	Emissions from investments recorded on the balance sheets of properties have been estimated on a cost basis, except for emissions from the construction of new buildings and renovation projects, for which lifecycle emissions calculated according to the method for the whole life carbon assessment of buildings of the Ministry of the Environment have been taken into account, covering emissions from the carbon footprint of construction during the product phase, transport and construction site activities (phases A1–A5).	Exiobase (v. 3.4), Emissions database for construction in the National Emissions Database CO2data

Initial data, assumptions and emission factors used in the calculation of greenhouse gas emissions (2/2)

Emission source		Initial data and key assumptions	Emission factor sources
Fuel and energy-related activities	Scope 3, Category 3	The amount of indirect emissions from energy procurement is equal to the amount of energy procurement taken into account in Scope 1 and 2 emissions. The amount of transmission losses in the calculation corresponds to national statistics on electricity and district heat.	UK Department for Environment, Food & Rural Affairs (Defra)
Transportation and distribution	Scope 3, Category 4	The calculation of emissions from transportation and distribution is based on emission reports submitted by service providers, which take into account emissions from the use of fuels and the value chain (the "Well to Wheels" or WtW emissions).	N/A
Waste	Scope 3, Category 5	Emissions from waste treatment at office properties have been calculated on the basis of the waste volumes in the service provider's accounting. The volume of wastewater from office properties has been estimated to correspond to the amount of domestic water consumed.	UK Department for Environment, Food & Rural Affairs (Defra), Helsinki Region Environmental Services Authority HSY
Business travel	Scope 3, Category 6	The calculation of emissions from air travel is based on emission reports submitted by service providers, which take into account emissions from the use of fuels and the value chain (the "Well to Wheels" or WtW emissions) and the radiative forcing impact. For other modes of transport, either kilometres driven or cost data has been used.	Exiobase (v. 3.4), UK Department for Environment, Food & Rural Affairs (Defra)
Employee commuting	Scope 3, Category 7	Conducted in 2024, Ilmarinen's commuting survey asked employees about the length of their commute and the modes of transport used. The responses have been used as the initial data for the calculation. In cases where a respondent stated that they used more than one mode of transport to get to work, the most emission-intensive mode was used in the calculation.	UK Department for Environment, Food & Rural Affairs (Defra)
Listed equity and corporate bond investments	Scope 3, Category 15	See pp. 79–80.	N/A
Unlisted private equity and debt fund investments	Scope 3, Category 15	See p. 80.	N/A
Government bond investments	Scope 3, Category 15	See p. 80.	N/A
Foreign real estate investments	Scope 3, Category 15	See p. 80.	N/A

Biogenic emissions of CO_2

In addition to fossil greenhouse gas emissions, Ilmarinen’s business operations cause biogenic carbon dioxide emissions. These emissions occur from the combustion of the fuel biocomponent of vehicles used by Ilmarinen or biomass used in the production of energy procured by Ilmarinen. Ilmarinen’s direct (Scope 1) biogenic emissions of CO_2 were 5 tCO_2 and indirect emissions from purchased energy 18,136 tCO_2 in 2024. The calculation result for delivered energy is based on the distribution of energy sources in Finnish energy production mix and the amount of biogenic emissions of CO_2 derived from it. Biogenic emissions related to the value chain (Scope 3) have not been assessed.

Consideration of guarantees of origin for electricity in the calculation of greenhouse gas emissions

All (100 per cent) of the electricity we procure for our own direct domestic real estate investments is CO_2-free and its origin has been verified with certificates of guarantee of origin. All (100 per cent) of this electricity is produced with nuclear power. In the calculation of market-based Scope 2 emissions, the electricity we procure has been taken into account as zero-emission. Ilmarinen has not purchased any guarantees of origin for the district heat consumed by its properties.

GHG intensity based on net revenue

Ilmarinen’s greenhouse gas intensity, i.e. total greenhouse gas emissions in proportion to net revenue is presented in the table GHG intensity in proportion to net revenue with a distinction between emissions derived from the location-based and market-based methods. The definition and value of net revenue used in the calculation of the greenhouse gas intensity are consistent with the net revenue in Table 24 Key figures in brief (p. 151).

GHG intensity per net revenue

	2024
Total GHG emissions (location-based) per net revenue (tCO2e/EUR million)	158
Total GHG emissions (market-based) per net revenue (tCO2e/EUR million)	157

3. Social information

S1 Own workforce

Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2, SBM–3)

The double materiality assessment identified the material impacts, risks and opportunities related to Ilmarinen's own workforce. They are described in more detail in the section ESRS 2 General Disclosures, under Disclosure Requirement SBM–3 Material impacts, risks and opportunities and their interaction with strategy and business model (pp. 34–38). The key findings are summarised in the table attached, which also includes comments on the management methods we use. These management methods are based on Ilmarinen's key personnel practices.

This sustainability report applies to all employees of Ilmarinen. In other words, the reported impacts, risks and opportunities relate to our entire personnel – including any temporary agency workers – instead of specific positions, groups of people or characteristics. In Finland, the Act on the Protection of Privacy in Working Life prohibits the collection of personal

Impacts	Risks and opportunities	Ilmarinen's management methods
With flexible working hours and health-promoting measures and operating models, we can have a positive impact on the well-being and work ability of our employees. We offer opportunities to promote well-being at the workplace through effective dialogue. An inclusive and accessible work environment and the realisation of pay equality have a positive impact on both well-being and the corporate culture. Investments in the development of capabilities improve our ability to respond to the changing working life needs and to influence coping at work.	There is a financial risk due to the homogeneous nature of the personnel and management. If realised, risks related to the safety and health of employees could affect the employer image and be reputationally damaging. A poor work-life balance caused by the employer could lead to additional costs for the employer in the form of absences due to illness or a higher employee turnover rate. We can influence the productivity of work by ensuring a safe and healthy work environment. High personnel satisfaction boosts continuity of the business and ensures a high work quality. Investments in accessibility and equal and non-discriminatory treatment at the workplace enable the recruitment of the best employees and thus generates financial benefits.	Taking care of the employees and providing occupational health care services and support are the most important means available to prevent and mitigate the essential negative health and safety impacts on employees. Ilmarinen takes these into account in the following ways, for example: • Considering employees as a key part of the strategy • Taking into account strategic work ability management as a whole • Providing comprehensive occupational health services • Offering flexible working hours, family leave and childcare support We strive to increase the diversity and equality of the personnel by developing our recruitment process and investing in an accepting and inclusive corporate culture. Other tools used include: • Equality and non-discrimination plan • Remuneration policies and related reporting • Work community development plan • Study path and know-how compass • Whistleblowing channels • Ilmarinen Way

data, which is why we do not report on the data points concerning persons with disabilities.

Our employees work only in Finland, which means that the impacts on our own workforce do not spread any wider. There are good mechanisms and opportunities for monitoring work done in Finland, i.e. we are able to ensure that forced and child labour are not used. As we do not have any employees working elsewhere, there is no risk of such labour.

The impacts are material in terms of our business model and strategy, as they directly influence our operational efficiency and sustainability in the long term. The impacts associated with our own workforce are the result of our own operations, and they are not related to any other parties in the value chain or any business relationships. They influence us in the long term, and the long-term target in our strategy is to be one of the best workplaces in Finland.

Policies related to own workforce (S1–1)

The personnel play a key role in the implementation of Ilmarinen's strategy. We strengthen our competence to meet future requirements and create best practices for the changing working life. The operating principles approved by Ilmarinen's Board of Directors apply to all Ilmarinen employees.

In our human rights commitment, we commit to respecting internationally recognised targets related to human rights:

- The International Bill of Human Rights
- The UN Guiding Principles on Business and Human Rights (UNGP)
- The OECD's guidelines for multinational corporations
- The International Labour Organisation's (ILO) Declaration on Fundamental Rights and Principles at Work

Ilmarinen's human rights commitment is not fully compliant with all the requirements of the above-mentioned documents yet.

We are also committed to respecting the freedom of association and the right to collective bargaining, as well as the right not to be subjected to discrimination, child labour or forced labour in one's profession and at work. If we recognise any negative human rights impacts caused by our operations, we strive to take the appropriate corrective measures within the limits permitted by legislation. We expect the same from our suppliers.

A document on Ilmarinen's key personnel practices has been prepared in the name of openness and equal treatment. It is available on the intranet and on Ilmarinen's website. The practices apply to all employees of Ilmarinen regardless of the duration of their employment relationship, the form of employment, the place of work or position, and they comply with the internationally recognised guidelines and principles. The practices are based on personnel policies and principles approved by Ilmarinen's

Työvire and Työyhteisövire personnel surveys

We monitor the personnel experience through surveys such as Työvire and Työyhteisövire. They are used to survey the employees' experiences of working hours, occupational health and safety, supervisory work, workload, the sharing of information, the development of competence and management on a scale of 1 to 5. The survey results are discussed by the Executive Group, at meetings with the chief employee representatives and with the personnel. The Executive Group reviews the survey results and the open feedback. The survey results are also reported to the Board of Directors.

We conduct the Työvire and Työyhteisövire surveys using questionnaires offered by Ilmarinen which assess the company's work ability risk. We conduct the Työvire survey every two months. The result for each indicator in 2024 is the average of these different surveys. The Työyhteisövire survey is usually conducted once a year.

Survey invitations are sent by email, and the employees reply via personal links. Those who have not replied are sent at least one reminder. The response rate to Ilmarinen's surveys varies between approximately 70 and 80 per cent, which gives a reliable idea of the company's situation. The indicators are based on research data on work ability management, but they have not been validated from the perspective of the sustainability standard.

Board of Directors and guidelines approved by the company's management.

Workload management

Workload was identified as one potential impact on the personnel. Ilmarinen uses a strategic work ability management system to support the achievement of the strategic targets and to identify, anticipate and prevent future work ability risks. Our strategic work ability management focus areas are:

- A mentally and physically safe working environment
- Prioritisation, resourcing and smoothness of work
- Supporting the personnel during changes and ensuring their competence

The strategic work ability management system was built based on discussions with supervisors in each line and function, as well as Ilmarinen's specialist teams, the occupational safety and health committee and employee representatives. The HR function is responsible for the implementation of the system under the management of the Vice President, People and Communications. We have also prepared a system description of strategic work ability management in accordance with the standardised Work Disability Management System created in Canada.

Focusing on both mental and physical safety

We prevent discrimination and harassment: the guideline on preventing inappropriate behaviour has been highlighted at personnel events held in connection with workplace surveys. The guideline is also available on the intranet.

In our statutory equality and non-discrimination plan, equality means that all Ilmarinen employees are equal regardless of gender, gender identity, gender expression, age, ethnic or national origin, citizenship, language, religion or beliefs, opinions, disability, state of health, sexual orientation or any other personal characteristics. The plan is updated every two years. It is discussed by the cooperation group and the Executive Group, and approved by the President and CEO.

Our equality and non-discrimination plan states that in Ilmarinen, everybody must be treated in a respectful and equal manner. Naturally, this also applies to particularly vulnerable groups, which is why no specific policy commitments have been made. We require equal and fair treatment of different employee groups and those in different family situations. At the end of 2024, one report of harassment was received through Ilmarinen's internal whistleblowing channel. It is currently at the preliminary investigation phase. It has not resulted in any fines or damages so far.

The work done in Ilmarinen is mostly specialist work done at the office. Accidents at work are mitigated, however: the occupational safety and health action plan was updated in September 2024 with operating principles to prevent occupational accidents. Meant for the entire personnel, operating principles on physical safety and emergencies have been published on the Ilmarinen intranet. They are approved by the Executive Vice President, People and Communications. The employees are provided regular training on the topics covered by the operating principles. In addition, an online course on physical safety and emergencies is mandatory for everyone. The employees must complete the course on a regular basis, and this is also monitored and any failures to complete the course of time are addressed.

There were two occupational accidents in 2024. This figure does not include accidents that took place while commuting between one's home and workplace. There were no fatalities due to occupational injuries or health issues.

Processes for engaging with workers (S1–2)

We take the perspectives of our own workforce into account in all measures aimed at managing the impacts on them. As the majority of the employees work in the same office in Helsinki, direct interaction between the management and personnel is possible. The engagement is maintained by both regular communication between employee and employer representatives and using other means.

- Ilmarinen's cooperation group promotes cooperation and engagement between the personnel and management. In addition, it promotes the personnel's access to information and their possibility to influence common issues. The group consists of the chief employee representatives, the chairperson of the association of professionals, the occupational safety delegate, the President and CEO, the Executive Vice President, People and Communications, and a representative of the HR function. The group meets at least four times a year.

- In addition, the Executive Vice President, People and Communications and the chief employee representatives meet once a month to discuss current HR matters concerning Ilmarinen.
- A representative elected by the personnel from among themselves is a member of Ilmarinen's Executive Group.
- The personnel's experiences and opinions are enquired to support decision-making, and the effectiveness of the engagement is assessed through various surveys. The most frequent survey is the Työvire survey (six times a year). In 2024, a sustainability survey, an equality and non-discrimination survey and a survey on occupational safety risks and occupational safety and health were also conducted.
- Issues that have a direct impact on the safety and health of an employee and the local work community are discussed between the affected employee, the work community and the supervisor. More extensive issues are discussed by the Occupational Safety and Health Committee.

Engagement is ensured by the Executive Vice President, People and Communications and the personnel representative in the Executive Group. They also ensure that any and all necessary matters emerged during the engagement are taken into account in the preparation of Ilmarinen's operating methods.

Occupational safety and health promotes engagement

In Ilmarinen, the purpose of occupational safety and health is to:

- Improve interaction between the employer and employees
- Make it possible for the employees to participate in and influence the handling of matters concerning safety and health at the workplace
- Monitor the safety and health of the employees
- Where necessary, propose improvement measures

Occupational safety and health is implemented together by the employees, supervisors, management, the Occupational Safety and Health Committee and the rescue organisation:

- The Occupational Safety and Health Committee consists of the occupational safety delegate and two deputy delegates, the occupational safety officer, two other employer representatives, two occupational safety and health ombudsmen and the chief employee representatives. The Occupational Safety and Health Committee supports supervisors and employees in the implementation of occupational safety and health.
- The rescue organisation consists of the director appointed to the task and their deputies, as well as the occupational safety and health managers and supervisors, for whom training on rescue topics is provided annually.

Processes to remediate negative impacts (S1–3)

Concerns can be reported and problems are addressed

Ilmarinen employees have access to the misconduct whistleblowing channel for reporting violations of the regulations applicable to Ilmarinen and the internal guidelines. The employees also have access to the discrimination and harassment whistleblowing channel for reporting observations and experiences of discrimination and harassment.

The whistleblowing channels and grievance mechanisms are described in more detail in the section on whistleblowing reporting channels in Chapter G1 Business conduct, of this sustainability report (p. 98).

Ilmarinen has operating models for situations that may lead to negative impacts on the personnel. These are communicated to the entire personnel on the intranet, highlighted during the workplace survey employee events and described in the Ilmarinen employee handbook available on the intranet. Any non-conformances are addressed in the manner appropriate for the individual case and in accordance with the agreed operating process.

If Ilmarinen is involved in any incidents that have a negative impact on its own workforce, the due diligence process will be followed:

- The issue will be discussed by consulting the affected party and other members of the work community
- The situation will be assessed together with internal and, if necessary, external specialists
- The aim is to remedy the situation as quickly as possible and to prevent its recurrence
- The impact of the corrective measures will be monitored

- Depending on the case, internal or external communication on the issue will take place, as appropriate

We use the equality and non-discrimination survey to assess whether the employees are aware of and trust the structures and processes described above.

Measures related to impacts, risks and opportunities (S1–4)

We implement preventive, corrective and mitigating measures

Support from the work community is an important part of supporting the well-being and work ability of the employees. If the work community encounters essential health and safety risks or opportunities, the HR function or external service providers will provide support as necessary. If the employees are negatively impacted by the future transition to a more sustainable economy – through the conditions of the facilities, for example – mitigating practices will be considered and communicated to the personnel.

The early support model is used to support the work ability of employees as early as possible, promoting or restoring their work ability and preventing disability. This approach can be used to respond to any negative impacts on Ilmarinen's own workforce.

Occupational health care is arranged in partnership with a large occupational health care service provider. To ensure high quality, a competitive bidding on the partnership is regularly arranged. Through the occupational health care services, we offer our employees a wide range of preventive services and services to treat illnesses. The service package is modified as necessary so that we can effectively support the employees' work ability as early as possible. Health examinations are arranged via an electronic survey at the beginning of the employment relationship and then every three years, and supplemented with a health and work ability survey at the doctor's or nurse's office if necessary. Employees can also get a health examination at other times as needed, and invitations are sent more frequently as the retirement age approaches.

We arrange first aid training and emergency exercises for the employees. There are two defibrillators and other first aid supplies at the Ilmarinen office.

Support for mental health and coping

MIELI Mental Health Finland awarded Ilmarinen the Hyvän mielen työpaikka® (Good mental health workplace) label for the period 2024–2025, as it previously had for 2022–2023. The label is awarded in recognition of commitment to boosting employees' mental health.

The employees' mental health is supported by:

- Good management
- Open and confidential engagement
- Early support discussions
- A mental health mentor network
- Mental health services provided by the occupational health care services
- Low-threshold discussions with the occupational health care services

The aim is to increase ways of strengthening operating methods and structures that support people's mental health and to remedy any issues.

We also support coping by offering our employees a meal benefit at the staff cafeteria. The employees can also opt to receive a meal allowance instead.

Ilmarinen provides flexibility in reconciling work with other aspects of life by allowing working from home and offering flexible working hours and employee benefits.

We also support the physical well-being of our employees by offering the following, for example:

- Versatile sports facilities
- Guided sports classes and game clubs
- Campaigns encouraging physical activity
- Recreational and cultural benefits as employee benefits
- Projects supporting physical activity with the occupational health care services
- A bicycle benefit and shower facilities for commuters
- Facilities, equipment, guidance and encouragement for taking breaks from work
- Ergonomic workspaces which take into account the requirements of different work tasks

The work community development plan contains the key measures to support both capabilities and well-being at work. The plan is constantly updated. Work ability is supported by an annual voluntary work ability competition in which employees from different parts of the Ilmarinen organisation gather together to reflect on topics related to work ability.

We monitor and assess impacts

We monitor the effectiveness of our measures by means of the Työvire and Työyhteisövire personnel surveys (see p. 88) and by the quarterly reporting of key personnel indicators to the Executive Group and the Board of Directors, for example.

The impacts of training and skills development are reflected in the improvement of the employees' competence. This is monitored as part of the reporting on the operations. We use the Työvire personnel survey to monitor the employees' opportunities to develop their competence.

The achievement of equality and non-discrimination is monitored by means of an extensive equality and non-discrimination survey carried out every two years and, in the years between surveys, in a more limited manner as part of the personnel survey. According to these studies, equality and non-discrimination have been excellently achieved in Ilmarinen. On a scale of 1 to 5, the achievement of gender equality received a score of 4.15. Non-discrimination was found to be achieved as follows:

- Achievement of equality among people of different ages 4.06
- Achievement of equality among persons in different types of employment relationships 4.01
- Achievement of equality in terms of personal characteristics 4.13

We detect areas that require improvement by focusing on the responses and perspectives of representatives of minority groups.

We survey and mitigate risks

Ilmarinen's business lines and support functions survey the operational risks associated with their operations once a year when planning their operations. Some of the targets with these risk surveys are to identify and create a jointly accepted understanding of the key risks of the operations and to highlight development measures to manage the risks.

Key personnel risk

The different parts of the Ilmarinen organisation have positions requiring highly specialised competence, which increases the risk associated with key personnel. This risk is mitigated by complying with a company-level continuity plan. As part of the continuity management process and the business impact analyses, the business lines and support functions identify key persons in their different processes and functions, and their deputies. Some of Ilmarinen's functions ensure the adequacy of skilled deputies by transferring personnel to new positions. If necessary, specialists are also transferred from development duties to operational positions if the disruption would otherwise be prolonged.

Personnel risk

In addition to an annual operational risk assessment, personnel risks are primarily monitored and surveyed as part of the operational management of business functions. The previously mentioned occupational safety risk survey and occupational safety and health survey are also used as aids in this work. Early intervention in sick leaves takes place in accordance with the model of early support. The occupational health care system supports supervisors by reminding them of the need for a discussion when an employee has exceeded the limit set for early support due to sick leave percentage.

In addition to the immediate supervisors, sick leaves are monitored by the HR function and the occupational health care services. This ensures that everyone receives the support they need in case of a change to their work ability. In the business functions, sick leave and key health indicators are monitored as part of regular business reporting.

Payment of wages

One of the most critical processes related to Ilmarinen's own workforce is the payment of wages. It has been secured by means of deputy arrangements, work instructions for the payroll process, continuity planning and a description of incident management processes. There is close cooperation with both external payroll accounting and the HR and pay system supplier.

We invest in personnel-related opportunities

The development of the competence of the personnel ensures both well-being at work and the increased competitiveness of the company. We produce positive impacts for our personnel through training opportunities and lectures provided by the employer.

During the annual development discussion with each Ilmarinen employee, a personal growth story is prepared, and it is used to plan and monitor the development of competence. Ilmarinen's know-how compass is utilised in the preparation of the growth story. It links the competence required by the strategy and the competence required by the business plan to personal development. On the skills marketplace available on the intranet, employees can share their competence with others.

The management monitors the impacts of its measures to manage the material impacts, risks and opportunities and ensures that its own practices do not cause or contribute to any material negative impacts for the employees. The means used to achieve this include regular Työvire personnel surveys, risk management descriptions of the business lines and support functions, the monitoring of the overall risk setting and a risk survey addressed to personnel.

Targets related to impacts, risks and opportunities (S1–5)

Our strategy includes the main sustainability targets for the personnel and the means to be used to reduce negative impacts and promote positive ones:

- Our strategic target is to be the most attractive working life partner, and the achievement of this target starts with our own team
- Our long-term target is to be one of the best workplaces in Finland
- We actively boost our capabilities to meet future requirements, create best practices for the changing working life and make our daily lives smooth through continuous improvement

We take care of the well-being of our personnel

All Ilmarinen employees (100 per cent) are covered by the occupational health and safety management system, which is based on statutory requirements and/or recognised standards or guidelines. For temporary agency workers, occupational health services are provided by their actual employer.

All Ilmarinen employees are covered by statutory social protection in case they become ill or unemployed, sustain an occupational injury or disability, or have a child or retire. We apply the collective agreement for the insurance sector, which safeguards better benefits than those laid down by law. As we only operate in Finland, there are no collective agreements outside the EEA. We also comply with the minimum wage requirements laid down in the collective agreement, i.e. pay our employees adequate wages.

We measure our progress

We manage the risks and opportunities associated with our own workforce by monitoring the status of our personnel using several different indicators. We measure progress against the figures for the previous year. Targets are set annually. The indicators have not been validated by a third party other than the verification service provider.

We monitor metrics such as the sick leave percentage, the disability frequency, and the number of accidents at work and during commutes. Each year, we set alarm limits for these indicators. If any of the alarm limits are exceeded, the underlying reasons are investigated in more detail and measures to improve the situation are considered.

The following questions in the Työvire personnel survey also assist in the management of risks and opportunities:

- Overall results of the Työvire personnel survey
- My immediate supervisor supports my success at work
- Employee Net Promoter Score (eNPS)
- My health will enable me to work in my current profession in two years' time
- I actively develop the capabilities needed in my work

The targets and actual scores of these indicators for 2020, 2022 and 2024 and the longer-term progress towards the targets are presented in the table Managing risks and opportunities related to own workforce and progress towards the adopted targets over time.

Most of the personnel targets are set by the HR function under the management of the Executive Vice President, People and Communications, taking into account the previous results. The Employee Net Promoter Score (eNPS) is a key indicator at the company level, which is why its target level is determined by Ilmarinen's Board of Directors based on a proposal by the Remuneration and Appointments Committee.

Some of the indicators are monitored during monthly reporting and others during quarterly reporting. The quarterly reporting indicators are reported to the management and the Board of Directors.

Information about personnel

The personnel metrics are described in the following tables. The system currently in place allows the determination of gender distribution only in terms of women and men. Once the system makes it possible to report information about the distribution of other genders as well, we will take it into account in our reporting.

Ilmarinen's non-employee workers consist of temporary agency workers. In 2024, 11 temporary agency workers worked for Ilmarinen. The figure is reported as the number of persons for the entire reporting period.

Figures and calculation methods used

The number of employees by gender and the employees' employment relationship types are reported as the number of employees at the end of the reporting period, on 31 December 2024.

During the reporting period, 83 employment relationships ended and the turnover rate of permanent employees was 6.9. The turnover rate includes permanent employment relationships that were terminated based on the employee's own request, dismissal and retirement, a total of 41 employment relationships. The number of terminated employment relationships has been divided by

Managing risks and opportunities related to own workforce and progress towards the adopted targets over time (scale 1–5*)

Target	Metric	Target 2024	Actual 2024	Actual 2022	Actual 2020**
Our strategic target is to be the most attractive working life partner, and the achievement of this target starts with our own team.	Overall results of Työvire personnel survey	≥ 4,0	4.2	4.2	4.2
	"My immediate supervisor supports my success at work"	≥ 4,2	4.2	4.2	4.2
Our long-term target is to be one of the best workplaces in Finland.	Employee Net Promoter Score (eNPS).	≥ 43	43.6	41.6	38
	"My health will enable me to work in my current profession in two years' time."	≥ 4,4	4.5	4.5	4.5
We will actively boost our capabilities to meet future requirements.	"I actively develop the capabilities needed in my work"***	≥ 4,2	4.2	4.1	

* Scale: 1: Completely disagree, 2: Somewhat disagree, 3: Neither agree nor disagree, 4: Somewhat agree, 5: Completely agree.
** Progress must be presented in the "longer term", which is why a medium-term limit of 5 years was chosen as the base year.
*** The statement "I actively develop the capabilities needed in my work" was added to the Työvire personnel survey in December 2022.

the average number of permanent employees. The number of terminated employment relationships and the employee turnover rate are reported as the number of persons at the end of the reporting period, on 31 December 2024. The calculations have not been validated by a third party other than the verification service provider.

When calculating the gender distribution of senior management, Ilmarinen's Executive Group was considered the senior management. All persons in an employment relationship with the company have been taken into account in the employee age distribution. These diversity indicators are reported as the number of persons at the end of the reporting period, on 31 December 2024.

When calculating employees covered by the collective agreement and employee representation, all persons in an employment relationship with the company except for those who were not covered by the collective agreement because they were working based on a director's agreement were included. All employees in an employment relationship with the company have been taken into account in the divider.

The number of employees by country is reported as the number of persons at the end of the reporting period, on 31 December 2024.

The indicators on education and skills development and the percentage of employees who took family leave were considered to include employees with whom performance and development discussions had been held at the end of the reporting period, training hours recorded in the HR system and family and informal care leaves. The number of employees in an employment relationship with the company according to the table Number of employees by gender was used as the divider.

When calculating the pay gap, the difference between the average gross hourly wages for all women and men in an employment relationship with the company at the end of the reporting period was divided by the average gross hourly wages for men. The total remuneration ratio at the end of the reporting period has been calculated as the ratio of the median of the earnings subject to tax withholding paid in 2024 to the total annual earnings of the person who received the highest earnings (639 persons, excluding the President and CEO). The earnings of those who started work in the middle of the year have been annualised to correspond to the earnings of the entire year.

Number of employees by gender*

	Number of employees in 2024
Male	250
Female	389
Other	N/A
Not reported	N/A
Employees total**	**639**

*The measurement has not been separately validated by an external service provider.

**The number reported in the financial statement is 640, as it includes the CEO.

Employment relationships*

Female	Male	Other	Not reported	Total
Number of employees				
389	250	N/A	N/A	639
Number of permanent employees				
370	232	N/A	N/A	602
Number of temporary employees				
19	18	N/A	N/A	37
Number of non-guaranteed hours employees				
24	13	N/A	N/A	37

*The measurement has not been separately validated by an external service provider.

Diversity metrics*

	2024
Gender distribution at top management** (male/female)	4/5
Gender distribution at top management (male/female), %	44/56
Employee age distribution, %	
Under 30 years, %	10.5
30–50 years, %	45.4
Over 50 years, %	44.1

*The measurement has not been separately validated by an external service provider.

**Executive Group

Collective bargaining coverage and social dialogue*

	Collective Bargaining Coverage	Social dialogue
Coverage rate:	**Employees in the EEA**	**Workplace representation**
0–19%		
20–39%		
40–59%		
60–79%		
80–100%	Finland	Finland

*The measurement has not been separately validated by an external service provider.

Number of employees by country*

	Number of employees in 2024
Finland	100%

*The measurement has not been separately validated by an external service provider.

Training and skills development metrics*

	2024
Employees who participated in regular performance and career development reviews, %	**79**
Female, %	79
Male, %	78
Average number of training hours per employee, h**	**40**
Female, h	41
Male, h	37

*The measurement has not been separately validated by an external service provider.

**Competence development is based on the idea of 70% on-the-job learning, 20% social/model learning, 10% training/coaching. The figure is based on the training/coaching entered into the HR system.

Incidents, complaints and severe human rights impacts*

	2024
Reported incidents (including harassment)	1
Number of complaints filed**	0
Paid fines/sanctions/compensation	0
Severe human rights incidents	0
Paid fines/sanctions/compensation	0

*The measurement has not been separately validated by an external service provider.

**Excluding the above

Family-related leave*

	2024
Employees entitled to family-related leave, %	100
Employees taking family leave, %	**4**
Female, %	39
Male, %	61

*The measurement has not been separately validated by an external service provider.

Remuneration metrics*

	2024
Average pay gap between men and women, %**	18
Highest paid person in relation to the rest of the workforce	14:1

*The measurement has not been separately validated by an external service provider.

**The wage gap is caused by the relative overrepresentation of women in lower-demand jobs. However, the salaries paid for the same job do not differ based on gender.

4. Governance information

G1 Business conduct

Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2, SBM–3)

Pysyvälle työkyvyttömyyseläkkeelle jää Suomessa joka vuosi 10 000 ihmistä. Lisäksi The double materiality assessment identified the material impacts, risks and opportunities related to Ilmarinen's own workforce. They are described in more detail in the section ESRS 2 General Disclosures, under Disclosure Requirement SBM–3 Material impacts, risks and opportunities and their interaction with strategy and business model (pp. 34–36). The key findings are summarised in the table attached, which also includes comments on the management methods we use. These management methods are based on our Code of Conduct and the due diligence process.

The identified impacts, risks and opportunities involve Ilmarinen's operations. The impacts are related to Ilmarinen's business model and strategy, which are based on the implementation of good governance and responsible decision-

Impacts	Risks and opportunities	Ilmarinen's management methods
The purpose of our business is to ensure that the insured receive the pension they have earned for their work, as well as to productively, safely and responsibly invest pension assets. This means that Ilmarinen's corporate culture and operating methods have a comprehensive and far-reaching impact on the level of social security and the sustainability of society. Trust in the sustainability of the pension cover as part of social security increases the level of security in society.	Good business practices and a strong corporate culture enable the building of sustainable long-term trust and the resulting competitive advantage. Any cases of corruption in Ilmarinen's own operations or as a result of funded operations could cause significant reputational damage and impact trust of the clients and authorities.	Our operations are guided by our values: responsibility, openness and shared success. We systematically create, build and assess our corporate culture in accordance with the Ilmarinen Way model we have created and by applying due diligence in all our operations. Among our operations, the most susceptible to corruption and bribery are investments, insurance sales and procurement. The risk is minimised by through policies, guidelines and training concerning Ilmarinen as a whole, as well as the monitoring of their implementation. In addition, the risk level is minimised through careful recruitment and by using the whistleblowing channel.

making. They have long-term implications. Ilmarinen is directly involved in the impacts through its administrative processes and management systems.

Business conduct policies and corporate culture (G1–1)

As a pension insurance company, our purpose is to ensure that our customers receive the pension they earn from their work. We comply with the laws, regulations and orders in force in all our operations. Respect for human rights is a key element of our operations: in our human rights commitment, we commit to respecting internationally recognised targets related to human rights. For example, we respect the human rights defined in the UN Declaration of Human Rights, such as freedom of opinion and religion, equality of people and the prohibition of discrimination. Ilmarinen is politically and religiously independent.

Our operations are also guided by our values: openness, responsibility and success through teamwork. We create, develop and assess our corporate culture in accordance with the Ilmarinen Way model we have built. Our goal is to harmonise our activities: to ensure our direction, to monitor and evaluate results, and to continuously improve and learn.

Our Code of Conduct is a summary of the principles and policies outlined by the Board of Directors. They are of a permanent nature, but the summary is updated as necessary. Our compliance function is responsible for the updates, and they is discussed by the Executive Group. The Code of Conduct is approved by the President and CEO.

More detailed company-level and function-specific internal guidelines have also been created to guide the daily work of Ilmarinen employees. Each of our employees is responsible for compliance with regulations that apply to Ilmarinen and official and internal guidelines, such as the principles of good governance, insofar as these are related to the role and responsibilities of the person in Ilmarinen. If problems arise, they must be addressed.

Ilmarinen employees must complete the training and online courses specified as mandatory. These training courses may apply to all Ilmarinen employees or to a specific group among them. In addition, a wide range of other training and online courses is available for the employees to improve their skills and competence.

Relationship with suppliers (G1–2)

We systematically manage our relationship with suppliers. The survey and selection of goods and service suppliers is a continuous process. By procurement, we refer to Ilmarinen's procurement of goods, services and intellectual property rights. We perform our procurement in accordance with laws, regulations and Ilmarinen's internal guidelines. The procurement principles and guidelines take into account Ilmarinen's Code of Conduct, the guidelines on related parties and the anti-corruption and anti-bribery principles. Through mandatory training and administrative processes, we ensure that conflicts of interest do not affect decision-making in Ilmarinen.

In our sustainability requirements for suppliers, we state that a precondition for establishing and maintaining a business relationship with Ilmarinen is that our suppliers commit to the same responsible operating practices as Ilmarinen and comply with good business practices in general. The requirements are attached to all invitations to tender and discussed during the agreement negotiations. We require our suppliers to comply with local legislation and international standards.

Special issues related to construction are discussed in more detail in separate guidelines for combatting the grey economy, while requirements concerning investment partners are discussed in Ilmarinen's principles of responsible and sustainable investment. We consider it important that our suppliers also take into account the environmental impacts that are material to their operations, regularly report on them and commit to reducing their negative environmental impacts.

Prevention and detection of corruption and bribery (G1–3)

We prevent corruption and bribery through measures such as our anti-corruption, anti-bribery and fair competition training, which is one of the online courses mandatory to all Ilmarinen employees. The training also covers all high-risk activities. If an employee cannot complete one of the training courses specified for them for a justified reason, they are nevertheless obliged to obtain the information required by their role and work duties in Ilmarinen. The Board of Directors and the Supervisory Board also complete the courses.

Corruption is also prevented by anti-corruption and anti-bribery principles and a whistleblowing channel through which any suspected cases of bribery or corruption can also be reported. Ilmarinen has a reporting procedure in place for gifts and hospitality, where the minimum limit for reporting is EUR 150. The procedure contributes to the prevention of corruption and bribery, as individual cases are assessed.

Should a high-risk event occur, such as a corruption case, it is always reported to the operational risk incident reporting system. These reports are investigated by an independent risk management function.

The functions most susceptible to corruption and bribery in our operations are investments, insurance sales and procurement. The risks are minimised by measures such as internal guidelines, training and the registration of gifts. In 2024, no corruption or bribery cases occurred in Ilmarinen, nor were any fines for corruption or bribery issued.

Whistleblowing channels

Ilmarinen employees and our external stakeholders have two whistleblowing channels at their disposal:

1. The first one is for reporting violations of the regulations and internal guidelines applied to Ilmarinen (misconduct). Instructions for using the channel are available on Ilmarinen's website and also on the intranet for the employees.
2. The second one, an internal channel, is for Ilmarinen personnel to report cases of discrimination and harassment. Instructions for this channel are available on the Ilmarinen intranet.

Reports can be submitted anonymously through both channels. The supplier of the WhistleB whistleblowing system is Navex. Information about reports is saved in the system supplier's cloud service.

Ilmarinen employees have been informed of the whistleblowing channels, and there is an online course on how to use them. In 2024, employees' awareness of and trust in these processes were assessed by means of an equality and non-discrimination survey.

Receiving and investigating reports

There is a dedicated investigation team for both whistleblowing channels. The team conducts a preliminary assessment and, if necessary, investigates the issue raised in accordance with its investigation plan.

1. The whistleblowing team to investigate reports submitted by Ilmarinen employees or third parties consists of representatives of Ilmarinen's compliance and internal audit functions, both of which are separate from the business operations. The compliance function reports to the Executive Vice President, General Counsel and the internal audit function to the President and CEO.
2. The investigation team for discrimination and harassment reports consists of the Executive Vice President, People and Communications and the HR manager responsible for occupational safety and health.

The purpose of the whistleblowing channels is to ensure that persons who detect or suspect misconduct can report the issue safely and that only designated investigation teams participate in the processing of the reports. In other words, access control to the channels is strict.

Ilmarinen's own whistleblowing employees are protected by having a limited number of people process the information. In addition, only those who are involved in the reported case are asked about the issue. The possibility to submit an anonymous report also protects the whistleblower. The whistleblowing team (the compliance and internal audit functions) conducts an impartial preliminary investigation of the suspected misconduct and, if necessary, a full investigation. A report of suspected misconduct can also be submitted through channels other than the whistleblowing channel. The report may concern issues such as corruption or bribery.

Reporting on whistleblowing reports

The compliance function annually reports on its activities directly to the Board of Directors, quarterly to the Board's Audit and Risk Management Committee and monthly to the President and CEO. More frequent reports may also be submitted if necessary. The annual compliance risk assessment covers all Ilmarinen's lines of business and key support functions. The number of reports on misconduct, discrimination and harassment and the measures to which they have led are reported to Ilmarinen's management and the Board of Directors and the Board's Audit and Risk Management Committee as part of the compliance report.

If the reported suspected case concerned the realisation of an operational risk or a near miss to be reported, the whistleblowing team will report it to the operational risk system together with the persons responsible for operational risks. The whistleblowing team decides on a case-by-case basis whether the results of the investigation should be reported or communicated to other parties in Ilmarinen or any third parties.

The whistleblowing channels are also described in Chapter S1–3 Processes to remediate negative impacts of this sustainability report (p. 90–91).

Political influence and lobbying activities (G1–5)

We primarily influence the development of our own operations as members of advocacy organisations: we are members of Finance Finland and the Finnish Pension Alliance TELA.

The Executive Vice President, People and Communications is responsible for public relations in the Executive Group. Ilmarinen is registered in the Finnish Transparency Register under record number KES-24-547-R. We do not make any political donations – either in cash or in kind.

During the current reporting period, two of the appointed members of Ilmarinen's Supervisory Board and seven of the appointed members of the Board of Directors work or have worked in public administration or a position of trust during the two years preceding their appointment, excluding corresponding positions in Ilmarinen.

Payment practices (G1–6)

We strive to pay all invoices on the due date set by the supplier, which is particularly important for small and medium-sized enterprises. The average term of payment for invoices received by Ilmarinen in 2024 was 21 days. There are no standard terms of payment. Ilmarinen has no pending legal proceedings due to late payment. We pay pensions and rehabilitation benefits on the first banking day of the month. The first payment of pensions and benefits granted retroactively is made as soon as possible after the decision has been made. These payments are made by Ilmarinen every weekday.

Calculation methods used

The average term of payment describes the entire Ilmarinen Group. To verify the correctness of the information, the term of payment was calculated using two different search criteria, both of which yielded the result of 21 days.

The first calculation was carried out according to the date on which the invoice was created. In this case, invoices received via the electronic invoice processing system in 2024 that had been transferred to accounting and paid by 2 January 2025 were examined. The second calculation was carried out according to the recording date, taking into account invoices that were assigned to the period 1 January to 31 December 2024 and paid by 2 January 2025.

The average term of payment was calculated by subtracting the invoice date from the invoice payment date.

The calculation has not been validated by a third party other than the verification service provider.

Financial statements 2024

Profit and loss account

€ million	Notes	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Technical account					
Premiums written	1	6,956.2	6,822.1	6,956.2	6,822.1
Investment income	3	12,466.9	18,446.0	12,528.7	18,369.3
Claims incurred					
Claims paid	2	-7,672.6	-7,210.2	-7,672.6	-7,210.2
Change in provision for claims outstanding					
Total change		-618.2	-857.1	-618.2	-857.1
		-618.2	-857.1	-618.2	-857.1
		-8,290.8	-8,067.4	-8,290.8	-8,067.4
Change in provision for unearned premiums					
Total change		-908.7	-3,211.6	-908.7	-3,211.6
		-908.7	-3,211.6	-908.7	-3,211.6
Operating expenses	4	-75.9	-75.1	-75.9	-75.1
Investment charges	3	-10,124.6	-13,893.2	-10,166.8	-13,737.8
Balance on technical account		23.2	20.8	42.8	99.5
Non-technical account					
Balance on technical account		23.2	20.8	42.8	99.5
Other income		0.0	0.0	0.0	0.0
Other expenses				-2.1	-2.1
Income taxes on ordinary activities		-10.3	-9.2	-10.4	-9.3
Profit/loss on ordinary activities		13.0	11.7	30.2	88.1
Appropriations					
Change in depreciation difference		-2.3	-1.0		
Minority interests				0.1	-0.1
Profit/loss for the financial year		10.6	10.7	30.3	88.0

Balance sheet 31 Dec

€ million	Notes	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
ASSETS					
Intangible assets	13				
Intangible rights		0.8	2.0	0.8	2.0
Other intangible assets		2.5	5.5	2.5	5.5
Goodwill on consolidation				9.4	11.5
		3.3	7.5	12.7	19.0
Investments	6				
Real estate	8				
Real estate and real estate shares		2,354.3	2,200.5	3,554.6	3,635.1
Loans to group companies		812.4	795.3		
Loans to participating interests		683.2	901.0	597.2	582.2
		3,849.9	3,896.8	4,151.8	4,217.3
Investments in group companies and participating interest	9				
Shares and participations in group companies	10	23.9	23.9		
Loans to group companies		30.8	30.8		
Shares and participations in participating interests	10	100.0	99.4	134.1	121.3
Loans to participating interests		11.0	11.0	11.0	11.0
		165.6	165.0	145.0	132.3
Other investments					
Shares and participations	11	35,388.1	32,257.2	35,421.4	32,257.2
Money market instruments		9,885.4	9,629.0	9,885.4	9,629.0
Loans guaranteed by mortgages		600.3	671.7	600.3	671.7
Other loans	12	445.5	742.9	445.5	742.9
		46,319.2	43,300.8	46,352.5	43,300.8
		50,334.7	47,362.6	50,649.3	47,650.4
Receivables					
Direct insurance operations					
Policyholders		716.1	1,035.1	716.1	1,035.1
Other receivables	14	2,179.6	2,908.8	2,165.0	2,908.7
		2,895.7	3,943.9	2,881.1	3,943.8
Other assets					
Tangible assets	13				
Furniture and fixtures		0.5	0.8	0.5	0.8
Other tangible assets		1.4	1.4	1.4	1.4
		1.9	2.2	1.9	2.2
Cash at bank and in hand		2,305.7	1,455.8	2,317.1	1,468.5
		2,307.6	1,458.0	2,319.0	1,470.7
Prepayments and accrued income					
Accrued interests and rent		192.1	274.7	192.7	275.3
Other prepayments and accrued income	15	82.9	80.4	86.8	84.1
		275.0	355.1	279.5	359.4
TOTAL ASSETS		55,816.4	53,127.2	56,141.6	53,443.3

Balance sheet 31 Dec

€ million	Notes	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
LIABILITIES					
Capital and reserves	16				
Initial fund		28.1	28.1	28.1	28.1
Other reserves					
Reserves under the Articles of Association		195.6	185.0	195.6	185.0
Other reserves				0.6	0.6
		195.6	185.0	196.2	185.6
Profit/loss brought forward				-63.5	-140.8
Profit/loss for the financial year		10.6	10.7	30.3	88.0
		234.4	223.8	191.1	160.8
Minority interests				2.6	2.6
Accumulated appropriations					
Depreciation difference		8.6	6.2		
		8.6	6.2		
Technical provisions	17				
Provision for unearned premiums		25,764.6	24,855.9	25,764.6	24,855.9
Provision for claims outstanding		24,877.9	24,410.6	24,877.9	24,410.6
		50,642.5	49,266.6	50,642.5	49,266.6
Liabilities					
Direct insurance operations		6.1	6.4	6.1	6.4
Other liabilities	18	4,528.1	3,427.4	4,899.6	3,805.3
		4,534.2	3,433.8	4,905.7	3,811.7
Accruals and deferred income	19	396.8	196.9	399.7	201.6
TOTAL LIABILITIES		55,816.4	53,127.2	56,141.6	53,443.3

Cash flow statement

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Cash flow from operations				
Profit/loss on ordinary activities	13.0	11.7	30.2	88.1
Adjustments				
Change in technical provisions	1,375.9	4,068.8	1,375.9	4,068.8
Impairments and revaluations on investments	620.1	127.4	653.5	-31.5
Planned depreciations	19.2	19.5	70.5	71.1
Other adjustments	-1,793.3	-2,859.7	-1,790.8	-2,861.3
Cash flow before change in working capital	235.0	1,367.6	339.3	1,335.3
Change in working capital				
Increase (-) / decrease (+) in non-interest-bearing short-term receivables	1,128.3	1,665.8	1,142.5	1,669.9
Increase (-) / decrease (+) in non-interest-bearing short-term liabilities	1,300.3	-2,428.1	1,292.2	-2,439.6
Cash flow from operations before financial items and taxes	2,663.6	605.3	2,774.0	565.6
Direct taxes paid	-10.3	-9.2	-10.4	-9.3
Cash flow from operations	2,653.3	596.2	2,763.6	556.2
Cash flow from investments				
Asset purchases (excl. financial assets)	-24,666.4	-24,866.3	-24,655.3	-24,929.1
Capital gains on investments (excl. financial assets)	22,863.1	24,604.7	22,738.3	24,705.5
Investments and gains on intangible, tangible and other assets (net)	0.0	-0.1	2.1	2.1
Cash flow from investments	-1,803.4	-261.7	-1,915.0	-221.6
Cash flow from financing				
Other profit distribution	0.0	0.0	0.0	0.0
Cash flow from financing	0.0	0.0	0.0	0.0
Change in financial resources	849.9	334.5	848.6	334.6
Financial resources at the start of the financial year	1,455.8	1,121.3	1,468.5	1,133.9
Financial resources at the end of the financial year	2,305.7	1,455.8	2,317.1	1,468.5

Accounting principles

The financial statements are prepared in accordance with the Accounting Act, the Limited Liability Companies Act, Act on Insurance Companies and the Act on Earnings-Related Pension Insurance Companies. The financial statements also comply with the Act on the Calculation of the Solvency Limits of Pension Providers and on the Diversification of Investments, the Decree of the Ministry of Social Affairs and Health on financial statements and consolidated financial statements of insurance companies, the Accounting Decree, the actuarial principles approved by the Ministry of Social Affairs and Health, and regulations and orders by the Financial Supervisory Authority.

Consolidated financial statements

In addition to the parent company, the consolidated financial statements cover all subsidiaries in which the parent company directly or indirectly exercises control, i.e. where the parent company holds more than half of the voting rights. On the balance sheet date, the parent company had 130 real estate companies and two other companies as its subsidiaries. The companies consolidated into the Ilmarinen Group are listed in the notes to the financial statements.

The consolidated financial statements are prepared by combining the profit and loss account, balance sheets and notes of the parent company and the subsidiaries, and eliminating inter-company receivables and liabilities, revenue and expenses, profit distribution and mutual shareholdings. Subsidiaries acquired during the year are consolidated as of their acquisition date and companies sold during the year are consolidated up to the date of sale. Minority interests are separated from the result and capital and reserves into a separate item.

Intra-group shareholding is eliminated using the purchase method. The resulting consolidation goodwill and negative consolidation difference are allocated to the assets of the subsidiaries and depreciated in accordance with their respective amortisation schedules. The portion of the consolidated goodwill that has not been allocated to assets will be expensed in 10 years and it has been entered under intangible rights in the balance sheet.

Impairment, reversal of impairment and revaluation on shares in the real estate subsidiaries have been reversed in the consolidated financial statements. The value of the real estate on the consolidated balance sheet has been compared with the current value in the valuation report and, if necessary, adjusted by recognising an impairment.

Material associated undertakings in which the Ilmarinen Group holds 20 per cent to 50 per cent of the voting rights are included in the consolidated financial statements using the equity method. We also consolidate associated undertakings in which Ilmarinen exercises significant influence even if the Ilmarinen Group holds less than 20 per cent of the votes carried by the shares. If the material associated undertaking is a joint venture, the balance sheet and profit and loss account items and notes are consolidated in proportion to the share of ownership. As a general rule, the associated undertakings prepare their financial statements using the same actuarial principles as the parent company. If this information is not available for an associated undertaking and the associated undertaking prepares its financial statements at current value or using the IFRS principle, these figures will be used in the consolidation. The treatment and valuation of associated undertakings' impairments and reversals of impairment matches the treatment applied to subsidiaries, as described in the previous paragraph.

Housing and real estate companies are not consolidated as associated undertakings. Their impact on the Group's result and unrestricted equity is minor.

The consolidated profit and loss account includes the Group's share of the results of the associated undertakings. On the consolidated balance sheet, the Group's share of an associated undertaking's cumulative income since acquisition is added to the acquisition cost of the associated undertaking.

Book value of investments

Real estate investments

Buildings and structures are recognised on the balance sheet at cost less depreciation according to plan or at current value, whichever is lower. The acquisition cost includes acquisition-related variable costs. Shares in real estate entities and land and water areas are recognised on the balance sheet at acquisition-related variable costs or the current value, whichever is lower. The values of some real estate investments have been written up in previous years. Depreciation according to plan is also deducted from the written-up portion of buildings, if recognised as income.

Shares and participations

Other shares and equity interests classified as investment assets are recognised on the balance sheet at at the lower of cost or current value. The acquisition cost of shares and equity interests is based on the average price of the asset class.

Fixed asset shares are valued at the original acquisition cost or probable selling price, whichever is lower. The acquisition cost is calculated using the FIFO method.

Money market instruments

Money market instruments are reported at the lower of acquisition cost. The difference between the nominal value and the acquisition cost is also recognised in the acquisition cost and accrued as interest income or deducted from the interest income over the remaining life of the instrument. The offsetting entry is recognised as an increase or a decrease in the acquisition cost of the instrument in question and presented in the notes.

The acquisition cost of money market instruments is based on the average price of the asset class.

Borrowed securities, short-sold securities and repurchase agreements

Information about securities borrowed and assets pledged as security for lending on the balance sheet date is presented in the notes to the financial statements. Short-sold securities are recognised on the balance sheet as current liabilities at the initial selling price or the repurchase price on the balance sheet date, whichever is higher.

Securities sold under repurchase agreements are included in the balance sheet and valued in accordance with the valuation rules for the asset class concerned. Payments received based on repurchase agreements are recognised on the balance sheet as current liabilities at the amount of the payment or the current value, whichever is higher. Securities purchased under repurchase agreements are not recognised on the balance sheet and are presented as collateral received in the notes to the financial statements. Payments made based on repurchase agreements are recognised on the balance sheet as current receivables at the amount of the payment or the current value, whichever is lower.

Receivables and impairment reversals

Investments regarded as receivables are recognised on the balance sheet at the nominal value or current value, whichever is lower. Previously recorded impairments on investments are reversed through the profit and loss account to the extent that the current value of investments has increased.

Tangible and intangible assets

Intangible assets and equipment are shown on the balance sheet at cost less scheduled depreciation and amortisation.

Contribution receivables and other receivables

Contribution receivables and other receivables are recognised on the balance sheet at the nomi-nal value or the probable realisable value, which-ever is lower. Overdue receivables are reduced by the provision for credit losses.

Derivatives

Derivative contracts are recognised on the balance sheet at the lower of cost or current value as receivables or liabilities.

Equity, fixed income, credit risk, commodity, raw material, inflation and currency derivatives were used during the financial year. No hedge accounting has been applied.

The daily variation margin payments for settled-to-market derivatives are recognised on the balance sheet as advance payments. A negative variation margin is recognised as an expense in the profit and loss account. A positive variation margin is not recognised as income.

For collateralised-to-market derivatives, the daily variation margin is recognised as cash collateral receivables or liabilities. A negative variation margin is recognised as an expense in the profit and loss account and impairment recognised in previous financial years is reversed through profit and loss to the extent that the current value has increased. A positive variation margin is not recognised as income.

The cash flow paid when opening options and credit default swaps is recognised as advance payments on the balance sheet under other receivables/liabilities. Upon maturity or closure, the advance payment is recognised in the result as a capital gain or loss.

The market price is used as the current value of derivative financial instruments. A more detailed description of the method of determining the current value of derivatives is presented in the notes to the financial statements under Off-balance-sheet guarantee engagements and liabilities.

Precautionary principle when recognising returns

Private equity fund returns under the claw-back obligation are recorded during the term of the fund as reported by the fund company, because any liabilities can be covered with the fund's assets or uncalled investment commitments. When the fund is wound down, the probable amount of possible liabilities is monitored when recording the returns.

Basis for planned depreciation

A depreciation plan has been used to determine depreciation. Depreciation according to plan on buildings and structures is calculated on a straight-line basis over the estimated useful life of the building from the acquisition cost per building and the recognised write-ups. Depreciation periods for new buildings and structures are as follows:

Residential and office buildings	50 years
Hotels, commercial and industrial buildings	40 years
Building components	10 years

Depreciation according to plan on intangible assets and equipment has been calculated on a straight-line basis from the acquisition cost per asset group over the estimated useful life of the asset group, using the following depreciation periods:

Intangible rights	3–5 years
Vehicles and computer hardware	5 years
Other equipment	10 years

Revaluation of investments

The values of land and water areas, buildings and securities can be written up. Offsetting entries for write-ups of assets classified as investments are recognised in the profit and loss account, and offsetting entries for write-ups of items classified as fixed assets are entered in the revaluation reserve. If a write-up proves unfounded, a related loss will be recognised in the profit and loss account and the revaluation reserve adjusted accordingly.

Write-ups on buildings are expensed in accordance with the applicable depreciation schedule. No write-ups of real estate took place during the financial year 2024.

Current value of investments and valuation differences

The notes to the financial statements itemise the remaining acquisition cost, book value and current value of investments recognised on the balance sheet. The difference between the remaining acquisition cost and book value is made up of write-ups on investments. The difference between the book value and current value indicates valuation differences not recognised on the balance sheet. The remaining acquisition cost of an investment refers to the difference between the initial acquisition cost and the accumulated depreciation and amortisation and accumulated impairments.

Real estate investments

The current value of real estate investments, as far as office premises are concerned, is defined on a property-by-property basis, primarily utilising the income value approach. The market approach, based on regional selling price statistics, is used to supplement this approach. Both the income value approach and the market approach are used in the determination of the current value of residential buildings. The intended use and condition of the property, existing leases and the current rent level on the market are also taken into account in the valuation. The valuations are made by external property valuers who are required to have a qualification that is universally recognised in the sector and who are changed at regular intervals. The valuation reports are reviewed with Ilmarinen's property specialists to take into account detailed observations and the properties' essential characteristics.

The value of investments in financial holding companies that own real estate and/or shares in real estate is determined at least annually based on the net asset value on the balance sheet date indicated by the financial holding company. In the absence of this information, the acquisition price or the most recent valuation available is used. If the investment includes both a share in the company and a liability component, the change in valuation is primarily taken into account in the value of the company's shares. The liability component is measured at nominal value, unless the company's financial position has weakened to the extent that it is insolvent or the threat of insolvency is imminent. The starting point for the valuation of real estate debt investments is the value of the capital or the probable value, whichever is lower.

Shares and equity participations

The year's last bid rate, or in the absence of this the last trading price, is used as the current value of listed shares. If the balance sheet date is not a trading day on the stock exchange or if a bid rate is not available, the last corresponding rate for the previous day will be used. Where the market value as described above cannot be considered reliable in terms of the real market value, an average weighted by the closing prices of the three preceding trading days or another realisable value that is considered likely can be used.

The price based on the fund's net asset value (NAV) reported by the fund management company, received through an external information service, is used as the current value of investment fund units. If the valuation cannot be obtained from the external information service, the most recent available fund unit value reported by the management company will be used. The current value of listed funds is the year's last bid quotation received from the external information service or, if this is not available, the most recent selling price. The current value of private equity fund units is the management company's most recent available cash-flow-adjusted estimate of the fund's current value (as a rule, from the end of the previous quarter) or, if this is not available, the acquisition cost.

The current value of other shares and equity interests is their acquisition cost or probable realisable value. Direct unlisted shares are valued at their current value. Current value refers to a reliable external estimate of the probable realisable value or, if such estimate is not available, the acquisition cost or other net asset value of a share.

Money market instruments

The current value of money market instruments is primarily based on market prices. If no market price is available or the investment's current value cannot be reliably determined, valuations by external parties are used or the current value is calculated using commonly accepted calculation models for market prices, or the acquisition price is used as the current value.

Technical provisions

The liability resulting from insurance contracts is recognised on the balance sheet under technical provisions. It consists of provisions for unearned premiums and claims outstanding. The provision for unearned premiums relates to the company's future liability for pension contingencies, and the provision for claims outstanding relates to its liability for pension contingencies that have already occurred. The provision for claims outstanding also includes the provision for pooled claims.

The technical provisions are calculated according to the actuarial principles confirmed by the Ministry of Social Affairs and Health.

The provision for unearned premiums comprises a provision for future bonuses, which is included in the solvency capital, and a provision for current bonuses, which includes the amount intended for distribution as customer bonuses to policyholders. The provision for unearned premiums also contains an equity linked buffer, the size of which depends on the average return of the pension providers' equity investments. Twenty per cent of the provision for claims outstanding and the provision for unearned premiums is tied to equity returns.

A separate mortality basis has been established for Ilmarinen regarding the LEL insurance portfolio. The Ministry of Social Affairs and Health required that if the mortality basis were to produce a loading profit that significantly differed from the TyEL mortality rate fluctuation, Ilmarinen would have to apply for an amendment of the actuarial principle. On 1 January 2023, Ilmarinen's old-age pension liabilities were dissolved to the provision for pooled claims as a result of an amendment of the mortality basis. At the end of 2023, the item was included in Ilmarinen's provision for pooled claims, which means that the amendment did not affect the total technical provisions in 2023. The item, including interest, was paid to the reserve for the division of costs in 2024.

Profit for the financial year

A pension insurance company's profit for the financial year in the income statement is determined based on actuarial principles confirmed by the Ministry of Social Affairs and Health in advance. The actuarial principles specify the allocation of the book result between provisions for future and current bonuses and reported net income in the income statement.

Solvency capital

Legislation determines solvency requirements for employment pension insurance companies, the implementation of which is supervised by the Financial Supervisory Authority. The company prepares for insurance and investment risks through its solvency capital. Solvency capital refers to the difference between assets and liabilities at current value. Ilmarinen's solvency capital consists of capital and reserves, accumulated appropriations, valuation differences and the provision for future bonuses. Intangible assets on the balance sheet and the items under chapter 7, section 16d, subsection 7 of the Act on Earnings-Related Pension Insurance Companies are deducted from the solvency capital. The solvency capital must meet the requirements laid down in the Act on Pension Insurance Companies.

The solvency capital is presented in the notes to the financial statements.

Taxes and deferred tax liabilities and assets

Taxes for the financial year and previous financial years are recognised in the profit and loss account on an accrual basis. Income tax on ordinary activities is tax at source on foreign investments.

Discretionary provisions and accelerated depreciation and amortisation are included in capital and reserves on the consolidated balance sheet, after deduction for minority interest; changes in these items are included in the reported consolidated net income for the financial year.

Ilmarinen does not include deferred tax liabilities and assets on the parent company's balance sheet or the consolidated balance sheet, nor does it deduct deferred tax liabilities from the company's solvency capital because the realisation of these liabilities and receivables cannot be considered probable in the financial statements or consolidated financial statements of an insurance company engaged in the statutory earnings-based pension insurance business.

Transactions denominated in foreign currencies

Transactions in foreign currencies are recognised at the rate quoted on the day of the transaction. Receivables and liabilities denominated in foreign currencies that are not settled at the end of the financial year and the current values of investments are translated into euro using the reference exchange rates published by the European Central Bank on the balance sheet date or, if the balance sheet date is not a day on which TARGET is open, the most recent rates preceding this day. Foreign exchange gains or losses arising during the financial year and at year-end are recognised as adjustments to related income and charges in the profit and loss account, or as investment income and charges if such gains or losses pertain to financing transactions.

Function-specific operating expenses and depreciation and amortisation

Operating expenses and depreciation and amortisation on equipment and capitalised expenditure are reported as function-specific items in the profit and loss account. Expenses related to claims administration and the maintenance of employees' work ability are included in claims paid, and expenses related to the management of investments are treated as investment expenses. Expenses related to the acquisition and administration of policies and administrative overhead charges are presented as operating expenses. Statutory charges are included in the administrative overhead.

Expenses incurred in other activities are recognised as other expenses. Planned depreciation on buildings is recognised as an investment expense.

Personnel pension arrangements

The pension cover for the personnel and persons holding positions of trust in the Board of Directors and the Supervisory Board is organised through TyEL insurance and supplemented with additional voluntary insurance policies. The pension arrangements for the management are described in the notes.

The pension expenditure for the financial year has been recognised as expenses on an accrual basis.

Key figures and analyses

Key figures and analyses depicting economic development are calculated and presented in accordance with the Financial Supervisory Authority's regulations on notes to financial statements.

The key figures and analyses on investment operations and solvency are presented at current values.

The ratio of net income from investments at current value to capital employed is calculated separately for each investment type and also on the total investment portfolio, taking into account the weighting of cash flows on a daily or monthly basis. The modified Dietz formula is used in the calculation, where the capital employed is calculated by adding to the market value at the start of the period each period's cash flows, weighted by the relative time remaining from the transaction date or middle of the transaction month to the end of the period.

The result at current value deviates from the result at book value. The largest differences are presented in the annual report under Ilmarinen's result and solvency.

1. Specification of premiums written

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Direct insurance				
TyEL basic coverage				
Employer contribution	4,561.4	4,482.4	4,561.4	4,482.4
Employee contribution	1,981.4	1,945.5	1,981.4	1,945.5
	6,542.8	6,427.9	6,542.8	6,427.9
YEL coverage	423.1	404.4	423.1	404.4
	6,966.0	6,832.3	6,966.0	6,832.3
Transition contribution to the State Pension Fund	-9.8	-10.2	-9.8	-10.2
Premiums written	6,956.2	6,822.1	6,956.2	6,822.1
Items deducted from premiums written				
Credit loss on outstanding premiums				
TyEL	-17.1	-15.3	-17.1	-15.3
YEL	-3.6	-3.1	-3.6	-3.1
	-20.7	-18.4	-20.7	-18.4

2. Specification of claims paid

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Direct insurance				
Paid to pensioners				
TyEL basic coverage	7,575.7	7,107.8	7,575.7	7,107.8
TEL supplementary coverage	54.0	53.3	54.0	53.3
YEL minimum coverage	625.6	582.1	625.6	582.1
YEL supplementary coverage	1.5	1.5	1.5	1.5
	8,256.8	7,744.8	8,256.8	7,744.8
Payments to/refunds from the provision for clearing PAYG pensions				
TyEL pensions	-230.4	-241.2	-230.4	-241.2
YEL pensions	-18.1	-7.6	-18.1	-7.6
Share of the Unemployment Insurance Fund insurance contribution and division of the costs of pension components accrued on the basis of unsalaried periods	-207.2	-172.3	-207.2	-172.3
YEL government share	-160.3	-147.0	-160.3	-147.0
State compensation pursuant to VEKL	-4.8	-4.0	-4.8	-4.0
	-620.8	-572.1	-620.8	-572.1
	7,636.0	7,172.7	7,636.0	7,172.7
Claims handling expenses	28.6	30.8	28.6	30.8
Expenses incurred from disability risk management	8.1	6.8	8.1	6.8
Total claims paid	7,672.6	7,210.2	7,672.6	7,210.2

3. Specification of net investment income

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Investment income				
Income from group companies				
Dividend income	3.4	2.1		
	3.4	2.1		
Income from participating interests				
Share of profit/loss of associated companies			35.4	23.6
Dividend income	16.9	14.4	0.2	0.2
Interest income	0.5	0.5	0.5	0.5
	17.4	15.0	36.1	24.3
Income from investments in real estate				
Share of profit/loss of associated companies			41.1	-75.7
Dividend income from other than group companies	20.7	10.8	23.2	13.2
Interest income				
From group companies	38.5	42.5		
From other than group companies	55.3	46.1	49.4	31.6
Other income				
From group companies	1.3	1.2		
From other than group companies	196.6	204.0	249.4	257.9
	312.2	304.7	363.1	227.0
Income from other investments				
Dividend income from other than group companies	603.7	560.8	603.7	560.8
Interest income				
From group companies	0.7	0.6		
From other than group companies	778.2	667.9	778.2	667.9
Other income from other than group companies	2,695.8	4,112.1	2,695.8	4,112.1
	4,078.4	5,341.5	4,077.7	5,340.9
Total	4,411.5	5,663.2	4,476.9	5,592.1
Impairment reversals	803.0	1,283.5	800.9	1,275.0
Capital gains	7,252.5	11,499.3	7,250.9	11,502.1
Total	12,466.9	18,446.0	12,528.7	18,369.3
Investment charges				
Charges on real estate investments	-171.0	-174.4	-109.7	-115.4
Charges on other investments	-2,719.6	-3,149.1	-2,719.6	-3,149.1
Interest charges and other charges on liabilities				
To group companies	-4.2	-4.6		
To other than group companies	-343.0	-509.6	-367.5	-532.4
Total	-3,237.8	-3,837.6	-3,196.8	-3,796.8
Impairments and depreciation				
Impairments	-1,423.1	-1,411.0	-1,454.4	-1,243.6
Planned depreciation on buildings	-14.7	-14.6	-65.9	-66.3
	-1,437.8	-1,425.5	-1,520.3	-1,309.9
Capital loss	-5,449.0	-8,630.0	-5,449.7	-8,631.1
Total	-10,124.6	-13,893.2	-10,166.8	-13,737.8
Net investment return in the profit and loss account	2,342.4	4,552.8	2,361.9	4,631.5

4. Profit and loss account item operating expenses

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Policy acquisition costs				
Commissions, direct insurance	5.8	5.4	5.8	5.4
Other policy acquisition costs	12.0	12.0	12.0	12.0
	17.8	17.4	17.8	17.4
Portfolio administration expenses	32.0	31.7	32.0	31.7
Administrative expenses				
Statutory charges				
Cost component of the Finnish Centre for Pensions	9.9	9.7	9.9	9.7
Judicial administration charge	1.1	1.0	1.1	1.0
Financial Supervisory Authority supervision fee	1.2	1.3	1.2	1.3
	12.2	12.0	12.2	12.0
Other administrative expenses	13.9	14.0	13.9	14.0
	26.1	26.0	26.1	26.0
Total	75.9	75.1	75.9	75.1

Total operating expenses by activity

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Claims paid				
Claims handling expenses	28.6	30.8	28.6	30.8
Expenses incurred from disability risk management	8.1	6.8	8.1	6.8
	36.6	37.6	36.6	37.6
Operating expenses	75.9	75.1	75.9	75.1
Investment charges				
Costs on real estate investment	4.0	4.5	4.0	4.5
Costs on other investment	26.9	28.4	26.9	28.4
	31.0	33.0	30.9	33.0
Operating expenses total	143.5	145.6	143.4	145.6

5. Specification of personnel expenses and members of corporate organs

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Personnel expenses				
Salaries and bonuses	48.5	49.2	48.6	49.2
Pension expenditure	9.1	8.9	9.1	8.9
Other social security expenses	1.1	1.8	1.1	1.8
Total	58.8	59.8	58.8	59.9
Salaries, bonuses and fringe benefits paid to management				
President and CEO	1.0	1.0	1.0	1.0
Board members and deputy members	0.4	0.4	0.4	0.4
Members of Supervisory Board and deputy members	0.2	0.1	0.2	0.1
Total	1.5	1.6	1.5	1.6

Pension commitments for the benefit of the executive management

In addition to the statutory earnings-related pension, the President and CEO is covered by voluntary unit-linked defined-contribution supplementary pension insurance. The age entitling to old-age pension under supplementary pension insurance is 65 years, or the minimum retirement age according to the Employees Pensions Act, Section 11, Paragraph 2, if it is lower than the age referred to. The annual contribution for the supplementary pension insurance is 20 per cent of the annual earnings on which the statutory pension is based. The insurance contribution for the President and CEO's defined-contribution supplementary pension was €221,744.18 in 2024. Statutory earnings-related pension contributions have been paid on the remuneration paid to the members of the Board of Directors and Supervisory Board.

Average personnel number during the financial period	593	589	593	589
Auditor's fee, KPMG Oy Ab				
Auditing and assurance on the sustainability report	0.3	0.2	0.4	0.3
Tax advice				0.0
Other services	0.0	0.1	0.0	0.1
Auditor's certificates and statements	0.0	0.0	0.0	0.0
Total [1)]	0.4	0.3	0.4	0.4

1) Includes value added tax that constitutes an expense for Ilmarinen

6. Current value of investments and difference between current and book value, parent company 31 Dec

€ million	Remaining acquisition cost 2024	Book value 2024	Current value 2024	Remaining acquisition cost 2023	Book value 2023	Current value 2023
Real estate investments						
Real estate	389.8	389.8	636.3	385.8	385.8	646.1
Real estate shares in group companies	837.3	841.5	1,467.7	847.6	851.8	1,523.9
Real estate shares in participating interests	785.6	785.6	1,114.6	605.8	605.8	929.4
Other shares in real estate	337.4	337.4	351.5	357.1	357.1	363.9
Loans to group companies	812.4	812.4	812.4	795.3	795.3	795.3
Loans to participating interests	609.6	609.6	617.6	833.0	833.0	834.2
Loans guaranteed by mortgages to participating interests	73.6	73.6	73.6	68.0	68.0	68.0
Investments in group companies						
Shares and participations	23.9	23.9	113.1	23.9	23.9	96.5
Loan receivables	30.8	30.8	30.8	30.8	30.8	30.8
Investments in participating interests						
Shares and participations	100.0	100.0	571.0	99.4	99.4	553.1
Loan receivables	11.0	11.0	11.0	11.0	11.0	11.0
Other investments						
Shares and participations	35,388.1	35,388.1	46,342.1	32,257.2	32,257.2	40,049.2
Money market instruments	9,885.4	9,885.4	10,103.6	9,629.0	9,629.0	9,777.2
Loans guaranteed by mortgages	600.3	600.3	608.5	671.7	671.7	673.7
Other loan receivables	445.5	445.5	450.3	742.9	742.9	743.8
	50,330.5	50,334.7	63,304.3	47,358.4	47,362.6	57,096.1
Remaining acquisition cost of money market instruments includes:						
The difference between the nominal value and acquisition cost, released to interest income (+) or charged to interest income (-)			20.1			-8.7
Book value comprises						
Revaluations entered as income			4.2			4.2
Difference between current and book value			12,969.6			9,733.4

6. Current value of investments and difference between current and book value, group 31 Dec

€ million	Remaining acquisition cost 2024	Book value 2024	Current value 2024	Remaining acquisition cost 2023	Book value 2023	Current value 2023
Real estate investments						
Real estate	2,659.1	2,667.8	3,591.5	2,660.7	2,670.1	3,621.2
Real estate shares in participating interests	535.7	535.7	736.4	562.8	562.8	798.2
Other shares in real estate	351.0	351.0	365.1	402.2	402.2	408.9
Loans to participating interests	523.6	523.6	531.6	514.2	514.2	515.4
Loans guaranteed by mortgages to participating interests	73.6	73.6	73.6	68.0	68.0	68.0
Investments in participating interests						
Shares and participations	134.1	134.1	605.1	121.3	121.3	575.0
Loan receivables	11.0	11.0	11.0	11.0	11.0	11.0
Other investments						
Shares and participations	35,421.4	35,421.4	46,375.4	32,257.2	32,257.2	40,049.2
Money market instruments	9,885.4	9,885.4	10,103.6	9,629.0	9,629.0	9,777.2
Loans guaranteed by mortgages	600.3	600.3	608.5	671.7	671.7	673.7
Other loan receivables	445.5	445.5	450.3	742.9	742.9	743.8
	50,640.5	50,649.3	63,452.2	47,641.0	47,650.4	57,241.6
Remaining acquisition cost of money market instruments includes:						
The difference between the nominal value and acquisition cost, released to interest income (+) or charged to interest income (-)			20.1			-8.7
Book value comprises						
Other revaluations			8.8			9.4
Difference between current and book value			12,803.0			9,591.2

7. Investments, parent company 31 Dec

€ million	Parent Company 2024	Parent Company 2024	Parent Company 2023	Parent Company 2023
BOOK VALUE, CURRENT VALUE OF DERIVATIVES AND VALUATION DIFFERENCE				
	Book value	**Current value**	**Book value**	**Current value**
Current value of non-hedging derivatives and valuation difference				
Other receivables	683.9	854.2	723.8	1,078.7
Other liabilities	-914.2	-538.1	-946.5	-442.9
Other prepayments and debts	-307.3	-252.6	-96.7	173.1
Book value and total value, total [1)]	-537.6	63.4	-319.4	808.9
Valuation difference, total		601.0		1,128.3
1) The current values of currency forward lines are interest-free				
BOOK VALUE, CURRENT VALUE OF SHORT SELLING AND VALUATION GAIN/LOSS				
	Book value	**Current value**	**Book value**	**Current value**
Other liabilities				
Liabilities on sold equity loans	-106.8	-103.9	0.0	0.0
Other receivables				
Repo receivables	107.1	107.1	0.0	0.0
Valuation difference, total		2.9		0.0

The Group's figures are the same as those of the parent company.

8. Real estate investments 31 Dec

€ million	Parent Company 2024	Parent Company 2024	Parent Company 2024	Group 2024	Group 2024
	Real estate and real estate shares	**Loans to group companies**	**Loans to participating interests**	**Real estate and real estate shares**	**Loans to participating interests**
Acquisition cost 1 Jan	3,028.7	795.3	1,086.5	4,720.1	767.4
Additions	439.0	93.1	299.6	484.2	299.6
Deductions	-214.5	-75.9	-498.3	-367.0	-265.4
Acquisition cost 31 Dec	3,253.1	812.4	887.9	4,837.2	801.6
Accumulated depreciation and amortisation 1 Jan	-217.2			-928.0	
Accumulated depreciation and amortisation on deductions and transfer	21.8			28.1	
Depreciation and amortisation for the financial year	-14.7			-66.5	
Accumulated depreciation and amortisation 31 Dec	-210.0			-966.4	
Impairments 1 Jan	-615.3		-185.6	-198.4	-185.3
Impairments on deductions and transfers				4.0	
Impairments for the financial year	-138.2		-74.0	-163.5	-74.0
Impairment reversals	60.4		54.9	32.8	54.9
Impairments 31 Dec	-693.0		-204.7	-325.1	-204.4
Revaluations 1 Jan	4.2			13.6	
Deductions				-4.8	
Revaluations 31 Dec	4.2			8.8	
Book value 31 Dec	2,354.3	812.4	683.2	3,554.6	597.2
Associated companies, the remaining consolidation 31 Dec 2024				2.0	

Owner-occupied properties and shares in real estate

€ million	Parent Company 2024	Group 2024
Remaining acquisition cost	11.4	26.4
Book value	11.4	26.4
Current value	18.7	34.0

9. Investments in group companies and participating interests 31 Dec

€ million	Parent Company 2024	Parent Company 2024	Parent Company 2024	Parent Company 2024	Group 2024	Group 2024
	Shares and participations in group companies	Loans to group companies	Shares and participations in participating interests	Loans to participating interests	Shares and participations in participating interests	Loans to participating interests
Acquisition cost 1 Jan	23.9	30.8	140.6	11.0	130.6	11.0
Additions					36.8	
Deductions					-18.0	
Acquisition cost 31 Dec	23.9	30.8	140.6	11.0	149.3	11.0
Impairments 1 Jan	0.0		-41.2		-9.3	
Impairments for the financial year					-6.0	
Impairment reversals			0.6			
Impairments 31 Dec	0.0		-40.6		-15.2	
Book value 31 Dec	23.9	30.8	100.0	11.0	134.1	11.0

10. Shares and participations in group companies and participating interests 31 Dec 2024

Shares and participations in group companies	Domicile	Percentage of shares/votes
Real estate shares		
Housing and real estate companies are listed in the note 23		
Other		
Metsämassi Oy	Helsinki	100,00 / 100,00
METSÄRAHASTO II KY	Helsinki	100,00 / 00,00

Shares and participations in participating interests	Domicile	Percentage of shares/votes
Real estate shares		
Antilooppi GP Oy	Helsinki	50,00 / 50,00
Antilooppi Ky	Helsinki	50,00 / 00,00
Antilooppi Management Oy	Helsinki	50,00 / 50,00
Asunto Oy Eerikinkatu 43	Helsinki	24,32 / 24,32
Asunto Oy Espoon Jousi	Espoo	28,47 / 28,47
Asunto Oy Espoon Kaari	Espoo	26,15 / 26,15
Asunto Oy Espoon Sellonhuippu	Espoo	25,50 / 25,50
Asunto Oy Ruoholahdenkatu 24	Helsinki	20,41 / 20,41
BOC Frankfurt Management S.a.r.l.	Munsbach	49,00 / 49,00
Central Post I BV	Amsterdam	50,00 / 50,00
Cloud Office Holding BV	Amsterdam	49,00 / 49,00
Elielinaukion Kehitys Oy	Helsinki	20,00 / 20,00
EN Properties GP Oy	Helsinki	50,00 / 50,00
EN Properties I KY	Helsinki	89,29 / 00,00
ET-Hoivakiinteistöt Oy	Helsinki	40,00 / 40,00
HL Covent Garden	Bryssel	95,02 / 47,60
Hypo Fund Management I Oy	Helsinki	43,00 / 43,00
Hypo Fund Management II Oy	Helsinki	49,00 / 49,00
Hypo Fund Management IV Oy	Helsinki	35,53 / 35,53
ILMA Sarl	Senningerberg	49,50 / 49,50
Kauppakeskus REDI GP Oy	Helsinki	49,90 / 49,90
KSK Parking I Ky	Helsinki	49,90 / 00,00
KSK Redi Ky	Helsinki	49,90 / 00,00

Shares and participations in participating interests	Domicile	Percentage of shares/votes
Real estate shares		
Redi Parkki GP Oy	Helsinki	49,90 / 49,90
Keilaniemen kiinteistökehitys GP Oy	Helsinki	33,33 / 33,33
Keilaniemen kiinteistökehitys Strike Ky	Helsinki	33,33 / 00,00
Kiinteistö Oy Kauppakeskus Sello	Espoo	25,50 / 25,50
Kiinteistö Oy Kluuvin Pysäköinti	Helsinki	38,61 / 38,61
Kiinteistö Oy Selloparkki	Espoo	25,51 / 25,51
Kiinteistö Oy Tampereen Hiedanranta	Tampere	50,00 / 50,00
Kiinteistö Oy Vantaan Öljykuja 2	Helsinki	50,00 / 50,00
Lappeenrannan Villimiehen Vitonen Oy	Lappeenranta	50,00 / 50,00
Leppävaaran Hotellikiinteistö Oy	Espoo	25,50 / 25,50
Mercada Oy	Helsinki	33,33 / 33,33
New York Life Office Holdings LLC	Delaware	49,00 / 49,00
PH Buildings	Amsterdam	99,99 / 50,00
Porin Puuvilla Oy	Pori	50,00 / 50,00
PP Property Management Oy	Pori	49,00 / 49,00
SNI EURO Partnership I SCS	Senningerberg	49,90 / 49,90
SNI EURO Partnership II SCS	Senningerberg	49,90 / 49,90
Spektri Kiinteistöt GP Oy	Helsinki	31,86 / 31,86
Spektri Kiinteistöt Ky	Helsinki	31,84 / 00,00
Taivas Tysons Corner Inc	Delaware	50,00 / 50,00 (1
Tamina Homes, Inc.	Delaware	99,98 / 40,00
Tripla Mall GP Oy	Helsinki	38,75 / 38,75
Tripla Mall Ky	Helsinki	38,75 / 00,00
Wiggum Sarl	Munsbach	49,00 / 49,00
Sold		
Kiinteistö Oy Runoratsun Pysäköinti	Espoo	

1) Mutual Pension Insurance Company Ilmarinen's shareholding entitles to 100 per cent of the company's result, so consolidated as 100%.

10. Shares and participations in group companies and participating interests 31 Dec 2024

Shares and participations in participating interests	Domicile	Percentage of shares/votes
Other		
Arek Oy	Helsinki	24,26 / 24,26
Forest Company Limited/The	St. Peter Port	28,15 / 28,15
Navidom Oy	Espoo	25,00 / 25,00
Pohjantähti Keskinäinen Vakuutusyhtiö	Hämeenlinna	29,33 / 00,00
SSC Ahti Oy	Helsinki	50,00 / 50,00
SSC Esko Oy	Helsinki	50,00 / 50,00
SSC Kiisla Oy	Helsinki	50,00 / 50,00
SSC Lunni Oy	Helsinki	50,00 / 50,00
SSC Suula Oy	Helsinki	50,00 / 50,00
SSC Uikku Oy	Helsinki	50,00 / 50,00
SSC Ukko Oy	Helsinki	50,00 / 50,00
Tornator Oyj	Imatra	23,13 / 23,13

Other real estate shares and participations [2)]	Domicile	Percentage of shares
Herbert Park ICAV	Dublin	49.50
Ilmarinen Australian Holding Trust	Sydney	99.00
SNI Property Unit Trust	St. Helier	49.90
Seleth LP	St. Helier	98.00
S-Pankki Toimitila Erikoissijoitusrahasto	Helsinki	
Erikoissijoitusrahasto eQ Yhteiskuntakiinteistöt	Helsinki	

2) Of investments, holdings of more than €10 million are included in other real estate shares and participations

In addition to the parent company's holdings, also owned by the group	Domicile	Percentage of shares/votes
Espoon Markkinakadun Pysäköinti Oy	Helsinki	34,01 / 34,01
Espoon Puntaritien Pysäköinti Oy	Helsinki	23,91 / 23,91
Helsingin Hyväntoivon Parkki Oy	Helsinki	46,67 / 46,67
Kiinteistö Oy Arinaparkki Vantaa	Vantaa	24,41 / 24,41
Kiinteistö Oy Espoon Pegasos Pysäköinti	Espoo	23,56 / 23,56
Kiinteistö Oy Puustellinvuori	Espoo	38,75 / 38,75
Kuvastimentie 1 Huolto Oy	Espoo	30,46 / 30,46
Paikoitus 17114 Oy	Helsinki	23,96 / 23,96
Paikoitus ja Kansi 17115 Oy	Helsinki	25,26 / 25,26
Palveluyhtiö 17114 Oy	Helsinki	21,64 / 21,64

11. Holdings in other companies 31 Dec 2024

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Listed shares			
Domestic			
Administer Oyj	8.70	2.7	2.7
Aktia Bank Abp	1.23	8.3	8.3
Alma Media Oyj	4.08	25.7	36.9
Anora Group Oyj	1.91	3.7	3.7
Aspo Oyj	2.79	4.2	4.2
Betolar Oyj	5.01	0.8	0.8
Bioretec Oy	7.50	3.5	4.1
Bittium Oyj	3.63	4.1	8.2
Canatu Oyj	5.97	21.3	23.8
CapMan Oyj	4.90	7.7	14.8
Cargotec Oyj	2.36	33.7	78.1
Citycon Oyj	7.22	42.7	42.7
Detection Technology Oyj	3.02	2.3	6.7
Digia Oyj	9.91	6.3	17.7
Digital Workforce Services Oyj	4.95	2.2	2.2
Elisa Oyj	2.87	200.3	200.3
Enento Group Oyj	2.64	10.9	10.9
Enersense International Oyj	3.45	1.5	1.5
eQ Oyj	1.68	9.0	9.0
Etteplan Oyj	1.36	3.4	3.4
Evli Oyj	0.65	1.0	3.0
F-Secure Oyj	3.59	10.8	11.2
Finnair Oyj	1.36	6.2	6.2
Fiskars Oyj Abp	1.79	14.9	21.6
Fortum Oyj	2.26	274.6	274.6
Glaston Oyj Abp	7.31	4.8	4.8
Gofore Oyj	5.56	7.1	19.4
Harvia Oyj	1.44	2.2	11.5
Huhtamäki Oyj	3.59	126.6	131.9
Ilkka Oyj	2.38	1.9	1.9
Incap Oyj	4.18	2.1	12.7

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Kalmar Oyj	2.38	19.9	48.6
Kamux Oyj	1.81	1.9	1.9
Kemira Oyj	2.55	47.8	77.2
Kempower Oyj	0.91	4.9	4.9
Kesko Oyj	3.44	156.3	248.5
Kojamo Oyj	8.31	18.4	192.7
KONE Oyj	1.29	307.7	321.2
Konecranes Oyj	2.94	82.7	141.9
Koskisen Oyj	2.11	3.0	3.3
Kreate Group Oyj	4.73	3.0	3.0
Lamor Corporation Oyj	6.32	2.1	2.1
Lassila & Tikanoja Oyj	2.04	6.2	6.2
Lemonsoft Oyj	0.82	0.9	0.9
Lindex Group Oyj	1.21	5.2	5.2
Mandatum Oyj	3.03	57.4	68.3
Marimekko Oyj	4.87	8.5	23.9
Merus Power Oyj	3.39	1.0	1.0
Metso Oyj	3.21	184.2	239.5
Metsä Board Oyj	2.75	42.9	42.9
Nanoform Finland Oyj	1.08	1.2	1.2
Neste Oyj	2.56	238.0	238.0
Netum Group Oyj	3.66	1.2	1.2
NoHo Partners Oyj	2.24	3.7	3.7
Nokia Oyj	1.34	295.6	320.6
Nokian Renkaat Oyj	1.89	19.3	19.3
Nordea Bank Abp	0.88	286.6	323.7
Norrhydro Group Oyj	5.37	1.0	1.0
Nurminen Logistics Oyj	14.90	2.9	12.1
Olvi Oyj	3.34	12.9	20.1
Oriola Oyj	3.25	5.3	5.3
Orion Oyj	4.13	179.5	248.7
Orthex Oyj	5.97	5.3	5.3
Outokumpu Oyj	3.36	44.5	44.5

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Panostaja Oyj	6.94	1.4	1.4
Pihlajalinna Oyj	3.22	7.6	7.6
Ponsse Oyj	1.52	4.4	8.5
Puuilo Oyj	2.14	11.8	18.5
Qt Group Oyj	6.29	98.4	107.6
Raisio Oyj	1.06	3.6	3.6
Rapala VMC Oyj	0.75	0.6	0.6
Relais Group Oyj	0.84	1.1	2.0
Remedy Entertainment Oyj	0.54	1.0	1.0
Revenio Group Oyj	2.62	8.7	18.6
Robit Oyj	2.85	0.8	0.8
Sampo Oyj	1.29	256.1	272.6
Sanoma Oyj	2.49	31.2	31.2
Scanfil Oyj	1.65	2.4	8.9
Siili Solutions Oyj	7.53	3.4	3.4
Sitowise Group Oyj	2.99	3.3	3.3
Solteq Oyj	8.51	1.0	1.0
SRV Yhtiöt Oyj	11.44	9.1	9.1
SSH Communications Security Oyj	2.54	1.1	1.1
Stora Enso Oyj	2.90	222.0	222.0
Suominen Oyj	3.28	4.2	4.2
Talenom Oyj	3.53	0.6	6.5
Teleste Oyj	4.74	2.3	2.3
Terveystalo Oyj	4.24	45.0	56.5
Tietoevry Oyj	2.35	47.4	47.4
Tokmanni Group Oyj	2.96	16.4	21.1
Tulikivi Oyj	5.71	1.4	1.4
UPM-Kymmene Oyj	2.28	323.7	323.7
Vaisala Oyj	3.08	23.0	54.3
Valmet Oyj	3.92	157.6	169.0
Verkkokauppa.com Oyj	4.79	2.9	2.9
Viafin Service Oyj	3.15	0.8	2.2
Vincit Oyj	3.89	1.1	1.1
WithSecure Oyj	3.42	4.5	4.5

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Wärtsilä Oyj Abp	3.05	226.0	309.5
YIT Oyj	2.58	14.9	14.9
Other		1.3	1.9
Domestic total		4,439.5	5,402.9
Foreign			
Netherlands			
AerCap Holdings NV	0.03	3.6	6.0
Akzo Nobel NV	0.08	7.5	7.5
ASML Holding NV	0.06	76.5	151.1
BE Semiconductor Industries NV	0.01	0.8	1.0
Brembo NV	0.08	3.6	3.6
Euronext NV	0.11	11.7	11.8
EXOR NV	0.01	3.7	3.7
Ferrari NV	0.03	23.0	25.7
Ferrovial SE	0.05	9.7	13.6
Havas NV	0.05	0.8	0.8
Heineken NV	0.03	13.2	13.2
Koninklijke KPN NV	0.11	14.4	15.3
Koninklijke Philips NV	0.04	8.8	8.8
NN Group NV	0.03	3.4	3.4
Prosus NV	0.03	19.0	24.9
QIAGEN NV	0.07	6.6	6.6
STMicroelectronics NV	0.03	6.7	6.7
Wolters Kluwer NV	0.04	5.7	14.4
Australia			
Commonwealth Bank of Australia	0.00	1.6	2.6
National Australia Bank Ltd	0.00	1.4	1.7
Belgium			
Anheuser-Busch InBev SA/NV	0.03	25.8	25.8
Colruyt Group N.V	0.09	4.0	4.0
KBC Group NV	0.02	5.2	6.4
Syensqo SA	0.06	4.4	4.4
UCB SA	0.01	2.0	5.4

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Cayman Islands			
NetEase Inc	0.00	1.2	2.4
Curaçao			
Schlumberger NV	0.02	8.1	8.1
Spain			
Aena SME SA	0.02	4.1	6.9
Amadeus IT Group SA	0.03	6.4	7.9
Banco Santander SA	0.05	25.2	35.2
Cellnex Telecom SA	0.04	7.6	7.6
EDP Renovaveis SA	0.01	1.3	1.3
Iberdrola SA	0.06	34.9	49.0
Industria de Diseno Textil SA	0.02	19.1	30.1
Merlin Properties Socimi SA	0.01	0.6	0.8
Redeia Corp SA	0.05	4.6	4.6
Ireland			
Accenture PLC	0.01	25.7	32.2
AIB Group PLC	0.02	2.3	2.3
Aon PLC	0.01	5.2	9.1
Bank of Ireland Group PLC	0.03	2.4	2.4
CRH PLC	0.02	6.6	13.4
Eaton Corp PLC	0.02	22.1	30.4
Flutter Entertainment PLC	0.03	11.2	11.2
Johnson Controls International plc	0.02	7.2	7.9
Kerry Group PLC	0.06	8.9	9.7
Kingspan Group PLC	0.05	5.4	6.0
Linde PLC	0.02	29.1	46.4
Pentair PLC	0.02	2.4	2.4
Smurfit WestRock PLC	0.02	4.8	6.5
Trane Technologies PLC	0.01	2.4	9.4
Israel			
Check Point Software Technologies Ltd	0.01	1.3	2.5
Monday.com Ltd	0.06	6.8	6.8
Italy			
Brunello Cucinelli SpA	0.12	7.8	8.4

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Enel SpA	0.04	24.1	26.6
Moncler SpA	0.06	8.9	8.9
Prysmian SpA	0.04	3.6	7.4
Snam SpA	0.01	1.5	1.5
UniCredit SpA	0.03	19.4	20.1
Japan			
Advantest Corp	0.01	1.4	4.2
Ajinomoto Co Inc	0.04	7.9	8.7
Asahi Group Holdings Ltd	0.02	3.0	3.0
Asahi Kasei Corp	0.02	2.0	2.2
Astellas Pharma Inc	0.04	7.6	7.6
Bandai Namco Holdings Inc	0.08	9.5	11.7
Central Japan Railway Co	0.01	2.7	2.7
Chugai Pharmaceutical Co Ltd	0.01	8.1	10.5
Dai-ichi Life Holdings Inc	0.02	2.8	5.2
Daiichi Sankyo Co Ltd	0.03	16.6	17.1
Denso Corp	0.01	4.7	4.7
Disco Corp	0.01	3.3	3.9
East Japan Railway Co	0.01	1.5	1.5
Eisai Co Ltd	0.02	1.8	1.8
FANUC Corp	0.01	3.5	3.5
Fast Retailing Co Ltd	0.02	10.3	19.0
FUJIFILM Holdings Corp	0.01	2.0	2.5
Fujitsu Ltd	0.01	1.8	4.3
Hitachi Ltd	0.03	13.9	28.6
Kansai Electric Power Co Inc/The	0.02	2.0	2.0
Kao Corp	0.03	4.8	4.8
KDDI Corp	0.02	12.1	14.2
Kikkoman Corp	0.01	0.5	0.5
Komatsu Ltd	0.02	5.5	5.8
Kubota Corp	0.02	2.6	2.6
LY Corp	0.02	4.5	4.5
Mitsubishi Electric Corp	0.01	2.0	3.5
Mitsubishi Estate Co Ltd	0.05	8.0	8.0

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Mitsubishi UFJ Financial Group Inc	0.03	24.7	42.1
Mitsui OSK Lines Ltd	0.03	3.5	3.5
Mizuho Financial Group Inc	0.02	8.1	10.6
MS&AD Insurance Group Holdings Inc	0.02	7.6	7.6
Murata Manufacturing Co Ltd	0.03	7.8	7.8
NEC Corp	0.03	4.0	6.3
Nintendo Co Ltd	0.01	3.9	4.4
Nippon Shinyaku Co Ltd	0.06	1.0	1.0
Nippon Telegraph & Telephone Corp	0.01	8.5	8.5
Nippon Yusen KK	0.03	4.2	4.8
Nissin Foods Holdings Co Ltd	0.02	1.1	1.1
Nitto Denko Corp	0.02	1.7	1.8
Nomura Research Institute Ltd	0.03	5.0	5.7
NTT Data Group Corp	0.02	3.6	4.6
Obic Co Ltd	0.05	7.2	7.2
Odakyu Electric Railway Co Ltd	0.03	0.8	0.8
Oracle Corp Japan	0.02	1.3	2.2
Oriental Land Co Ltd/Japan	0.02	7.3	7.3
ORIX Corp	0.05	10.9	13.3
Otsuka Holdings Co Ltd	0.01	1.5	2.2
Pan Pacific International Holdings Corp	0.02	1.5	2.6
Panasonic Holdings Corp	0.03	6.2	6.8
Recruit Holdings Co Ltd	0.02	8.7	21.0
Renesas Electronics Corp	0.01	2.9	3.4
SCREEN Holdings Co Ltd	0.07	4.3	4.4
Secom Co Ltd	0.02	2.6	3.2
Sekisui House Ltd	0.03	4.4	5.2
SG Holdings Co Ltd	0.01	0.9	0.9
Shimadzu Corp	0.07	5.1	5.5
Shimano Inc	0.02	2.0	2.0
Shin-Etsu Chemical Co Ltd	0.03	11.7	16.8
Shionogi & Co Ltd	0.03	3.1	3.1
Shiseido Co Ltd	0.01	0.5	0.5
SoftBank Corp	0.02	9.6	10.4

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
SoftBank Group Corp	0.02	12.7	17.0
Sony Group Corp	0.04	24.7	46.8
Sumitomo Mitsui Financial Group Inc	0.01	4.9	7.8
Sumitomo Mitsui Trust Group Inc	0.06	6.8	9.1
Taisei Corp	0.03	2.0	2.0
Takeda Pharmaceutical Co Ltd	0.02	10.1	10.1
Terumo Corp	0.01	1.6	1.9
Tokio Marine Holdings Inc	0.04	15.9	24.4
Tokyo Electron Ltd	0.01	4.4	4.4
Tokyo Gas Co Ltd	0.03	2.4	3.1
Tokyu Corp	0.03	1.8	1.8
TOPPAN Holdings Inc	0.03	2.1	2.2
Toray Industries Inc	0.06	6.4	6.4
TOTO Ltd	0.02	1.0	1.0
Toyota Motor Corp	0.01	23.1	30.9
Unicharm Corp	0.01	2.0	2.0
West Japan Railway Co	0.03	2.2	2.2
Yaskawa Electric Corp	0.08	5.5	5.5
Jersey			
Experian PLC	0.06	15.9	21.2
Canada			
Alimentation Couche-Tard Inc	0.01	4.4	4.4
Bank of Montreal	0.00	1.6	2.2
Brookfield Corp	0.01	8.3	11.3
Canadian Imperial Bank of Commerce	0.00	1.6	2.5
IGM Financial Inc	0.03	1.5	1.9
Intact Financial Corp	0.03	10.0	10.0
Manulife Financial Corp	0.02	6.3	10.8
National Bank of Canada	0.01	1.5	3.7
Royal Bank of Canada	0.01	11.3	13.7
Toronto-Dominion Bank/The	0.00	1.8	1.8
Waste Connections Inc	0.02	5.8	7.8
Liberia			
Royal Caribbean Cruises Ltd	0.00	2.8	2.8

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Luxembourg			
Grand City Properties SA	0.08	1.4	1.6
Malta			
Kambi Group PLC	0.42	1.1	1.1
Norway			
DNB Bank ASA	0.01	2.9	3.1
Equinor ASA	0.00	2.0	2.0
Gjensidige Forsikring ASA	0.02	1.6	1.8
Mowi ASA	0.07	6.3	6.3
Telenor ASA	0.02	2.6	2.6
Portugal			
EDP SA	0.03	4.2	4.2
France			
Accor SA	0.04	3.8	4.7
Air Liquide SA	0.06	34.1	52.2
Alstom SA	0.07	7.2	7.2
Amundi SA	0.02	2.6	2.9
AXA SA	0.04	22.3	32.2
BioMerieux	0.03	3.1	3.1
BNP Paribas SA	0.03	22.2	22.2
Bureau Veritas SA	0.09	10.0	11.7
Canal+ SA	0.05	1.2	1.2
Capgemini SE	0.05	12.6	12.6
Cie de Saint-Gobain SA	0.07	22.2	29.9
Dassault Systemes SE	0.03	15.3	15.3
Eiffage SA	0.02	2.0	2.0
Getlink SE	0.04	3.2	3.2
Hermes International SCA	0.02	35.2	53.2
Kering SA	0.02	4.8	4.8
L'Oreal SA	0.02	38.3	41.3
Legrand SA	0.06	12.3	13.7
Louis Hachette Group	0.05	0.8	0.8
LVMH Moet Hennessy Louis Vuitton SE	0.03	90.0	90.0
Orange SA	0.03	8.8	8.8

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Pernod Ricard SA	0.01	3.3	3.3
Publicis Groupe SA	0.04	11.3	11.3
Sanofi SA	0.05	54.0	56.1
Schneider Electric SE	0.06	46.8	81.3
Societe Generale SA	0.03	5.5	5.8
Sodexo SA	0.03	3.4	4.0
TotalEnergies SE	0.04	53.9	56.2
Unibail-Rodamco-Westfield	0.02	3.1	3.1
Vinci SA	0.05	31.2	31.4
Vivendi SE	0.05	1.3	1.3
Worldline SA/France	0.04	0.9	0.9
Sweden			
Assa Abloy AB	0.06	16.3	19.6
Atlas Copco AB	0.04	28.5	31.8
Epiroc AB	0.03	6.0	6.0
Essity AB	0.06	10.1	10.6
Hexagon AB	0.04	10.8	10.8
Investor AB	0.03	13.5	19.6
Nibe Industrier AB	0.06	4.7	4.7
Saab AB	0.13	14.2	14.2
Samhallsbyggnadsbolaget i Nord	0.20	1.3	1.3
Sandvik AB	0.03	6.0	6.0
SKF AB	0.05	4.5	4.5
SSAB AB	0.38	14.2	14.5
Svenska Handelsbanken AB	0.01	1.9	2.0
Swedbank AB	0.02	4.7	5.3
Tele2 AB	0.09	5.4	5.7
Telia Co AB	0.09	9.2	9.3
Thule Group AB	0.06	1.8	1.8
Volvo AB	0.03	13.3	15.9
Germany			
adidas AG	0.05	19.7	21.8
Allianz SE	0.05	44.8	62.5
Bayer AG	0.04	7.3	7.3

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Bayerische Motoren Werke AG	0.03	13.8	13.8
Beiersdorf AG	0.04	10.9	11.3
Commerzbank AG	0.03	5.5	5.7
CTS Eventim AG & Co KGaA	0.07	4.5	5.3
Deutsche Bank AG	0.02	5.5	6.4
Deutsche Boerse AG	0.11	35.0	47.3
Deutsche Post AG	0.04	14.5	14.5
Deutsche Telekom AG	0.04	42.2	54.8
Fresenius SE & Co KGaA	0.01	2.7	2.7
FUCHS SE	0.03	1.7	1.8
Henkel AG & Co KGaA	0.01	2.1	2.1
HUGO BOSS AG	0.02	0.7	0.7
Infineon Technologies AG	0.01	3.2	3.2
LEG Immobilien SE	0.09	3.2	5.2
Merck KGaA	0.02	10.6	10.6
MTU Aero Engines AG	0.08	9.0	13.2
Muenchener Rueckversicherungs-Gesellschaft AG	0.00	3.8	4.8
SAP SE	0.04	57.2	116.6
Siemens AG	0.05	59.1	76.3
Siemens Energy AG	0.07	13.6	26.3
Siemens Healthineers AG	0.02	9.5	9.6
Symrise AG	0.08	11.6	11.6
TAG Immobilien AG	0.21	2.5	5.2
Vonovia SE	0.03	6.9	7.2
Switzerland			
ABB Ltd	0.05	30.2	45.0
Accelleron Industries AG	0.05	1.8	2.3
Alcon AG	0.01	1.6	2.1
Chocoladefabriken Lindt & Spruengli AG	0.11	17.4	17.4
Chubb Ltd	0.02	16.5	24.0
Cie Financiere Richemont SA	0.02	20.7	32.2
Coca-Cola HBC AG	0.02	2.2	2.2
DSM-Firmenich AG	0.02	4.7	5.5

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Geberit AG	0.06	10.6	10.6
Givaudan SA	0.02	4.8	7.0
Holcim AG	0.04	13.7	24.0
Kuehne + Nagel International AG	0.02	3.6	4.2
Logitech International SA	0.04	5.8	6.0
Lonza Group AG	0.09	27.3	37.6
Nestle SA	0.05	94.0	94.0
Novartis AG	0.05	87.1	99.6
Partners Group Holding AG	0.04	10.2	15.1
Roche Holding AG	0.01	13.2	14.8
Schindler Holding AG	0.01	0.9	1.4
SGS SA	0.09	14.5	17.3
Sika AG	0.06	12.8	23.2
Sonova Holding AG	0.02	3.0	3.9
Straumann Holding AG	0.04	7.3	7.3
Swisscom AG	0.03	9.0	9.0
UBS Group AG	0.04	26.1	39.4
VAT Group AG	0.04	4.0	4.0
Zurich Insurance Group AG	0.08	51.5	63.6
Taiwan			
Taiwan Semiconductor Manufacturing Co Ltd	0.00	3.6	7.3
Denmark			
Coloplast A/S	0.03	6.3	7.7
Demant A/S	0.08	3.8	6.6
DSV A/S	0.06	19.1	27.4
Genmab A/S	0.05	5.9	6.0
Novo Nordisk A/S	0.04	91.6	164.1
Novonesis A/S	0.10	21.9	25.1
Orsted AS	0.02	2.8	2.8
Tryg A/S	0.03	3.4	4.2
Vestas Wind Systems A/S	0.05	6.9	7.1
United Kingdom			
3i Group PLC	0.04	6.3	15.9

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
abrdn plc	0.08	2.7	2.7
Admiral Group PLC	0.03	3.0	3.2
Anglo American PLC	0.01	2.7	2.9
Antofagasta PLC	0.03	5.2	5.8
AstraZeneca PLC	0.06	90.7	112.8
Aviva PLC	0.01	2.0	2.0
Barclays PLC	0.06	19.7	25.7
Barratt Redrow PLC	0.02	1.3	1.3
Bunzl PLC	0.05	5.5	6.5
Burberry Group PLC	0.01	0.6	0.6
Centrica PLC	0.01	0.8	0.8
Coca-Cola Europacific Partners PLC	0.05	15.7	17.6
Compass Group PLC	0.07	25.7	40.2
Croda International PLC	0.06	3.5	3.5
Diageo PLC	0.05	31.4	31.4
easyJet PLC	0.02	0.9	0.9
GSK PLC	0.06	37.2	37.2
Haleon PLC	0.01	5.7	5.8
Hammerson PLC	0.11	1.9	1.9
HSBC Holdings PLC	0.05	57.7	82.8
IMI PLC	0.03	1.0	1.6
Informa PLC	0.10	11.3	13.0
InterContinental Hotels Group PLC	0.07	7.8	13.4
Intertek Group PLC	0.12	10.2	11.1
Investec PLC	0.03	0.8	1.7
Land Securities Group PLC	0.01	0.6	0.6
Legal & General Group PLC	0.01	2.3	2.4
Lloyds Banking Group PLC	0.05	17.3	20.7
London Stock Exchange Group PLC	0.05	25.8	38.8
Marks & Spencer Group PLC	0.06	5.8	5.8
Mondi PLC	0.07	4.7	4.7
National Grid PLC	0.06	31.4	31.4
NatWest Group PLC	0.02	7.6	9.6
Next PLC	0.04	6.3	6.3

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Ninety One PLC	0.07	1.1	1.1
Prudential PLC	0.00	0.7	0.7
Reckitt Benckiser Group PLC	0.06	23.0	23.0
RELX PLC	0.06	28.7	44.8
Rentokil Initial PLC	0.09	10.4	10.4
Rio Tinto PLC	0.00	2.9	3.5
Sage Group PLC/The	0.03	3.0	5.4
Segro PLC	0.03	2.9	2.9
Severn Trent PLC	0.07	5.9	5.9
Shaftesbury Capital PLC	0.09	2.4	2.4
Smith & Nephew PLC	0.02	2.5	2.5
Spirax Group PLC	0.06	3.8	3.8
SSE PLC	0.04	9.0	9.0
Standard Chartered PLC	0.02	5.1	6.9
TechnipFMC PLC	0.01	1.0	1.3
Unilever PLC	0.05	54.9	65.2
Whitbread PLC	0.06	3.6	3.6
United States			
3M Co	0.00	0.6	0.7
Abbott Laboratories	0.02	27.3	28.8
AbbVie Inc	0.02	40.2	47.5
Adobe Inc	0.02	33.7	34.0
Advanced Micro Devices Inc	0.02	27.0	32.0
Affiliated Managers Group Inc	0.04	1.5	2.1
Aflac Inc	0.03	8.6	14.0
Agilent Technologies Inc	0.01	3.0	3.0
Airbnb Inc	0.02	11.4	12.6
Alexandria Real Estate Equities Inc	0.01	1.8	1.8
Alliant Energy Corp	0.01	1.9	1.9
Alphabet Inc	0.01	177.5	299.8
Amazon.com Inc	0.01	217.0	296.2
American Express Co	0.01	9.7	13.4
American Tower Corp	0.01	10.0	10.0
Americold Realty Trust Inc	0.02	1.1	1.1

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
AMETEK Inc	0.01	2.9	3.8
Amgen Inc	0.01	14.6	18.1
Analog Devices Inc	0.01	5.2	6.1
ANSYS Inc	0.03	6.8	8.1
Apple Inc	0.01	216.1	312.1
Applied Materials Inc	0.01	7.0	7.0
Arthur J Gallagher & Co	0.03	17.3	20.8
Atlassian Corp	0.02	11.3	14.0
Atmos Energy Corp	0.03	5.3	5.7
AT&T Inc	0.02	24.0	26.4
Autodesk Inc	0.02	8.8	10.4
Autoliv Inc	0.06	4.0	4.0
Automatic Data Processing Inc	0.02	17.0	18.6
AvalonBay Communities Inc	0.01	2.7	3.9
Baker Hughes Co	0.01	4.3	5.5
Bank of America Corp	0.01	34.5	41.1
Bank of New York Mellon Corp/The	0.03	9.6	15.5
Becton Dickinson & Co	0.02	10.7	10.9
Best Buy Co Inc	0.01	1.7	1.8
Biogen Inc	0.02	3.5	3.5
Blackrock Inc	0.03	32.3	46.0
Block Inc	0.02	9.0	9.0
Booking Holdings Inc	0.01	13.4	21.5
Boston Scientific Corp	0.02	15.9	22.6
Bristol-Myers Squibb Co	0.02	19.2	19.2
Brown-Forman Corp	0.02	3.4	3.4
BXP Inc	0.03	3.3	3.3
Cadence Design Systems Inc	0.02	12.1	16.6
Carrier Global Corp	0.02	9.4	9.4
CDW Corp/DE	0.04	8.3	8.4
CH Robinson Worldwide Inc	0.01	0.9	1.3
Charles Schwab Corp/The	0.01	10.5	13.3
Chevron Corp	0.02	41.5	41.5
Chipotle Mexican Grill Inc	0.02	14.3	15.4

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Cintas Corp	0.02	6.6	14.1
Cisco Systems Inc	0.01	26.1	31.3
Citigroup Inc	0.01	15.9	16.0
CME Group Inc	0.03	22.9	24.7
Coca-Cola Co/The	0.02	41.2	43.2
Cognizant Technology Solutions Corp	0.01	2.8	3.4
Colgate-Palmolive Co	0.03	16.9	17.9
Comcast Corp	0.01	16.4	16.8
ConocoPhillips	0.01	16.9	16.9
Constellation Brands Inc	0.01	2.9	2.9
Constellation Energy Corp	0.01	6.6	9.5
Copart Inc	0.02	7.1	8.5
Corteva Inc	0.01	3.0	3.6
Costco Wholesale Corp	0.01	56.4	56.4
Cousins Properties Inc	0.05	2.0	2.4
Crowdstrike Holdings Inc	0.02	10.2	13.2
CSX Corp	0.02	7.2	9.4
Cummins Inc	0.02	5.8	8.2
Danaher Corp	0.01	18.4	18.9
Datadog Inc	0.01	4.7	6.2
Deere & Co	0.01	12.2	16.4
Dell Technologies Inc	0.02	12.2	13.9
Diamondback Energy Inc	0.01	5.9	5.9
Dick's Sporting Goods Inc	0.02	0.8	3.9
Digital Realty Trust Inc	0.01	3.6	5.6
Dollar Tree Inc	0.01	0.9	0.9
Dominion Energy Inc	0.01	5.7	6.0
Dover Corp	0.01	1.6	2.7
Duke Energy Corp	0.02	13.1	14.2
DuPont de Nemours Inc	0.02	4.5	4.8
Ecolab Inc	0.02	7.1	12.5
Edwards Lifesciences Corp	0.01	4.7	4.7
Elevance Health Inc	0.00	1.2	1.8
Eli Lilly & Co	0.01	43.6	91.2

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Emerson Electric Co	0.03	17.4	21.3
EPAM Systems Inc	0.01	1.7	1.7
Equinix Inc	0.01	4.1	5.6
Equity Residential	0.02	3.3	4.4
Estee Lauder Cos Inc/The	0.01	1.3	1.3
Exact Sciences Corp	0.04	3.9	4.0
Exelon Corp	0.01	2.6	2.6
Expeditors International of Washington Inc	0.01	1.0	1.9
Extra Space Storage Inc	0.01	1.7	2.0
Exxon Mobil Corp	0.01	62.0	65.3
Fastenal Co	0.01	1.3	2.8
FedEx Corp	0.01	2.5	3.3
Fidelity National Information Services Inc	0.02	6.0	7.1
First Solar Inc	0.01	1.4	1.7
Fiserv Inc	0.01	10.5	16.8
Fortinet Inc	0.02	7.2	12.3
Freeport-McMoRan Inc	0.02	11.9	11.9
Gartner Inc	0.02	6.6	7.0
General Mills Inc	0.01	3.4	3.4
General Motors Co	0.01	5.1	5.1
Gilead Sciences Inc	0.01	14.8	15.5
Goldman Sachs Group Inc/The	0.01	15.7	20.0
Halliburton Co	0.02	4.2	4.2
Hess Corp	0.01	5.1	5.1
Highwoods Properties Inc	0.07	2.1	2.1
Hilton Worldwide Holdings Inc	0.02	9.2	10.7
Home Depot Inc/The	0.02	41.9	57.0
Host Hotels & Resorts Inc	0.01	0.6	0.8
Hubbell Inc	0.01	2.5	2.8
HubSpot Inc	0.03	8.1	11.4
Humana Inc	0.01	2.3	2.3
IDEXX Laboratories Inc	0.01	2.8	2.8
Illumina Inc	0.01	1.2	1.2

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Ingersoll Rand Inc	0.02	7.5	7.5
Intercontinental Exchange Inc	0.03	17.8	22.6
International Business Machines Corp	0.01	11.5	16.3
Intuit Inc	0.02	30.8	37.1
Intuitive Surgical Inc	0.01	10.2	16.7
Invitation Homes Inc	0.02	3.1	3.1
IQVIA Holdings Inc	0.01	2.8	2.8
Johnson & Johnson	0.01	44.8	49.6
JPMorgan Chase & Co	0.02	73.8	105.8
Keurig Dr Pepper Inc	0.03	12.5	12.5
Kilroy Realty Corp	0.05	1.8	2.1
Kimco Realty Corp	0.01	1.8	1.9
Kinder Morgan Inc	0.02	9.2	11.5
Las Vegas Sands Corp	0.01	3.4	3.7
Lennox International Inc	0.03	4.1	5.2
Lululemon Athletica Inc	0.02	7.1	7.4
Macerich Co/The	0.09	3.4	3.9
Marsh & McLennan Cos Inc	0.04	33.1	37.6
Martin Marietta Materials Inc	0.01	3.0	3.0
Marvell Technology Inc	0.01	9.7	13.3
Mastercard Inc	0.02	58.7	86.4
McCormick & Co Inc	0.03	5.1	5.2
McDonald's Corp	0.02	34.6	40.4
McKesson Corp	0.03	9.9	22.2
Medical Properties Trust Inc	0.03	0.6	0.6
MercadoLibre Inc	0.02	13.7	16.4
Merck & Co Inc	0.02	30.3	38.6
Meta Platforms Inc	0.01	103.6	198.1
Microchip Technology Inc	0.02	6.6	6.6
Microsoft Corp	0.01	201.5	304.9
Mondelez International Inc	0.01	8.3	8.3
MongoDB Inc	0.05	7.8	7.8
Monster Beverage Corp	0.01	4.2	4.2
Morgan Stanley	0.01	20.3	28.9

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Netflix Inc	0.02	29.6	54.9
Newmont Corp	0.02	7.9	8.1
NextEra Energy Inc	0.02	23.1	23.4
NIKE Inc	0.01	15.9	15.9
NiSource Inc	0.03	5.2	5.2
Norfolk Southern Corp	0.02	6.8	8.3
Nucor Corp	0.01	2.2	2.2
NVIDIA Corp	0.01	102.5	296.5
Okta Inc	0.04	5.6	5.7
Old Dominion Freight Line Inc	0.01	2.7	3.4
Omega Healthcare Investors Inc	0.01	0.8	0.9
ONEOK Inc	0.01	6.3	8.1
Oracle Corp	0.01	27.5	42.7
Owens Corning	0.02	2.2	2.2
PACCAR Inc	0.02	7.2	9.3
Palantir Technologies Inc	0.00	2.0	7.3
Palo Alto Networks Inc	0.02	13.7	17.5
Paychex Inc	0.01	5.3	5.7
Paycom Software Inc	0.06	6.4	6.4
Paylocity Holding Corp	0.05	5.3	5.8
PayPal Holdings Inc	0.01	7.2	8.5
PepsiCo Inc	0.01	28.8	28.8
Pfizer Inc	0.02	25.1	25.1
Piedmont Office Realty Trust Inc	0.07	0.8	0.8
Polaris Inc	0.02	0.6	0.6
PPG Industries Inc	0.01	3.2	3.3
Procter & Gamble Co/The	0.01	44.3	46.8
Progressive Corp/The	0.03	25.7	43.1
Prologis Inc	0.01	6.1	6.1
Prudential Financial Inc	0.02	5.1	6.1
PTC Inc	0.01	2.5	2.7
Public Service Enterprise Group Inc	0.02	6.1	7.1
Public Storage	0.01	3.0	3.2
QUALCOMM Inc	0.02	22.4	25.1

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Quanta Services Inc	0.02	6.4	7.2
Realty Income Corp	0.01	2.8	2.8
Regeneron Pharmaceuticals Inc	0.01	7.7	7.8
Republic Services Inc	0.02	7.1	11.1
Revvity Inc	0.03	3.5	3.7
Rexford Industrial Realty Inc	0.02	1.3	1.3
RLJ Lodging Trust	0.07	0.9	1.0
Robert Half Inc	0.02	0.9	1.3
Rockwell Automation Inc	0.02	3.8	5.2
Roper Technologies Inc	0.02	10.0	10.0
Ross Stores Inc	0.02	7.7	8.7
Sabra Health Care REIT Inc	0.03	0.9	1.2
Safehold Inc	0.06	0.7	0.7
Salesforce Inc	0.02	34.9	48.3
Sempra	0.02	11.8	12.6
ServiceNow Inc	0.02	21.6	36.0
Sherwin-Williams Co/The	0.01	8.1	10.1
Simon Property Group Inc	0.01	2.7	5.0
SL Green Realty Corp	0.02	0.5	0.7
Snowflake Inc	0.00	2.2	2.2
Southern Co/The	0.01	10.8	12.4
S&P Global Inc	0.01	10.2	13.0
Sprout Social Inc	0.26	4.4	4.4
Stanley Black & Decker Inc	0.02	2.0	2.2
Starbucks Corp	0.02	17.9	18.6
State Street Corp	0.04	9.6	10.8
Sun Communities Inc	0.01	1.4	1.4
Synopsys Inc	0.03	25.1	25.1
Target Corp	0.01	6.9	6.9
Tesla Inc	0.01	89.8	163.2
Texas Instruments Inc	0.00	2.2	2.9
Thermo Fisher Scientific Inc	0.02	24.9	32.0
T-Mobile US Inc	0.01	20.3	25.7
Tractor Supply Co	0.02	3.8	5.7

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Uber Technologies Inc	0.02	17.4	20.0
UDR Inc	0.02	2.4	3.1
Ulta Beauty Inc	0.04	7.8	8.4
Union Pacific Corp	0.01	16.0	19.2
United Parcel Service Inc	0.01	9.3	9.3
UnitedHealth Group Inc	0.02	78.2	78.2
US Bancorp	0.01	5.0	5.2
Valero Energy Corp	0.01	1.8	2.9
Veeva Systems Inc	0.02	6.3	6.4
Ventas Inc	0.01	1.1	1.5
Veralto Corp	0.01	2.4	2.4
Verisk Analytics Inc	0.02	5.4	6.9
Verizon Communications Inc	0.01	23.1	23.1
Vertex Pharmaceuticals Inc	0.01	7.1	11.0
VICI Properties Inc	0.01	2.0	2.0
Visa Inc	0.02	71.4	96.8
Vornado Realty Trust	0.02	0.7	1.3
Walmart Inc	0.01	40.2	57.5
Walt Disney Co/The	0.02	27.0	29.2
Waste Management Inc	0.01	5.9	7.8
Wells Fargo & Co	0.01	24.2	31.8
Welltower Inc	0.00	1.9	3.1
Workday Inc	0.02	11.1	14.0
Workiva Inc	0.09	3.9	5.3
WW Grainger Inc	0.01	0.9	4.1
Xcel Energy Inc	0.03	8.9	10.1
Xylem Inc	0.01	2.7	2.7
Yum! Brands Inc	0.01	3.5	3.9
Zoetis Inc	0.02	12.0	13.0
Zscaler Inc	0.04	8.0	10.4
Other		5.7	7.2
Foreign total		7,420.5	9,791.9
Listed shares total		11,860.0	15,194.9

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Not listed shares			
Domestic			
3Step IT Group Oy	7.01	4.2	16.5
Buffalo HoldCo Oy	16.09	3.4	13.2
Cinia Oy	11.24	3.2	3.2
DevCo HoldCo 2 Oy	3.36	4.2	21.8
Fennoa Oy	7.00	7.1	12.1
Fingrid Oyj	19.88	135.7	400.0
Fira Oy	12.86	7.0	8.6
Flow Technologies Oy	18.60	3.5	5.9
Futurice Oy	16.12	2.0	6.8
GRK Infra Oyj	8.66	9.5	25.2
Haltian Oy	9.17	5.0	5.0
Hintsa Performance Oy	4.69	0.9	0.9
HUB logistics Finland Oy	17.37	2.3	2.3
HVR Cardio Oy	1.16	0.6	0.6
Irepse Oy	1.79	0.6	10.6
Lounea Oy	1.05	0.6	1.0
Megical Oy	9.47	0.8	1.5
Mehiläinen Konserni Oy	5.34	41.5	133.2
Nitor Group Oy	12.68	7.7	11.6
Osuuskunta KPY	13.73	12.1	13.6
PHP Holding Oy	1.76	0.7	0.7
Pohjolan Voima Oyj	1.31	1.8	1.8
Qvantel Oy	7.26	4.2	4.2
SAKA Finland Group Oy	11.12	15.0	24.1
Silmäasema Oy	3.92	9.6	12.8
Ursviken Group Oy	13.32	0.6	0.6
Varjo Technologies Oy	4.10	8.0	10.4
Other		0.8	0.8
Domestic total		292.6	749.3

Other investments, shares and participations	Percentage of shares	Book value, € million	Current value, € million
Foreign			
Jersey			
Cidron Maas Ltd	1.32	11.0	16.5
Luxembourg			
NS II DACH One S.à.r.l.	13.35	20.0	20.0
Wake Luxco S.à.r.l.	9.21	3.7	9.0
Norway			
Nimbus Topco AS	6.25	12.7	12.7
Sweden			
Asker Healthcare Group AB	7.33	10.7	74.7
VOI Technology AB	4.99	11.4	12.0
United States			
Catalog Holdco Inc.	1.43	18.2	25.4
Other		0.0	6.5
Foreign total		87.7	176.7
Not listed shares total		380.3	926.0

Other investments, shares and participations	Book value, € million	Current value, € million
Real estate funds		
Cayman Islands		
ARCH Capital Asian Partners II, L.P.	6.0	7.4
Jersey		
Seleth LP	67.9	80.0
Luxembourg		
Asia Pacific Cities Fund FCP	88.9	97.1
Boston Capital Income and Value U.S. Ap Fund SCSp	1.3	1.3
CapMan Hotels II FCP-RAIF	73.6	83.0
CapMan Nordic Real Estate II FCP-RAIF	5.9	5.9
Crossbay Fund II SCSp SICAV-RAIF	31.8	42.4
ECE Progressive Income Growth Fund SCA	32.8	32.8
Goodman European Logistics Fund FCP-FIS	20.2	20.2
J.P.Morgan Strategic Property Fund Asia	82.3	82.3
Pradera European Retail Fund	4.1	4.1
Schroders Capital European Operating Hotels SCSp	46.4	46.4

Other investments, shares and participations	Book value, € million	Current value, € million
SPF - Sierra Portugal Fund	11.6	11.6
Sweden		
Revelop VI (co-invest 1) AB	10.5	10.8
Revelop VI (no. 1) AB	5.1	5.1
Finland		
Avara Asuinkiinteistörahasto I Ky	7.8	8.0
Avara Vuokrakodit I Ky	0.8	0.8
Deas Property Fund Finland I Ky	8.4	8.4
ICECAPITAL Residential Property Fund II Ky	94.5	95.7
Kauppakeskuskiinteistöt FEA Ky	25.9	25.9
LähiTapiola Keskustakiinteistöt Ky	5.4	5.4
OP Toimitilakiinteistö Ky	7.9	7.9
OP Tonttirahasto Ky	12.8	13.8
Real Estate Fund of Funds V Ky	6.7	6.7
Suomen Osatontti Ky	33.9	42.1
Suomen Osatontti II Ky	19.1	25.7
Suomen Osatontti III Ky	3.5	3.5
United Kingdom		
Partners Group Real Estate Secondary 2009 (Euro) S.C.A., SICAR	8.0	8.0
United States		
Bridge Logistics Value Fund II International-R LP	22.9	23.2
Faropoint Industrial Value Fund III, LP	36.7	41.4
Other	1.5	2.1
Real estate funds total	784.3	849.0
Fixed income funds		
Cayman Islands		
Apollo Offshore Credit Fund Ltd S-2	202.1	254.2
Ireland		
Barings Capital European Loan Tranche B	290.4	382.7
BlackRock Institutional Euro Liquidity Fund	36.5	36.5
iShares Core € Corp Bond UCITS ETF	453.2	466.8
iShares € High Yield Corp Bond UCITS ETF	56.2	56.3

Other investments, shares and participations	Book value, € million	Current value, € million
Luxembourg		
Aviva Investors Short Duration Global High Yield Bond M USD	78.3	110.3
AXA IM US Short Duration High Yield € A	13.0	14.0
AXA World Funds ACT US High Yield Bonds Low Carbon G	180.3	196.6
AXA World Funds US Enhanced High Yield Bonds G	68.5	93.8
BSF Emerging Markets Flexi Dynamic Bond Fund	41.9	54.2
Global Evolution Funds Frontier Markets I	52.0	62.3
Invesco Zodiac Funds - Invesco US Senior Loan Fund	91.7	98.8
T.Rowe Global High Yield Bond Fund	53.7	110.2
UBS Nova (Lux) Global Senior Loan Fund MB USD	433.6	683.3
Finland		
Aktia Emerging Market Local Currency Frontier Bond+ D	42.1	55.3
Aktia Emerging Markets Bond+ D	45.0	47.2
Aktia Short-Term Corporate Bond+ D	10.0	10.7
OP-High Yield Fund A	50.0	75.0
United States		
iShares Broad USD High Yield Corporate Bond ETF	485.9	491.4
SPDR Bloomberg Short Term High Yield Bond ETF	127.4	132.7
SPDR Portfolio High Yield Bond ETF	633.8	634.8
Other	0.5	0.5
Fixed income funds total	3,446.0	4,067.6
Other funds		
Cayman Islands		
AlpInvest Strategic Portfolio Finance Fund (Lux Feeder) II, SCSp	1.5	1.5
Arini Credit International Fund Limited	47.0	55.8
Atlas Enhanced Fund, Ltd.	71.5	106.3
Blue Diamond Global Strategies Feeder	78.2	126.2
Brevan Howard Fund Limited	87.1	174.5
Brevan Howard Global Volatility Fund Ltd	25.0	33.2
Capula Global Relative Value Fund	96.3	96.3
Capula Tactical Macro Fund Limited	60.0	69.1

Other investments, shares and participations	Book value, € million	Current value, € million
Citadel Kensington Global Strategies Fund Ltd.	16.1	196.7
CRC Bond Opportunity Trading Fund (Cayman) LP	67.7	108.6
CRC Capital Release Fund III, Ltd.	0.8	1.5
CRC CRF IV, Ltd	10.4	15.7
CRC CRF VI (A) LP	29.4	30.5
D.E. Shaw Composite International Fund	31.1	234.0
D.E. Shaw Lithic International Fund	120.0	138.0
Demantur L.P.	240.5	240.6
East One Commodity Fund	25.5	32.2
EGMF Offshore Ltd	45.5	57.1
Elan Feeder Fund Ltd.	79.9	164.0
ExodusPoint Partners International Fund, Ltd	71.9	110.2
GoldenTree Loan Management III (Offshore Feeder), LP	8.6	9.7
GoldenTree Select Offshore Fund, Ltd	98.8	236.1
HBK Multi-Strategy Offshore Fund Ltd.	3.0	6.0
Holocene Advisors Offshore Fund Ltd.	76.0	121.9
John Street Systematic Fund Limited	80.7	80.7
Kirkoswald Global Macro Fund	100.0	106.2
Man Institutional Portfolio 1961 SP	70.0	81.6
Mission Crest Macro Fund, Ltd.	47.2	47.2
Napier Park Eton Fund Global Feeder Ltd	175.0	225.4
Nine Masts Fund One	107.6	163.8
Pacific Alliance Asia Opportunity Fund	76.7	82.0
Parallax Offshore Investors Fund Ltd.	41.7	56.6
Pharo Africa Fund, Ltd.	15.0	19.0
Pharo Gaia Fund, Ltd.	55.0	72.3
Pharo Macro Fund, Ltd.	37.8	49.4
Polymer Asia (Cayman) Fund Ltd.	34.5	44.1
Qube Torus Feeder 3 Ltd	104.9	148.4
RTW Offshore Fund One Ltd	36.8	48.3
Saana Fund Euro I	70.0	82.1
Saana Fund Euro II	5.0	6.0
Saba Capital Offshore Fund, Ltd.	53.4	58.4
St. Bernard Opportunity Fund I, Ltd. S.2 2024	79.6	113.7

Other investments, shares and participations	Book value, € million	Current value, € million
Stratus Feeder LP	125.9	217.7
Svelland Global Trading Fund	46.0	54.5
Symmetry Adaptive Fund International Ltd	82.4	124.1
Tudor BVI Global Fund Ltd.	139.0	246.6
Twin Tree Capital Offshore Partners, L.P.	2.1	2.7
Verition Intl. Multi-Strategy Fund	110.6	196.4
Värde Investment Partners (Offshore)	19.8	29.5
Ireland		
Acer Tree COF October 2024 Seires	13.0	13.0
Acer Tree Credit Opportunities Fund Initial Series	15.0	17.6
Blackstone BSOF Parallel Europe Feeder Sub-Fund 2	178.3	202.1
Blackstone Corporate Funding EUR Fund Class A SP5	3.2	3.2
Credit Opportunity Fund XVII	60.5	60.5
M&G Speciality Finance Fund 2 EUR SCSp	23.9	28.5
M&G SRT Fund II	46.8	49.4
MW Alpha Plus Fund H Restricted EUR Shares 1	46.6	77.2
MW Market Neutral TOPS Fund	34.0	112.6
Pallas Fund	100.0	113.7
France		
AXA IM Partner Capital Solutions VII	43.9	43.9
AXA IM Partner Capital Solutions VIII	94.9	94.9
AXA IM Partner Capital Solutions IX	50.0	50.0
Other	1.6	5.7
Other funds total	3,819.8	5,594.5
Equity funds		
Ireland		
American Century Emerging Markets Equity Fund	51.9	56.5
Generation IM Asia Fund	14.3	21.5
iShares Asia Property Yield UCITS ETF	6.7	6.7
UBS Global Emerging Markets Opportunity Fund	19.4	23.0
Japan		
iShares MSCI Japan Climate Action ETF	534.9	617.2

Other investments, shares and participations	Book value, € million	Current value, € million
Luxembourg		
Amundi MSCI Europe Climate Action UCITS ETF Dist	467.7	490.5
AXA World Funds Global Real Estate I Capitalisation EUR	60.0	68.9
DWS Invest Global Real Estate Securities EUR IC100	60.0	70.7
East Capital China A-Shares Fund	2.1	3.6
Fidelity Funds - Emerging Asia I-Acc-USD	38.4	41.8
JPMorgan Emerging Markets Opportunities Fund	18.1	27.4
JPMorgan Funds Emerging Markets Sustainable Equity Fund	26.8	30.0
Mandatum SICAV-UCITS Stamina Equity Fund FS I EUR cap.	3.9	12.8
Mandatum SICAV-UCITS Stamina Equity Fund S3	6.1	6.2
Ninety One Global Strategy Asian Equity I	51.7	101.4
Ninety One Global Strategy Emerging Markets Equity I	17.0	32.2
Nordea 1, SICAV Stable Emerging Markets Equity Fund	22.6	31.7
Sweden		
Handelsbanken Latin Amerikka A1	13.4	13.4
Singapore		
iShares MSCI Asia ex Japan Climate Action ETF	662.7	662.7
Finland		
eQ Kehittyvät Markkinat Osinko 1 K	33.2	73.5
eQ Kehittyvät Markkinat Pienyhtiö 1 K	10.0	15.8
Evli Europe B	17.4	31.8
Evli GEM B	30.0	69.3
Evli Hannibal B	2.3	6.0
Fourton ESG Dynasty	9.5	9.5
Fourton Komodo Indonesia	10.0	10.3
S-Pankki Kehittyvät Markkinat ESG Osake A	48.3	63.0
UB Asia REIT Plus	5.0	7.7
United States		
iShares Climate Conscious & Transition MSCI USA ETF	1,565.1	2,162.8
iShares Russell 2000 ETF	5.5	6.3
iShares U.S. Real Estate ETF	81.9	85.8
SPDR S&P Biotech ETF	5.6	7.8
Xtrackers MSCI USA Climate Action Equity ETF	1,501.1	2,158.2
Equity funds total	5,402.7	7,026.0

Other investments, shares and participations	Book value, € million	Current value, € million
Private equity funds *)		
Netherlands		
DIF CIF III Co-Invest C.V.	4.1	4.6
EQT Infrastucture II (No.1) Feeder Limited Partnership	3.4	3.4
Australia		
MaxCap Master Fund Feeder No. 1 Pty Ltd	89.4	89.4
MaxCap Master Fund Feeder No. 2 Pty Ltd	36.4	36.6
Metrics CRE Issuer Pty Ltd	120.3	120.4
Cayman Islands		
Ares Private Credit Solutions (Cayman), L.P.	33.6	41.2
Ares Special Opportunities Fund (Offshore) L.P.	15.2	67.8
Blackstone Flora Partners (CYM) L.P.	9.2	11.4
Broad Street Loan Partners III Offshore Unlevered, L.P.	8.2	12.6
Broad Street Senior Credit Partners Offshore, L.P.	2.7	4.4
CD&R Raven Co-Investor, L.P.	9.9	10.1
Comvest Capital IV International (Cayman) L.P.	9.3	9.3
Crestline Specialty Lending II (CAN), L.P.	7.1	7.1
CVC European Equity Partners V (B) L.P.	1.3	1.3
Davidson Kempner Opportunities International VI LP	75.7	82.9
D.E. Shaw Diopter International Fund, L.P.	35.1	45.7
D.E. Shaw Diopter International Fund II, L.P.	1.5	1.5
Emerald Hill Capital Partners II, L.P.	9.8	10.4
Everside International Fund III, LP	15.2	18.0
Everside International Fund IV, LP	17.6	17.6
FDAF Dislocated Asset Fund IV (Cayman) Limited	85.6	118.1
FDAF Dislocated Asset Fund IV Co-Invest Limited	12.4	22.1
Francisco Partners VI-A, L.P.	33.3	44.8
Francisco Partners VII-A, L.P.	7.7	7.7
GEMS Fund 6 International, L.P.	28.2	30.2
GoldenTree Co-Invest Fund II Ltd.	1.9	1.9
GoldenTree Distressed Fund IV (Cayman) LP	42.3	74.2
KKR Asian Fund II L.P.	17.1	24.5
KKR Count Co-Invest L.P.	13.2	20.3
KKR European Fund III, Limited Partnership	0.6	0.6
KKR Sigma Co-Invest L.P.	12.8	23.4
PAG China Credit Dislocation Feeder Fund I LP	17.7	17.7
Polymer Asia (Cayman) Fund Ltd.	88.9	136.8
Portfolio Advisors Private Equity Fund IV (Offshore), L.P.	0.6	0.6
Proxima Co-Invest, L.P.	13.5	14.9
SLP Jewel Co-Invest, L.P.	9.3	11.4
The Värde Fund XIII (A) (Feeder), L.P.	29.9	54.8
TowerBrook Investors IV (OS), L.P.	31.1	38.9
TPG Asia VI, L.P.	51.8	65.2
TPG Asia VII (B), L.P.	69.8	77.1
TPG Asia VIII (B), L.P.	24.4	28.1
Vista Equity Partners Fund VII-A L.P.	76.8	101.5
Guernsey		
Apax VIII - A, L.P.	10.3	10.3
Apax IX	71.0	108.1
Apax X	129.5	168.6
Apax XI A11 EUR (Feeder) L.P.	14.3	14.5
BC European Capital - Argos Co-investment 1	11.4	60.9
BC European Capital IX	23.7	23.7
BC Partners Aqua Co-Investment LP	5.6	5.6
BC Partners Dory Co-Investment LP	18.3	23.7
BC Partners Electron Co-Investment LP	7.8	10.8
BC Partners Fund XI	36.9	42.7
BC Partners Glengarry Co-Investment LP	9.2	9.7
BC Partners Turing Co-Investment LP	10.0	13.1
CapMan Buyout IX Fund A L.P.	2.0	2.0
CapMan Buyout X Fund A L.P.	1.1	1.1
Cinven Arrow Limited Partnership	18.0	21.1
Cinven Cullinan Limited Partnership	1.9	11.0
Cinven Orcal Limited Partnership	3.3	11.8
Cinven Pegasus Limited Partnership	20.0	20.0
Cinven Vertical Limited Partnership	9.1	16.0

Other investments, shares and participations	Book value, € million	Current value, € million
Cinven Vital Limited Partnership	10.0	10.0
Compass Syndication L.P.	13.0	17.7
Enak Aggregator Limited Partnership	12.0	16.2
Fifth Cinven Fund (No.4) Limited Partnership	41.2	41.2
Hg Genesis 9 A L.P.	59.9	90.9
Hg Saturn 2 A L.P.	57.9	96.9
Partners Group Client Access 27, L.P. Inc.	10.0	19.5
Partners Group Client Access 32, L.P. Inc.	5.5	5.5
Partners Group Client Access 33, L.P. Inc.	13.8	21.0
Partners Group Client Access 35, LP. Inc.	10.0	12.4
Partners Group Client Access 37, L.P. Inc.	10.0	14.5
Partners Group Client Access 39, L.P. Inc.	13.5	24.2
Partners Group Direct Equity 2016 (EUR), L.P. Inc.	11.4	14.3
Partners Group Direct Investments 2012 (EUR), L.P. Inc.	5.4	6.7
Permira Credit Solutions II Master L.P.1	6.0	6.0
Permira Credit Solutions II Senior L.P.1	7.6	7.6
Permira Credit Solutions III Senior Euro L.P.	7.8	7.8
Permira Growth Opportunities I L.P. 1	86.7	94.9
Permira IV L.P.2	7.9	20.2
Permira V L.P.2	50.6	59.5
Permira VI L.P.1	88.4	145.8
PSC Tiger LP	9.5	9.6
RG GROWTH II FUND L.P.	0.9	0.9
Seventh Cinven Fund (No.1) Limited Partnership	167.8	206.6
Sixth Cinven Fund (No.2) Limited Partnership	69.2	99.3
Starwood European Real Estate Debt Finance II LP	50.7	50.7
Viper Syndication L.P.	21.7	22.1
Zephyr Syndication L.P.	12.8	14.4
Ireland		
AlbaCore Partners II Feeder ICAV	63.9	63.9
Albacore Partners III Feeder Fund	62.2	62.2
IIF UK 1 LP	15.6	17.9
Marathon Distressed Credit (Europe) Fund	30.2	48.2

Other investments, shares and participations	Book value, € million	Current value, € million
Jersey		
Ares Special Opportunities Fund II (Jersey) L.P.	64.6	78.2
Cidron Humber TopCo Limited	15.8	28.3
CVC Capital Partners VII (A) L.P.	37.7	60.4
CVC Capital Partners VIII (A) L.P.	57.1	62.6
CVC CP Parthenon LP	17.4	20.3
NC Alexander Co-Invest, L.P.	1.7	1.7
NC Atrium Co-Invest Beta, L.P.	14.9	14.9
NC Ocala Co-Invest Alpha, L.P.	17.7	24.6
NC Vinland Co-Invest Beta, L.P.	16.5	32.5
Nordic Capital VIII Beta, L.P.	32.8	32.8
Nordic Capital IX Alpha, L.P.	90.3	141.3
Nordic Capital X Alpha, L.P.	86.1	115.9
Nordic Capital XI Alpha, L.P.	36.2	36.2
Pluto Real Estate Debt Fund VIII	37.6	44.0
Canada		
Alps Co-Invest L.P.	30.0	32.9
KKR Byzantium Infrastructure Co-Invest II L.P.	8.3	15.3
KKR Charlie Co-Invest L.P.	4.5	5.2
KKR Dance Co-Invest L.P.	20.0	20.0
KKR Fitness Co-Invest L.P.	12.9	16.7
KKR Gem Co-Invest L.P.	18.7	19.5
KKR Pebble Co-Invest L.P.	12.7	19.9
KKR Pegasus Co-Invest L.P.	10.0	11.6
KKR Percival Co-Invest L.P.	15.2	17.8
KKR Planets Co-Invest GBP L.P.	16.0	26.8
KKR Precise Co-Invest (EUR) L.P.	8.0	32.6
Luxembourg		
17Capital Co-Invest LP	19.9	22.2
Access Capital Private Debt Fund III SCA, SICAV-RAIF	3.3	4.2
Antin Infrastructure Partners III-B SCSp	5.3	10.3
Antin Infrastructure Partners IV-B SCSp	81.7	98.2
Antin Infrastructure Partners V-B SCSp	29.7	29.7

Other investments, shares and participations	Book value, € million	Current value, € million
Antin Infrastucture Partners Mid Cap I-B SCSp	15.3	16.5
Apollo Overseas Partners (Lux) IX, SCSp	76.8	114.4
Arcmont Direct Lending Fund II SLP	1.6	2.2
Arcmont Direct Lending Fund III (EUR) SLP	100.8	104.9
Arcmont Senior Loan Fund I (A) SLP	15.8	15.8
ARDIAN Infrastructure Fund IV S.C.A., SICAR	30.7	35.1
ARDIAN Infrastructure Fund V S.C.A., SICAR	64.0	79.3
Ares Capital Europe V (E) Unlevered	104.4	104.7
Ares Capital Europe VI (E) Unlevered	54.6	57.3
Arrow Bridging SCSp, SICAV_RAIF	7.5	7.5
Barings European Real Estate Debt Income Fund - EUR	74.6	74.6
Barings Global Private Loan Fund	3.1	3.1
Barings Global Private Loan Fund 2	12.0	12.0
Barings Global Private Loan Fund 3	52.1	52.2
Blackstone Capital Partners Asia II L.P.	27.5	40.8
Blackstone Cornerstone Co-Invest (LUX) SCSp	16.0	18.4
Blackstone Dislocation Fund Europe SCSp	23.1	26.3
Bridgepoint Credit Opportunities IV Feeder EUR SCSp	41.0	43.7
Bridgepoint Direct Lending II Unlevered SCSp	53.7	53.7
Bridgepoint Direct Lending III Unlevered Feeder EUR SCSp	94.7	98.4
CapMan Buyout XI SCSp	11.4	13.8
CapMan Nordic Infrastructure I SCSp	13.7	20.3
CapMan Nordic Infrastructure II SCSp	4.9	4.9
Cheyne European Strategic Value Credit Fund II	37.6	43.1
Churchill Middle Market Senior Loan Fund II - European Co-Invest Fund	61.9	63.1
Churchill Middle Market Senior Loan Fund II - European Fund	45.2	49.5
Clayton, Dubilier & Rice Fund XII (Luxembourg), SCSp	16.1	19.8
Cordet CDLS2112 SCSp	47.5	50.9
CORDET Direct Lending SCSp	7.6	11.6
CORDET Direct Lending II SCSp	35.8	36.4
CVC Credit Partners European Direct Lending Feeder Fund III (E) SCSp	133.2	135.1

Other investments, shares and participations	Book value, € million	Current value, € million
Dasos FS Partnership SCSp	10.0	35.5
Dasos Timberland Fund I SCA SICAV-SIF	6.3	17.9
Dasos Timberland Fund II SCA SICAV-SIF	60.1	96.7
DIF Core-plus Infrastructure Fund III Coöperatief U.A.	15.6	17.8
EQT Infra VI Co-Investment (C) SCSp	23.6	25.5
EQT Infrastructure III (No.1) SCSp	15.6	15.8
EQT Infrastructure IV (No.1) EUR SCSp	42.1	63.5
EQT Infrastructure IV Co-Investment (D) SCSp	5.9	8.5
EQT Infrastructure IV Co-Investment (K) SCSP	10.0	11.3
EQT Infrastructure V (No.1) EUR SCSp	63.2	81.1
EQT Infrastructure V Co-Investment (B) SCSp	14.3	26.8
EQT Infrastructure V Co-Investment (D) SCSp	8.4	12.4
EQT Infrasturcture VI Co-Investment (J) SCSp	20.0	20.0
EQT Infrastructure VI (No.1) EUR SCSp	18.9	18.9
EQT VIII	76.1	100.1
EQT VIII Co-Investment (C) SCSp	8.8	9.6
EQT IX Co-Investment (C) SCSP	7.5	15.9
EQT IX (No.1) EUR SCSp	56.4	67.3
EQT X (No.1) EUR SCSp	7.2	7.2
EQT Ventures (No.1) SCSp	9.6	11.1
EQT Ventures II (NO.1) SCSP	14.9	17.6
European Diversified Infrastructure Fund II SCSp	20.0	30.1
Fidera Vecta Fund	74.8	83.6
Goldman Sachs Alternatives SICAV – European Credit	50.0	50.4
HPS Special Situations Opportunity Offshore Fund II, SCSp	23.1	27.4
ICG Senior Debt Partners Fund, ICG SDP 2	9.1	9.1
ICG Senior Debt Partners Fund, ICG SDP 3	40.3	40.3
Incus Capital European Credit Fund IV SCSp	27.3	30.3
Incus European Renewables Credit Fund II SCSp	32.0	32.4
InfraBridge Global Infrastructure Fund II B LP	66.3	66.3
ISQ Global Infrastructure Fund III (EU), L.P.	48.2	57.4
KJK Fund II, Sicav-SIF, Balkan A	6.7	33.9
KJK Fund II Sicav-SIF Balkan Discovery A	5.5	15.5

Other investments, shares and participations	Book value, € million	Current value, € million
KJK Fund III S.C.A. SICAV-RAIF	3.3	3.7
KJK Sicav-Sif Baltic States	1.6	2.0
KKR Asia Pacific Infrastructure Investors II SCSp	15.1	17.4
KKR Asian Fund III (EEA) SCSp	51.7	89.4
KKR Asian Fund IV SCSp	42.5	59.1
KKR Asset-Based Finance Partners (EEA) SCSp	45.6	49.8
KKR Dislocation Opportunities (EEA) Fund SCSp	46.5	52.0
KKR European Direct Lending (EEA) Feeder SCSp	100.0	104.4
KKR European Fund V (EUR) SCSp	92.6	125.9
KKR European Fund VI (EUR) SCSp	28.5	28.5
KKR Global Infrastructure Investors III EEA (EUR) SCSp	30.9	45.1
KKR Global Infrastructure Investors IV (EUR) SCSp	49.9	57.3
KKR Opportunities (EEA) Fund II SCSp	50.2	56.7
Lynstone Capital Opportunities Fund (No. 4) SCSp	18.9	19.3
Lynstone Special Situations Fund (Lux) SCSp	48.8	79.2
Lynstone Special Situations Fund II (No.2) SCSp	48.0	57.3
Magnesium Co-Invest SCSp	9.3	12.5
Mirage Co-Invest SCSp	11.9	12.1
New Mountain Partners VII Luxembourg, SCSp	4.8	4.8
Njord Partners Special Situations Fund II SLP (SCSp)	33.5	56.4
North Haven Infrastructure Partners II	4.9	4.9
North Haven Infrastructure Partners III SCSp	61.6	79.0
Oaktree Opportunities Fund XII Feeder (Euro) SCSp	5.9	6.7
Pantheon Private Debt PSD II EUR Feeder SCSp	11.2	11.8
Partners Group Direct Equity IV (EUR) L.P. S.C.Sp., SICAV-RAIF	66.8	78.4
Partners Group Direct Equity V (EUR) L.P. S.C.Sp, SICAV-RAIF	8.3	8.3
Partners Group Direct Infrastructure 2015 (EUR) S.C.A., SICAV-SIF	48.2	56.8
Partners Group Direct Infrastructure III (EUR) L.P. S.C.Sp., SICAV-RAIF	70.0	81.2
Patrimonium Middle Market Debt Fund II-A	1.7	1.7
Permira Credit Solutions IV Senior Euro SCSp	45.4	45.4
Permira Growth Opportunities II SCSp	18.9	18.9

Other investments, shares and participations	Book value, € million	Current value, € million
Permira VII L.P.2 SCSp	157.9	204.0
Permira VIII - 1 SCSp	31.5	33.0
Phantom Co-Invest SCSp	16.3	17.4
Private Debt SMA (I) SLP	149.7	154.0
SGT Capital Co-Invest I SCSp	15.0	26.0
SSOF V Overage Europe, SCSp RAIF	9.5	9.6
StepStone Secondary Opportunities Fund V Eur, SCSp	23.9	27.8
Taaleri SolarWind II SCSp RAIF	9.1	10.9
The Veritas Capital Fund IX-A, SCSp	0.5	0.5
Triton Debt Opportunities Fund III SCSp	25.0	29.3
White Oak Yield Spectrum (Luxemburg) Feeder Fund, SCSp	74.5	77.4
Yeti Co-Invest SCSp	16.2	21.8
France		
Antin Infrastructure Partners III FPCI	34.1	79.1
ARDIAN Infrastructure Fund VI S.C.S., SICAV-RAIF	16.6	17.6
Schiper Co-Investment Partners I L.P.	16.0	16.0
Germany		
KKR Traviata Co-Invest L.P.	13.0	22.1
Target Partners Fund II GmbH & Co. KG i.L.	5.3	5.3
Finland		
Amanda V East Ky	1.1	1.1
Capman Growth Equity Fund III Ky	2.8	2.8
Certior Credit Opportunities Fund Ky	10.1	14.0
Conor Technology Fund II Ky	0.6	0.6
DevCo Partners III Ky	9.1	22.3
Innovestor Kasvurahasto I Ky	3.4	5.5
Inventure Fund II Ky	1.1	2.8
Inventure Fund III Ky	6.9	7.6
Inventure Fund IV Ky	3.9	3.9
IPR.VC Fund I Ky	1.5	1.5
Juuri Fund II Ky	8.3	9.1
Kasvurahastojen Rahasto Ky	3.3	11.0
Kasvurahastojen Rahasto II Ky	12.0	23.6

Other investments, shares and participations	Book value, € million	Current value, € million
Kasvurahastojen Rahasto III Ky	14.5	16.9
Kasvurahastojen Rahasto IV Ky	7.2	7.2
Lifeline Ventures Fund I Ky	1.8	25.8
LIfeline Ventures Fund III Ky	5.9	21.3
Lifeline Ventures Fund IV Ky	13.7	15.1
Lifeline Ventures Fund V Ky	6.1	6.1
MAKI.VC Fund I Ky	6.1	10.8
MAKI.VC FUND II Ky	4.8	6.4
MAKI.VC FUND III Ky	1.3	1.3
OP Pension Private Equity Funds Ky	17.9	17.9
Power Fund II Ky	2.4	2.4
Sentica Kasvurahasto II Ky	0.6	0.6
Sponsor Fund IV Ky	2.2	14.9
Sponsor Fund V Ky	14.6	15.5
Superhero Venture Fund 2015 Ky	1.6	1.6
Taaleri Aurinkotuuli Ky	5.1	10.5
Vaaka Partners Buyout Fund II Ky	5.3	5.3
Vaaka Partners Buyout Fund III Ky	23.3	33.5
Vaaka Partners Buyout IV Ky	6.7	6.7
Verso Fund II Ky	0.9	5.6
Verso Fund III Ky	6.2	6.9
United Kingdom		
17Capital (New Orleans) Co-Invest LP	24.1	25.4
Access Capital Fund Infrastructure LP	4.5	5.8
Apax Europe VI - A, L.P.	1.1	1.1
Apax Europe VII - B, L.P.	1.1	1.1
Babylon Co-Investment No.2 Limited Partnership	18.4	21.6
Beechbrook UK SME Credit Feeder I L.P.	1.4	1.4
Bridgepoint Credit Opportunities III Fund "A" LP	9.6	11.3
Bridgepoint Europe III C LP	0.9	0.9
Bridgepoint Europe IV B LP	4.2	4.2
Bridgepoint Europe IV E LP	5.6	5.6
Bridgepoint Europe V C LP	40.5	46.3
Bridgepoint Europe VI LP	100.9	151.0

Other investments, shares and participations	Book value, € million	Current value, € million
Bridgepoint Europe VII A LP	42.0	42.0
CARNOT CO-INVEST L.P.	7.1	19.7
CVC Credit Partners European Mid-Market Solutions Feeder Fund (E), L.P.	2.2	2.2
Eighth Cinven Fund (No.1) Limited Partnership	3.3	3.3
EQT VII	41.3	41.3
European Capital Private Debt LP	3.5	3.5
European Mid-Market Secondary Fund I LP	0.8	0.8
European Mid-Market Secondary Fund II LP	5.0	5.0
Hg Genesis 10 A L.P.	10.2	12.3
Hg Saturn 3 A L.P.	35.3	41.7
Hg Secular Co-Invest LP	12.6	22.4
Hg Vardos Co-Invest LP	12.2	29.7
HgCapital 8 E L.P.	18.3	81.7
InfraBridge Global Infrastructure Fund (Non-US) L.P.	12.8	18.5
Kite Co-Investement No.2 Limited Partnership	7.6	9.1
KKR European Fund IV (EEA) L.P.	52.8	64.9
KKR Lending Partners Europe (Euro) Unlevered L.P.	4.7	4.7
KKR Private Credit Opportunities Partners II L.P.	15.4	16.1
Montagu IV Fund	3.3	3.3
Montagu V Fund	51.6	65.6
Montagu V Jade Co-Invest L.P.	8.5	26.4
Partners Group European Mezzanine 2008, L.P.	6.7	6.7
Safe Co-Investment No.2 LP	24.3	38.0
SEP V LP	12.6	21.9
Symbiotic (Investments) LP	16.9	24.6
Van Co-Investment Limited Partnership	20.5	32.3
Verve Co-Investment Limited Partnership	4.6	9.9
Zeus Co Investment Limited Partnership	19.0	19.0
United States		
AP VIII Prime Security Services Holdings, L.P.	5.2	5.6
Apollo Overseas Partners (Delaware) VIII, L.P.	25.6	25.6
Arlington Capital Partners VI, L.P.	28.7	34.0
Atlantic Park Strategic Capital Fund II (Offshore), L.P.	31.9	32.6

Other investments, shares and participations	Book value, € million	Current value, € million
Atlas Venture Fund VI, L.P.	1.7	1.9
Barings Construction Lending Fund LP	0.5	0.5
BCP 8 Emerald UTP Aggregator L.P.	15.2	21.6
Blackstone Capital Partners VII L.P.	43.2	59.9
Blackstone Capital Partners VIII (Lux) SCSp	64.7	87.8
Cortec Group Fund VIII-A, L.P.	16.7	16.7
Cortec LOV Co-Investment Fund VIII-A, L.P.	13.1	13.3
CURL Fund I LP	25.7	26.3
Elliott Alto Co-Investor Aggregator L.P.	20.0	40.8
Escalade Holdings LLC	30.2	52.9
FP Serrano Co-Invest L.P.	9.1	9.9
Genstar Capital Partners X (EU), L.P.	59.1	66.0
Genstar X Opportunities Fund I (EU), L.P.	6.3	7.7
Infrastructure Co-Investment Partners III (I) L.P.	12.6	17.8
ISQ Eleanor Co-Invest Feeder, L.P.	12.9	15.9
KKR Banff Co-Invest L.P.	23.4	60.1
KKR Compass Co-Invest L.P.	18.7	21.2
KKR Icon Co-Investment L.P.	9.4	9.6
KKR Mezzanine Partners I L.P.	0.7	0.7
KKR Quartz Co-Invest L.P.	18.6	19.2
Kohlberg TE Investors X, L.P.	19.8	20.8
KRIV Co-Invest Holdings, L.P.	10.6	17.4
KWOL Co-Invest, LP	13.7	14.4
Lewis & Clark Timberlands, LP	39.6	54.2
Neuberger Berman Granite Private Debt L.P.	4.9	4.9
North America Data Center Holdings LP	20.6	35.9
Pantheon Parma LP	26.1	36.1
PineBridge Structured Capital Partners III (F), L.P.	7.7	7.7
Project Alpine Co-Invest Fund, L.P.	9.6	10.3
Project Metal Co-Invest Fund L.P.	11.4	11.4
Project Mirasol Co-Investment Fund, L.P.	16.7	28.9
Proofpoint Co-Invest Fund, L.P.	11.1	21.0
RCP Secondary Opportunity Fund II, LP	2.3	2.3
Siguler Guff Small Business Credit Opportunities Fund, LP	5.4	7.1
Siguler Guff Unitranche Opportunities Fund, LP	2.0	2.0
Silver Lake Partners III, L.P.	2.9	2.9
Silver Lake Partners IV, L.P.	106.9	257.7
Silver Lake Partners V, L.P.	103.1	160.8
Silver Lake Partners VI, L.P.	146.4	195.4
Silver Lake Partners VII, L.P.	11.8	13.6
SL SPV-1 Feeder 1, L.P.	9.5	12.0
SL SPV-2, L.P.	8.5	21.9
SLP Blue Co-Invest, L.P.	14.4	30.3
SLP West Holdings Co-Invest Feeder II, L.P.	28.5	42.8
Sound Point Harbor Offshore Fund, LP	92.6	111.6
Stellus Credit Offshore Fund II, LP	7.0	7.0
StepStone VC SPV IV, L.P.	2.2	2.2
The Resolute Fund VI, L.P.	13.4	14.4
Thoma Bravo Fund XIV-A, L.P.	62.2	84.2
Thoma Bravo Fund XV-A, L.P.	51.3	64.5
Thoma Bravo Growth Fund A, L.P.	37.5	37.5
TPG Partners, VII L.P.	31.0	31.0
TPG Partners, VIII L.P.	78.3	108.3
Other	7.5	148.5
Private equity funds total *)	9,694.9	12,684.2
Parent company total	35,388.1	46,342.1

*) Real estate funds are not included

Subsidiaries’ other investments	Percentage of shares	Book value, € million	Current value, € million
Finsilva Oyj	19.77	33.3	33.3
Other		0.0	0.0
Subsidiaries’ other investments, total:		33.3	33.3
Group total		35,421.4	46,375.4

The book value of shares and holdings listed here exceed €0.5 million. Loaned shares have not been deducted.

The names of the investments are fetched from the Finnish Patent and Registration Office, Bloomberg or names reported by the fund companies.

12. Loan receivables 31 Dec

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Other loans itemised by guarantee				
Bank guarantee	2.6	31.8	2.6	31.8
Guarantee insurance	29.1	34.7	29.1	34.7
Investment commitment	140.7	110.6	140.7	110.6
Other	167.1	435.5	167.1	435.5
Secured loans, remaining acquisition cost	339.5	612.6	339.5	612.6
Unsecured loans, remaining acquisition cost	105.9	130.2	105.9	130.2
Remaining acquisition cost, total	445.5	742.9	445.5	742.9
Total premium loan receivables itemised by balance sheet item				
Loans guaranteed by mortgages	32.5	44.5	32.5	44.5
Other loans	35.5	323.7	35.5	323.7
Remaining acquisition cost, total	68.0	368.2	68.0	368.2

13. Changes in intangible and tangible assets, parent company

€ million	2024				
	Intangible rights	Other intangible rights	Furniture and fixtures	Other tangible rights	Total
Acquisition cost 1 Jan	12.7	34.5	3.1	1.4	51.7
Fully amortised in previous year	-0.3	-2.3	-0.3		-2.9
Acquisition cost 31 Dec	12.4	32.2	2.8	1.4	48.8
Accumulated depreciation and amortisation 1 Jan	-10.7	-29.0	-2.3		-42.0
Fully amortised in previous year	0.3	2.3	0.3		2.9
Depreciation and amortisation for the financial year	-1.2	-3.0	-0.3		-4.5
Accumulated depreciation and amortisation 31 Dec	-11.6	-29.7	-2.3		-43.6
Book value 31 Dec	0.8	2.5	0.5	1.4	5.2

13. Changes in intangible and tangible assets, group

€ million	2024					
	Intangible rights	Other intangible rights	Goodwill on consolidation	Furniture and fixtures	Other tangible rights	Total
Acquisition cost 1 Jan	12.7	34.5	20.6	3.1	1.4	72.2
Fully amortised in previous year	-0.3	-2.3		-0.3		-2.9
Additions			0.0			0.0
Acquisition cost 31 Dec	12.4	32.2	20.6	2.8	1.4	69.4
Accumulated depreciation and amortisation 1 Jan	-10.7	-29.0	-9.0	-2.3		-51.0
Fully amortised in previous year	0.3	2.3		0.3		2.9
Depreciation and amortisation for the financial year	-1.2	-3.0	-2.1	-0.3		-6.6
Accumulated depreciation and amortisation 31 Dec	-11.6	-29.7	-11.2	-2.3		-54.8
Book value 31 Dec	0.8	2.5	9.4	0.5	1.4	14.6

14. Other receivables 31 Dec

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Other receivables				
Receivables related to investments	1,446.7	2,202.4	1,446.8	2,202.5
Claims paid in advance	699.6	684.1	699.6	684.1
Tax receivables	17.6	20.4	17.7	20.4
From group companies	15.4	1.4		
Other receivables	0.2	0.4	0.9	1.6
	2,179.6	2,908.8	2,165.0	2,908.7

15. Other prepayments and accrued income 31 Dec

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Other prepayments and accrued income				
Related to investments	59.3	60.9	60.7	61.1
Receivable from liability distribution	18.5	15.2	18.5	15.2
Other prepayments and accrued income	5.1	4.4	7.7	7.8
	82.9	80.4	86.8	84.1

16. Capital and reserves 31 Dec

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Capital and reserves				
Initial fund	28.1	28.1	28.1	28.1
	28.1	28.1	28.1	28.1
Other reserves				
Reserves under the Articles of Association				
Contingency fund 1 Jan	185.0	172.7	185.0	172.7
Transfer from unused donation funds	0.0	0.0	0.0	0.0
Transfer from previous year's profit	10.6	12.3	10.6	12.3
Contingency fund 31 Dec	195.6	185.0	195.6	185.0
Other reserves			0.6	0.6
			196.2	185.6
Profit/loss brought forward				
Profit/loss brought forward 1 Jan	10.7	12.3	-52.9	-128.5
Transfer to donations	-0.1	-0.1	-0.1	-0.1
Transfer to reserves under the Articles of Association	-10.6	-12.3	-10.6	-12.3
Profit/loss brought forward 31 Dec			-63.5	-140.8
Profit/loss for the financial year	10.6	10.7	30.3	88.0
	234.4	223.8	191.1	160.8
Breakdown of capital and reserves after proposed distribution of profits:				
Policyholders' share	234.4	223.8	191.1	160.8

Distributable profits:	
Profit/loss for the financial year	10.6
+ Other funds	
Reserves under the Articles of Association	195.6
+ Profit brought forward	
Distributable profits, total	206.3

17. Technical provisions 31 Dec

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Provision for unearned premiums				
Future pensions	24,133.0	23,594.0	24,133.0	23,594.0
Provision for future bonuses	96.3	1,157.1	96.3	1,157.1
Provision for current bonuses	140.3	123.5	140.3	123.5
Equity linked buffer	1,395.0	-18.7	1,395.0	-18.7
Provision for unearned premiums, total	25,764.6	24,855.9	25,764.6	24,855.9
Provision for claims outstanding				
New pension awarded [1]	24,877.9	24,410.6	24,877.9	24,410.6
Provision for claims outstanding, total	24,877.9	24,410.6	24,877.9	24,410.6
Total technical provisions	50,642.5	49,266.6	50,642.5	49,266.6

1) The cost sharing item of €151 million related to the 2023 LEL mortality basis change, which was included in the provision for claims outstanding as of 31 December 2023, is not included in the change in technical provisions in the profit and loss account. In the 2024 financial year, this cost sharing item was paid to the clearing of PAYG pensions to cover the jointly paid TyEL-MEL old-age pensions. The item is not included in the claims paid in 2024.

18. Other liabilities 31 Dec

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Other liabilities				
Liabilities related to investments	4,126.1	3,037.0	4,576.7	3,493.9
Payroll tax debt	303.5	290.4	303.5	290.4
To group companies	89.9	89.4		
To participating interests	0.5	0.7	0.5	0.7
Other liabilities	8.1	9.8	18.8	20.2
	4,528.1	3,427.4	4,899.6	3,805.3
Debts falling due within five years or within a longer period				
Loans from financial institutions				0.0

19. Accruals and deferred income 31 Dec

€ million	Parent Company 2024	Parent Company 2023	Group 2024	Group 2023
Accruals and deferred income				
Related to investments	377.9	174.5	379.2	177.3
Debt for liability distribution	1.5	1.3	1.5	1.3
Other accruals and deferred income	17.4	21.0	19.0	23.0
	396.8	196.9	399.7	201.6

20. Securities and financial commitments 31 Dec

€ million	Parent Company 2024	Group 2024
Off-balance-sheet commitments and liabilities		
Investment commitments		
Private equity funds	6,234.3	6,234.3
Other investment commitments	335.4	335.4
Collateral received in a transfer under the Financial Collateral Act		
Securities received under reverse repo agreements, current value.	105.1	105.1
Ilmarinen is under obligation to return the securities it has received.		
Securities received as security for derivative contracts		
Collateral value	91.9	91.9
Non-hedging derivative contracts		
Interest derivatives		
Future and forward contracts, open		
STM derivatives		
Underlying instrument	1,018.8	1,018.8
Cumulative amount of daily payments	-11.4	-11.4
Option contracts, open		
Bought		
Underlying instrument	45,023.3	45,023.3
Fair value	481.2	481.2
Written		
Underlying instrument	-54,326.0	-54,326.0
Fair value	-352.4	-352.4
Interest rate and credit default swaps, open		
Underlying instrument [1)]	2,429.6	2,429.6
Fair value	35.0	35.0
STM derivatives		
Underlying instrument	10,093.2	10,093.2
Cumulative amount of daily payments	-147.5	-147.5

€ million	Parent Company 2024	Group 2024
Off-balance-sheet commitments and liabilities		
Non-hedging derivative contracts		
Interest derivatives		
Total return swaps, open		
Underlying instrument	-141.5	-141.5
Fair value	2.9	2.9
Currency derivatives		
Forward contracts, open		
Underlying instrument	26,781.8	26,781.8
Fair value	-165.9	-165.9
Forward contracts, closed		
Fair value	-83.9	-83.9
Option contracts, open		
Bought		
Underlying instrument	8,086.5	8,086.5
Fair value	129.0	129.0
Written		
Underlying instrument	-5,331.8	-5,331.8
Fair value	-70.0	-70.0
Equity derivatives		
Future and forward contracts, open		
STM derivatives		
Underlying instrument	1,122.2	1,122.2
Cumulative amount of daily payments	-4.4	-4.4
Option contracts, open		
Bought		
Underlying instrument	944.0	944.0
Fair value	53.1	53.1
Written		
Underlying instrument	-321.3	-321.3
Fair value	-17.8	-17.8

20. Securities and financial commitments 31 Dec

€ million	Parent Company 2024	Group 2024
Off-balance-sheet commitments and liabilities		
Non-hedging derivative contracts		
Equity derivatives		
Total returns swaps, open		
Underlying instrument	3.7	3.7
Fair value	3.7	3.7
Other derivatives		
Future and forward contracts, open		
Underlying instrument	-0.8	-0.8
Fair value	1.9	1.9
Option contracts, open		
Bought		
Underlying instrument	4.8	4.8
Fair value	88.1	88.1
Written		
Underlying instrument	-8.4	-8.4
Fair value	-41.6	-41.6
Total returns swaps, open		
Underlying instrument	0.0	0.0
Fair value	0.0	0.0
STM derivatives		
Underlying instrument	99.0	99.0
Cumulative amount of daily payments	-0.6	-0.6

1) The underlying asset consists of the underlying assets of bilateral interest rate swaps and credit default swaps, which do not have daily variation margin payments.

Profits on closed and mature derivatives have been recognised in full in profit and loss account.

Valuation principles

The values of listed derivatives are calculated using the price quoted on the stock exchange. Bilateral OTC derivatives are valued based on the counterparty's valuation if market conditions do not prevent the valuation at market value of the derivatives transactions in question. Bilateral OTC derivatives transactions are valued at the theoretical model price if market conditions prevent the valuation at market value of the transaction in question. The European Market Infrastructure Regulation (EMIR) and the related technical standards define in more detail when market conditions prevent valuation at market value. Non-centrally-cleared derivatives are valued at the value received from the central counterparty.

Private equity fund returns under the claw-back obligation are recorded during the term of the fund as reported by the fund company, because any liabilities can be covered with the fund's funds or uncalled investment commitments. When recording the returns of a fund that is being dissolved, the probable amount of possible liabilities is followed applying the precautionary principle.

€ million	Parent Company 2024	Group 2024
As security for own debts		
Mortgaged as security for rents	0.3	3.4
Mortgaged as security for own loans		
Loan amount		167.4
Provided mortgages		233.6
Assets pledged as security for derivative contracts, book value		
Securities	497.7	497.7
Cash	242.1	242.1
Deposits in a transfer under the Financial Collateral Act		
Securities delivered under repo agreements, current value.	780.3	780.3
The securities remain in the balance sheet.		

The cash collaterals €242.1 million, provided as security in the transfer according to the Act of Financial Collateral Arrangements are included in the balance sheet item 'Other liabilities'.
The cash assets, €273.5 million, pledged as security in the transfer according to the Act on Financial Collateral Arrangements, are included in the balance sheet item 'Other liabilities'.

20. Securities and financial commitments 31 Dec

€ million	Parent Company 2024	Group 2024
As security for joint venture's debts		
Mortgage bonds used as security for bank loans		3,289.0
Other financial commitments		
Ilmarinen's value added tax group comprises, in addition to Ilmarinen, the real estate companies it owns. The group members are collectively responsible for the value added tax payable by the group.	0.9	0.9
VAT deduction refund liabilities	10.9	46.1
Rent liabilities (incl. leasing liabilities)		
Due in the next year	1.0	1.0
Due in subsequent years	1.0	1.0
Other		1.3

21. Related parties, parent company 31 Dec

Ilmarinen's related parties include persons who are a member of Ilmarinen's Supervisory Board or Board of Directors, President and CEO, a member of the Executive Group, the principal auditor or their spouse or a person under their guardianship, and the controlled corporations of the above-listed persons. For the purposes of the financial statements, Ilmarinen's related parties also include the subsidiaries and associated undertakings.

The related-party loans to subsidiaries and associated undertakings are presented in Note 6 and 14. As a rule, the loan periods of the loans granted to related parties range from 1 to 30 years and the loans consist of both loans repayable in instalments within the loan period and single payment loans repayable at the expiry of the loan period. As a rule, the interest rate is based on the market rate.

Accrued receivables include interest receivables from associated companies of €5.6 million.

The company does not have any related-party transactions carried out other than in the ordinary course of business.

22. Solvency capital 31 Dec

€ million	Parent Company 2024	Parent Company 2023
Capital and reserves after proposed distribution of profits	234.3	223.7
Accumulated appropriations	8.6	6.2
Difference between current value and book value of assets	13,573.5	10,861.7
Provision for future bonuses 1)	85.4	1,146.3
Intangible assets	-3.3	-7.5
Other items	-3.9	-3.9
	13,894.6	12,226.5
Minimum solvency capital required under the Employee Pension Insurance Companies Act (TVYL), section 17	3,101.3	2,495.8

1) Reduced by the cumulative loading profit for TyEL of €10.8 (10.8) million.

23. Subsidiaries and associated companies consolidated into the consolidated financial statements 31 Dec 2024

Ilmarinen's subsidiaries	Domicile	Participating interest, %
Antilooppi kortteli Oy	Helsinki	100.00
Asunto Oy Espoon Anna Sahlsténin katu 8	Espoo	100.00
Asunto Oy Espoon Itsehallintotie 1	Espoo	100.00
Asunto Oy Espoon Kefeus	Espoo	100.00
Asunto Oy Espoon Markkinakatu 2	Espoo	100.00
Asunto Oy Espoon Merivalkama 18	Espoo	100.00
Asunto Oy Espoon Neulaspolku 1	Espoo	100.00
Asunto Oy Espoon Postipuuntalo	Espoo	100.00
Asunto Oy Espoon Puntaritie 2	Espoo	100.00
Asunto Oy Espoon Puntaritie 5	Espoo	100.00
Asunto Oy Espoon Puolikuu 2 D	Espoo	100.00
Asunto Oy Espoon Runoratsunkatu 1	Espoo	100.00
Asunto Oy Espoon Runoratsunkatu 17	Espoo	100.00
Asunto Oy Espoon Suurpellon Puistokatu 12C	Espoo	100.00
Asunto Oy Helsingin Eerikinkatu 41	Helsinki	100.00
Asunto Oy Helsingin Gyldenintie 5 - 7	Helsinki	100.00
Asunto Oy Helsingin Hanuripolku 4-6	Helsinki	100.00
Asunto Oy Helsingin Hellemäenpolku 10	Helsinki	100.00
Asunto Oy Helsingin Hietasaarenkuja 3	Helsinki	100.00
Asunto Oy Helsingin Hiomotie 42	Helsinki	100.00
Asunto Oy Helsingin Hiomotie 44	Helsinki	100.00
Asunto Oy Helsingin Hiomotie 46	Helsinki	100.00
Asunto Oy Helsingin Hiomotie 48	Helsinki	100.00
Asunto Oy Helsingin Hitsaajankatu 15	Helsinki	100.00
Asunto Oy Helsingin Kallvikintie 91	Helsinki	100.00
Asunto Oy Helsingin Kallvikintie 93	Helsinki	100.00
Asunto Oy Helsingin Kap Hornin katu 8	Helsinki	100.00
Asunto Oy Helsingin Kiviparintie 2	Helsinki	100.00
Asunto Oy Helsingin Laivalahdenportti 3	Helsinki	93.92
Asunto Oy Helsingin Leikosaarentie 26	Helsinki	100.00
Asunto Oy Helsingin Länsisatamankatu 2	Helsinki	100.00
Asunto Oy Helsingin Merikaapeli	Helsinki	100.00
Asunto Oy Helsingin Metsäläntie 12a	Helsinki	100.00
Asunto Oy Helsingin Mustalahdentie 15	Helsinki	100.00
Asunto Oy Helsingin Neitsytsaarentie 2	Helsinki	100.00

Ilmarinen's subsidiaries	Domicile	Participating interest, %
Asunto Oy Helsingin Neitsytsaarentie 6	Helsinki	100.00
Asunto Oy Helsingin Näyttelijäntie 13	Helsinki	100.00
Asunto Oy Helsingin Palikkapolku 1	Helsinki	100.00
Asunto Oy Helsingin Punanotkonkatu 2	Helsinki	100.00
Asunto Oy Helsingin Rullakkokatu 1	Helsinki	100.00
Asunto Oy Helsingin Tulvaniitynpolku 3	Helsinki	100.00
Asunto Oy Helsingin Ulappasaarentie 4	Helsinki	100.00
Asunto Oy Helsingin Vanha Viertotie 9	Helsinki	100.00
Asunto Oy Helsingin Välimerenkatu 10	Helsinki	100.00
Asunto Oy Keravan Aleksis Kiven tie 3	Kerava	100.00
Asunto Oy Keravan Santaniitynkatu 11	Kerava	100.00
Asunto Oy Keravan Santaniitynkatu 23	Kerava	100.00
Asunto Oy Keravan Santaniitynkatu 25	Kerava	100.00
Asunto Oy Keravan Torikatu 2	Kerava	100.00
Asunto Oy Tampereen Kalevan puistotie 14	Tampere	100.00
Asunto Oy Tampereen Osuuskunnankatu 1 B	Tampere	100.00
Asunto Oy Vantaan Korsontie 9	Vantaa	100.00
Asunto Oy Vantaan Kranssi	Vantaa	100.00
Asunto Oy Vantaan Neilikkatie 8	Vantaa	100.00
Asunto Oy Vantaan Osmankäämintie 7	Vantaa	100.00
Asunto Oy Vantaan Paakari	Vantaa	100.00
Asunto Oy Vantaan Pakkalanrinne 2	Vantaa	100.00
Asunto Oy Vantaan Tulikivi	Vantaa	100.00
Asunto Oy Vantaan Tädyketie 4	Vantaa	100.00
Asunto Oy Vantaan Ukonkivi	Vantaa	100.00
Asunto Oy Vantaan Vuolukivi	Vantaa	100.00
Asunto Oy Vantaan Zirkoni	Vantaa	100.00
Elielin Pysäköinti Oy	Helsinki	100.00
Espagalleria Oy	Helsinki	100.00
Kiinteistö Oy Aleksanterinkatu 13	Helsinki	100.00
Kiinteistö Oy Aleksinparkki	Kerava	100.00
Kiinteistö Oy Annalankankaantie 20	Oulu	100.00
Kiinteistö Oy Espoon Anna Sahlsténin katu 5	Espoo	100.00
Kiinteistö Oy Espoon Keilarannantorni	Helsinki	100.00
Kiinteistö Oy Espoon Keilaranta 11	Espoo	100.00

23. Subsidiaries and associated companies consolidated into the consolidated financial statements 31 Dec 2024

Ilmarinen's subsidiaries	Domicile	Participating interest, %
Kiinteistö Oy Espoon Keilaranta 19	Helsinki	100.00
Kiinteistö Oy Espoon Kutojankulma 2	Helsinki	100.00
Kiinteistö Oy Espoon Kutojantie 4	Helsinki	100.00
Kiinteistö Oy Hakkilan Lokki	Vantaa	100.00
Kiinteistö Oy Helsingin Aleksanterinkatu 17	Helsinki	100.00
Kiinteistö Oy Helsingin Armfeltintie 8	Helsinki	100.00
Kiinteistö Oy Helsingin Bulevardi 26	Helsinki	100.00
Kiinteistö Oy Helsingin Lepakko	Helsinki	100.00
Kiinteistö Oy Helsingin Merkurius	Helsinki	100.00
Kiinteistö Oy Helsingin Mikonkatu 9	Helsinki	100.00
Kiinteistö Oy Helsingin Pääpostitalo	Helsinki	100.00
Kiinteistö Oy Helsingin Satamakaari 24	Helsinki	100.00
Kiinteistö Oy Helsingin Tenholantie 12	Helsinki	100.00
Kiinteistö Oy Helsingin Väinämöisenlinna	Helsinki	100.00
Kiinteistö Oy Hyrylän Keskiholvi	Tuusula	50.26
Kiinteistö Oy Ilmarisen Talo 126	Helsinki	100.00
Kiinteistö Oy Ilmarisen Talo 127	Helsinki	100.00
Kiinteistö Oy Ilmarisen Talo 128	Helsinki	100.00
Kiinteistö Oy Julininkulma	Turku	79.12
Kiinteistö Oy Jyväskylän Kauppakatu 39	Helsinki	100.00
Kiinteistö Oy Keravan Isoahjo	Helsinki	100.00
Kiinteistö Oy Kolarin Lomarova III	Helsinki	100.00
Kiinteistö Oy Koneharjun Kangas	Lahti	100.00
Kiinteistö Oy Kutomotie 16	Helsinki	100.00
Kiinteistö Oy Kutomotie 18	Helsinki	100.00
Kiinteistö Oy Lahden Mukkulankatu 23	Lahti	100.00
Kiinteistö Oy Lielahden Kauppapuisto 1	Helsinki	100.00
Kiinteistö Oy Lielahden Kauppapuisto 2	Helsinki	100.00
Kiinteistö Oy Liikekeskus Aleksintori	Kerava	100.00
Kiinteistö Oy Myllykulma	Lappeenranta	100.00
Kiinteistö Oy Olarin Tempo Espoo	Espoo	100.00
Kiinteistö Oy Oulun Pekurinkulma	Helsinki	100.00
Kiinteistö Oy Oulun Soramäentie 1	Oulu	100.00
Kiinteistö Oy Pasilan Beta	Helsinki	100.00
Kiinteistö Oy Pasilan Eta	Helsinki	100.00

Ilmarinen's subsidiaries	Domicile	Participating interest, %
Kiinteistö Oy Pasilan Ratapiha	Helsinki	100.00
Kiinteistö Oy Pasilan Theta	Helsinki	100.00
Kiinteistö Oy Pitäjänmäen Helmi	Helsinki	100.00
Kiinteistö Oy Rock Vallila	Helsinki	100.00
Kiinteistö Oy Salomonkatu 7-9	Helsinki	81.87
Kiinteistö Oy Tampereen Portti	Helsinki	100.00
Kiinteistö Oy Tampereen Sellukatu 30	Tampere	100.00
Kiinteistö Oy Tampereen Turvesuonkatu 10	Helsinki	100.00
Kiinteistö Oy Turun Artturinkatu 2	Helsinki	100.00
Kiinteistö Oy Tuusulan Huurrekuja 2	Helsinki	100.00
Kiinteistö Oy Tuusulan Högberginhaara 12	Helsinki	100.00
Kiinteistö Oy Vantaan Ainontie 1	Helsinki	100.00
Kiinteistö Oy Vantaan Ainontie 5	Helsinki	100.00
Kiinteistö Oy Vantaan Osmankäämi	Vantaa	100.00
Kiinteistö Oy Vantaan Pakkalantie 27	Helsinki	100.00
Kiinteistö Oy Vantaan Rälssitie 9	Helsinki	100.00
Kiinteistö Oy Vantaan Tikkurilantie 140	Helsinki	100.00
Kiinteistö Oy Vantaan Valimotien Kiinteistöt	Vantaa	100.00
Kiinteistö Oy Vega	Helsinki	100.00
Kämp Galleria Oy	Helsinki	100.00
Kämp-Kiinteistöt Oy	Helsinki	100.00
Metsämassi Oy	Helsinki	100.00
METSÄRAHASTO II KY	Helsinki	100.00
Oy F.W. Grönqvist Ab	Helsinki	89.11
Pommisuoja Oy	Helsinki	100.00
Sokerilinnan Tontit Oy	Espoo	100.00
World Trade Center Helsinki Oy	Helsinki	100.00

23. Subsidiaries and associated companies consolidated into the consolidated financial statements 31 Dec 2024

Ilmarinen's subsidiaries	Domicile
Sold	
Kiinteistö Oy Espoon Trillakatu 5	Helsinki
Kiinteistö Oy Iso-Ylläksentie 42	Helsinki
Kiinteistö Oy Kutomotie 9	Helsinki
Kiinteistö Oy Oulun Kauppurienkatu 9	Helsinki
Kiinteistö Oy Tilkan Parkki	Helsinki
Kiinteistö Oy Vantaan Pakkalanrinne 4	Helsinki

Ilmarinen's consolidated associated companies	Domicile	Participating interest, %
Antilooppi konserni	Helsinki	50.00
Arek Oy	Helsinki	24.26
BOC Frankfurt Management S.a.r.l.	Munsbach	49.00
Central Post I BV	Amsterdam	50.00
Cloud Office Holding BV	Amsterdam	49.00
Forest Company Limited/The	St. Peter Port	28.16
HL Covent Garden	Bryssel	95.02 (1
ILMA Sarl	Senningerberg	49.50
Keilaniemen kiinteistökehitys konserni	Helsinki	33.33
Kiinteistö Oy Kauppakeskus Sello	Espoo	25.50
Mercada Oy	Helsinki	33.33
Navidom Oy	Espoo	25.00
New York Life Office Holdings LLC	Delaware	49.00
PH Buildings	Amsterdam	99.99 (2
REDI konserni	Helsinki	49.90
SNI EURO Partnership I ja II	Senningerberg	49.90
SSC Ahti Oy	Helsinki	50.00
SSC Esko Oy	Helsinki	50.00
SSC Kiisla Oy	Helsinki	50.00
SSC Lunni Oy	Helsinki	50.00
SSC Suula Oy	Helsinki	50.00
SSC Uikku Oy	Helsinki	50.00
SSC Ukko Oy	Helsinki	50.00
Taivas Tysons Corner Inc	Delaware	50.00 (3
Tamina Homes, Inc.	Delaware	99.98 (4
Tornator Oyj	Imatra	23.13
Tripla konserni	Helsinki	38.75
Wiggum Sarl	Munsbach	49.00

1) Ilmarinen Mutual Pension Insurance Company's share of the votes is 47.6%.
2) Ilmarinen Mutual Pension Insurance Company's share of the votes is 50%.
3) Mutual Pension Insurance Company Ilmarinen's shareholding entitles to 100 per cent of the company's result, so consolidated as 100%.
4) Ilmarinen Mutual Pension Insurance Company's share of the votes is 40%.

24. Key figures in brief

	2024	2023	2022	2021	2020
Premiums written, € million	6,956.2	6,822.1	6,558.0	5,922.0	5,220.5
Pensions and other payments made, € million [1)]	7,636.0	7,172.7	6,606.0	6,309.1	6,115.5
Net return on investments at fair value, € million	5,043.9	3,271.7	-4,009.4	8,086.0	3,528.5
ROCE, %	8.6	5.8	-6.6	15.3	7.1
Turnover, € million	9,319.3	11,393.3	5,943.4	8,889.9	7,513.5
Total operating expenses, € million	143.5	145.6	150.8	175.6	158.3
Total operating expenses, % of turnover	1.5	1.3	2.5	2.0	2.1
Operating expenses covered by loading income, % of TyEL and YEL payroll	0.3	0.3	0.4	0.5	0.5
Total profit, € million	1,804.3	579.0	-4,592.2	4,179.4	1,768.6
Technical provisions, € million	50,642.5	49,266.6	45,197.8	46,003.8	43,538.8
Solvency capital, € million [2)]	13,894.6	12,226.5	11,777.3	16,539.1	12,542.3
in relation to solvency limit	1.49	1.63	1.68	1.89	1.79
Pension assets, € million [3)]	64,409.5	60,306.8	57,505.1	61,656.0	54,014.2
% of technical provisions [3)]	127.5	125.4	125.8	136.7	130.2
Transfer to client bonuses of TyEL payroll, % [4)]	0.53	0.47	0.70	0.92	0.26
TyEL payroll, € million	26,537.2	26,050.4	24,924.2	22,874.4	21,505.3
YEL payroll, € million	1,816.5	1,740.5	1,705.5	1,677.4	1,676.3
TyEL policies [5)]	51,346	57,041	61,084	64,436	69,386
Insured under TyEL	595,659	602,069	611,380	591,197	555,029
YEL policies	70,455	73,283	75,240	76,781	76,147
Pensioners	454,556	455,058	458,512	455,775	458,401

1) Claims paid in profit and loss account excluding costs for claims handling and disability risk management
2) Calculated according to the regulations in force at the time (the same principle also applies to other solvency key figures)
3) Technical provisions + solvency capital in accordance with section 11, item 10, of the Ministry of Social Affairs and Health's decree (614/2008.)
4) Rounded off to two decimal places.
5) Insurance policies of employers with insurance contracts

25. Performance analysis

€ million	2024	2023	2022	2021	2020
Source of profits					
Technical underwriting result [1)]	5.6	37.9	132.5	44.2	-3.2
Return on investments at current value	1,796.6	527.4	-4,800.9	4,104.3	1,725.6
+ Net return on investments at current value [2)]	5,043.9	3,271.7	-4,009.4	8,086.0	3,528.5
- Return requirement on technical provisions	-3,247.4	-2,744.4	-791.6	-3,981.6	-1,803.0
Loading profit, total [3)]	-0.6	10.6	58.1	41.9	43.2
Other profit	2.7	3.1	18.2	-11.0	3.0
Total result	1,804.3	579.0	-4,592.2	4,179.4	1,768.6
Distribution of profits					
Increase/decrease solvency	1,663.9	455.5	-4,767.4	3,970.0	1,713.2
Change in provision for future bonuses	-1,060.8	1,715.8	-1,417.0	-1,183.1	436.2
Change in difference between fair value and book value	2,711.8	-1,271.9	-3,366.1	5,146.0	1,269.5
Change in accumulated appropriations	2.3	1.0	3.3	-2.9	-0.5
Profit for the financial year	10.6	10.7	12.3	10.0	8.0
Transfer to client bonuses	140.3	123.5	175.2	209.4	55.4
Total	1,804.3	579.0	-4,592.2	4,179.4	1,768.6

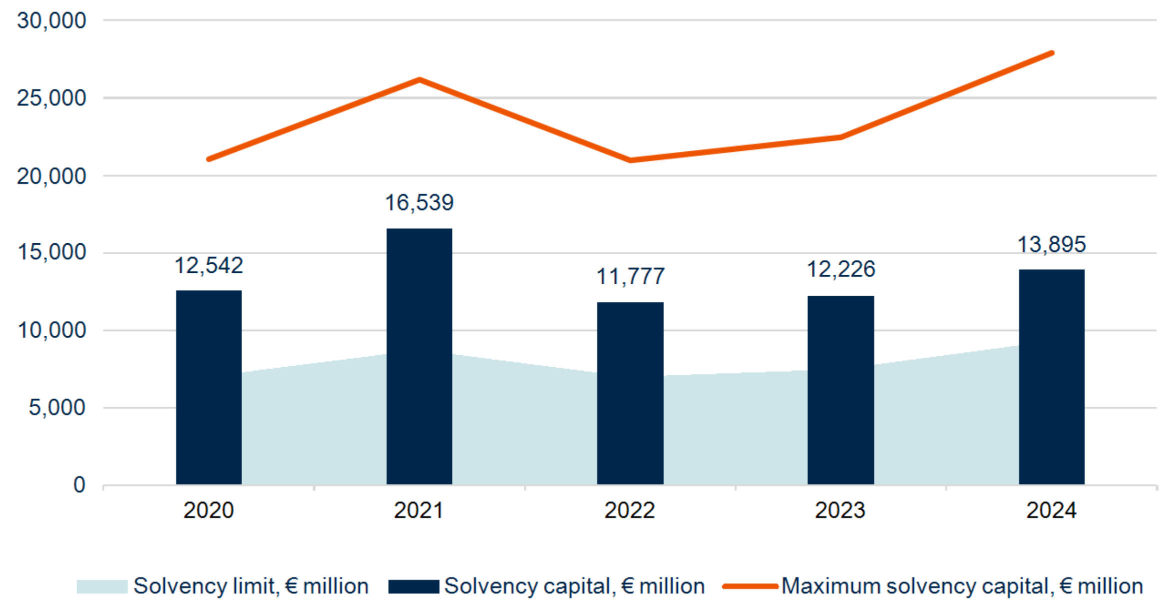
1) Technical underwriting result is reported in Note 31
2) Return on investments at current value is reported in Note 28
3) Loading profit is reported in Note 29

26. Solvency

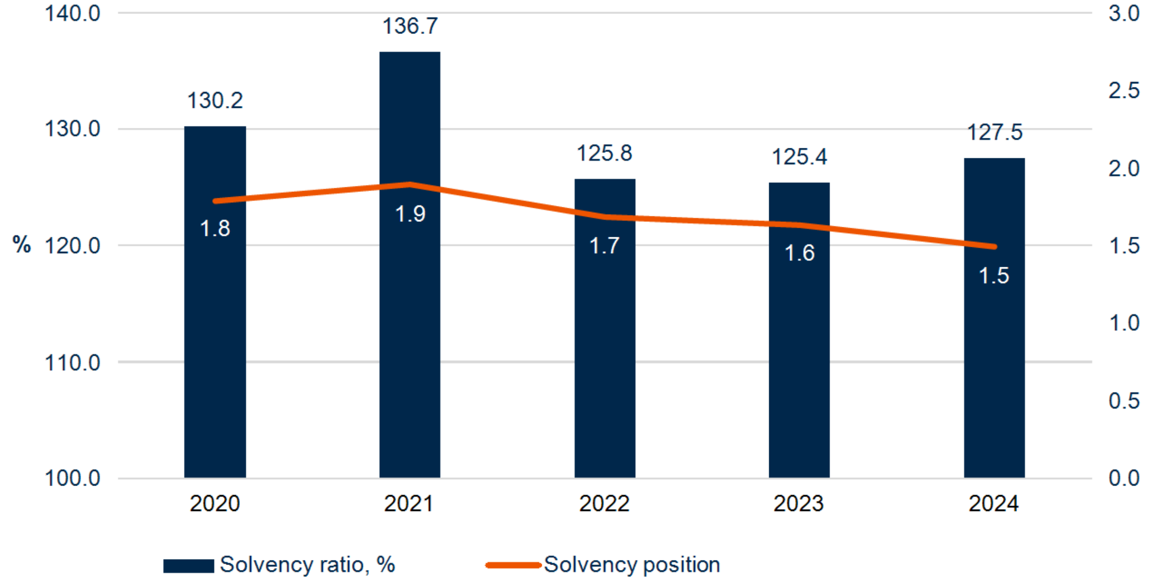
	2024	2023	2022	2021	2020
Solvency limit, € million	9,304	7,487	6,990	8,728	7,016
Maximum solvency capital, € million	27,911	22,462	20,970	26,184	21,048
Solvency capital, € million	13,895	12,226	11,777	16,539	12,542
Solvency ratio, % [1]	127.5	125.4	125.8	136.7	130.2
Solvency position [2]	1.5	1.6	1.7	1.9	1.8

1) Pension assets in relation to technical provisions as referred to in Section 11, item 10, of the Ministry of Social Affairs and Health's decree 614/2008. All years are presented according to the new presentation method.
2) Solvency capital in relation to solvency limit.

Solvency limit, maximum solvency capital and solvency capital



Solvency ratio and solvency position



27. Breakdown of investments (current value)

	Basic breakdown				Risk breakdown [8]					
	31.12.2024		31.12.2023		31.12.2024		31.12.2023	31.12.2022	31.12.2021	31.12.2020
	€ million	%	€ million	%	€ million	% [10]	% [10]	% [10]	% [10]	% [10]
Fixed income investments total	18,775.2	29.7	19,802.7	33.6	20,275.7	32.0	35.3	26.6	27.0	33.2
Loan receivables [1]	1,055.7	1.7	1,422.1	2.4	1,055.7	1.7	2.4	3.2	3.3	3.3
Bonds	17,651.7	27.9	16,269.5	27.6	19,873.8	31.4	35.6	31.5	25.4	27.2
Other money-market instruments and deposits [1] [2]	67.7	0.1	2,111.1	3.6	-653.8	-1.0	-2.8	-8.1	-1.8	2.8
Equity investments total	32,689.5	51.6	27,113.2	46.0	34,032.9	53.8	47.0	44.1	50.0	47.1
Listed equities and shares [3]	22,240.4	35.1	17,760.5	30.1	23,583.8	37.2	31.1	28.5	36.0	35.6
Private equity investments [4]	8,708.8	13.8	7,766.0	13.2	8,708.8	13.8	13.2	13.0	12.0	9.4
Non-listed equities and shares [5]	1,740.4	2.7	1,586.7	2.7	1,740.4	2.7	2.7	2.6	2.0	2.1
Real estate investments total	5,825.3	9.2	5,815.9	9.9	5,825.3	9.2	9.9	12.2	10.7	11.8
Direct real estate investments [11]	3,083.0	4.9	5,122.0	8.7	3,083.0	4.9	8.7	10.9	9.6	10.6
Real estate funds and joint investments [11]	2,742.3	4.3	693.9	1.2	2,742.3	4.3	1.2	1.3	1.1	1.1
Other investments	6,023.2	9.5	6,191.7	10.5	6,071.8	9.6	10.5	12.2	8.2	8.3
Hedge fund investments [6]	5,911.5	9.3	5,091.7	8.6	5,911.5	9.3	8.6	8.6	6.8	5.5
Commodity investments	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0	0.0
Other investments [7]	111.8	0.2	1,100.0	1.9	160.3	0.3	1.8	3.0	1.4	2.8
Investments total	63,313.2	100.0	58,923.5	100.0	66,205.8	104.6	102.6	95.1	95.9	100.3
Impact of derivatives [9]					-2,892.5	-4.6	-2.6	4.9	4.1	-0.3
Investments at current value total	63,313.2	100.0	58,923.5	100.0	63,313.2	100.0	100.0	100.0	100.0	100.0
Modified duration of the bond portfolio	3.7									

1) Includes accrued interest
2) Includes cash at bank and in hand and consideration receivables and debt
3) Also includes mixed funds unless they can be allocated elsewhere
4) Includes private equity funds, mezzanine funds and infrastructure investments
5) Also includes non-listed real estate investment companies
6) Includes all types of hedge fund units regardless of the fund's strategy
7) Includes items that cannot be allocated to other investment classes
8) The risk breakdown can be presented for the comparison periods as data builds up (not retroactively). If the figures are presented for comparison periods and the periods are not fully comparable, this must be indicated.
9) Includes the effect of derivatives on the difference between risk and basic breakdown. The effect of derivatives can be +/-. After the difference adjustment, the total of the risk breakdown matches the basic breakdown.
10) The relative share is calculated using the total of the 'Total investment at current value' line as the divisor
11) A classification change has been made in the Real Estate Investments group in 2024, previous years 2020-2023 are not comparable.

28. Net roce on investments

Return EUR / % ROCE	Net investment income market value [8] 31.12.2024 € million	Capital employed [9] 31.12.2024 € million	ROCE 31.12.2024 %	ROCE 31.12.2023 %	ROCE 31.12.2022 %	ROCE 31.12.2021 %	ROCE 31.12.2020 %
Fixed income investments total	885.2	19,976	4.4	8.4	-5.2	3.9	-0.4
Loan receivables [1]	74.6	1,185	6.3	5.3	3.2	4.4	-0.9
Bonds	773.3	17,638	4.4	9.5	-6.4	4.1	0.0
Other money-market instruments and deposits [1] [2]	37.3	1,153	3.2	-0.3	-3.5	0.7	-3.7
Equity investments total	3,807.6	27,096	14.1	10.1	-10.2	28.0	12.4
Listed equities and shares [3]	2,796.2	17,683	15.8	13.5	-14.5	23.7	11.9
Private equity investments [4]	817.6	7,848	10.4	2.8	-2.7	44.5	12.9
Non-listed equities and shares [5]	193.9	1,565	12.4	7.2	21.3	24.4	19.0
Real estate investments total	-49.5	5,812	-0.9	-13.5	1.3	8.8	0.4
Direct real estate investments	4.0	3,110	0.1	-15.0	0.8	9.0	0.7
Real estate funds and joint investments	-53.4	2,701	-2.0	-0.7	6.3	7.1	-2.1
Other investments	396.9	5,924	6.7	1.8	-1.1	-2.0	20.2
Hedge fund investments [6]	498.3	5,062	9.8	4.5	8.2	7.3	3.7
Commodity investments	0.1	0	-	-	-	-	-
Other investments [7]	-101.5	862	-11.8	-7.5	-22.0	-27.6	71.7
Investments total	5,040.3	58,807	8.6	5.8	-6.6	15.3	7.1
Unallocated income, costs and operating expenses	3.7	0	0.0	0.0	0.0	0.0	0.0
Net return on investments at current value	5,043.9	58,807	8.6	5.8	-6.6	15.3	7.1

1) Includes accrued interest
2) Includes cash at bank and in hand and consideration receivables and debt
3) Also includes mixed funds unless they can be allocated elsewhere
4) Includes private equity funds, mezzanine funds and infrastructure investments
5) Also includes non-listed real estate investment companies
6) Includes all types of hedge fund units regardless of the fund's strategy
7) Includes items that cannot be allocated to other investment classes
8) Changes in the market values between the end and beginning of the reporting period – cash flows during the period. Cash flow means the difference between sales/returns and purchases/costs
9) Capital employed = market value at the beginning of the reporting period + daily/monthly time-weighted cash-flows
10) A classification change has been made in the Real Estate Investments group in 2024, previous years 2020-2023 are not comparable.

29. Loading profit

€ million	2024	2023	2022	2021	2020
TyEL expense loading components	44.8	57.3	148.5	160.7	149.6
Income from the provision for pooled claims for handling insurance policies for small employers	17.6	18.4			
Premium components available to be used to cover operating expenses resulting from claims settlements	9.4	8.7	8.4	9.3	10.1
Other income	0.0	0.0	0.3	-1.6	2.3
TyEL loading income, total	71.8	84.4	157.2	168.4	161.9
TyEL activity-based operating expenses [1)]	-71.8	-73.6	-99.1	-126.5	-118.7
Other expenses	0.0	0.0	0.0	0.0	0.0
TyEL operating expenses total	-71.8	-73.6	-99.1	-126.5	-118.7
TyEL loading profit	0.0	10.8	58.1	41.9	43.2
YEL loading income	19.8	20.1			
YEL operating expenses	-20.4	-20.3			
YEL loading profit	-0.6	-0.2			
Loading profit total	-0.6	10.6			
TyEL operating expenses, percentage of payroll	0.3 %	0.3 %			
YEL operating expenses, percentage of YEL loading income	102.8 %	101.0 %			

The figures from 2023 are not comparable with the comparison data for 2020–2022.

1) Excluding operating expenses from investment activities, costs covered by the disability risk administrative cost component and statutory charges.

30. Disability risk management

€ million	2024	2023	2022	2021	2020
Premiums written; disability risk administrative cost component	8.1	8.0	7.5	6.9	6.5
Claims incurred; costs covered by the disability risk administrative cost component [2)]	8.1	6.8	7.2	6.9	3.6
Disability risk management costs covered by the administrative cost component entered in operating expenses.	0.0	0.0	0.0	0.0	0.0
Work ability maintenance expenses/ Disability risk administrative cost component, %	99.4 %	85.0 %	95.2 %	99.8 %	55.7 %

2) As of 2021, includes personnel costs related to the management of the disability risk of the company's own personnel.

31. Underwriting result

€ million	2024	2023	2022	2021	2020
Net premiums written	1,208.3	1,203.8	1,192.7	1,124.1	1,002.0
Interest on net technical provisions	1,303.5	1,274.7	1,169.5	1,120.6	1,057.6
Total technical underwriting profit	2,511.8	2,478.5	2,362.3	2,244.7	2,059.7
Funded pensions paid	1,906.9	1,851.2	1,660.2	1,583.1	1,480.9
Premium loss	17.8	16.7	18.4	16.9	28.2
Net change in technical provisions	581.5	572.8	551.2	600.5	553.8
Total claims expenditure	2,506.2	2,440.6	2,229.8	2,200.6	2,062.9
Underwriting result	5.6	37.9	132.5	44.2	-3.2

32. Risk management at Ilmarinen

Risk management as a part of company management and internal control

Risk management is part of the normal management and internal control of Ilmarinen. Risk management comprises all of the procedures and practices used to identify and assess risks threatening the company's operations and targets, as well as to implement the measures required by the assessment to manage risks.

Risk management is realised via Ilmarinen's management and control system, and it is based on the company's principles which enhance management and accountability. This makes risk management part of the company's operating methods, decision-making and processes, increasing the probability of achieving the targets and supporting compliance with regulations.

Ilmarinen takes risks in its operations based on a carefully considered risk-return analysis to achieve targets such as better results of the investment operations to safeguard pension payments. The purpose of risk management is to ensure that the risks taken are commensurate with Ilmarinen's risk-bearing ability and risk appetite. If risks cannot be seen to bring the targeted benefits, financially reasonable means will put in place to mitigate them.

Organisation of risk management and related responsibilities

Ilmarinen's general risk management framework

In Ilmarinen, risk management is part of the management's sphere of responsibility and all of the organisation's processes, such as strategic planning and change management. Risk management is also part of the company's operating principles, values and corporate culture. The risk management framework has been defined in the operating principles for Ilmarinen's risk management system, which is supplemented by the investment plan.

Responsibilities of the company and its bodies in risk management

The overall responsibility for ensuring that Ilmarinen has a functional control and risk management system in place lies with the Board of Directors and the President and CEO. The Board annually reviews and approves the principles of Ilmarinen's risk management system and the investment plan. As part of strategic decision-making and risk management, the Board and the executive management annually prepare a risk and solvency assessment which covers the impacts of the most significant risks on the company's operations and the measures that are necessary to manage these risks. The Board of Directors' Audit and Risk Management Committee assists the Board of Directors in oversight concerning the company's financial reporting, risk management and internal control, as well as the work of the internal audit function and the auditors. The Supervisory Board is responsible for overseeing the corporate governance measures undertaken by the Board of Directors and the President and CEO. The oversight covers areas such as decision-making on pensions and investment operations, as well as the related risk management measures.

Responsibilities for the implementation of risk management in Ilmarinen

The management and implementation of Ilmarinen's risk management is based on a model in which the risk management responsibilities are divided into three areas:

1. Ilmarinen's business lines and support functions are responsible for their own risks and their management.
2. The independent risk management functions prepare and develop the risk management principles and support the business lines and support functions in ensuring functional and adequate risk management. In addition, the independent functions monitor the company's risk status and compliance with instructions, and regularly report on these to the executive management and the Board of Directors.
3. The internal audit function assesses the sufficiency of internal control and risk management.

Ilmarinen's business lines and support functions carry the primary responsibility for the risks associated with their spheres of responsibility and the decisions they make, as well as for the management of these risks. As the owners of these risks, they are obligated to ensure that the operational procedures and instructions concerning the operations will enable profitable operations at an acceptable

risk level. In practice, this means identifying and assessing the risks related to the company’s targets and operations and implementing the measures needed to manage these risks.

The company’s independent risk management functions are responsible for the development of the company’s risk management principles and framework. The risk management functions support the functions that own the risks in the implementation of effective risk management procedures and practices and assist them in risk reporting. The risk management functions also monitor and assess the company’s risk status and regularly report on it to the company’s management and the Board of Directors.

Ilmarinen has an independent compliance function which supports the business functions to secure the functionality, adequacy and reliability of governance and internal control. Compliance means ensuring and monitoring that the regulations, i.e. the external and internal guidelines concerning the operations, are met.

The objectives of the compliance activities are to ensure compliance with regulations, guidelines and good practices, as well as to promote a sound risk culture in Ilmarinen. The compliance function acts based on risks, ensuring compliance with regulations in its sphere of responsibility by measures such as the evaluation of internal controls, processes and procedures and the submittal of proposals on necessary improvements to the management and the business functions.

The internal audit function engages in independent and objective evaluation, assurance and consulting activities designed to create added value for the company and improve its operations. Internal audit assesses the appropriateness and effectiveness of the risk management, internal control, governance and administrative procedures of the company’s functions and processes, and submits proposals on their improvement. The internal audit operations are based on operating principles approved by the Board of Directors, which define the organisational position, mandate, responsibilities and duties of the internal audit function. Internal audit annually prepares an audit plan which is discussed by the Executive Group and the Audit and Risk Management Committee before being submitted to the Board of Directors for approval. Internal audit is an independent function administratively subordinate to the President and CEO. Internal audit reports on its activities directly to the Board of Directors and the Board’s Audit and Risk Management Committee.

Risks and their classification

Risks that threaten Ilmarinen’s successful operations can be any factors that:

- Have an adverse impact on the company’s opportunity to flawlessly perform its statutory duty
- Have an adverse impact on the company’s opportunity to achieve its short- or long-term goals
- Otherwise threaten the continuity of the company’s operations

Risks can be either avoidable issues arising from Ilmarinen’s internal factors, or external factors that cannot be avoided. The nature and sources of the risks also have a material impact on the selection of risk management measures. The risks affecting Ilmarinen’s operations can be divided into investment, underwriting, business and operational risks.

The investment risks include market, credit, liquidity and concentration risks.

The underwriting risks are related to the adequacy of insurance contributions and technical provisions.

Business risks refer to the risk of losses due to changes occurring in the competitive situation or the sector, or the failure of business decisions or their implementation. Risks can be either events or changes in the operating environment that hinder or interfere with the company's operations. Risks can also materialise as unused business opportunities that would be worth capturing.

Operational risks refer to the risk of losses due to inadequate or failed internal processes, the personnel, systems or external events.

The potential effects of risks cannot always be measured explicitly in money, as materialised risks can also indirectly affect Ilmarinen's reputation. The materialisation of a risk in a risk category can lead to a weakening of Ilmarinen's reputation among various stakeholder groups and thus result in loss of business and financial loss. In the worst-case scenario, the conditions necessary for the company to operate independently could be significantly impacted.

Investment risks and their management

Targets of investment operations

Ilmarinen's risk-bearing ability is determined based on the company's solvency situation. A key target of investment operations is to make use of the company's risk-bearing ability to maximise long-term returns without compromising compliance with regulatory solvency requirements in the short term.

Ilmarinen's investment asset allocation is a balancing act between several simultaneous goals: on the one hand, the company wants to achieve a maximum long-term return within the framework set by the requirements of the technical provisions and the regulatory constraints, and on the other, the company wants to improve its solvency in relation to its competitors in the medium term while ensuring that the solvency limit is continually exceeded. The Board of Directors confirms the chosen allocation at least once a year.

Link between solvency management, investment operations and risk management

The target with solvency management is to ensure that Ilmarinen will be able to implement its investment strategy while taking into account the uncertainty related to the assumptions and set goals. That is why the investment portfolio's risk level is constantly compared with Ilmarinen's risk-bearing ability. Action is taken as necessary to prevent the company from ending up in a situation in which it would be forced to adjust its chosen allocation for its long-term investment strategy in order to secure its solvency in the short term.

Ilmarinen assesses the investment portfolio's risk level through short-term risk calculations, complementary stress tests and longer-term scenario models.

The company's solvency capital, which is the difference between the company's assets and liabilities, serves as a buffer against the investment risks. If investment income exceeds the set return requirement on technical provisions, the difference is added to the solvency capital. In the opposite scenario, the solvency capital decreases.

In the long term, technical provisions must deliver at least a return which equals the weighted average of the technical rate of interest specified in the actuarial principles for TyEL and the return on equity investments, the latter having a 20 per cent weight. If the return on investments is lower than the average return requirement in the long term, the company's risk-carrying capacity decreases and the return requirement will be more difficult to reach.

The technical rate of interest, which reflects the long-term return on investments, is based on pension providers' average solvency ratio. The return according to the supplementary factor, i.e. the difference between the technical rate of interest and a three-per-cent discount rate, is used to increase funded old-age pensions. Through a 20 per cent equity link, part of the equity risk of pension providers is carried jointly by the entire pension scheme. This means that the technical provisions partly serve as a buffer against fluctuations in the investment result.

The linking is realised through a specific technical provision item, the equity linked buffer. This component of the technical provisions increases the technical provisions by a maximum of one per cent or reduces them by a maximum of 20 per cent. If the amount of the equity-linked buffer exceeds the maximum limit, the exceeding amount will be used to increase funded old-age pensions.

The minimum capital requirement provided for by law, the solvency limit, depends on the extent of risk-taking in the company's investment operations. Riskier investments require greater solvency capital. The basic quantity of the solvency requirements is the solvency capital's solvency limit. The theoretical base for its determination has been specified in such a manner that, within one year, the likelihood of a loss higher than the solvency limit materialising from the company's investment and insurance risks is at most 3 per cent. However, the solvency limit is always at least 5 per cent of the total amount of investments calculated at current value.

The risks related to the company's operations are taken into account in calculating the solvency limit in accordance with the risk classes defined in the Act on the Calculation of the Solvency Limit of Pension Providers and the Diversification of Investments. All material risks specified by the regulations affecting the investment are taken into account for each investment. When calculating the solvency limit, a risk value and expected return are calculated for each risk class and the risk resulting from the concentration of investments is taken into account. Dependencies between risk classes are also taken into account in the calculation. The minimum capital requirement is one third of the solvency limit, but if the solvency capital is lower than the solvency limit, the company must immediately submit to the Financial Supervisory Authority a recovery plan to strengthen its financial position. Risk taking in investment operations is limited by law as well as investment authorisations that Ilmarinen has set internally to manage risk taking and ensure sufficient investment portfolio diversification and liquidity.

Ilmarinen's solvency capital at the end of the year was EUR 13,895 million and its solvency limit was EUR 9,304 million. The solvency position, i.e. ratio of solvency capital to the solvency limit, was thus 1.49. Ilmarinen's solvency ratio, i.e. the ratio of pension assets to technical provisions, stood at 127.5 per cent.

The solvency ratio describes the company's risk-bearing ability and the solvency position the risk taken by the company in relation to its risk-bearing ability.

Material risks in investment operations

Market risk

Market risk refers to the uncertainty related to the value of investment assets and the amount of technical provisions caused by changes in the financial markets. The market risks affecting Ilmarinen's investment operations are mainly related to equity, interest rate, interest rate differential, real estate, currency, commodity and volatility risks. The most significant of these is the equity market risk, but fixed income and credit risk investments, currencies and real estate also entail significant market risks.

Credit and counterparty risk

The credit risk is realised in situations where the counterparty is unable to meet its commitments. Credit risks related to Ilmarinen's operations result from lending and counterparty risks associated with bonds and OTC derivatives.

Liquidity risk

Liquidity risk refers to the risk that investments cannot be sold or must be sold on adverse terms to cover the financing needs of the underwriting business or investment operations.

Concentration risk

Concentration risk refers to an increase in the portfolio's total risk due to insufficient diversification.

Model risk

Model risk refers to the simplifications concerning the methods and models used and the uncertainty related to the assumptions used, which reduce the reliability of the results obtained with the model and the decisions based on them.

Risk assessment and risk management methods

The market risk is managed through the principles included in the investment plan and the set investment authorisations, and by ensuring the adequacy of the solvency capital in relation to the selected risk level. The objective with the investment plan is to make use of the company's risk-bearing ability to achieve the best possible return on investments in the long term, without putting the statutory solvency requirement at risk. Ilmarinen's Board of Directors annually confirms the investment plan, including the allocation risk level analysis carried out during risk management, and the related authorisations. Within the framework of its investment authorisations, the executive management may deviate from the allocation set by the Board of Directors.

The authorisations for active risk taking are limited by setting limits on factors such as the maximum number of allocation deviations, maximum losses occurring with a certain probability (the Value at Risk or VaR) or maximum permitted weights for individual risk concentrations.

The table below illustrates the effects of market changes on Ilmarinen's solvency. The effect on the solvency capital of the equity risk borne by the pension scheme has been taken into account in connection with a 10 per cent decrease in share prices. In addition, a scenario where only the current values of properties and private equity investments have decreased by 10 per cent while the current values of other asset classes remain unchanged and a scenario where the general interest rate level increases by one percentage point have been examined.

The effect of market changes is also examined by estimating the largest possible loss based on a certain probability, i.e. using the value at risk or VaR. According to the estimate, there is a 97.5 per cent probability that the monthly decrease in the value of investment assets would not exceed EUR 3,736 million or 6 percent of the value of the investment assets. With the same probability, the estimated decrease in solvency capital, taking into account that the technical provisions are equity linked, would not exceed EUR 2,907 million or 20.9 per cent, in which case the solvency ratio would decrease to 121.7 per cent.

The primary means to manage the credit risk is sufficient diversification across geographical areas, sectors, credit ratings and companies. The credit risk is also managed through comprehensive company analysis and collateral arrangements, and by limiting the maximum amount of risk. Counterparty risks relating to OTC derivatives are mainly managed by using collaterals determined based on standard agreements approved by the International Swaps and Derivatives Association (ISDA) with all counterparties.

Ilmarinen manages its liquidity risk by estimating the future cash flows from both investment operations and the underwriting business in both a stressed and a normal scenario, and by comparing these to the internally determined liquidity buffer. The objective is to ensure that Ilmarinen will not have to deviate from the targeted allocation or divest its investments on adverse terms due to liquidity reasons. The most significant aspects that need to be taken into account when it comes to liquidity are the cash flows from pensions, the demand for premium loans, private equity fund calls and returns, and preparation for possible losses from derivatives. Due to the long and predictable liabilities of pension providers, a significant part of the investment assets can also be invested in illiquid investments, if desired.

Overall, the company-specific concentrations in Ilmarinen's investment assets are minor. At the end of December 2024, the single largest interest rate and credit risk specific issuer was the United States with a risk exposure corresponding to 4.4 per cent of the investment assets. The greatest exposure to an individual share, including the holdings of indirect investments, was Apple Inc., accounting for 1.05 per cent of the investment assets. The investment assets are also broadly diversified geographically, across asset classes and, when it comes to funds, across various fund managers. The concentration risk affecting investment assets can thus be considered to be low overall.

The objective with risk management in investment operations is to identify and analyse new emerging risk factors in time, taking into account the limited perspective of the risk calculation carried out based on historical time series data. For these reasons, risk analyses are supplemented by stress tests and scenario analyses to support the allocation decisions concerning the investment portfolio composition.

The impact of market changes on solvency

Effect	Share prices -10 %	Real estate -10 %	Private equity funds -10 %	Interest rate level +1 %
on solvency capital (€ million)	-1,533	-638	-747	-668
on solvency position	-0.11	-0.07	-0.05	-0.08
on market value (%)	-4.2	-1.0	-1.2	-1.1
on solvency ratio (% points)	-2.5	-1.3	-1.5	-1.3

Ilmarinen uses derivates to reduce and hedge investments risks, and also to increase the market risk and boost investment operations if required due to cost or liquidity reasons, for example. As a general rule, the market risk related to derivatives is converted into "delta-adjusted risk positions", which describe the real underlying risk related to derivatives. The use of derivatives in Ilmarinen is determined in more detail in the principles concerning the use of derivatives annually approved by the Board of Directors.

Oversight and reporting of investment operations

Risk management, a function independent of investment operations, continuously monitors the achievement of the investment targets, the risk position and Ilmarinen's solvency status. The function reports to the Board of Directors on compliance with the limits for investment risk-taking and the achievement of the investment targets at least monthly. If necessary, the risk management function makes a proposal concerning a review of the current basic allocation or a change of the investment authorisations.

Investment portfolio allocation by asset class

The breakdown of Ilmarinen's investments into main asset classes on 31 December 2024 and the income from these investments are presented in the notes to the accounts under Key figures and analyses. The table below complies with the method agreed by pension providers on describing investment returns and risks.

The tables below present the breakdown of listed equities by geographical area, the breakdown of bond investments by credit class and the breakdown of real estate investments by investee class.

Underwriting risks and their management

Insurance contributions and technical provisions

The underwriting risks are related to the adequacy of insurance contributions and technical provisions. The calculation of both quantities is determined in the actuarial principles which apply to all employment pension insurance companies and in the company's own actuarial principles, which are confirmed by the Ministry of Social Affairs and Health (STM) based on either a joint application of all employment pension insurance companies or an application by the company. One of the goals of risk management in the underwriting business is to ensure that the actuarial principles meet the sustainability criteria required by law. This is the responsibility of the company's actuary.

Under the Employees Pensions Act (TyEL), the Ministry of Social Affairs and Health is not allowed to confirm any differences in the pension insurance terms and conditions or the actuarial principles that would impede the enforcement of the Act or the handling of business under the joint responsibility of the pension providers, unless it has special grounds for doing so. The Act requires pension providers to co-operate to achieve this goal. As a consequence of the above, the actuarial principles used to calculate insurance contributions and technical provisions are the same for all employment pension insurance companies, excluding certain exceptions.

Due to the partial funding of pension benefits, insurance contributions and technical provisions include underwriting business under the company's own responsibility and business under the joint responsibility of pension providers (pay-as-you-go business). The pension expenditure under joint responsibility is pooled between all pension providers so that the financing will not cause a risk for individual pension providers. The risk of premiums written and returns on investments being sufficient to cover the pension expenditure under joint responsibility in the future is borne by the private-sector insurance payers, i.e. employers and employees together. The buffer for this underwriting business is the provision for pooled claims included in each company's technical provisions. Pensions under the Self-Employed Persons Pensions Act are financed through insurance contributions collected each year and the State's share. The financing follows the principles of the pay-as-you-go pool, which means that this does not result in any risk for individual pension providers. This is why only TyEL insurance under the company's own responsibility and related insurance risks are covered below.

The TyEL business under the company's own responsibility consists of the old-age and disability pension business. The company is also subject to a risk of premium losses due to unpaid insurance contributions. Key factors in the management of insurance risks include taking into account uncertainties linked to the expected pension incidence, compensation amounts and the duration of pensions.

Investment portfolio allocation by asset class

2024	Basic breakdown € million	%	Risk breakdown € million	%	Return %	Volatility %
Fixed income investments	**18,775**	**29.7**	**20,276**	**32.0**	**4.4**	
Loan receivables	1,056	1.7	1,056	1.7	6.3	
Bonds	17,652	27.9	19,874	31.4	4.4	4.6
-Public corporation bonds	6,541	10.3	7,427	11.7	0.3	
-Other bonds	11,110	17.5	12,446	19.7	7.1	
Other money-market instruments and deposits	68	0.1	-654	-1.0	3.2	
Equity investments	**32,689**	**51.6**	**34,033**	**53.8**	**14.1**	
Listed equities and shares	22,240	35.1	23,584	37.2	15.8	7.5
Private equity investments	8,709	13.8	8,709	13.8	10.4	
Non-listed equities and shares	1,740	2.7	1,740	2.7	12.4	
Real estate investments	**5,825**	**9.2**	**5,825**	**9.2**	**-0.9**	
Direct real estate investments	3,083	4.9	3,083	4.9	0.1	
Real estate funds and joint investments	2,742	4.3	2,742	4.3	-2.0	
Other investments	**6,023**	**9.5**	**6,072**	**9.6**	**6.7**	
Hedge fund investments	5,911	9.3	5,911	9.3	9.8	5.8
Commodity investments	0	0.0	0	0.0	-	
Other investments	112	0.2	160	0.3	-11.8	
Investments total	**63,313**	**100.0**	**66,206**	**104.6**	**8.6**	**3.2**
Impact of derivatives			-2,893	-4.6		
Investments at current value total	**63,313**		**63,313**	**100.0**		

The modified duration of bonds is 3.7 years.
The open currency position is 30.1 % of the market value of the investments.
The total return percentage includes income, expenses and operating expenses not allocated to any investment types.

Geographical distribution of investments in listed equities, %	**2024**	**2023**
Finland	24	29
USA	44	35
Japan	6	6
Other developed markets	22	25
China	1	1
Emerging markets excl. China	2	3

Breakdown of credit rating of bonds incl. fixed income funds	**2024**	**2023**
AAA	12	12
AA	4	4
A	6	10
BBB	22	29
BB or worse	35	38
Not rated	22	8

Structure of real estate investments, share %	**2024**	**2023**
Residential	20	23
Office	32	33
Commercial	18	16
Hotel	5	6
Warehouse	5	5
Other	6	6
Real estate funds	13	12

Occupancy rate of real estate portfolio (excl. locations under renovation) was 91.0 (91.2) per cent.

The most significant risks concern the uncertainty related to the length of life expectancy and the incidence and duration of disability pensions.

The risk with the old-age pension business is a deviation of the actual mortality rate from the expected mortality rate. Part of the old-age pension is funded during the active period as the pension accrues. The amount of accrued pension liability depends on the expected mortality rate. If the actual mortality rate deviates from the assumption, the funded pension expenditure turns into either profit or loss for the company. The mortality basis was last adjusted at the end of 2016. Costs resulting from a change in the mortality basis are the joint responsibility of pension providers, which means that company-specific risks will mainly arise if the company's insurance portfolio deviates from the average. Etera Mutual Pension Insurance Company merged with Ilmarinen on 1 January 2018 and, at the same time, the terminated insurance portfolio under the Temporary Employees Pensions Act (LEL) was transferred to the company. Due to the exceptional nature of this insurance portfolio, a company-specific mortality basis concerning the LEL insurance portfolio was confirmed for the company. The mortality basis for the LEL insurance portfolio was updated at the beginning of 2023.

The risks in the disability pension business are related to the incidence of disability pensions, the amount of the granted pensions and the termination of valid disability pensions. Disability pensions are funded when the pension commences. The disability pension component of the insurance contribution is confirmed annually and its adequacy is regularly monitored. The disability pension business involves a company-specific risk of the company's disability pension expenditure deviating from the assumption used in the calculation bases. This risk is increased by the long delay between the onset of disability and the beginning of the pension. That is why Ilmarinen regularly monitors the development of the disability pension business and the incidence of pensions. The disability pension business risk is managed through preventive and efficient activities to maintain work ability.

In terms of premium losses, the risk is related to a higher-than-expected amount of unpaid contributions. The premium loss component of the insurance contribution has been dimensioned to correspond to the insurance portfolio structure, and it takes into account the larger premium loss risk of smaller employers.

The administrative cost component included in the TyEL contribution has been determined separately for each pension company as of the beginning of 2023. Any loading profit from the administrative cost component of the TyEL contribution is taken into account when determining the next year's administrative cost component, which means that it does not constitute a significant technical risk.

Risks inherent to the company's insurance portfolio structure

When preparing the actuarial principles, the insurance contribution and technical provisions are dimensioned according to the companies' average insurance portfolio. TyEL also contains a provision according to which, in the case that actuarial principles for the technical provision prove to be insufficient for all pension providers, the increase in technical provisions resulting from the amendment of the actuarial principles will be covered in a way that does not entail any risk for an individual pension provider. However, an actuarial principle can also be insufficient for an individual pension provider. The underwriting business under the company's own responsibility thus involves the risk that the structure of its insurance portfolio deviates from the industry average in an adverse direction.

The old-age pension business involves the risk that the company's insurance portfolio's average life span and thus the pension span are longer than those of other companies. Ilmarinen has mostly neutralised the differences between sectors through a separate LEL mortality basis. Employment pension insurance companies mainly operate on a national level, which means that life expectancies between different areas are evened out. Random fluctuations in the old-age pension business are usually small on the insurance portfolio level, but random fluctuations increased during the COVID-19 pandemic.

There may be systematic company-specific differences in disability pension incidence when, for example, the company's operations are limited to a narrow geographical area or the sector distribution of the insurance portfolio deviates from the average.

Using risk selection as a means of risk management in the earnings-related pension insurance business is against the law. A pension insurance company must therefore grant insurance to a company with an obligation to take out insurance. This influences the management of the premium loss risk, in particular.

If the underwriting result of an individual pension insurance company is systematically lower than that of the others, the difference will reduce the company's solvency capital and customer bonuses compared to other companies. Insurance companies' portfolios somewhat differ from one another in terms of characteristics such as the age class distribution of the insured and the size class and sector distribution of the policyholders. Ilmarinen's insurance risk primarily stems from the fact that the insurance portfolio under Ilmarinen's own responsibility deviates from the average. The separate LEL mortality basis confirmed for Ilmarinen mitigates the risk.

Underwriting risks are regularly monitored by assessing the development of the underwriting result during the year. In addition, various technical analyses and statistics on Ilmarinen's insurance portfolio are produced to obtain more detailed information about changes in the insurance portfolio and risks inherent to the underwriting business, as well as to delve deeper into any deviations.

The technical provisions also include a provision for future bonuses, a provision for current bonuses and an equity linked provision for future and current bonuses. The provision for future bonuses is increased or reduced annually in the financial statements by the book result of the investment operations, which is calculated by deducting the return requirement on technical provisions from the net accounting income. In addition, the result of the underwriting business is transferred to the provision for further bonuses. The provision for future bonuses is included in the solvency capital. The provision for current bonuses includes the customer bonuses that will be distributed in the following year as discounts from the insurance contribution.

The structure of Ilmarinen's technical provisions in the financial statements was as follows (presented in the accompanying table).

Structure of technical provisions in the financial statements

	Financial statements 31 December 2024 EUR million	%	Financial statements 31 December 2023 EUR million	%
Future pension liability	24,102	48	23,565	48
Current pension liability	24,679	49	24,201	49
Provision for future bonuses	96	0	1,157	2
Provision for current bonuses	140	0	123	0
Equity linked buffer	1,395	3	-19	0
Total TyEL insurance	**50,412**	**100**	**49,028**	**100**
Other than TyEL insurance technical provisions	230	0	239	0
Total technical provisions	**50,642**	**100**	**49,267**	**100**

Business risks and their management

Business risks arise from factors such as competition and change factors within the company or affecting the sector and the pension scheme in general. Business risks can materialise as a result of strategic choices or a slow response to changes in the operating environment, for example. If materialised, business risks can have an impact on the achievement of the long-term business goals.

Ilmarinen's business risks are identified as part of operational planning, analysing of the operating environment and the strategy process. The key business and strategic risks are reviewed by the operational and senior management in connection with regular risk reporting, operational planning, and the review of the risk and solvency assessment. In Ilmarinen's business lines and support operations, the monitoring of business risks is part of normal management.

Operational risks and their management

Operational risks are associated with all operations, and fully hedging against them is never possible. The goal is to limit these risks using financially viable methods. Operational risks also include legal risks and compliance risks related to compliance with regulations and the Code of Conduct.

The majority of the operational risks are managed as part of the business units' normal internal control and management of operations. This is the responsibility of the head of each unit. The goal is for the operations of each unit to be of high quality, diligently performed, cost-effective and efficient. The management of significant operational risks has been taken care of by measures such as ensuring the personnel's capabilities and employing a range of means relating to information technology and operating practices, such as backup systems and backup communication connections, the documentation of processes, the use of benchmark data and monitoring procedures.

The effectiveness of Ilmarinen's most significant risk management measures is ensured through regular continuity exercises.

The surveying of risks is at the core of the management of operational risks. This includes both an identification and assessment of risks and ensuring that sufficient control and management measures are in place. Ilmarinen's functions identify the operational risks related to their operations once a year in connection with the planning of their operations and also in connection with major changes using a standardised model. Process and IT risks form a key risk area for Ilmarinen's operations. The most severe operational risks in terms of the company's basic duties are errors and interruptions that could prevent the correct calculation or timely payment of pensions if they were to materialise. In addition to risk assessments, a regularly updated business impact analysis for Ilmarinen's processes and functions is maintained to identify the most critical tasks, information systems, partners and key personnel.

According to the risk management system principles approved by Ilmarinen's Board of Directors, all of Ilmarinen's business lines and support functions must report any incidents related to their operations, i.e. realised operational risks and near-miss situations. In Ilmarinen, all incidents are systematically recorded in an operational risk monitoring and reporting system that enables the monitoring of up-to-date information pertaining to operational risks, the monitoring of corrective measures and the utilisation of the information when planning operations and in decision-making.

Ilmarinen has a statutory obligation to prepare for emergency conditions, which requires the company to be prepared for serious disruptions and emergency conditions. The purpose of preparedness is to ensure the continuation of the company's business during different kinds of disruptions and emergency conditions, as well as to limit the resulting negative impacts. Ilmarinen has prepared plans for ensuring the continuity of its operations and to manage the measures to be taken in case of an emergency, and the plans are annually monitored and maintained. Regular continuity exercises to ensure the functioning of the most critical processes during incidents are an important part of the management of continuity. The observations made during the exercises are used to develop both the content of the continuity plans and the incident management measures.

Proposal of the Board of Directors for the disposal of profit

The parent company's distributable capital and reserves in the financial statements on 31 December 2024 amount to EUR 206,251,766.99, of which the profit for the financial year is EUR 10,628,758.26.

The Board of Directors proposes that a maximum of EUR 50,000.00 be reserved for use by the Board of Directors as donations for purposes of general interest, or similar purposes, and authorizes the Board of Directors to decide on the recipients of the donations, their purpose and other conditions for donations. The authorisation will be in force until the 2026 Annual General Meeting and any donation funds that remain unused at the end of the authorisation shall be transferred to the contingency fund.

In addition, the Board of Directors proposes that the remainder of the profit, i.e. EUR 10,578,758.26 be transferred to the contingency fund.

Signatures to the report on operations and financial statements

Helsinki, 13 February 2025

Pasi Laine, Chair

Minna Ahtiainen	Jarkko Eloranta	Tomi Hyryläinen
Jyri Häkämies	Pia Kalsta	Tero Kiviniemi
Leena Laitinen	Hannakaisa Länsisalmi	Jyrki Ojanen
Seppo Parvi	Samu Salo	Jouko Pölönen President and CEO

The auditor's note

Today a report has been issued on the performed audit.

Helsinki, 24 February 2025

KPMG Oy Ab
auditors

Juha-Pekka Mylén
Authorised Public Accountant

Auditor’s report

This document is an English translation of the Finnish auditor’s report. Only the Finnish version of the report is legally binding.

To the Annual General Meeting of Ilmarinen Mutual Pension Insurance Company

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Ilmarinen Mutual Pension Insurance Company (business identity code 0107638-1) for the year ended 31 December, 2024. The financial statements comprise the balance sheets, profit and loss accounts, cash flow statements and notes for the group as well as for the parent company.

In our opinion, the financial statements give a true and fair view of the group’s and the company’s financial performance and financial position in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements.

Our opinion is consistent with the additional report submitted to the Audit and Risk Management Committee.

Basis for Opinion

We conducted our audit in accordance with good auditing practice in Finland. Our responsibilities under good auditing practice are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report.

We are independent of the parent company and of the group companies in accordance with the ethical requirements that are applicable in Finland and are relevant to our audit, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

In our best knowledge and understanding, the non-audit services that we have provided to the parent company and group companies are in compliance with laws and regulations applicable in Finland regarding these services, and we have not provided any prohibited non-audit services referred to in Article 5 (1) of regulation (EU) 537/2014. The non-audit services that we have provided have been disclosed in note 5 to the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Materiality

The scope of our audit was influenced by our application of materiality. The materiality is determined based on our professional judgement and is used to determine the nature, timing and extent of our audit procedures and to evaluate the effect of identified misstatements on the financial statements as a whole. The level of materiality we set is based on our assessment of the magnitude of misstatements that, individually or in aggregate, could reasonably be expected to have influence on the economic decisions of the users of the financial statements. We have also taken into account misstatements and/or possible misstatements that in our opinion are material for qualitative reasons for the users of the financial statements.

Most significant assessed risks of material misstatement

Below we have described our assessment of the most significant risks of material misstatement, including risks of material misstatement due to fraud, and presented a summary of our response to those risks.

We have also addressed the risk of management override of internal controls. This includes consideration of whether there was evidence of management bias that represented a risk of material misstatement due to fraud.

Most significant assessed risks of material misstatement	Auditor's response to the risks
Measurement of investments (financial statement's accounting principles, notes to the parent company 6-12, 20, 27-28 and 32)	
• Investments in Ilmarinen's balance sheet amounted to 50,3 billion euros, forming the most significant asset item in the balance sheet. • The investments at fair value used in the calculation of key figures amounted to 63,3 billion euros. • Derivatives are used both for hedging purposes and for adjusting the risk level of investment activities. The fair value of derivatives amounted to 63,4 million euros as of December 31, 2024 (the total net amount of the underlying assets were 35,5 billion euros). • The investments in the financial statements are primarily measured at acquisition cost or, as in the case of real estate, at acquisition cost reduced by depreciations according to plan or at a fair value lower than the abovementioned values.	• We have assessed the appropriateness of the accounting principles and valuation methods applied by Ilmarinen. • We have tested internal controls related to the recording and the valuation process for securities, derivatives, and real estate. • During the audit, we have also compared fair values used in the measurement of investments with external price quotations and the results of other applied valuation methods, as well as evaluated the appropriateness of the company´s valuation procedures. • We have assessed the valuation process of real estate investments and other unlisted investments, as well as the process for receiving and applying external valuations. KPMG's real estate valuation specialists were involved in the audit.

Most significant assessed risks of material misstatement	Auditor's response to the risks
Measurement of investments (financial statement's accounting principles, notes to the parent company 6-12, 20, 27-28 and 32)	
• The fair values of assets are based either on market quotations or on values determined according to general fair value principles. The determination of the fair value of investments involves judgment, especially in respect of those assets for which market-based data is not available. Additionally, there may be time delays in the valuation of private equity funds and real estate investments. • The measurement of investments has been addressed as a key audit matter, as investments make up a significant item in the balance sheet, and applied fair values have a significant impact on the company's solvency position.	• Derivative contract positions were compared with confirmations from external counterparties and market quotations. Additionally, we have compared a random sample of the derivative fair values with values calculated using benchmark data. • Furthermore, we have assessed the accuracy of the notes' information relating to investments.

Responsibilities of the Board of Directors and the Managing Director for the Financial Statements

The Board of Directors and the Managing Director are responsible for the preparation of financial statements that give a true and fair view in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors and the Managing Director are responsible for assessing the parent company's and the group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting. The financial statements are prepared using the going concern basis of accounting unless there is an intention to liquidate the parent company or the group or cease operations, or there is no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with good auditing practice will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with good auditing practice, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the parent company's or the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the parent company or the group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events so that the financial statements give a true and fair view.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Other Reporting Requirements

Information on our audit engagement

We were first appointed as auditors by the Annual General Meeting on 27.3.2018, and our appointment represents a total period of uninterrupted engagement of 7 years.

Other Information

The Board of Directors and the Managing Director are responsible for the other information. The other information comprises the report of the Board of Directors.

Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. Our responsibility also includes considering whether the report of the Board of Directors has been prepared in compliance with the applicable provisions, excluding the sustainability report information on which there are provisions in Chapter 7 of the Accounting Act and in the sustainability reporting standards.

In our opinion, the information in the report of the Board of Directors is consistent with the information in the financial statements and the report of the Board of Directors has been prepared in compliance with the applicable provisions. Our opinion does not cover the sustainability report information on which there are provisions in Chapter 7 of the Accounting Act and in the sustainability reporting standards.

If, based on the work we have performed, we conclude that there is a material misstatement of the report of the Board of Directors, we are required to report that fact. We have nothing to report in this regard.

Helsinki, 24 February 2025
KPMG OY AB

JUHA-PEKKA MYLÉN
Authorised Public Accountant, KHT

Assurance report on the sustainability report

This document is an English translation of the Finnish Assurance Report on the Sustainability Report. Only the Finnish version of the report is legally binding.

To the Annual General Meeting of Ilmarinen Mutual Pension Insurance Company
We have performed a limited assurance engagement on the group sustainability report of Ilmarinen Mutual Pension Insurance Company (business identity code 0107638-1) that is referred to in Chapter 7 of the Accounting Act and that is included in the report of the Board of Directors for the financial year 1.1. –31.12.2024.

Opinion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the group sustainability report does not comply, in all material respects, with

1) the requirements laid down in Chapter 7 of the Accounting Act and the sustainability reporting standards (ESRS);
2) the requirements laid down in Article 8 of the Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (EU Taxonomy).

Point 1 above also contains the process in which Ilmarinen Mutual Pension Insurance Company has identified the information for reporting in accordance with the sustainability reporting standards (double materiality assessment) and the tagging of information as referred to in Chapter 7, Section 22 of the Accounting Act.

Our opinion does not cover the tagging of the group sustainability report with digital XBRL sustainability tags in accordance with Chapter 7, Section 22, Subsection 1(2), of the Accounting Act, because sustainability reporting companies have not had the possibility to comply with that provision in the absence of the ESEF regulation or other European Union legislation.

Basis for Opinion

We performed the assurance of the group sustainability report as a limited assurance engagement in compliance with good assurance practice in Finland and with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information.*

Our responsibilities under this standard are further described in the *Responsibilities of the Authorized Group Sustainability Auditor* section of our report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

We draw attention to the fact that the group sustainability report of Ilmarinen Mutual Pension Insurance Company that is referred to in Chapter 7 of the Accounting Act has been prepared and assurance has been provided for it for the first time for the financial year 1.1.-31.12.2024. Our opinion does not cover the comparative information that has been presented in the group sustainability report. Our opinion is not modified in respect of this matter.

Authorized Group Sustainability Auditor's Independence and Quality Management

We are independent of the parent company and of the group companies in accordance with the ethical requirements that are applicable in Finland and are relevant to our engagement, and we have fulfilled our other ethical responsibilities in accordance with these requirements.
The authorized group sustainability auditor applies International Standard on Quality Management ISQM 1, which requires the authorized sustainability audit firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director of Ilmarinen Mutual Pension Insurance Company are responsible for:

- the group sustainability report and for its preparation and presentation in accordance with the provisions of Chapter 7 of the Accounting Act, including the process that has been defined in the sustainability reporting standards and in which the information for reporting in accordance with the sustainability reporting standards has been identified as well as the tagging of information as referred to in Chapter 7, Section 22 of the Accounting Act and

- the compliance of the group sustainability report with the requirements laid down in Article 8 of the Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088;
- such internal control as the Board of Directors and the Managing Director determine is necessary to enable the preparation of a group sustainability report that is free from material misstatement, whether due to fraud or error.

Inherent Limitations in the Preparation of a Sustainability Report

Preparation of the sustainability report requires company to make materiality assessment to identify relevant matters to report. This includes significant management judgement and choices. It is also characteristic to the sustainability reporting that reporting of this kind of information includes estimates and assumptions as well as measurement and estimation uncertainty. Furthermore, when reporting forward looking information company has to disclose assumptions related to potential future events and describe company's possible future actions in relation to these events. Actual outcome may differ as forecasted events do not always occur as expected.

Responsibilities of the Authorized Group Sustainability Auditor

Our responsibility is to perform an assurance engagement to obtain limited assurance about whether the group sustainability report is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our opinion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the group sustainability report.

Compliance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) requires that we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- Identify and assess the risks of material misstatement of the group sustainability report, whether due to fraud or error, and obtain an understanding of internal control relevant to the engagement in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the group's internal control.
- Design and perform assurance procedures responsive to those risks to obtain evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Description of the Procedures That Have Been Performed

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. The nature, timing and extent of assurance procedures selected depend on professional judgment, including the assessment of risks of material misstatement, whether due to fraud or error. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our procedures included for ex. the following:

- We interviewed company's management and persons responsible for the preparation and gathering of the sustainability information.
- We familiarized with interviews to the key processes related to collecting and consolidating the sustainability information.
- We got acquainted with the relevant guidances and policies related to the sustainability information disclosed in the sustainability report.
- We acquainted ourselves to the background documentation and other records prepared by the company, as appropriate and assessed how they support the information included in the sustainability report.

- In relation to the double materiality assessment process, we interviewed persons responsible for the process and familiarized ourselves with the process description prepared of the double materiality assessment and other documentation and background materials.
- In relation to the EU taxonomy information we interviewed the management of the company and persons with key roles in reporting taxonomy information to understand how taxonomy eligible activities have been identified, we obtained evidence supporting the interviews and reconciled the reported EU taxonomy information to supporting documents and to the bookkeeping, as applicable.
- We assessed the application of the ESRS sustainability reporting standards reporting principles in the presentation of the sustainability information.

Helsinki, 24 February 2025
KPMG OY AB
Authorized Sustainability Audit Firm

JUHA-PEKKA MYLÉN
Authorized Sustainability Auditor, KRT