

Ilmarinen's interim report
1 January–30 September
2025 EN




Ilmarinen's interim report 1 January– 30 September 2025: Return on investments 4.8 per cent, solvency is strong and cost- effectiveness at a good level

Summary

January-September performance in brief:

- The return on Ilmarinen's investment portfolio was 4.8 (7.4) per cent, or EUR 3.0 billion. The market value of investments grew to EUR 65.7 (63.3) billion. The long-term average return on investments was 5.8 per cent as of 1997. This corresponds to a real return of 4.0 per cent.
- The total result was EUR 808 (1,792) million.
- Premiums written increased by 3 per cent to EUR 5,457 (5,299) million. Pensions paid increased by 4 per cent to EUR 6,015 (5,776) million.
- Net customer acquisition was EUR 71 (150) million and rolling customer retention for the previous 12 months was 95.6 (96.5) per cent.
- Operating expenses financed using loading income were EUR 68 (69) million, amounting to 0.31 (0.32) per cent of the Employees Pensions Act payroll and YEL income of the insured.
- The solvency capital was EUR 14.7 (13.9) billion, and the solvency ratio was 128.3 (127.5) per cent.
- Mikko Mursula assumed the role of CEO on 1 September 2025.
Prospects: Ilmarinen's premiums written are expected to increase as payrolls increase.

KEY FIGURES	1 Jan - 30 Sep 2025	1 Jan - 30 Sep 2024	1 Jan - 31 Dec 2024
Premiums written, EUR mill.	5,457	5,299	6,956
Pension expenditure, EUR mill.	6,015	5,776	7,636
Activity-based operating expenses, EUR mill.	68	69	92
TyEL payroll and YEL income, EUR mill.	22,134	21,600	28,354
Operating expenses financed using loading income, % of payroll	0.31	0.32	0.33
Net investment return at current value, %	4.8	7.4	8.6
Total result at current value, EUR mill.	808	1,792	1,804
Value of investment assets, EUR mill.	65,749	62,936	63,313
Solvency capital, EUR mill.	14,717	14,027	13,895
Solvency ratio	128.3	128.1	127.5

 The interim report result comparison figures are the figures for the corresponding period of 2024. Unless otherwise indicated, the comparison figures for the balance sheet and other cross-sectional figures are the figures for the end of 2024.

President and CEO Mikko Mursula's review

The return on Ilmarinen's investments was 4.8 per cent in January–September, or EUR 3.0 billion. Solvency is strong and cost-effectiveness at a good level.

Uncertainty related to trade and power politics has declined since the spring through the conclusion of trade agreements, for instance. This is why economic growth is forecast to gradually pick up over the next few years. The International Monetary Fund IMF forecasts the global economy to grow by 3.2 per cent this year and by 3.1 per cent next year. Trade and power politics involve both negative and positive risks. If realised, they could hinder or accelerate economic growth. In Finland, economic growth is still weak. More rapid growth is forecast for next year. According to a forecast by the Bank of Finland, the economy will grow by 0.3 per cent this year and 1.3 per cent next year.

The return on Ilmarinen's investments was 4.8 per cent in January–September, or EUR 3.0 billion. The market value of investments grew to EUR

65.7 billion. Return on investments was increased especially by equity and fixed income investments. The return on equity investments was 5.4 per cent and the return on fixed income investments 4.7 per cent. The long-term average return on our investments since 1997 was 5.8 per cent. It corresponds to a real return of 4.0 per cent.

Our solvency is strong. Solvency capital increased to EUR 14.7 billion, and the solvency ratio was 128.3 per cent.

In Finland, employment has been on the decline for over two years. The number of employees in the companies belonging to Ilmarinen's business cycle index fell by 1.8 per cent during January–September year-on-year.

Our premiums written rose by 3 per cent to EUR 5.5 billion. The growth in premiums written was due to the increase in our customers' payroll. Pensions paid rose by 4 per cent to EUR 6.0 billion. We paid pensions to 449,917 pensioners.

We have improved our productivity in the long term, and our cost-effectiveness is at a good level. Our operating expenses financed using loading

income decreased to EUR 68 million, or 0.31 per cent of the payroll.

The legislative drafting of the pension reform is currently under way. The aim of the reform is to ensure the sustainability of the earnings-related pension scheme and an adequate level of benefits. Higher returns on investments are being sought for pension assets in the long term. The level of earnings-related pension contributions will be fixed at 24.4 per cent for the period 2026–2030.

Reforming the pension scheme for entrepreneurs is also being examined in a project by the Ministry of Social Affairs and Health. The aim is to examine the options for determining entrepreneurs' confirmed income and initiating funding by the end of November. It is important to update the pension scheme for entrepreneurs and bring entrepreneurs' pension cover to the same level with employees.

Recently, raising the retirement age has been discussed in public. Statistics show that Finns are already working longer. In 2024, Finns' average retirement age was 63.1 years. The expected retirement age increased by 0.3 years in one year, and

the increase target set for 2025 was already exceeded by 0.7 years. Before we discuss new increases, we should ensure that working life supports work ability, allowing us to work longer. Coping at work until retirement is more important than raising the retirement age.

We participated again in the Reputation&Trust survey conducted by T-Media. According to the survey, Ilmarinen is still the best-known employment pension insurance company with the most favourable reputation. We also achieved good results in the employer image survey.

I assumed the role of CEO of Ilmarinen at the beginning of September. It has been great to be able to gain familiarity with my new tasks and move forward with Ilmarinen. I am particularly pleased that our customer and personnel experiences are at an excellent level. In a survey I conducted for the personnel, I learned of many things expected from the new CEO, as well as receiving their viewpoints on the company's development needs. We will take these matters into account in our operations for the benefit of our customers.

Current information about the pension system

The application for actuarial principles for the 2026 earnings-related pension contributions has been submitted to the Ministry of Social Affairs and Health. Under the proposal, the average TyEL contribution would be 24.4 per cent of the wage on which the contribution is based, i.e. the same as the actual contribution collected in 2025. In addition to the actual contribution, the 2025 contribution also included the final repayment instalment of the temporary reduction in the employer's contribution that was in force in 2020 (0.45 percentage points). From 2026 onwards, the employee contribution percentage, which has previously varied by age group, will be harmonised and would be 7.30 per cent of their wage. On average, entrepreneurs' YEL contribution will remain at the same level as in 2025.

According to a preliminary estimate by the Finnish Centre for Pensions, the earnings-related pension index will increase by 0.9 per cent at the turn of the year and the wage coefficient by 2.3 per cent. 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. The Ministry of Social Affairs and Health will confirm the final earnings-related pension indexes for 2026 at the end of October.

The legislative drafting of the pension reform is proceeding under the leadership of the Ministry of Social Affairs and Health. The aim of the reform is to ensure the sustainability of the earnings-related pension scheme and an adequate level of benefits. According to the agreement, the TyEL contribution level will be stabilised at 24.4 per cent for 2026–2030, funding will be improved, and higher returns on investments will be sought by increasing the chances to take risks to ensure the funding of earnings-related pensions in the long term.

A key part of the pension reform is a change in the regulation of investment operations. Risk-taking opportunities will be increased by relaxing the solvency limit and allowing for a higher equity weighting by increasing the link to the 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.

The agreement also includes an inflation stabiliser to be introduced in 2030 that will limit the annual index increments of pensions under payment to a development in the wage coefficient over a two-year period. The reform will not include any further changes to pension benefits or the age of retirement.

The schedule for the entry into force of the pension reform will be specified as legislative drafting progresses. Limiting the policyholder-specific right to premium lending to a maximum of EUR 10 million is expected to enter into force on 1 January 2026. This change requires the Ministry of Social Affairs and Health to confirm the change in the insurance terms and conditions applied for by employment pension insurance companies.

According to the newest Pension Barometer of the Finnish Centre for Pensions, most Finns consider the pension reform to be at least somewhat good overall, and approximately half of the respondents trust the pension scheme.

In December 2024, the Ministry of Social Affairs and Health launched a project to reform the pension scheme for entrepreneurs. The aim of the project is to examine the options for

determining entrepreneurs' confirmed income and initiating funding by the end of November.

Entrepreneurs' income reviews launched in 2023 will continue. The review in 2025 will target entrepreneurs whose confirmed income has not been adjusted in three years and whose income has not changed during this period. In practice, the reviews will mainly concern annual income exceeding EUR 25,000, as lower incomes were reviewed in the previous years. On the earnings-related insurance provider's initiative, YEL income can be raised by a maximum of EUR 4,000 to ensure that the rise in an entrepreneur's monthly insurance contribution is no more than EUR 85. The Government is proposing a legislative amendment to Parliament to extend the maximum increase limit of EUR 4,000 from 1 January 2026 onward to cover the income reviews of entrepreneurs who launch their business operations between 1 January 2023 and 31 December 2028.

Finns are working longer than before at the end of their careers. The goal set for the expected retirement age for 2025 was already exceeded by 0.7 years in 2024. According to the statistics of the Finnish Centre for Pensions, the average retirement age was 63.1 years, and the

expectation increased by 0.3 years from the previous year.

Finns' average monthly pension continued to increase in 2024, amounting to EUR 2,100. The average pension of men was EUR 2,349 and that of women was EUR 1,893 per month. Approximately one in three pensioners received less than EUR 1,500 and 15 per cent more than EUR 3,000 per month last year. One third of the Finnish population aged 16 or over, totalling 1.6 million people, received a pension in 2024.

The popularity of partial early old-age pension has increased in recent years, and up to 40 per cent of those aged 61–68 have begun drawing it before their official retirement age. For those born in 1964, the age limit rose to 62 years, whereas for those born earlier it is 61 years. The number of partial old-age pensions has decreased this year, because no one has yet reached the new, higher age limit.

The Finnish pension system was ranked eighth in the Mercer CFA Institute Global Pension Index 2025. Finland's ranking fell one place from the previous year. In terms of reliability of governance, Finland is still considered the best in the world. The comparison covered 52 countries.

Operating environment and investment market

Uncertainty related to trade and power politics has declined since the spring through the conclusion of trade agreements, for instance. The International Monetary Fund (IMF) forecasts the global economy to grow by 3.2 per cent this year and by 3.1 per cent next year. Trade and power politics involve both negative and positive risks. If realised, they can hinder or accelerate economic growth. The International Monetary Fund forecasts that the US economy to grow by 2.0 per cent this year. The eurozone economy has been more resilient than expected in terms of uncertainty related to tariffs, as real wages and purchasing power have developed favourably as inflation has fallen. Economic growth in the EU is projected at 1.2 per cent. In China, the positivity associated with the technology sector has increased confidence, but structural problems in the real estate sector and productivity remain unresolved. China's growth is projected at 4.8 per cent. In Finland, economic growth is weak, and expectations for faster growth have been postponed to next year.

Political uncertainty has been high at the beginning of the year, affecting market

development, especially in early April. The new US administration's efforts in trade politics have been considerable and extensive. Imposing larger-than-expected tariffs and using other measures that restrict free trade and the potential response to these increased the risk of a trade war at the beginning of the year. Europeans have noticed the urgency of investing in defence and an independent economy with good security of supply. In Germany, for example, a political agreement has been reached on significant investments in defence and infrastructure, which required a relaxation of the budgetary discipline of the public sector enshrined in the Constitution. In the current political climate in France, forming a strong majority government seems extremely difficult. Russia's war of aggression in Ukraine and acts of war in the Middle East cast a shadow over the growth and inflation outlook, adding to the overall uncertainty.

In the eurozone, inflation has recovered to a level in line with the European Central Bank's (ECB) price stability target. The year-on-year change in consumer prices in September was 2.2 per cent in the eurozone, and core inflation, less energy and food prices was 2.4 per cent. Inflation has slowed more or less as expected in

the euro zone, allowing the ECB to cut its key interest rate by a total of one percentage point in the first half of the year. At the end of September, the deposit interest rate at the lower end of the ECB's interest rate corridor was 2 per cent. In the United States, the recovery of inflation towards the Federal Reserve's target level has been significantly slower, and tariffs make it difficult to assess inflation trends in the short term. The year-on-year change in consumer prices in August in the US was 2.9 per cent and core inflation was 3.1 per cent. Despite higher-than-target inflation, the US Federal Reserve (Fed) reduced the range of the key interest rate by 25 basis points to 4.00–4.25 per cent in September in order to mitigate the threats related to the slowdown in the labour market.

In Finland, GDP growth remains weak. Once again, a more certain forecast of economic growth has had to be postponed. According to a forecast by the Bank of Finland, the economy will grow by 0.3 per cent this year and 1.3 per cent next year. The prolonged weak business cycle continues to put pressure on the labour market: the unemployment rate is high, demand for labour is poor, and the number of job vacancies is low. The labour market situation and

uncertainty are lowering consumer confidence. Nevertheless, the fall in short reference rates is supporting the development of purchasing power and the stabilisation of the housing market. Public finances will remain in deficit and indebtedness will continue. A further escalation of the trade war would be detrimental to the moderate improvement in the growth outlook.

The equity market yielded good returns in the third quarter. The dissipation of concerns related to trade policy through the conclusion of trade agreements, the passing of the US administration's pro-business "One Big Beautiful Bill", the

further strengthening of AI-related growth expectations, and realised performance have laid the foundation for the rise in share prices. Investments in the European equity market have yielded excellent returns by the end of September. The Finnish equity market has also yielded good returns in line with European references. The weakening of the US dollar has reduced the returns on US equity investments for investors in euros. Share prices have developed positively in China and other emerging economies.

The markets are expecting the ECB key interest rates to remain at the current level of 2 per

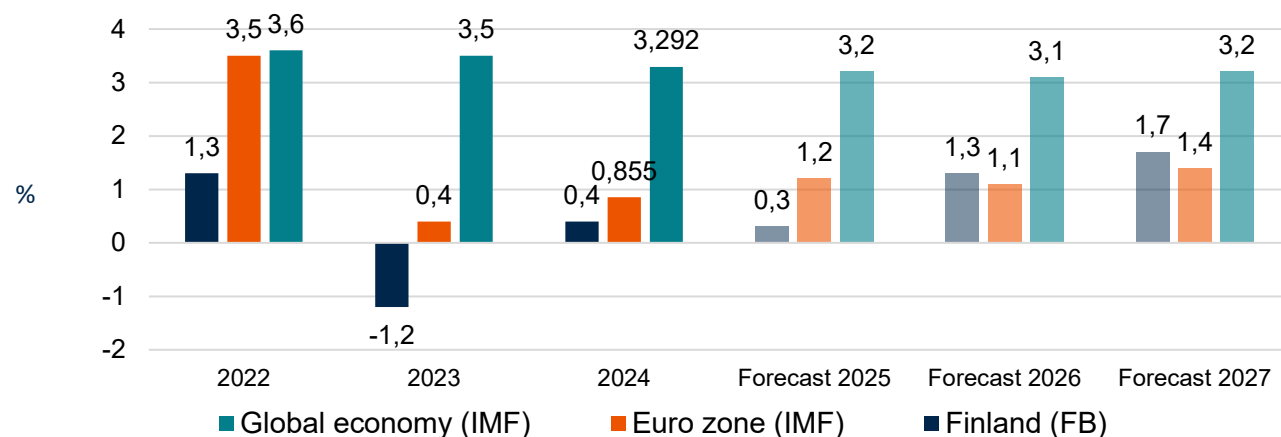
cent for the rest of the year. In contrast, the Federal Reserve in the US is expected to cut the key interest rate by approximately half a percentage point at its October and December meetings. The time structure of bonds has steepened in a year, both in the eurozone and in the USA. Short-term bonds have fallen in accordance with central banks' expectations. Long-term bonds increased at the beginning of the year due to factors related to financial policy and uncertainty related to inflation. Since then, longer 10-year bonds have also declined slightly during the summer. Germany's 10-year

government bond has settled within a narrow range at slightly above 2.5 per cent.

Investor demand for securities with credit risk issued by companies remained strong early in the year. At the beginning of April, risk aversion and the increase in uncertainty also affected credit risk premiums, creating temporary volatility. The risk premium for instruments with credit risk is historically low.

The weakening of the US dollar was one of the major themes in the financial markets in the first half of the year. The effects of uncertainties related to US trade policy have surfaced in the

Economic growth and forecasts



Equity market performance, %



currency market, weakening the US dollar. Over the past few years, US dollar-denominated investments by foreign investors have grown strongly as a result of increased value and capital outflows. Foreign exchange hedging rates have also been lowered as a result of the good diversification characteristics of the US dollar. Typically, the US dollar has had a tendency to strengthen when risk aversion is high. Elevated uncertainty, particularly with regard to US politics, has altered the course of development. For example, the euro strengthened by approxi-

mately 12 per cent in relation to the US dollar during the first half of the year. Since then, fluctuations in the exchange rate of the euro and the dollar have stabilised, fluctuating on both sides of 1.17.

Insurance operations

Premiums written in January–September rose by 3 per cent to EUR 5,457 (5,299) million. The growth in premiums written was due to the increase in customers' payroll. The January–September payroll and confirmed income for em-

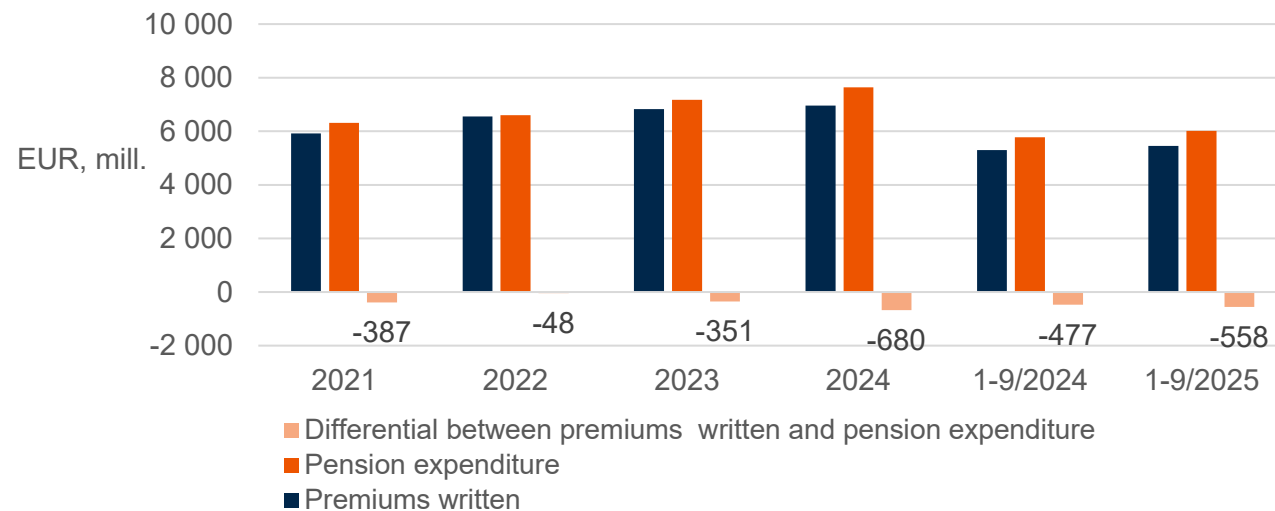
ployees insured with Ilmarinen grew by 2.5 per cent to EUR 22,134 (21,601) million. The number of insurance policies fell and totalled 117,594 (124,990) at the end of September. Measured in premiums written, net customer acquisition was EUR 71 (150) million and customer retention was 95.6 (96.5) per cent.

At the end of September, Ilmarinen had a total of 449,917 (453,821) pension recipients. From the beginning of the year, a total of EUR 6,015 (5,776) million in pensions was paid to them. This was an increase of 4 per cent on the pre-

vious year. In January–September, a total of 33,110 (30,113) new pension decisions were made, which was 10 per cent more than in the previous year. A total of 17,358 (9,980) new decisions on old-age pensions were made, an increase of 74 per cent year-on-year. The increase in the number of decisions on old-age pensions is mostly affected by the fact that working while receiving an old-age pension has become more common, and people are applying for the pension accrued from this. There were 2,336 (5,608) new decisions made on partial early old-age pensions, which was 58 per cent less than in the previous year due to the increased age limit. The number of new disability pension decisions made was 7,384 (7,609), down 3 per cent year-on-year. There were 2,307 (2,849) new rehabilitation decisions, 57 per cent of which were positive. In January–September, 2,551 (2,704) persons transitioned on a disability pension or cash rehabilitation benefit, which is 6 per cent less than last year.

The average processing time for old-age pension applications was 3 (5) days and for disability pension applications 35 (43) days. TyEL credit losses were EUR 11 (12) million and accounted for 0.22 (0.24) per cent of premiums written.

Premious written and pension expenditure 2021-Q3/2025



Return on investments

At the end of September, Ilmarinen's total investments at current value were EUR 65,749 (63,313) million. The return on investments at current value was 4.8 (7.4) per cent. Calculated at current value, the average annual return over the last five years was 6.6 per cent, which corresponds to an average annual real return of 3.0 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 4.0 per cent.

Fixed income investments accounted for a total of 29.5 (29.7) per cent of the investment portfolio and their return at current value was 4.7 (4.6) per cent. Their total market value was EUR 19,427 (18,775) million. Bonds accounted for a total of 26.9 (27.9) per cent of Ilmarinen's investment assets and their return was 4.0 (4.6) per cent. The modified duration of bonds was 4.1 (4.4) years.

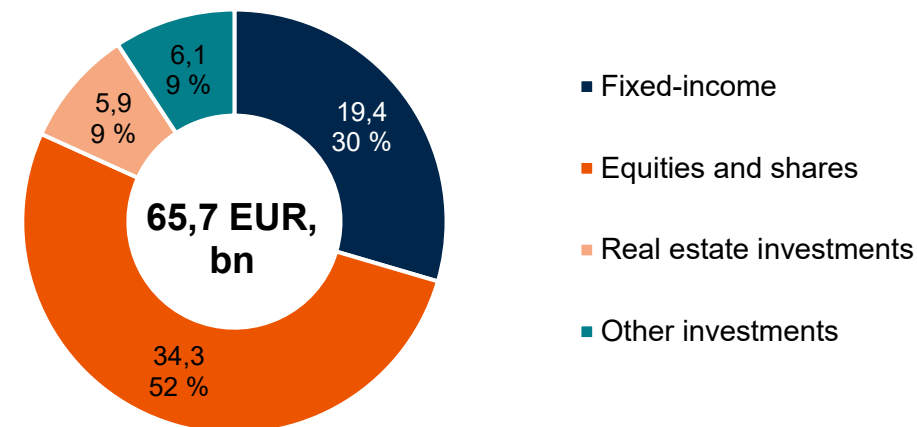
Listed and non-listed equities and shares as well as private equity investments made up 52.2 (51.6) per cent of all investments. Their value at the end of September stood at EUR 34,344 (32,689) million. In the risk breakdown, listed

equities and shares accounted for 37.2 (37.2) per cent. Finnish equities made up 26.6 (24.3) per cent of listed equity investments. The return on equity investments at current value was 5.4 (11.9) per cent. The return on listed equity investments was 7.3 (15.1) per cent.

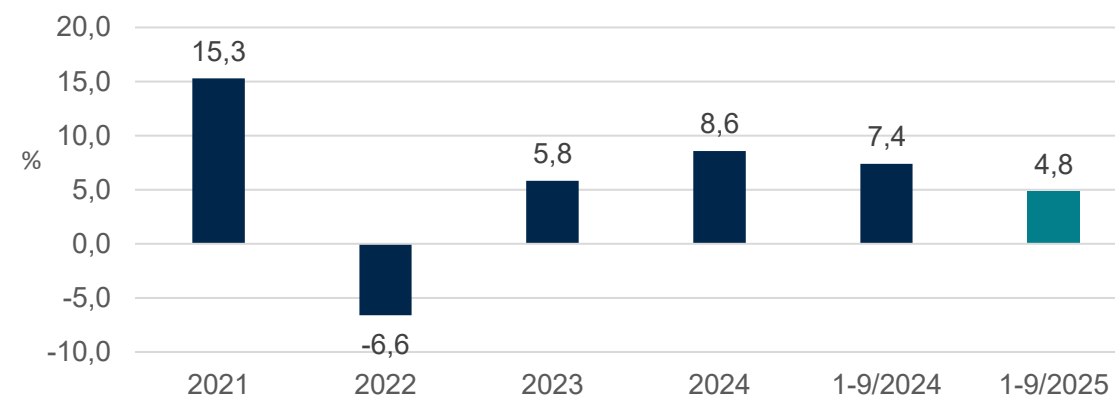
Real estate investments at the end of September stood at EUR 5,883 (5,825) million. Real estate investments accounted for 8.9 (9.2) per cent of all investments, with the total return at 1.3 (-0.3) per cent.

Investments in hedge funds and commodities and other investments made up 9.3 (9.5) per cent of the market value of the investments at the end of September. Their combined return was 5.8 (4.0) per cent and the value at the end of September was EUR 6,095 (6,023) million.

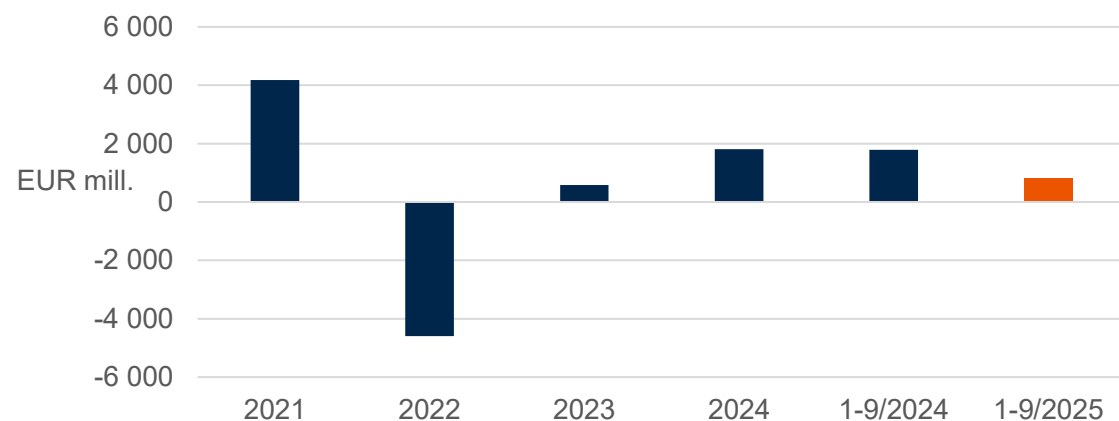
Breakdown of investments 30.9.2025



Net investment return 2021-Q3/2025



Total result 2021-Q3/2025



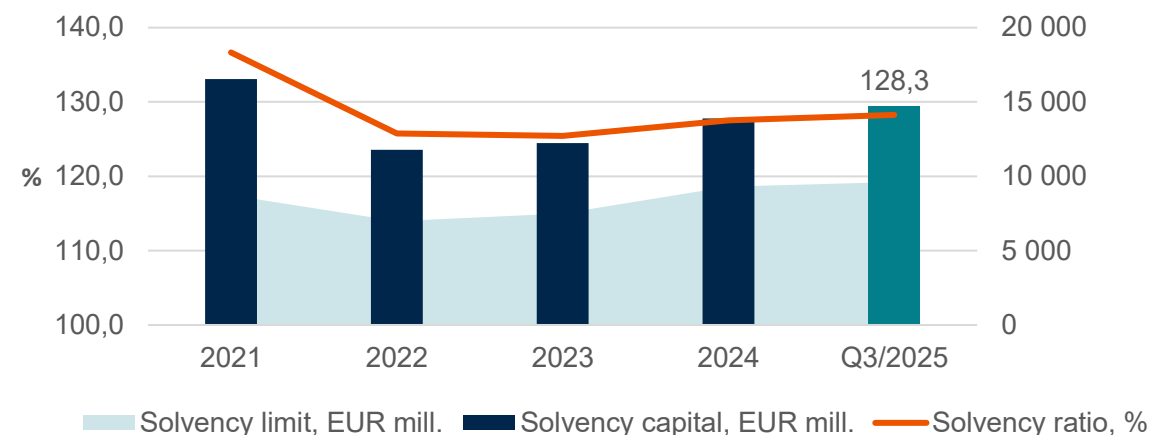
Result and solvency

Ilmarinen's total result at current value was EUR 808 (1,792) million. Investment income at current value was EUR 839 (1,777) million, the underwriting result was EUR -28 (14) million, and the loading profit was EUR -3 (0) million. Operating expenses financed using loading income accounted for EUR 68 (69) million. The ratio of operating expenses to the payroll and YEL income, a measure of cost-effectiveness, improved to 0.31 (0.32) per cent during the period, and operating expenses per pensioner and insured were

EUR 60 (61). The administrative cost component of the TyEL contribution became company specific at the start of 2023. A surplus was formed in 2023, which has been used to lower the level of the administrative cost component for the next years.

The solvency ratio was 128.3 (127.5) per cent and solvency capital EUR14,717 (13,895) million. Capital and reserves were EUR 243 (234) million, the valuation difference between current and book values was EUR 13,375 (13,573) million, and the provision for accumulated

Solvency 2021-Q3/2025



accounting profit was EUR 1,104 (96) million.

The technical provisions amounted to EUR 53,227 (50,642) million. The EUR 52,086 (50,515) million in solvency technical provisions does not include the provision for future bonuses or the earnings-related pension contributions that remain open receivables in the basic insurance under YEL.

Personnel

The average number of personnel (person years) in January–September was 599 (594).

The energy level of the personnel is excellent (4.2 on a scale of 1–5). The employee Net Promoter Score (eNPS) was +49 (on a scale of -100 to +100) on average year to date. Our sick leave percentage was 1.6 (1.6) per cent. One factor explaining the low sick leave percentage is close cooperation with occupational health care. In September, we planned a new action plan for occupational health care for the coming period. In addition to representatives of occupational health care, Ilmarinen's supervisors, personnel representatives, occupational safety

delegate and HR experts are involved in the planning.

In the summer season 2025, Ilmarinen employed over 60 summer workers. Based on our survey, summer workers had an exceptionally good time with us and felt genuinely welcome. In particular, they praised the welcoming work environment, encouraging work community and thorough orientation.

We have participated in the Reputation&Trust survey conducted by T-Media for over ten times already. According to the survey, Ilmarinen is still the best-known employment pension insurance company with the best reputation. Our reputation remained almost at the previous year's level (3.47 on a scale of 1–5; in 2024, this result was 3.53), and this is our second-best result ever. A small decline was observed in the areas of economic stability and interaction, but the general public's willingness to use Ilmarinen's services was improved and reached the second highest level ever.

Universum conducts an annual study on the employer image in companies. Ilmarinen's employer image has improved among both students and professionals. Among business professionals, Ilmarinen was ranked 47th (+8), and

it was the 70th (+8) most attractive employer among business students. Both ranks were the best Ilmarinen has ever achieved.

In the spring, we organised a masterclass in continuous improvement, the aim of which was to develop everyday activities and ensure sustainable results. In this coaching, we implemented concrete development projects that made processing more efficient, reduced manual work, and improved the customer experience. The next masterclass will begin in the autumn. Over the years, we have trained over 80 masters of continuous improvement across the organisation. Process management and continuous improvement have helped us succeed in significantly improving smooth everyday activities and business performance in recent years.

Annika Ekman, M.Sc. (Econ.), started as Ilmarinen's EVP of investments and a member of the Executive Group at the beginning of September. Ms Ekman has served as head of direct equity investments at Ilmarinen since 2015. Ms Ekman is the successor of Mikko Mursula as EVP of investments. Mr Mursula assumed the role of CEO of Ilmarinen at the beginning of September. At the beginning of his term as CEO, Mikko Mursula conducted a personnel

survey, in which he asked about the personnel's expectations with regard to the new CEO and about the personnel's viewpoints on the company's development needs. Personnel participated in the survey actively. The responses will be used in planning the company's operational development.

We again combined physical activity and the fight against climate change by participating in the Kilometre Race of the Network of Finnish Cycling Municipalities. One hundred and twenty active employees of Ilmarinen pedalled over 78,000 kilometres. We saved over 4,700 litres of fuel and more than 11,700 kg of CO2 emissions as a result of the race. At the same time, we raised funds for the Finnish Red Cross Chain Reaction where, for every 25 kilometres pedalled by the personnel, one euro is donated to the charity campaign. Assistance will be directed towards preparing for and adapting to the impacts of climate change, both at home and abroad.

In the summer, we examined the commuting of our personnel as part of Ilmarinen's own carbon footprint calculation. A total of 42 per cent of our personnel commute by using public transport and 15 per cent cycle to work. The

time our personnel spends at the office has increased slightly since 2024. A total of 45 per cent of our personnel work at the office more than two days a week, and 15 per cent of them report that they work at the office every day.

Responsibility

In February, we published our first statutory sustainability report in accordance with the European Sustainability Reporting Standards (ESRS) as part of the 2024 annual report. We also updated the sustainability reporting for the current accounting period in spring 2025 as well as the double materiality analysis that defines the focus areas of our sustainability programme.

We reported for the third time on biodiversity in our investment operations in line with the Taskforce on Nature-related Financial Disclosures (TNFD) framework. We located the exposures of our direct listed equity and fixed income investments in sectors that are essential for biodiversity. Based on a portfolio analysis, approximately 38 per cent of our direct equity and corporate bond investments have been invested in sectors where nature impacts and dependencies on nature play a significant role. Our greatest exposures relate to the pharmaceutical industry,

the semiconductor industry and the paper and forest industry, which account for approximately one third of our exposure. According to our portfolio analysis, water is a key ecosystem service for our investment targets. In accordance with the biodiversity plan for Finnish properties, we carry out nature surveys on our current property portfolio. Based on these, we determine the most suitable measures for each site. In the first half of 2025, a nature survey was completed at 66 sites.

As an active owner, we attended the general meetings of 107 companies listed in Finland during the general meeting period of the first half of the year. We attended almost all meetings in person and voted in advance if possible. We were able to express our position by means of an advance vote at 83 meetings. We focused on shortcomings in remuneration reports and policies. In the first half of the year, we attended the general meetings of 191 international listed companies via a service provider. We participate in the general meetings of international listed companies using a power of attorney voting service that takes sustainability issues into consideration.

Future prospects and key uncertainties

Uncertainty related to trade and power politics has declined since the spring through the conclusion of trade agreements, for instance. Russia's war of aggression in Ukraine, geopolitical tensions, acts of war in the Middle East and extensive changes in trade policy are casting a shadow over the growth and inflation outlook, adding to the overall uncertainty in the economy and investment market.

The global economic growth forecast was revised to 3.2 per cent for 2025. Uncertainty is also slowing the rate at which the Finnish economy can recover from the recession.

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

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 exceptionally low birth rate.

Further information

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Appendix tables

KEY FIGURES IN BRIEF	1 Jan - 30 Sep 2025	1 Jan - 30 Sep 2024	1 Jan - 31 Dec 2024
Premiums written, EUR mill.	5,457	5,299	6,956
Pensions and other payments made, EUR mill.	6,015	5,776	7,636
Net return on investments at fair value, EUR mill.	3,034	4,362	5,044
ROCE, %	4.8	7.4	8.6
	30 Sep 2025	30 Sep 2024	31 Dec 2024
Technical provisions, EUR mill.	53,227	50,552	50,642
Solvency capital, EUR mill. 1)	14,717	14,027	13,895
in relation to solvency limit	1.5	1.6	1.5
Pension assets, EUR mill. 2)	66,803	63,955	64,410
Solvency capital (solvency ratio)	128.3	128.1	127.5
TyEL payroll, EUR mill. 3)	27,227	26,493	26,537
YEL payroll, EUR mill. 3)	1,801	1,813	1,817

1) The ratio was computed as a percentage of the technical provisions used in calculating the solvency limit

2) Technical provisions + differences between current and book value

3) Estimated TyEL and YEL payroll for the whole year

Result analysis, EUR mill.	1 Jan - 30 Sep 2025	1 Jan - 30 Sep 2024	1 Jan - 31 Dec 2024
Underwriting result	-28	14	6
Return on investments at fair value	839	1,777	1,797
+ Net return on investments at fair value	3,034	4,362	5,044
- Return requirement on technical provisions	-2,195	-2,585	-3,247
Loading profit	-3	0	-1
Other profit	0	0	3
Total result	808	1,792	1,804

SOLVENCY	30 Sep 2025	30 Sep 2024	31 Dec 2024
Solvency limit, EUR mill.	9,609	8,612	9,304
Maximum solvency capital, EUR mill.	28,827	25,837	27,911
Solvency capital before equalisation provision, EUR mill.	14,717	14,027	13,895
Solvency capital (solvency ratio) % ¹⁾	128.3	128.1	127.5
Solvency position ²⁾	1.5	1.6	1.5

1) Pension assets in relation to technical provisions

2) Solvency capital in relation to solvency limit

	Net investment return market value ⁸⁾	Capital em- ployed ⁹⁾	ROCE, %	ROCE, %	ROCE, %
	30 Sep 2025 EUR mill.	30 Sep 2025 EUR mill.	30 Sep 2025 %	30 Sep 2024 %	31.12.2024 %
Fixed-income investments total	867	18,631	4.7	4.6	4.4
Loan receivables ¹⁾	38	878	4.4	5.4	6.3
Bonds	713	17,704	4.0	4.6	4.4
Other money market instruments and deposits ^{1) 2)}	115	49	-	4.8	3.2
Equities and shares total	1,759	32,629	5.4	11.9	14.1
Listed equities and shares ³⁾	1,638	22,311	7.3	15.1	15.8
Private equity investments ⁴⁾	3	8,681	0.0	6.2	10.4
Non-listed equities and shares ⁵⁾	118	1,637	7.2	4.3	12.4
Real estate investments total	73	5,803	1.3	-0.3	-0.9
Direct real estate investments	48	3,088	1.5	0.1	0.1
Real estate funds and joint investments	26	2,715	0.9	-3.3	-2.0
Other investments total	345	5,943	5.8	4.0	6.7
Hedge fund investments ⁶⁾	253	5,895	4.3	6.4	9.8
Other investments ⁷⁾	93	48	-	-	-
Investments total	3,044	63,006	4.8	7.4	8.6
Unallocated income, costs and operating expenses	-10	0	0.0	0.0	0.0
Investment return at current value total	3,034	63,006	4.8	7.4	8.6

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 unlisted 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) Change in market value between the beginning and end of the reporting period less cash flows during the period. Cash flow means the difference between purchases/costs and sales/revenues

9) Capital employed = market value at the beginning of the reporting period + daily/monthly time-weighted cash flows

Asset allocation	Basic breakdown 30 Sep 2025		Basic breakdown 30 Sep 2024		Basic breakdown 31.12.2024		Risk breakdown 30 Sep 2025		Risk breakdown 30 Sep 2024 31.12.2024	
	EUR mill.	%	EUR mill.	%	EUR mill.	%	EUR mill.	%	%	%
Fixed-income investments total	19,427	30	20,935	33	18,775	30	21,857	33	36	32
Loan receivables ¹⁾	782	1	1,093	2	1,056	2	782	1	2	2
Bonds	17,696	27	18,898	30	17,652	28	22,312	34	36	31
Other money market instruments and deposits ^{1) 2)}	950	1	944	2	68	0	-1,237	-2	-1	-1
Equities and shares total	34,344	52	30,041	48	32,689	52	34,713	53	50	54
Listed equities and shares ³⁾	24,057	37	20,140	32	22,240	35	24,426	37	34	37
Private equity investments ⁴⁾	8,604	13	8,280	13	8,709	14	8,604	13	13	14
Non-listed equities and shares ⁵⁾	1,683	3	1,621	3	1,740	3	1,683	3	3	3
Real estate investments total	5,883	9	5,789	9	5,825	9	5,883	9	9	9
Direct real estate investments	3,129	5	5,042	8	3,083	5	3,129	5	8	5
Real estate funds and joint investments	2,754	4	747	1	2,742	4	2,754	4	1	4
Other investments total	6,095	9	6,171	10	6,023	10	6,281	10	10	10
Hedge fund investments ⁶⁾	5,980	9	5,312	8	5,911	9	5,980	9	8	9
Commodity investments	0	0	0	0	0	0	187	0	0	0
Other investments ⁷⁾	115	0	860	1	112	0	114	0	1	0
Investments total	65,749	100	62,936	100	63,313	100	68,733	105	105	105
Effect of derivatives							-2,985	-5	-5	-5
Investment return at current value total	65,749	100	62,936	100	63,313	100	65,749	100	100	100

The modified duration of bond investments was 4.1 years

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 unlisted 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