



Nordea Pension Foundationn
Financial statements and report on operations
31.12.2025

Business ID	0201436-9
Domicile	Helsinki
Address	C/O Porasto Oy Arabiankatu 12, 00560 Helsinki
Financial year	12 months
Currency unit	Euro
Preparer of the financial statements	Porasto

The financial statements, the report of the Board of Directors, accounting records, the list of accounts and the list of accounting records and materials must be kept for at least 10 years (KPL 2:10.1 §) from the end of the financial year. Receipts for the financial year, correspondence relating to business transactions and accounting records other than those referred to in subsection 1 of section 2:10 of the Accounting Act must be kept for at least six years from the end of the year in which the financial year ended (KPL 2:10.2), so that the requirements of sections 6, 7 and 9 are met.

The financial statements must be kept in storage until 31 December 2035.

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Report by the Board of Directors

General information

The reporting year was the 68th year of operation of the Pension Foundation. During the reporting year, the Pension Foundation has acted as a Supplementary Pension Foundation responsible for the supplementary pension security of insured persons.

The main theme of the year was monitoring the financial outlooks and their impact on the Pension Foundation.

Insured persons and shareholders of the Pension Foundation

According to the rules, those insured by the Pension Foundation are:

- Members of the KOP section who were insured in Section A of the Kansallis-Osake-Pankki Pension Foundation before its closure on 1.7.1991 and
- Insured persons of the SYP section whose employment relationship with the shareholder began before the closure of the pension fund on 1 January 1992 and
- Group pension insurance policies transferred to the Pension Foundation's responsibility on 30.6.2015 and repurchased by the Pension Foundation from Nordea Bank Finland Plc, Nordea Bank AB (publ.), and the Finnish branch of Nordea Life Assurance Finland Oy, and
- Contract-based supplementary pensions, which were transferred to the Pension Foundation on 1 July 2015. The section's supplementary pension cover is based on agreements between the shareholders referred to in the Pension Foundation's rules, their predecessor companies, or the shareholders who belonged to the same group as those predecessor companies, and the employees or groups of employees who are or have been employed by those shareholders, and
- Nordea Bank Finland Plc, Nordea Bank AB (publ.), pensions and pension promises on the balance sheets of the Finnish branch and Nordea Finance Suomi Oy, as well as death grants from 1 November 2015.
- As of 1 January 2017, the accrual and funeral grant for persons covered by the registered supplementary pension (TEL-L) were transferred to the responsibility of the Pension Foundation following the legislative amendment of 31 December 2016. The scope of the registered supplementary pension includes those who, in 1994, transferred from the Finnish Labour Savings Bank to predecessor banks and whose continuous employment has continued since the transfer.

In the SYP section, payments of old-age and survivors' pensions repurchased from Nordea Life Assurance Finland Oy on 30 December 2013 and granted from Merita Plc's pension fund before 30 December 1998, or pensions and benefits based on free-policy certificates issued before 30 December 1998, will continue to be made to those entitled and their beneficiaries. Pensions and benefits are determined in accordance with the rules of Merita Plc's Pension Fund in force before 30 December 1998.

The shareholders of the Pension Foundation are Nordea Bank Plc, Nordea Life Assurance Finland Oy, Nordea Funds Oy, Nordea Finance Finland Oy, Nordea Mortgage Bank Oyj and the Finnish branch of Nordea Investment Management AB registered in Sweden.

Rule Changes

No rule changes were made during the year.

Legislation

The Digital Operational Resilience Regulation (EU) 2022/2554 (DORA) entered into force on 17 January 2025. The Pension Foundation implemented the ICT risk management framework in accordance with the decree and began the audits specified in the audit plan. The Pension Foundation prepared an annual plan for 2026 regarding the measures required by the DORA Regulation.

The pension reform will be introduced into statutory legislation. Its content is with Parliament for consultation. In practice, the legislative amendments presented in accordance with the pension reform do not affect the benefits granted by the Pension Foundation, nor do they affect the operations of the Pension Foundation.

Whistleblower Protection Channel

The services of the whistleblower protection channel have been outsourced to BDO Oy. During the operating year 2025, no notifications were made through the reporting channel.

Insured persons and pensions

Insured

In the Pension Foundation, the insured in permanent employment were as follows:

	Insured
31 Dec 2024	955
31.12.2025	844
Deduction	111

The number of insured persons as of 31 December 2025 (2024) is divided as follows: SYP division: 446 (501) individuals; KOP division: 354 (405) individuals; and 44 (49) individuals who were transferred to the responsibility of the Pension Foundation as of 1 January 2017 under the registered supplementary pension (TEL-L)

Pension applications

During the reporting year, pensions were issued as follows:

- 284 old-age pensions
- 13 disability and partial disability pensions
- 32 survivors' pensions

The figures include processed pension applications where no Pension Foundation share remains to be paid.

Pension stock

Pensions that were valid on 31.12.2025 (the year 2024 in brackets).

Type of pension	Pension recipients (persons)	Liability component per month
Old-age pension	8,191 (8,331)	2,764,993 (2,800,391)
Disability pension	25 (25)	2,932 (3,708)
Survivors' pensions	320 (324)	127,621 (132,305)
Total	8,536 (8,680)	2,895,547 (2,936,404)

During the financial year, pensions were paid as follows:

Type of pension	€2025	€2024
Old-age pension	34,338,189	35,405,175
Disability pension	42,888	59,793
Survivors' pensions	1,615,415	1,675,403
Total	35,996,493	37,140,371
Funeral allowances	2,270,931	2,068,921
TOTAL	38,267,424	39,209,292

Nordea Group's TyEL insurance has been arranged with Varma Mutual Pension Insurance Company.

Pension index increases

Pensions of the Pension Foundation are adjusted annually by the earnings-related pension index. The amounts of pensions in payment in euros were increased by 0.9 % as of 1.1.2026 in accordance with the earnings-related pension index. The corresponding increase as of 1 January 2025 was 1.3%.

Free books

New free document calculations were made for 10 divorced persons.

Administration

Board of directors

Representatives serving on the Board of the Pension Foundation for the three-year term from 1 January 2024 to 31 December 2026:

Nominated by the Shareholder	
Full members:	Group-specific substitute:
Lauri Hallberg (Chairman)	Elina Lampinen
Sakari Wuolijoki until 31.5.2025 and Janne Lanki from 1 June 2025	
Christian Kofoed	
The insured persons are represented by	
Full members:	Group-specific substitute:
Tarja Furuholm (Vice-Chair) until 31.12.2025 and Anna Koivumäki from 1.1.2026	Juha Seljavaara
Anne Matero (Vice-Chair from 1.2.2026)	
Mika Pikkarainen	

The Board convened twelve (12) times during the reporting year.

CEO and staff

The Pension Foundation has a service agreement with Porasto Oy from 1 January 2025 under which pension processing, actuarial, accounting and administrative services will be provided. Previously, the services were provided at Mandatum Life Palvelut Oy. In connection with the business transaction, 17 people were transferred to Porasto, and the transferring staff also included those providing administrative services for the Nordea Pension Foundation.

Katriina Hyvönen from Porasto Oy serves as the Pension Foundation's CEO. The CEO is employed by the Pension Foundation. The Chairman of the Board, Lauri Hallberg, is employed by Nordea Life Assurance Finland Oy and the other members of the Board are employed by Nordea Bank Oyj.

Actuary

The Pension Foundation's actuary was Tuomas Marttila, SHV, from Porasto Oy.

Key functions

The Board of Directors of the Pension Foundation has outsourced the risk management function and internal audit to KPMG. The risk management function was performed by Tuomas Ilveskoski and the internal auditor was Harri Leppiniemi.

Auditors

PricewaterhouseCoopers Oy acted as the audit firm appointed by the Pension Foundation.

Investment activity

Investment activity

2025 was a real test of the portfolio management approach. Market reversals were sharp due to political shocks and strong sector rotation. Markets were balancing between the central banks' easing cycle, the maturing of AI and political risks. Sales waves remained short-lived and the market recovered relatively quickly. Overall, the year ended favourably for the investor.

President Trump's second term ushered in the era of tariffs. In April, Trump's announcement of reciprocal tariffs caused the biggest market turmoil in years. The S&P 500 fell by more than ten per cent in two days, the fifth largest two-day decline since World War II. However, the market stabilized relatively quickly when Trump announced a 90-day tariff break. In May, the United States and China signed a truce in the trade war, which contributed to the recovery of the stock markets. Towards the end of the year, stock price growth was supported by accelerated earnings growth in the United States and expectations of lower key interest rates.

In the interest-rate markets, 2025 marked a historic shift when several central banks began an easing cycle. The European Central Bank lowered the deposit rate to 2% by the summer, supporting European corporate loans in particular. In the United States, the Fed proceeded more cautiously due to higher inflationary pressures. However, the weakened employment situation led to three consecutive interest rate cuts in the last quarter of the year. Overall, 2025 was a modest year for European government bonds.

Due to its nature and size, and in order to secure future pension commitments, the Pension Foundation has decided not to manage its own funds. The Pension Foundation has commissioned Nordea Asset Management AB, a Finnish branch (NAM), to manage its investments in accordance with the full discretionary portfolio management agreement. NAM regularly attends the board meetings of the Pension Foundation, where NAM presents the development of the portfolio and reports on all relevant market events and prospects that may affect the portfolio in the short and long term. There is no reward for the success of investment activities. Fees for investment activities have been agreed with the investment manager under a full power-of-attorney portfolio management agreement.

The Pension Foundation's sustainability risk assessment takes into account the material impacts of investments on the environment and human rights, as well as issues related to corporate governance. Matters related to sustainability risks are handled by NAM, which constantly makes decisions about the Pension Foundation's investments within the limits defined in the agreement. Sustainability risks related to real estate are mainly about energy efficiency and environmental aspects. During 2021, the Pension Foundation has acquired a green electricity certificate. In its investment activities, the Pension Foundation takes into account the main adverse effects on sustainability factors. The Pension Foundation has received notifications of these effects from the asset manager and the property manager. The Pension Foundation has reported its sustainability information as required by regulation on its website.

During the reporting year, the Pension Foundation did not invest in direct shares that would have given it the right to exercise shareholder rights. A report on the exercise of shareholder rights in this regard is published on the Nordea Group's website at www.nordea.com.

The Pension Foundation monitored its solvency monthly. The Pension Foundation's liabilities are long-term. The strategic planning of the allocation takes into account the amount of assets in relation to the development of technical provisions.

The Pension Foundation's risk assessment (ORA) was updated late in the year, and it also stated that its operational conditions are moderate in financial terms.

The Pension Foundation's financial situation is stable despite a challenging investment year. The assets of the Pension Foundation have been invested in accordance with an investment plan approved by the Board of Directors, and the assets have been widely diversified and invested with caution. The market value of the assets covering the technical provisions exceeded the amount of the technical provisions by a factor of 1.17.

In 2025, the total return on the investment portfolio was 2.4%. At the end of the year, the share of investments with equity risk was 20.5%, the share of fixed-income investments was 60.7% and the share of real estate was 18.8%.

Real Estate Shares

The Pension Foundation owns the entire share capital of the following companies:

- Asunto Oy Helsinki Kauppiaankatu 5
- Kiinteistö Oy Helsingin Fabianinkatu 6
- Kiinteistö Oy Sakkaroozi, Mannerheimintie 15, Helsinki
- Kiinteistö Oy Jätkäsaaren Pacific, Tyynenmerenkatu 9, Helsinki
- Real Estate Ltd Aleksanterinkatu 36 A, Helsinki
- Kiinteistö Oy Aleksanterinkatu 36 B, Helsinki

Decisions relating to real estate are made by the board of the Pension Foundation.

Newsec Asset Management Oy was responsible for the management and administration of the real estate companies.

Real estate investments from the Pension Foundation's assets amounted to EUR 105.8 million, which is distributed to six real estate companies in the Helsinki Metropolitan Area. The return on real estate investments in 2025 was – 5.3%. The total return consists of the net rate of return as well as real estate value change income during the year. During the financial year, work on a single-property project was continued; it builds on an earlier study of the Pension Foundation's longer-term need to change its investment allocation to match declining liabilities. The project continues, aiming to assess the development potential of a single property investment. There may still be further changes in property values, as well as in the ability of tenants to pay when they face financial difficulties due to the prevailing economic situation. The Pension Foundation monitors market developments and takes corrective measures, if necessary.

The Pension Foundation's finances

Financial statements

The financial statements for 2025 have been prepared in accordance with current regulations, regulations and guidelines. The Pension Foundation's surplus for the financial year was EUR 3,757,049.59 (-10,933,588.15).

The Pension Foundation's accounting follows a balancing system.

Insurance premiums

Pensions paid by the Pension Foundation, pension index increases, as well as changes in the principal liability and other expenses were covered by the income from investment assets and by releasing the index-increase liability. The shareholders of the Pension Foundation did not have to pay insurance premiums to cover the costs.

Technical provisions

According to the actuarial opinions issued for the financial statements, the Pension Foundation's technical provisions amounted to EUR 481,523,282.

Financial statements	
	€
31.12.2025	
Provision for claims outstanding	367,990,400
Provision for unearned premiums	85,137,300
Index increment liability	28,395,582
TOTAL	481,523,282

Liability cover

During the reporting year, the Pension Foundation's provision for liabilities was fully covered.

As security for the liability and other debts, the foundation had assets with the following cover value:

Asset class	Margin Value €
Bonds	86,089,468
investment fund units	359,382,856
Real Estate Shares	105,810,000
Bank receivables	9,520,445
Transfers and other receivables and payables*	2,865,049
TOTAL ASSETS	563,667,818
Assets serving as collateral	563,253,691
Technical provisions	481,523,282
DIFFERENCE	81,730,409

*items related to investment activities

Risks and risk management

In accordance with the Act on Supplementary Pension Foundations and Supplementary Pension Insurance Institutions (947/2021), Chapter 3, Section 8, a pension foundation must have an effective risk management function that is proportionate to the size and organisation of the pension foundation and to the size, nature, scope and complexity of its activities, and be independent of risk-taking functions. In accordance with the Financial Supervisory Authority's regulations, those responsible for the risk management function must be of good repute and have sufficient qualifications and experience to perform the task. The risk management function shall contribute to the functioning of the risk management system. The organisation of risk management shall take into account all material internal and external risks affecting the operations of the IORP as well as the risks of outsourced activities.

The Board of Directors shall determine the willingness and ability to take risks and confirm the written principles concerning the organization of risk management. The Board is responsible for ensuring that the principles governing the organisation of risk management are followed in the supplementary pension institution and its outsourced services.

The objective of risk management and internal control is to prevent the realization of risks that threaten the Pension Foundation, to ensure the continuity of operations with regard to statutory tasks, and to minimise the amount of possible financial loss. In addition, the aim is to enable the setting of risk-taking limits in such a way that it is possible to improve and manage the operations by increasing the risk level of the operations in a controlled manner. The risks facing the Pension Foundation relate to investment, operational and insurance activities.

Risks affecting the operations of the Pension Foundation are identified, assessed and limited. The means of risk management in the Pension Foundation are the outsourcing of administrative functions, adequate and real-time reporting, ensuring competence, as well as internal guidelines and procedures approved by the board. The Pension Foundation has drawn up a risk management policy approved by the board, which defines the risk management framework, risk management objectives, governance, risks and risk limits in accordance with the law and regulations. In accordance with the DORA Regulation, Nordea Pension Foundation has identified the relevant ICT and third-party risks and defined the management methods for the identified risks. The Pension Foundation continuously monitors and updates the risks identified.

As part of strategic decision-making and risk management, the Board of Directors of the Pension Foundation annually prepares a risk assessment (ORA), which assesses the impact of material risks on the Pension Foundation's operations and the measures that are appropriate to manage the risks highlighted in the assessment. The summary and conclusions of the assessment shall be submitted to the Financial Supervisory Authority. If the risks of the Pension Foundation change significantly, the estimate must be updated without delay.

Pursuant to Regulation (EU) 2022/2554 (the Digital Operational Resilience Act, DORA), the Nordea Pension Foundation must keep its data register continuously up to date and submit it to the authorities on request.

The "Jatkuvat raportointi vaateet ICT-palveluntarjoajille" document, created by the Pension Foundation, supports

the risk management of third parties. The third-party audit and the internal audit required by the DORA Regulation are described in the audit plan created by the Pension Foundation.

The Board of Directors regularly monitors the development of key risks. The Board of Directors shall assess annually whether risk management is properly organised and, if necessary, take corrective measures.

Other events during the financial year

No other events occurred during the financial year.

Events after the financial year and an estimate of future development

Estimation of likely future development

For 2026, there are several themes in the markets that may influence them. If there are no major surprises, economists say economic growth is strong enough to support the companies' earnings, but not so fast that inflation would accelerate and central banks would start tightening monetary policy. The forecasts also show strong economic growth prospects and a recovery in investments, and artificial intelligence is expected to boost productivity growth. This would mean that global economic growth is likely to remain at a good level. The ECB is not expected to make any changes to its interest-rate path this year, but the markets still expect two interest-rate cuts from the Fed. The first is in the prices for May, and the second in those for the rest of the year.

It is estimated that the Pension Foundation's liabilities will almost halve over the next ten years. The Pension Foundation is able to carry out its duties to provide supplementary pensions and other benefits for which it is responsible even in challenging market conditions and in light of the foreseeable future. If necessary, insurance premiums may be collected from shareholders.

The Board of Directors of the Pension Foundation regularly monitors the market situation and the development of solvency, and takes measures if necessary.

Relevant events after the financial year

The CEO of the Pension Foundation will change during the spring of 2026 as the current CEO moves on to new challenges. The Pension Foundation is not aware of any other material events that have occurred after the financial year that would significantly affect the operations of the Pension Foundation and that should be mentioned in this annual report.

Nordea Pension Foundation

INCOME STATEMENT	1.1 - 31.12.2025		1.1 - 31.12.2024	
Actuarial account				
Investment income		25 728 121,38		31 485 344,08
Claims incurred				
Other pensions paid	-38 267 317,28		-39 209 292,20	
Change in provision for claims outstanding	15 307 500,00		12 883 500,00	
		-22 959 817,28		-26 325 792,20
Change in provision for unearned premiums				
Other pensions		16 591 347,00		16 862 146,00
Administrative expenses		-1 179 812,95		-1 174 686,88
Investment expenses		-14 422 788,56		-31 780 599,15
<i>Actuarial profit or loss</i>		3 757 049,59		-10 933 588,15
Non-actuarial account				
<i>Surplus (deficit) of the ordinary operation</i>		3 757 049,59		-10 933 588,15
<i>Surplus (deficit) of the period</i>		3 757 049,59		-10 933 588,15

Nordea Pension Foundation

BALANCE SHEET	31.12.2025		31.12.2024	
ASSETS				
Investments				
Real estate investments				
Real estate and real estate shares	70 046 235,25		71 930 062,13	
Loan receivables from own real estate companies	16 061 047,03		17 238 923,71	
		86 107 282,28		89 168 985,84
Other investments				
Shares and participations	303 147 019,09		321 490 940,34	
Money market instruments	126 292 400,95		134 380 161,11	
		429 439 420,04		455 871 101,45
Total investments		515 546 702,32		545 040 087,29
Receivables				
Other receivables		2 572 490,89		2 497 806,47
Other assets				
Cash in bank and in hand		9 520 444,61		7 430 318,68
Other assets		9 520 444,61		7 430 318,68
Accrued income		472 075,50		1 167 688,65
TOTAL ASSETS		528 111 713,32		556 135 901,09
LIABILITIES				
Capital and reserves				
Legal reserve	4 284,53		4 284,53	
Surplus (deficit) of previous periods	41 569 937,92		52 503 526,07	
Surplus (deficit) of the period	3 757 049,59		-10 933 588,15	
		45 331 272,04		41 574 222,45
Actuarial provisions				
Other pensions				
Provision for unearned premiums	85 137 300,00		98 071 600,00	
Provision for claims outstanding	367 990 400,00		383 297 900,00	
Index increment liability	28 395 582,00		32 052 629,00	
		481 523 282,00		513 422 129,00
Liabilities				
Other liabilities		1 069 174,63		1 022 805,65
Accrued expenses		187 984,65		116 743,99
TOTAL LIABILITIES		528 111 713,32		556 135 901,09



Notes to the financial statements

Notes to the financial statements

ACCOUNTING POLICIES

Real estate investments

Real estate has been valued at its acquisition cost on the balance sheet; however, not more than the probable selling price.

Money market instruments

Bonds on the balance sheet are valued at amortised cost. The book value of bonds includes the difference between the acquisition cost and the nominal value amortised as interest income and as a deduction of the interest income.

Other investments

Shares and participations included in other investments have been valued at their acquisition cost; however, not more than the probable selling price.

Definition methods for the investments' fair values

Real estate investments

The fair value of real estate shares is based on Axiom Advisors Ltd's estimate of the probable selling price.

Money market instruments

The fair value of bonds is based on the closing date's market value announced by credit institutions.

Other investments

The fair value of financial instruments with reliable markets is the public trading bid price at the closing date or, in the absence of such, the latest closing price. If a published price quotation does not exist for a financial instrument in its entirety, but active markets exist for its component parts, the fair value is determined on the basis of the relevant market prices of the component parts.

Comparability of the 2024 income statement and balance sheet figures

Due to the business transaction, the service company changed and, as a result, there have been some changes in the grouping of income statement and balance sheet accounts. For example, private equity funds are presented in 2025 under the Shares and holdings group (in 2024 under the Other investments group) and capitalization agreements under the Financial market instruments group (in 2024 under the Other investments group). The comparative figures for 2024 have been adjusted to correspond to the new grouping.

Technical rate of interest of technical provisions for voluntary additional benefits

The Pension Foundation's technical provisions have been calculated by using the technical rate of interest of 3.0%.

No consolidated financial statements were drawn up for 2025

The Pension Foundation, together with the real estate companies it owns, forms a group as referred to in the Finnish Accounting Act. The real estate companies owned by the Pension Foundation do not have debts outside the group. Consolidated financial statements were not drawn up because the information is not material, and consolidating real estate companies into the financial statements of the Pension Foundation could compromise the true and fair view.

The average number of personnel during the financial year

There was one person employed by the pension foundation during the financial year.

Nordea Pension Foundation

Notes to the Income Statement	31.12.2025	31.12.2024
Claims paid		
Other pensions		
Pensions paid	-35 996 495,16	-37 140 371,26
Pension of previous year	109,00	0,00
Other payments	-2 270 931,12	-2 068 920,94
	<u>-38 267 317,28</u>	<u>-39 209 292,20</u>
Change in provision for claims outstanding	15 307 500,00	12 883 500,00
Total claims incurred	-22 959 817,28	-26 325 792,20
Change in provision for unearned premiums		
Other pensions	16 591 347,00	16 862 146,00
Total change in provision for unearned premiums	16 591 347,00	16 862 146,00
Administrative expenses		
Salaries and remunerations	-20 189,25	0,00
Pension expenses	-2 720,21	0,00
Other social security costs	-1 376,21	0,00
Statutory payments	-16 525,75	-16 691,60
Auditors' fees	-41 312,88	-48 819,72
Other administrative expenses	-1 097 688,65	-1 109 175,56
Total administrative expenses	-1 179 812,95	-1 174 686,88

Nordea Pension Foundation

Notes to the Income Statement	31.12.2025	31.12.2024
Breakdown of net investment income		
Investment income:		
Income from real estate investments		
Other income	6 361 408,14	6 995 501,68
	<u>6 361 408,14</u>	<u>6 995 501,68</u>
Income from other investments		
Interest income	1 165 580,45	9 057 910,26
Other income	255 409,98	291 615,30
	<u>1 420 990,43</u>	<u>9 349 525,56</u>
Total	7 782 398,57	16 345 027,24
Impairment reversals	142 571,61	142 571,61
Capital gains	17 803 151,20	17 803 151,20
Total Investment income	25 728 121,38	31 485 344,08
Expenses from investments:		
Expenses from real estate investments	-4 097 438,19	-6 034 800,62
Expenses from other investments	-757 079,24	-809 489,22
Interest expenses and other borrowing costs	-12 673,60	-12 713,11
	<u>-4 867 191,03</u>	<u>-6 857 002,95</u>
Impairments and depreciations		
Impairment losses	-3 398 593,32	-7 901 306,38
	<u>-3 398 593,32</u>	<u>-7 901 306,38</u>
Capital losses	-6 157 004,21	-17 022 290,27
Total expenses from investments:	-14 422 788,56	-31 780 599,60
Net investment income on the income statement	11 305 332,82	-295 255,52
Investment management expenses included in investment expenses	-760 418,31	-730 901,13

Nordea Pension Foundation

Notes to the balance sheet	31.12.2025	31.12.2024
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Investments at fair value and valuation differences

	Remaining purchasing value	Book value	Market value	Remaining purchasing value	Book value	Market value
Real estate investments						
Real estate shares	70 046 235,25	70 046 235,25	89 748 952,97	71 930 062,13	71 930 062,13	97 861 076,29
Loan receivables from own real estate companies	16 061 047,03	16 061 047,03	16 061 047,03	17 238 923,71	17 238 923,71	17 238 923,71
	86 107 282,28	86 107 282,28	105 810 000,00	89 168 985,84	89 168 985,84	115 100 000,00
Other investments						
Shares and participations	303 147 019,09	303 147 019,09	359 382 855,64	321 490 940,34	321 490 940,34	368 224 775,30
Money market instruments	126 292 400,95	126 292 400,95	86 089 468,24	134 380 161,11	134 380 161,11	96 066 739,87
Total investments	515 546 702,32	515 546 702,32	551 282 323,88	545 040 087,29	545 040 087,29	579 391 515,17
Total valuation differences (difference between market value and book value)			35 735 621,56			34 351 427,88
The remaining acquisition cost of money-market instruments includes the difference between the nominal value and the acquisition cost amortised as interest income or as a deduction of the interest income. (+/-)			-2 173 373,78			-1 940 409,98

Changes of real estate investments

Real estate investments

Acquisition cost 1.1.	84 785 449,16	76 432 666,25
Disposals (loan convers.)	238 450,00	8 352 782,91
Acquisition cost 31.12.	85 023 899,16	84 785 449,16
Impairments 1.1.	-12 855 387,03	-6 624 881,00
Impairments for the financial year	-2 122 276,88	-6 230 506,03
Impairments 31.12.	-14 977 663,91	-12 855 387,03
Book value 31.12.	70 046 235,25	71 930 062,13

Loan receivables from own real estate companies

Acquisition cost 1.1.	17 238 923,71	24 780 110,54
Loan payments	-539 073,26	-725 792,09
Acquisition cost 31.12.	16 699 850,45	17 238 923,71
Impairments 1.1.	0,00	0,00
Impairments for the financial year	-638 803,42	0,00
Impairments 31.12.	-638 803,42	0,00
Book value 31.12.	16 061 047,03	17 238 923,71

Nordea Pension Foundation

Notes to the balance sheet

31.12.2025

The foundation is not aware of the number of ownership shares.

Shares and holdings	Domicile	Number of pcs	Accounting-value	Market-value	% of market value
Investment funds					
Nordea IIF - Inflation Overlay Fund	Luxemburg	948 392,46560	94 160 861,43	94 160 861,43	26,20 %
Nordea 1 - North American High Yield Stars Bond Fund X	Luxemburg	363 837,77100	38 918 700,59	45 035 111,62	12,53 %
Nordea 1 - European High Yield Credit Fund X	Luxemburg	405 650,06000	33 527 413,65	44 776 262,10	12,46 %
Nordea Corporate Bond I K	Suomi	15 563 284,15350	35 707 228,12	38 705 420,79	10,77 %
Nordea 2 - European Responsible Enhanced Equity Fund X	Luxemburg	161 592,68300	20 758 950,80	29 034 717,64	8,08 %
Nordea 2 - NA Responsible Enhanced Equity Fund X	Luxemburg	155 569,06000	16 517 397,98	29 032 552,00	8,08 %
Nordea 2 – BP Enhanced EM Sustainable Equity Fund X	Luxemburg	234 923,64400	21 852 981,99	28 707 029,51	7,99 %
Nordea Pro Suomi I K	Suomi	148 040,97930	20 227 619,26	28 387 642,40	7,90 %
Nordea Korko S K	Suomi	1 830 824,60020	21 475 865,27	21 543 258,15	5,99 %
Total investment funds		19 812 115,41660	303 147 019,09	359 382 855,64	100,00 %
Shares and holdings, total			303 147 019,09	359 382 855,64	100,00 %

Nordea Pension Foundation

NOTES TO THE BALANCE SHEET	31.12.2025	31.12.2024
Significant items included in receivables		
Interest from bonds	414 127,00	451 591,93
Other accrued income	57 948,50	716 096,72
	<u>472 075,50</u>	<u>1 167 688,65</u>
Significant items included in accrued liabilities		
Other accrued expenses	187 984,65	116 743,99
	<u>187 984,65</u>	<u>116 743,99</u>
Capital and reserve		
Reserve	4 284,53	4 284,53
Surplus (deficit) of previous periods	41 569 937,92	52 503 526,07
Surplus (deficit) of the period	3 757 049,59	-10 933 588,15
	<u>45 331 272,04</u>	<u>41 574 222,45</u>
Actuarial provisions		
Other pensions		
Provision for unearned premiums	85 137 300,00	98 071 600,00
Provision for claims outstanding	367 990 400,00	383 297 900,00
Index increment liability	28 395 582,00	32 052 629,00
Total actuarial provisions of other pensions	<u>481 523 282,00</u>	<u>513 422 129,00</u>
Securities and guarantees		
Bank account limit		
EUR 5,000,000.00 limit has been granted for the bank account (Nordea FI72 2490 11800 0000 86), of which EUR 0.00 has been used.		

Risks and risk management

Risks and risk management

The objective of risk management and internal control is to prevent the realisation of risks that threaten the Pension Foundation, to ensure the continuity of operations and to minimise the amount of possible financial loss. In addition, the aim is to enable the setting of risk-taking limits in such a way that it is possible to improve and manage the operations by increasing the risk level of the operations in a controlled manner. The risks facing the Pension Foundation relate to investment, operational and insurance activities.

According to Chapter 3, Section 8 of the Act on Supplementary Pension Foundations and Supplementary Pension Funds (947/2021), a pension foundation must have an effective risk management function that is proportionate to the size and organisation of the pension foundation and to the size, nature, scope and complexity of its activities, and must be independent of risk-taking activities. In accordance with the Financial Supervisory Authority's regulations, those responsible for the risk management function must be of good repute and have sufficient qualifications and experience to perform the task. The risk management function shall contribute to the functioning of the risk management system. The organisation of risk management shall take into account all material internal and external risks affecting the operations of the IORP as well as the risks of outsourced activities.

Risks affecting the operations of the Pension Foundation are identified, assessed and limited. The means of risk management in the Pension Foundation are the outsourcing of administrative functions, adequate and real-time reporting, ensuring competence, as well as internal guidelines and procedures approved by the board. The objective of risk management is to support the Pension Foundation in achieving the objectives set out in its rules and to ensure that any risks, if realised, do not affect the continuity of its operations.

The Pension Foundation has a Board-approved risk management policy in place, which defines the risk management framework, objectives, governance, risks and risk limits in accordance with laws and regulations. In accordance with the DORA Regulation, Nordea Pension Foundation has identified the relevant ICT and third-party risks and defined management methods for them. During 2025, the Pension Foundation has prepared an action plan in accordance with the DORA Regulation, which describes the responsibilities of the management body as well as the responsibilities of the Pension Foundation and stakeholders. During the year, Porasto submitted a report on the audit carried out on ICT systems. The Pension Foundation continuously monitors and updates the identified risks, and the risk management function monitors and reports separately to the Board.

The Board of Directors of the Pension Foundation annually prepares a risk assessment as part of strategic decision-making and risk management, which assesses the impact of material risks on the Foundation's operations and the measures that are appropriate to manage the risks highlighted in the assessment. Risk management at the Pension Foundation reports to the Board and management on risk developments and significant changes in the Foundation's overall risk position.

Reports prepared by risk management provide management with information on whether it is appropriate to take measures to prevent risks from materialising. Measures are taken to avoid losses and adverse effects on the operations of the Pension Foundation

Risks of investment activities

The assets of the Pension Foundation are invested in accordance with the Pension Foundations Act, the Decree on the Pension Liability Coverage and the Financial Supervisory Authority's regulations and guidelines concerning investment activities in a manner that ensures profitability, safety and liquidity.

The investment activity is based on a balanced portfolio structure, which takes into account the maturity distribution of the technical provisions and aims to cover the technical provisions and ensure solvency in all circumstances.

Investment risks are managed by diversifying assets into different asset classes and geographical areas. Supplementary pension foundations and pension funds also have their own coverage provisions, which govern how the Pension Foundation's assets may be invested. The assets are invested in shares, real estate, bonds and money market instruments, including bank deposits. The aforementioned asset classes can also be invested in through mutual funds. The Pension Foundation does not have direct equity investments, except for the shares of the real estate companies it owns. The investment plan defines the neutral, minimum and maximum allocations of the asset classes, as well as the benchmark indices.

Benchmarks are intended to serve as indicative weights. Actual weights may be adjusted within the ranges, depending on the designated investment manager's expectations regarding changes in the returns of different asset classes or other factors affecting the Pension Foundation's investment activities.

Among the risks associated with the Pension Foundation's investment activities, market risk, in particular, may weaken its returns. Liquidity risk is managed by ensuring that the Pension Foundation has sufficient liquid assets to cover administrative expenses such as pensions. Real estate investments are continuously monitored in relation to the decreasing insurance liabilities. Concentration risk is managed by taking care not to over-emphasise certain asset classes, industries or geographical areas.

The objective of the Pension Foundation is to diversify the assets into different asset classes at market values in accordance with the following table:

Asset Types	31.12.2025	Range
Equity investment total	20.5	10–22%
Bonds	58.9	50–82%
Real estate	188	0–25%
Cash	1.8%	1–23%

The Board of Directors of the Pension Foundation has concluded an Investment Management Agreement (IMA) with Nordea Investment Management Ab, a Finnish branch, which is based on a full proxy model.

As part of this agreement, the Board of Directors will decide on the strategic asset diversification/benchmark as described above. The agreement limits the deviations that the asset manager is allowed to make in relation to the benchmark index.

The Board of Directors of the Pension Foundation decides on other investments, including decisions on the acquisition and sale of real estate.

Reports are provided regularly to the Board of Directors, at least once a month, on the diversification of assets and investment performance.

In addition, monthly stress-test calculations are reported to the board. In these calculations, the investment assets of the Pension Foundation have been compared with the stress scenarios prepared by the European Insurance Supervisory Authority (EIOPA), as well as with the scenarios defined by Nordea, with the aim of gaining an overall understanding of the adequacy of assets in relation to liabilities, also in exceptional market conditions. Due to the general economic uncertainty caused by markets and geopolitics, special attention was paid to the monitoring of stress tests in the management of the Pension Foundation during the financial year.

After the financial year, it is still possible that changes may still occur in the values of properties, as well as in the solvency of tenants when they encounter financial difficulties due to the prevailing general economic situation. Prolonged geopolitical challenges may affect the Pension Foundation's investments despite their widespread diversification. The Pension Foundation monitors the development of the market and takes corrective measures if necessary.

The Pension Foundation has sufficient solvency (equity and valuation differences) to buffer weaker-than-expected investment returns as well as other unexpected changes.

Operational risks

Operational risks are the risk of loss resulting from faulty operations stemming from the Pension Foundation's internal processes or unexpected external events, the endangerment of operational continuity, or a reduction in the Pension Foundation's reputation and/or trust. Operational risks are related to day-to-day operations and may arise from inadequate processes, human errors, system failures or external factors. Non-compliance with legislation can also pose an operational risk. Operational risks are managed as part of the management of normal operations. Management is supported by documented procedures, granted powers and approval processes, and various verification methods, such as the four-eyes principle.

The supreme authority of the Pension Foundation is exercised by the board in accordance with the rules of the Foundation. The Board of Directors is responsible for practical decision-making in accordance with the rules. The Board consists of three representatives elected by the shareholders and three by the insured. In addition, both shareholders and the insured have one group-specific alternate. The Board of Directors is elected for three years at a time. The board and the CEO manage the operations of the Pension Foundation in accordance with the internal guidelines and procedures approved by the board. Board members' competence is regularly maintained through various training programmes.

The CEO is employed by the Pension Foundation and the Pension Foundation has no other staff. The members of the Board are employed by Nordea and carry out their board duties alongside their own work.

The Pension Foundation has outsourced its operational activities to third parties. Monitoring these functions is essential, and their risks are managed through regular follow-up meetings and board reports from service providers. The main stakeholders of the Pension Foundation are

- Porasto Oy, which manages the Pension Foundation's administrative services, pension calculation and payment in accordance with the service agreement, and draws up the Pension Foundation's insurance technical calculations and accounting. In order to ensure the continuous operation of operational services, Porasto has valid maintenance and support agreements with hardware, software and telecommunications suppliers, as well as an up-to-date and effective backup policy. Tasks, decision-making powers and responsibilities are divided so that no one is allowed to carry out operations alone throughout the processing chain. This ensures that there are no hazardous work combinations. Porasto regularly delivers service-level reports and IT management reports to the Pension Foundation. In addition, the CEO supervises the activities of the outsourced operators through cooperation meetings and other agreed methods.
- NordeaAsset Management Ab, a Finnish branch, manages the foundation's investment assets with a full power-of-attorney mandate.
- The administration and property management of the real estate companies has been handled by Newsec Property Asset Management Finland Oy (Newsec). In addition, the Pension Foundation will acquire an asset management service for property management from Newsec.
- KPMG Oy Ab provides the services required by the Pension Foundation's risk management function and internal audit function (Pension Foundation's key functions).

To describe and measure the risks of the Pension Foundation (including operational risks), a risk card has been prepared by the risk management function, which has been approved by the board of the Pension Foundation. Risk management reports regularly to the board on its work.

In order to ensure the continuity of operations, a continuity plan has been prepared and is updated regularly. The main stakeholders also have valid continuity plans.

The data protection risk related to the Pension Foundation's personal data may occur as a threat from the outside or from within. Risks identified may include, for example, intrusions into systems or facilities, or negligent or incorrect processing of data. The Pension Foundation has outsourced the processing of personal data to the service company and the shareholder, who have their own instructions and procedures regarding data protection. A data protection agreement has been concluded between the Pension Foundation and the service company.

According to DORA (Digital Operational Resilience Act) (EU) 2022/2554, the Pension Foundation must keep its data register up to date at all times and provide it to the authorities on request. The Pension Foundation has an ICT risk management framework, approved by the board, with appendices, in accordance with the requirements of the DORA Regulation. ICT risks are managed through outsourcing, adequate reporting, ensuring competence and internal guidelines approved by the Board of Directors. The supervision and audit of third parties required by the DORA Regulation are described in the audit plan drawn up by the Pension Foundation. The first audit required by the DORA Regulation was conducted in 2025, and audits will be conducted annually in accordance with the action plan.

The aim is to reduce the risks associated with information technology by using functional, secure telecommunications systems, connections and backup systems.

Insurance technical risks and their management

The technical risks are related to how the technical provisions are sufficient to pay the compensation for the benefits under the Pension Foundation's rules and what kind of fluctuations are caused by the payment of the compensation and the coverage of the technical provisions to the insurance premium level. The benefits accrued in accordance with the Pension Foundation's rules are funded, and they are entirely the responsibility of the Pension Foundation. The fund based on accrued benefits is supplemented, if necessary, when a disability or survivor's pension begins.

The supplementary pension cover of the Pension Foundation includes old-age, disability and, to a limited extent, survivor's benefit, as well as funeral allowance. The KOP section of the Pension Foundation has been closed since 1 July 1991, and the SYP section since 1 January 1992. The section Contractual Supplementary Pensions has been added to the Pension Foundation's rules as closed. At the balance sheet date of 31 December 2025, there are approximately 800 employees (actively insured), approximately 1,400 recipients of free passes and approximately 8,500 pensioners.

The Pension Foundation's technical reserves at the balance sheet date are distributed as follows:

	(EUR MILLION)
Provision for claims outstanding	368.0
Provision for unearned premiums	85.1
Index increment liability	28.4
Total	481.5

The technical provisions are of a long-term nature; almost 40% of the Pension Foundation's actual technical provisions are due to be paid after more than 10 years. The liability is decreasing due to the structure of the Pension Foundation's position.

Insurance technical risks

The Pension Foundation's most significant insurance technical risks are related to the insured's longevity, the timing of the pension commencement and the level of benefits.

If the average life expectancy of the insured deviates from the assumption underlying the calculation basis, the old-age pension and survivors' pension benefits will differ from the amount funded by the Pension Foundation.

Preparation for future disability pensions is based on the average rate at which they commence. A higher-than-average number of new disability pensions may increase technical provisions.

Fluctuations in the earnings level of active insured persons affect the pensionable earnings on which benefits are based. In particular, as a result of the strong increase in the level of earnings in the last years of working life, benefits may become higher than anticipated.

The Pension Foundation's benefits are tied to the earnings-related pension index. The annual increase of the earnings-related pension index makes the technical provisions for vested benefits and beneficiaries grow. The growth may be exceptionally high in individual years.

Management of technical underwriting risks

In the calculation of technical provisions, the Pension Foundation complies with the calculation criteria laid down in the Finnish Financial Supervisory Authority's Regulation (Reg. no. 15/01.00/2021) and the attached indicative formulas, with a few deviations specifying the calculation of technical provisions. The Pension Foundation's mortality has been found to be lower than that assumed under the calculation bases set out in the above-mentioned regulation. For this reason, a mortality model is applied, where age transfers have been reduced by one year compared to general age transfers. Liability is thus more securely calculated.

The Pension Foundation has provided for future index increases and changes to the calculation basis through its liability for indexation. The amount of the indexation reserve is EUR 28 million (6.3 percent of the ordinary technical provisions). The upper limit of the indexation liability calculated for the Pension Foundation in 2025 is approximately EUR 95 million (20.9% of the ordinary technical provisions).

The Pension Foundation may use equity and valuation differences as a buffer against fluctuations in the level of contributions. At the balance sheet date, equity and valuation differences total EUR 81 million, which is almost 18% of the amount of technical provisions and 17% of the amount of ordinary technical provisions.

Signatures and audit statement**Signing of the report on operations and financial statements**

Helsinki 27 March 2026

Lauri Hallberg, Chairman

Christian Kofoed

Janne Lanki

Anna Koivumäki

Anne Matero

Mika Pikkarainen

Katriina Hyvönen, CEO

Audit statement

The auditor's report has been issued today.

Helsinki 9 April 2026

PricewaterhouseCoopers Oy
Authorised Public Accountant Firm

Jukka Paunonen
Authorised public accountant

LIST OF BOOKKEEPING AND DOCUMENTS

Ledger and journal

Diary in PDF format in the electronic archive	electronically as a .pdf.file
General ledger in PDF format in the electronic archive	electronically as a .pdf.file
Itemised income statement and balance sheet	electronically as a .pdf.file
Investment trading vouchers and reports	electronically as a .pdf.file
Financial statements and report on operations	electronically as a .pdf.file
Specification of the financial statements	electronically as a .pdf.file

Assisting

Investment transactions ledger in PDF format in the electronic archive
 Wealth management reports in PDF format in the electronic archive
 Purchase invoices and bank statements in PDF format in an electronic archive

Vouchers

MEMO vouchers MU
 Purchase vouchers OL
 Purchase vouchers OM
 Bank account Danske eläke PD1 (closed account)
 Bank account Nordea PN1
 Bank account Nordea2 PN2, pension account
 Bank account Nordea PNN, real estate account (Newsec)
 Investment trading vouchers SIJ
 Salary vouchers PL