Interim report 1 January–30 June 2026

elo
TYÖELÄKEYHTIÖ

The future is in Elo

MISSION
We create lifelong security

VALUES
Transparency, active approach and commitment

Key figures 30 June 2026

Investment return, %	Solvency ratio, %	Premiums written, € billion	Operating expenses, € million
6.4	**126.5**	**2.1**	**37.1**
(1.5)	(123.8)	(2.1)	(36.5)

Investment assets, € billion	Solvency capital, € billion	Pensions and other benefits paid, € billion	Operating expenses, % of payroll TyEL-palkkasumma ja YEL-työtulo yhteensä
36.3	**7.7**	**2.4**	**0.42**
(34.4)	(6.7)	(2.4)	(0.42)

When reporting annual performance figures, the reference point is 30 June 2025, otherwise 31 December 2025.

Work pension contributions from our customers

Employers
44,600

Employees
395,300

Self-employed people
83,300

Earnings-related pension insurance payments

1–6/2026
€2.1
bn

We invest assets in a productive and secure manner

Elo's investment assets
€36.3
bn

- **Strengthening of solvency**
- **Funds for future pensions**
- **Client bonuses**

We pay pensions correctly and on time

Pensions and other compensations

1–6/2026
€2.4
bn

Pensioners
254,300

We provide life-long security – Our actions for sustainability

We insure responsibly

- **In the international EcoVadis sustainability assessment, we achieved the highest platinum level with a score of 87/100.** We are in the top 1% of all companies rated by EcoVadis.
- **We passed the WWF Green Office audit** and are committed to continuous environmental improvement.
- **We will continue sustainability reporting, focusing on themes that are relevant to Elo.**

We build a humane working life

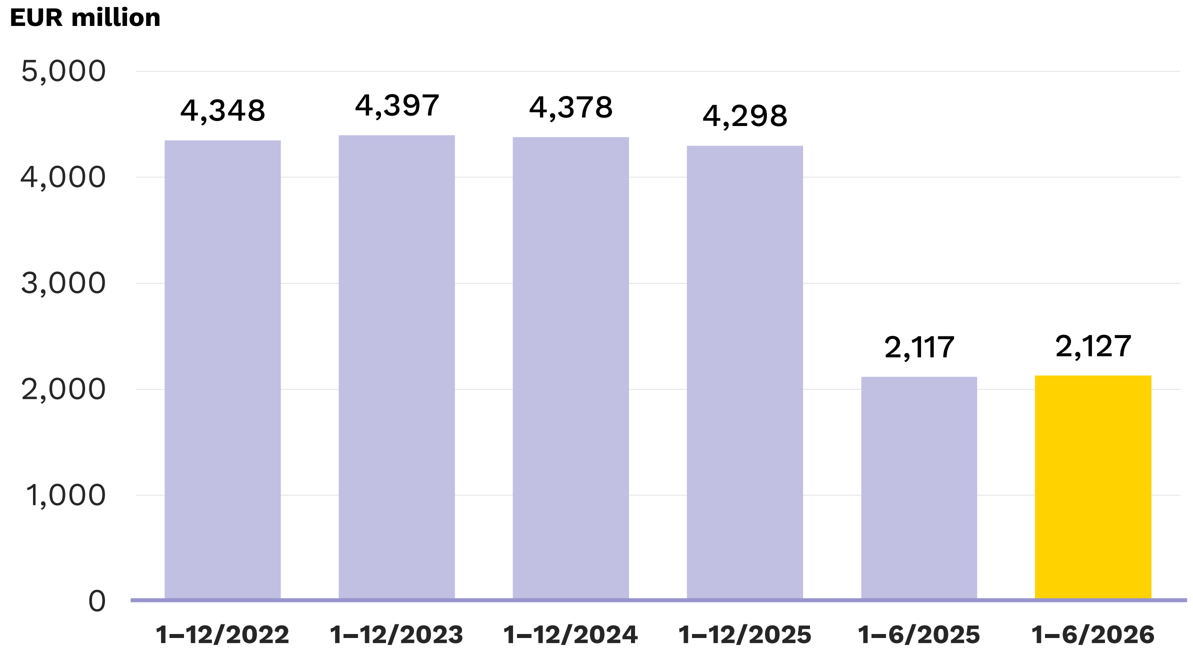
- **Of those who took part in our vocational rehabilitation in 2025, 76% successfully returned to work**, which was 3 percentage points more than the sector average.
- **We process pension applications quickly so that our customers' livelihoods are not interrupted.** According to the Finnish Centre for Pensions, we processed pension decisions 17% faster than other pension companies. Of our customers, 96% felt that they had received their decision quickly.
- **The positive trend in Elo's net promoter score (eNPS) continued,** rising to 51 (47 at the end of 2025).

We invest in the future

- We are an owner in about 100 Finnish listed companies and **participated in the general meetings of all of them.**
- **We updated our ownership policy that guides our actions as a shareholder.** We encourage companies to increase shareholder value over the long term.
- **We report the climate and nature-related financial information of investments** in accordance with TCFD and TNFD reporting recommendations.

Insurance and pensions

Premiums written amounted to EUR 2.1 billion



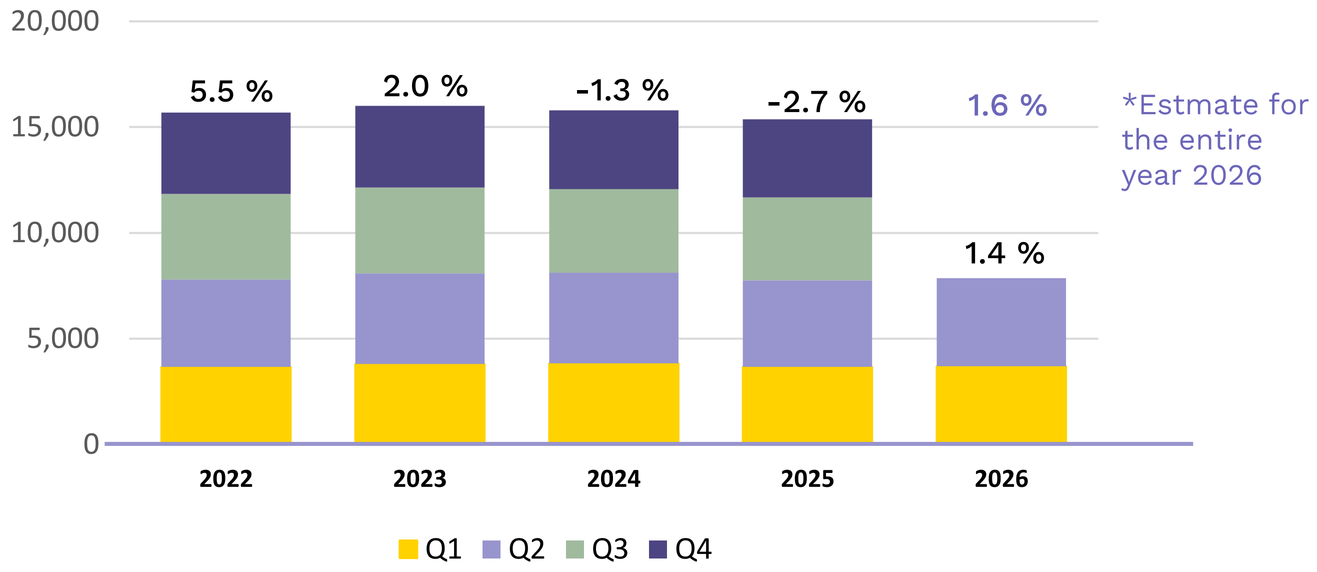
- Premiums written increased by 0.5% (including TyEL and YEL). Credit losses are expected to be slightly lower than in the previous year.

- In January–June, YEL earned income grew by 1.4%, while the TyEL wage sum is expected to grow by 1.6% for the full year.

- The cumulative market share of sales of new TyEL policies was 39.2% and of new YEL policies 34.6%.

The recovery of the Finnish economy was reflected in an increase in our customers' payroll sums

TyEL payroll 2022–2026 and change from the previous year



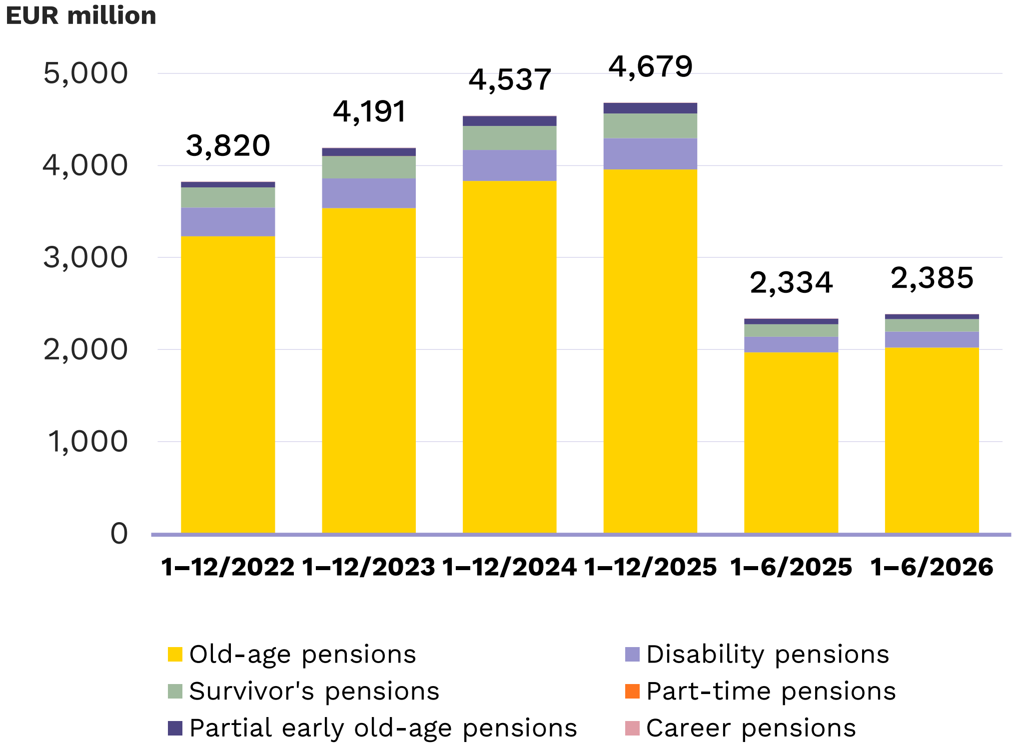
- During the review period, **the TyEL payroll sum of our client companies was up by 1.4%** from the corresponding period of the previous year.

We paid 2% more pensions than in the previous year

Pensions paid by pension type 1–6/2026

Type of pension	pcs.	EUR million
Old-age pension	192,169	2,022.9
Disability pension	20,436	172.5
Survivors' pension	30,149	135.3
Partial early old-age pension	11,465	53.5
Years-of-service pension	46	0.7
Total	**254,265**	**2,384.9**

Pensions paid by pension type 2022–6/2026



Numbers of decisions on partial old-age pension increased

Pension decisions by pension type

	1–6/2026	1–6/2025
Old-age pensions	4,459	4,721
Partial early old-age pensions	2,090	1,374
Disability pensions	6,503	6,798
Survivor's pensions	1,193	1,331
Decisions on rehabilitation	726	794
Career pensions	74	39
Total	15,045	15,057

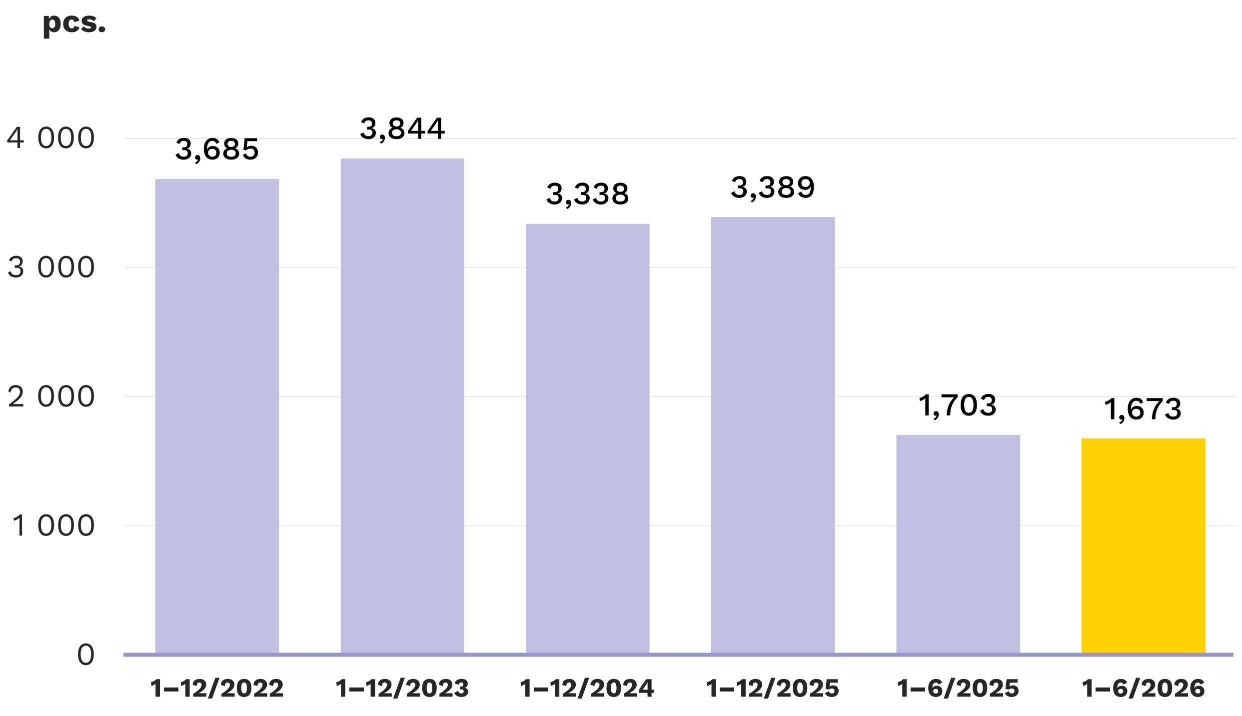
- **The average processing time of pension applications was 12 days**, which, according to the Finnish Centre for Pensions, was 17% faster than for other earnings-related pension companies. Old-age pension decisions were made in one day, on average.

- **The number of decisions on partial early old-age pension increased by 52%.** The increase is due to changes in retirement-age limits.

- **Of our customers, 94 % said they had received professional service regarding their pension decisions**, and 96 % said they received their pension decisions quickly during the January–June period.

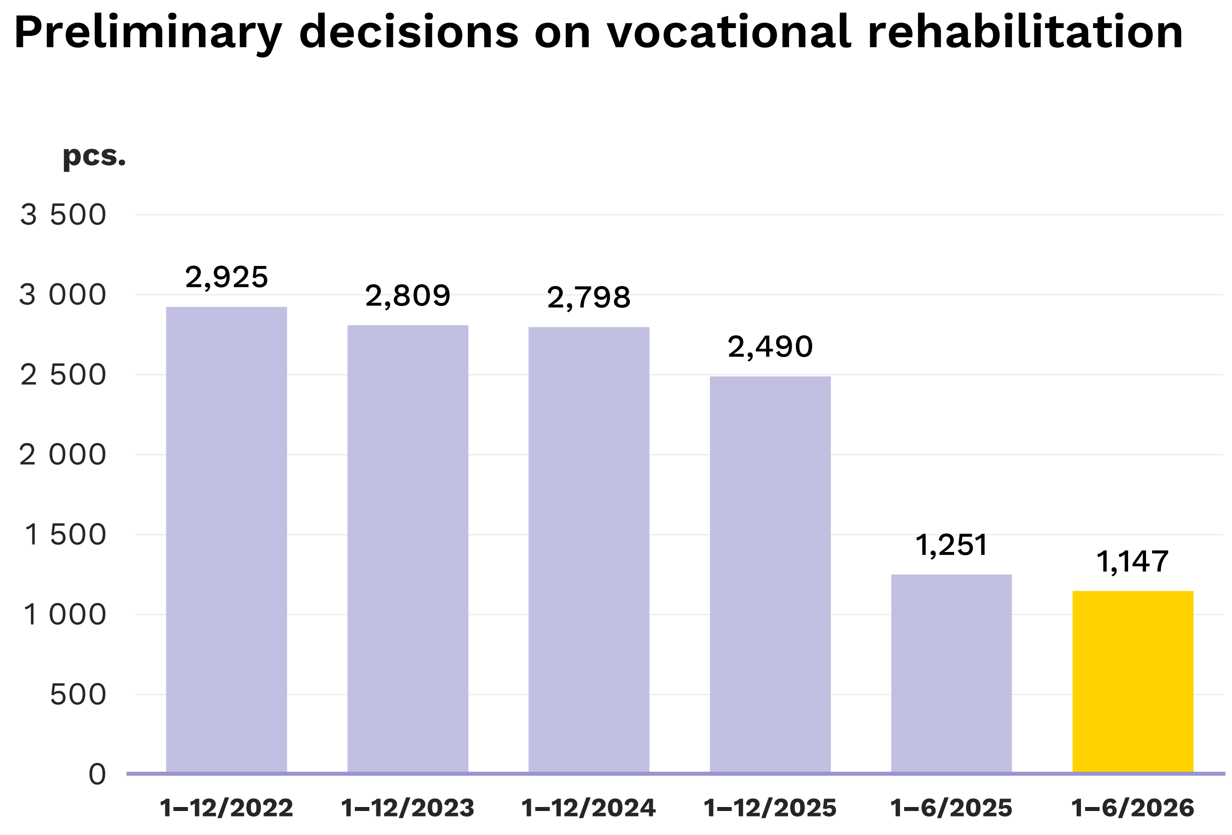
Applications for disability pension are declining

New disability pension decisions



- Applications for new disability pensions decreased by 6% compared with the previous year.
- The number of decisions to grant new disability pensions fell slightly compared with the same period last year.

Rehabilitation Assistant encourages the use of vocational rehabilitation

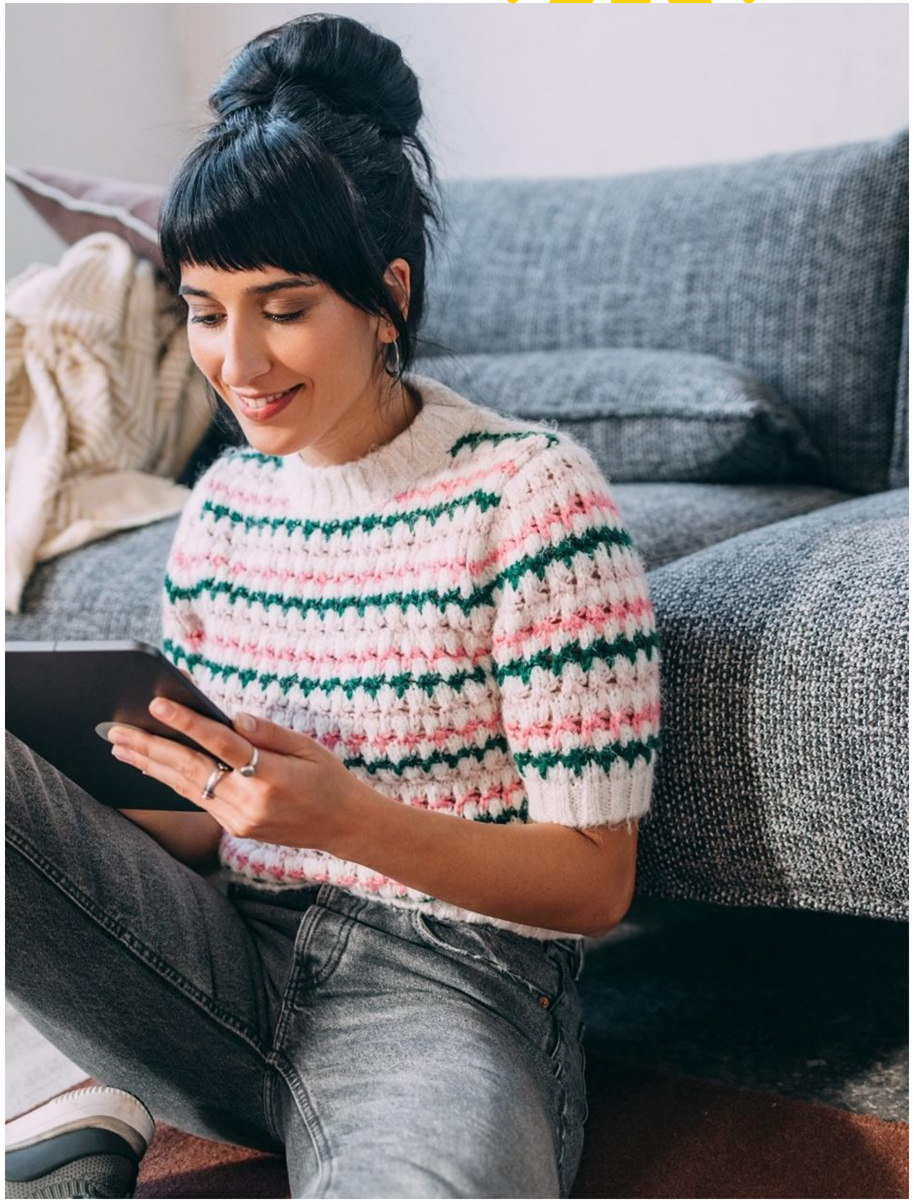


- **The Rehabilitation Assistant tool has become an established source of support for people undergoing rehabilitation.** It helps at the various stages of vocational rehabilitation and especially activates those who have received a preliminary decision to proceed with rehabilitation. We have further developed this assistant to measure the effectiveness of rehabilitation afterwards.

- **The number of rehabilitation decisions is falling** both for persons who applied for rehabilitation themselves and for decisions made in connection with disability pension decisions.

The new AI-assisted analytics view strengthens data-driven management of work ability risks

- High-quality data and foresight play a significant role in effective and successful work ability management.
- We launched an AI-assisted analytics service that allows our large client companies to better anticipate disability risks and target risk management measures as effectively as possible.
- The Work Ability Sparring for our small and medium-sized client companies has been well received and has brought the services closer to our client companies of all sizes. Up to 97% of our customers felt that the service exceeded their expectations.

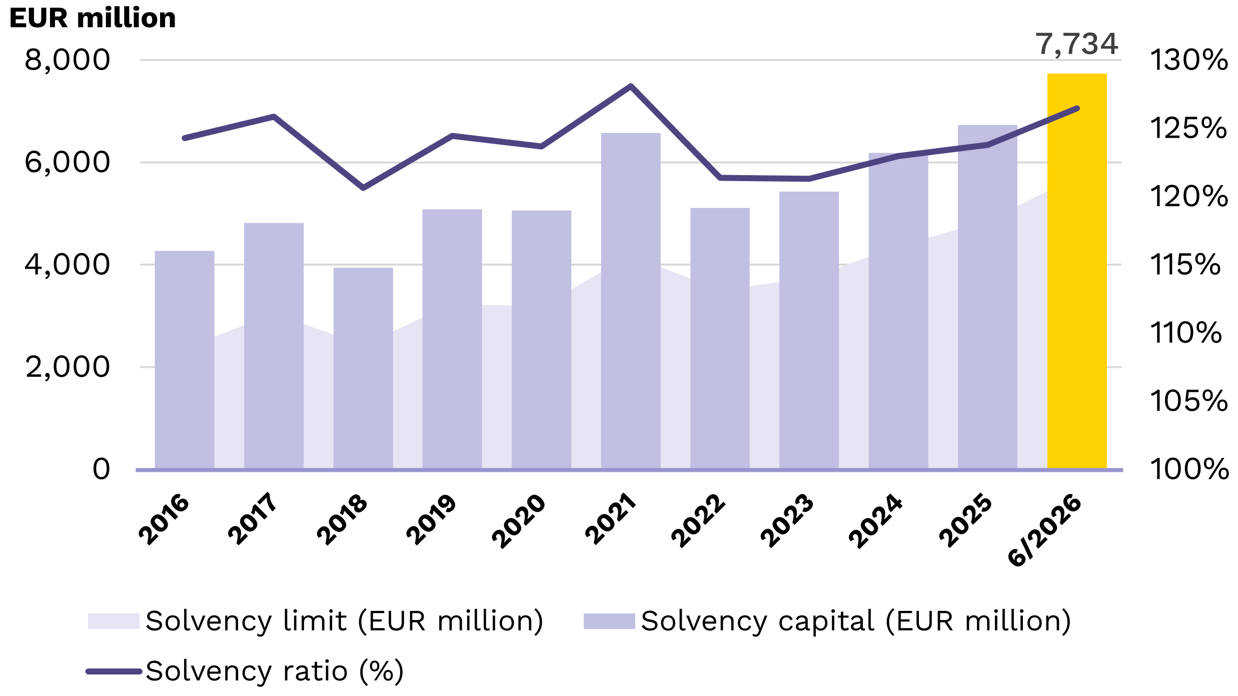


Result and solvency

The total result was EUR 1.0 billion

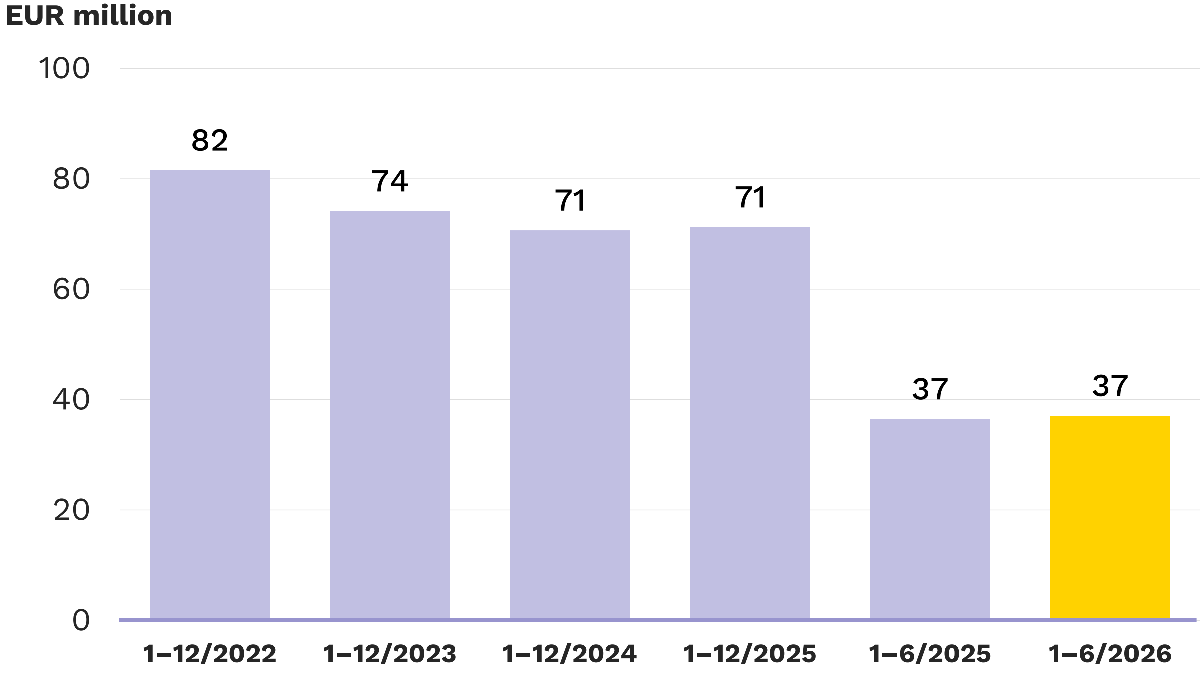
EUR million	1–6/2026	1–6/2025	1–12/2025
Total surplus	1,004.6	-162.4	612.5
Insurance business surplus	-3.4	-29.3	-32.3
Investment surplus at fair values	1,009.1	-135.6	635.9
Net investment income at fair values (+)	2,207.4	491.7	2,397.3
Yield requirement on technical provision (-)	-1,198.3	-627.3	-1,761.4
Loading profit	-2.8	0.8	3.7
Other income	1.7	1.7	5.2

Elo’s best-ever quarterly result strengthened solvency



- **Our solvency capital rose to a record high of EUR 7.7 billion.**
- Our pension assets were more than a quarter higher than our pension liabilities, i.e. the solvency ratio was 126.5%.
- Solvency capital was 1.4 times the solvency limit.

Our cost-effectiveness is reflected in lower expense loading fees for our client companies



* Operating expenses covered by loading income.

- Operating expenses remained at the previous year's level.

- The monthly expense loading fee paid by TyEL insurance clients in 2026 will decrease by an average of 20% from the 2025 level. This change will benefit our employer clients.

- The length of client relationships is also taken into account in the contributions, and long-term policyholders receive a perpetuity discount.

Summary of key figures

	6/2026	6/2025	2025
Investment assets at fair value, EUR million	36,266.4	32,562.2	34,383.8
Net return from investment on capital employed, %	6.4 %	1.5 %	7.4 %
Average nominal return, over 10 years	6.5 %	5.3 %	5.9 %
Average nominal return, over 5 years	6.0 %	6.8 %	6.3 %
Premiums written, EUR million	2,127.1	2,117.1	4,298.5
Pensions and other benefits paid, EUR million	2,350.4	2,357.5	4,693.8
Technical provisions, EUR million	29,157.8	27,420.7	28,609.7
Number of TyEL insured	395,300	396,400	374,900
Number of TyEL policyholders	44,600	45,000	44,800
Number of YEL policyholders	83,300	83,700	84,300
Number of pensioners	254,300	254,000	254,400
Solvency capital, EUR million	7,733.8	6,019.5	6,728.1
Solvency position	1.4	1.4	1.4
Solvency ratio, %	126.5 %	122.1 %	123.8 %

Investment overview

The first phase of the pension reform took effect on 1 July 2026

- The reform aims to strengthen the long-term financial sustainability of the earnings-related pension system and improve the return expectations of pension assets.
- Regulatory changes during the first phase of the pension reform increased the solvency position of earnings-related pension institutions by about 0.4 units and strengthened their risk-bearing capacity.
- The reform will enable the gradual increase of investment risk, especially in equity investments, as well as the wider utilisation of leverage in real estate investments.
- At Elo, we started increasing our equity risk already in the first half of 2026. This was possible even before the reform took effect thanks to our good investment returns and strengthened solvency.

AI-driven growth and geopolitical uncertainty characterised the markets – Finland’s economy is growing

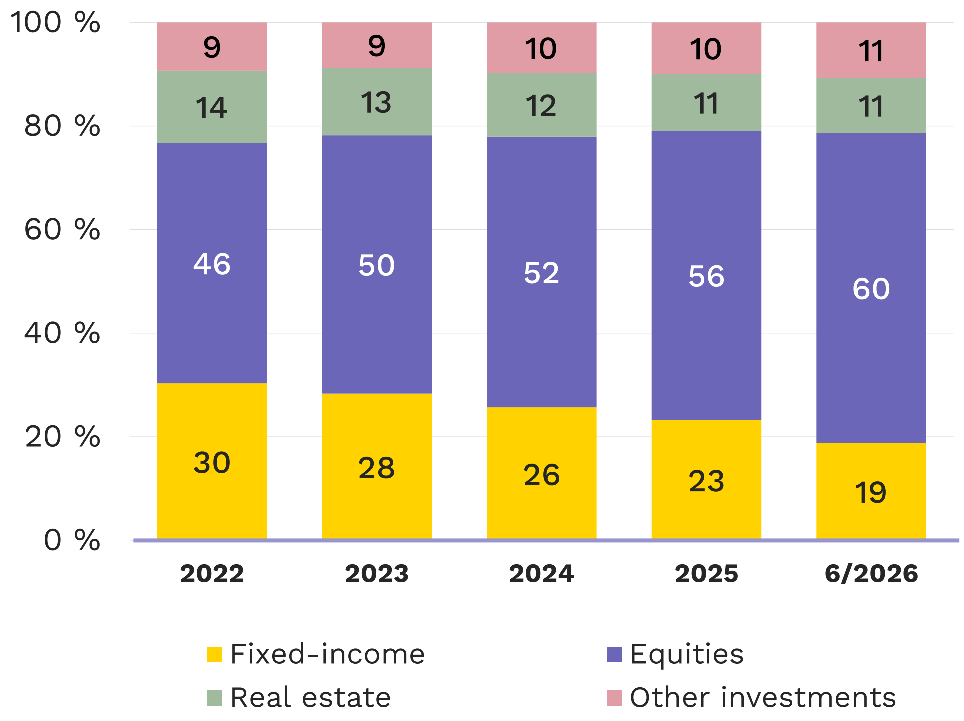
- **The war in Iran and the closure of the Strait of Hormuz increased uncertainty and disrupted energy supplies. At the same time, the global AI boom boosted technology stocks**, and market growth gradually expanded from AI to other sectors as well.
- **US and Asian technology stocks performed best** whilst rising geopolitical uncertainty weighed on the returns of Finnish and other European stocks.
- **The Finnish economy saw a stronger than expected turnaround** supported by exports, investments and gradually recovering consumption. The AI-driven investment wave also supports Finland’s economic outlook, especially through investments in data centres and energy infrastructure. Private consumption will recover in the wake of the strengthening business sector and Finns’ improved purchasing power. Unemployment will gradually fall as the economy recovers.
- **The near-term outlook highlights two alternative scenarios:**
  - The AI-driven investment boom maintains strong growth but also creates inflationary pressures and tightens monetary policy.
  - On the other hand, the normalisation of the energy markets as disruptions linked to the Strait of Hormuz subside may reduce inflation and contribute to a reduction in interest rates.

Elo has been investing in Finnish growth companies for more than a decade

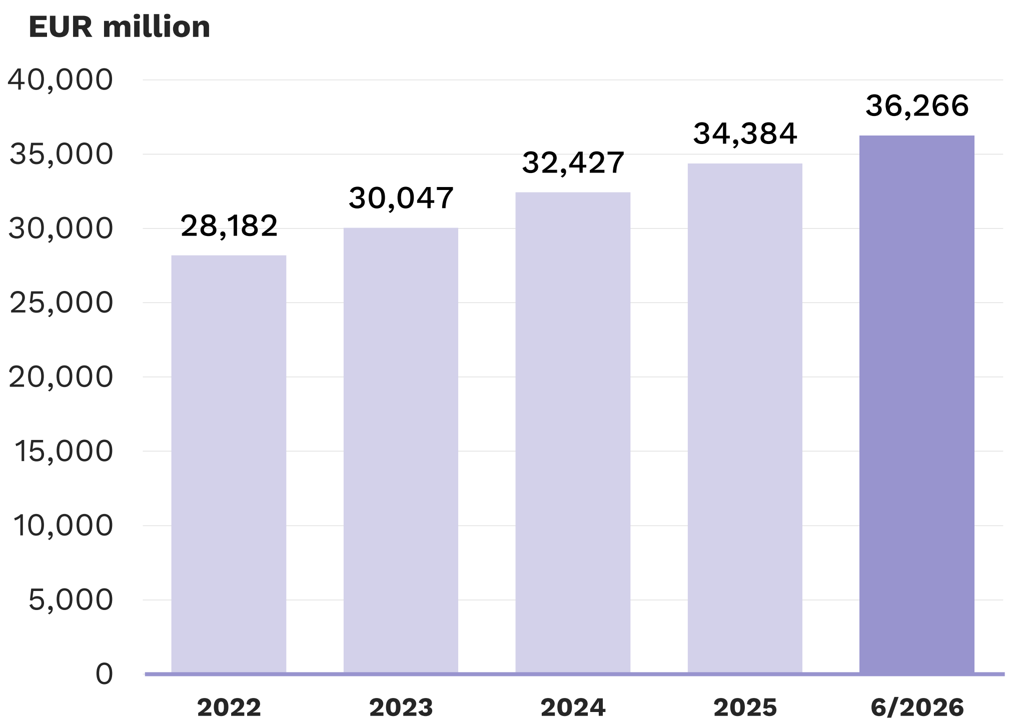
Growth companies, pcs	Investments and commitments, EUR billion	Annual return, %	Market builder, year
470+	1	14	10+

Investment assets EUR 36.3 billion

Asset allocation

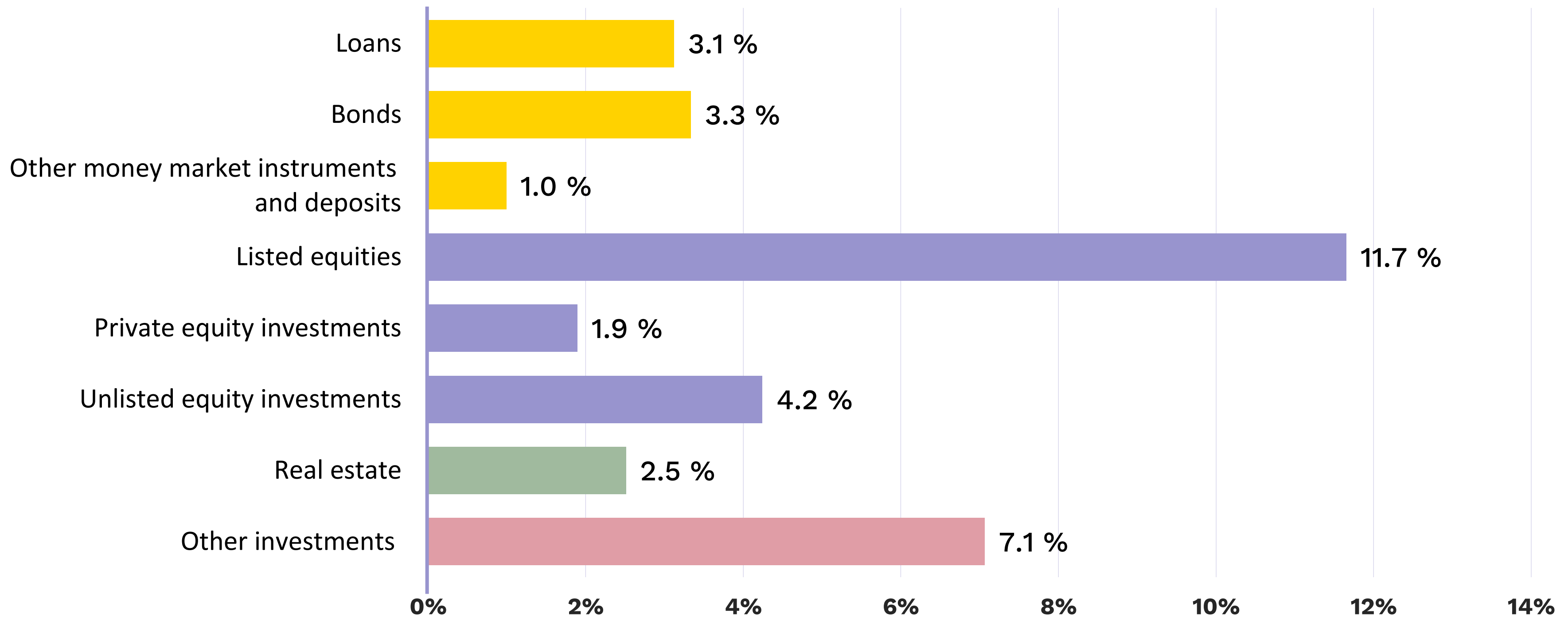


Investment assets



All asset classes generated positive returns, with equity investments performing best

Return on investments by asset class



Hedge fund investments are included in the Other investments asset class category. The return on hedge fund investments was 6.8 %.

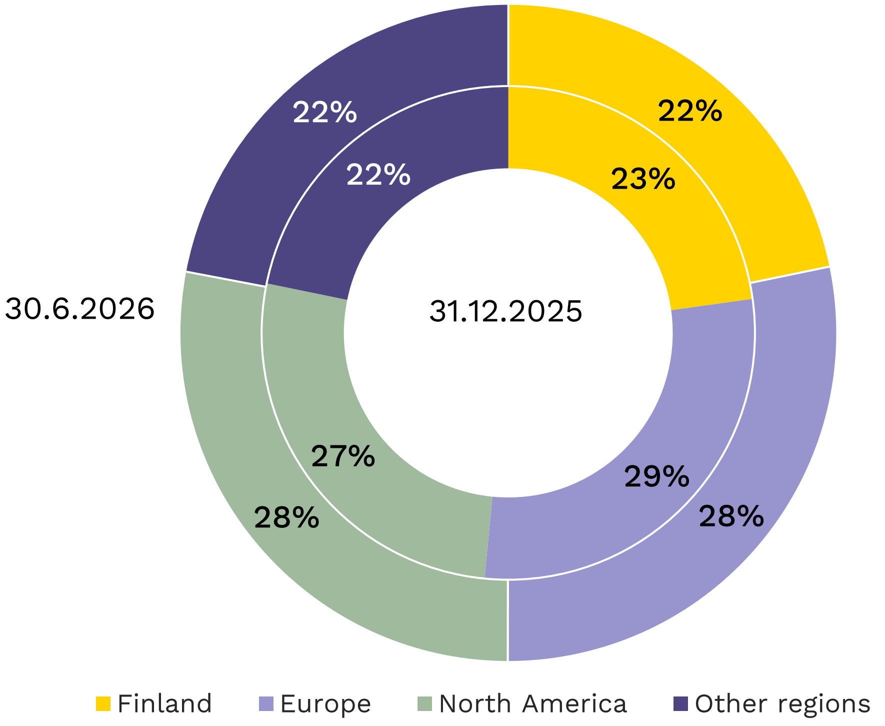
Return on investments 6.4%

	Basic allocation by market		Actual risk position		Return	Volatility
	EUR	%	EUR million	%	%	%
Fixed-income investments	6,672.3	18.4	23,869.1	65.8	3.0	
Loans	430.4	1.2	430.4	1.2	3.1	
Bonds	5,420.2	14.9	6,029.3	16.6	3.3	2.8
Public bonds	1,903.4	5.2	2,439.7	6.7	2.8	
Other bonds	3,516.8	9.7	3,589.7	9.9	3.7	
Other money market instruments and deposits incl. any receivables and liabilities related to investments	821.7	2.3	17,409.4	48.0	1.0	
Equities	21,943.4	60.5	21,695.9	59.8	8.5	
Listed equities	15,435.7	42.6	15,188.1	41.9	11.7	10.1
Private equity investments	5,745.1	15.8	5,745.1	15.8	1.9	
Unlisted equity investments	762.7	2.1	762.7	2.1	4.2	
Real estate	3,863.4	10.7	3,863.4	10.7	2.5	
Direct real estate investments	2,381.5	6.6	2,381.5	6.6	2.1	
Real estate funds and joint investment companies	1,481.8	4.1	1,481.8	4.1	3.2	
Other investments	3,787.3	10.4	3,885.8	10.7	7.1	
Hedge fund investments	3,789.6	10.4	3,789.6	10.4	6.8	4.5
Commodity investments	-0.7	0.0	7.7	0.0	-	
Other investments	-1.6	0.0	88.4	0.2	-	
Total investments	36,266.4	100.0	53,314.2	147.0	6.4	4.3
Effect of derivatives			-17,047.8	-47.0		
Total	**36,266.4**	**100.0**	**36,266.4**	**100.0**		

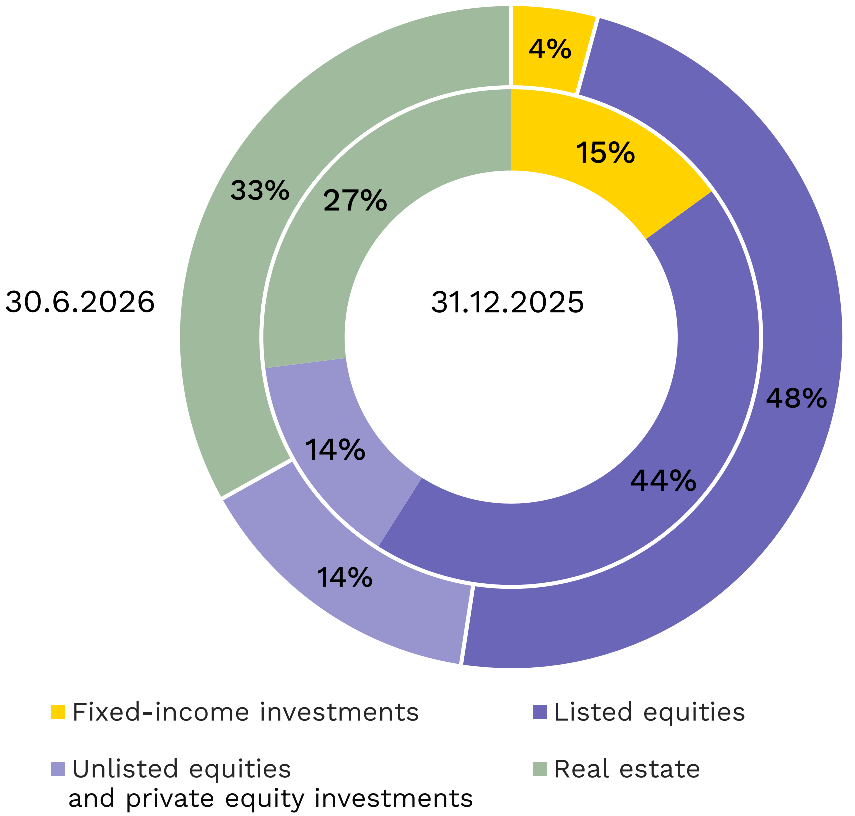
The currency-related income and expenses have been allocated to the underlying asset.
The return on foreign currency derivatives is estimated for asset classes in proportion to the average foreign currency-denominated assets during the reporting period.
The total return includes returns, expenses and operating expenses not allocated to investment classes. The modified duration of bonds is 3.9.

28% of the investments were in North America and 22% in Finland

Geographical distribution of investments

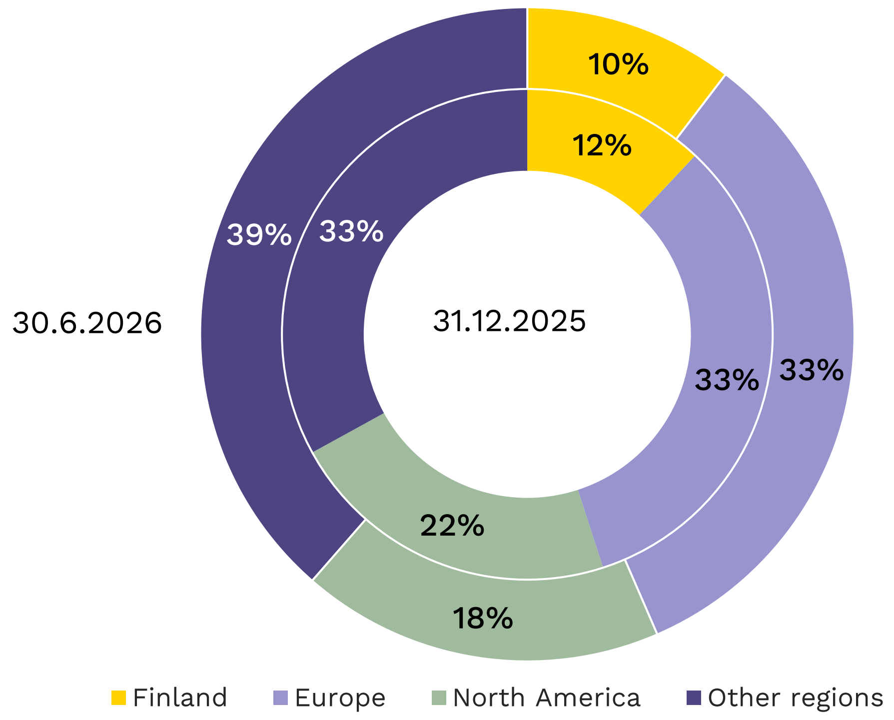


Investments in Finland by asset class

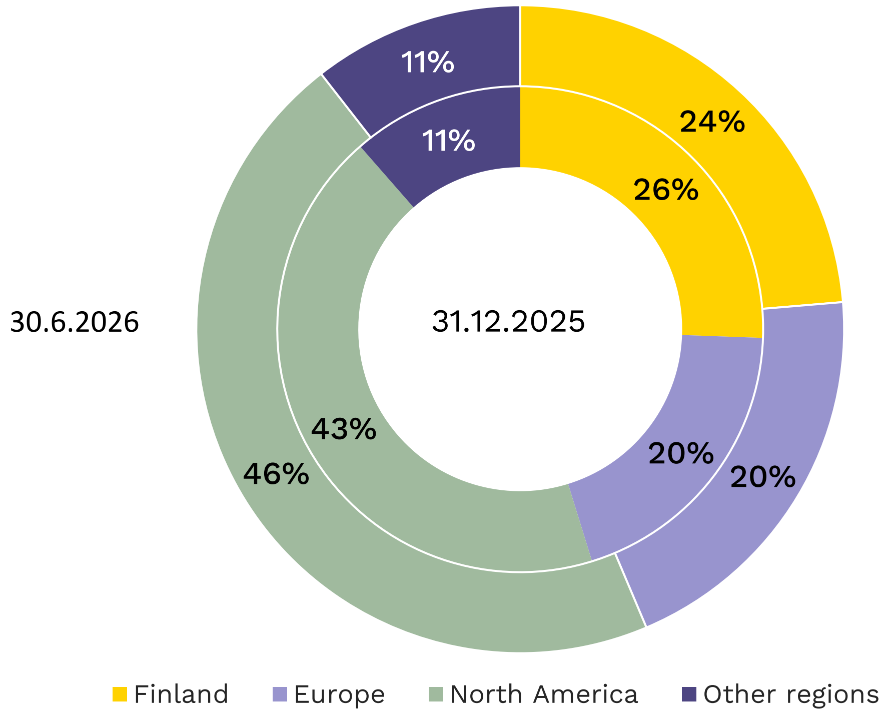


A quarter of Elo's equity investments in Finland

Bonds EUR 4.1 billion 1) 2)

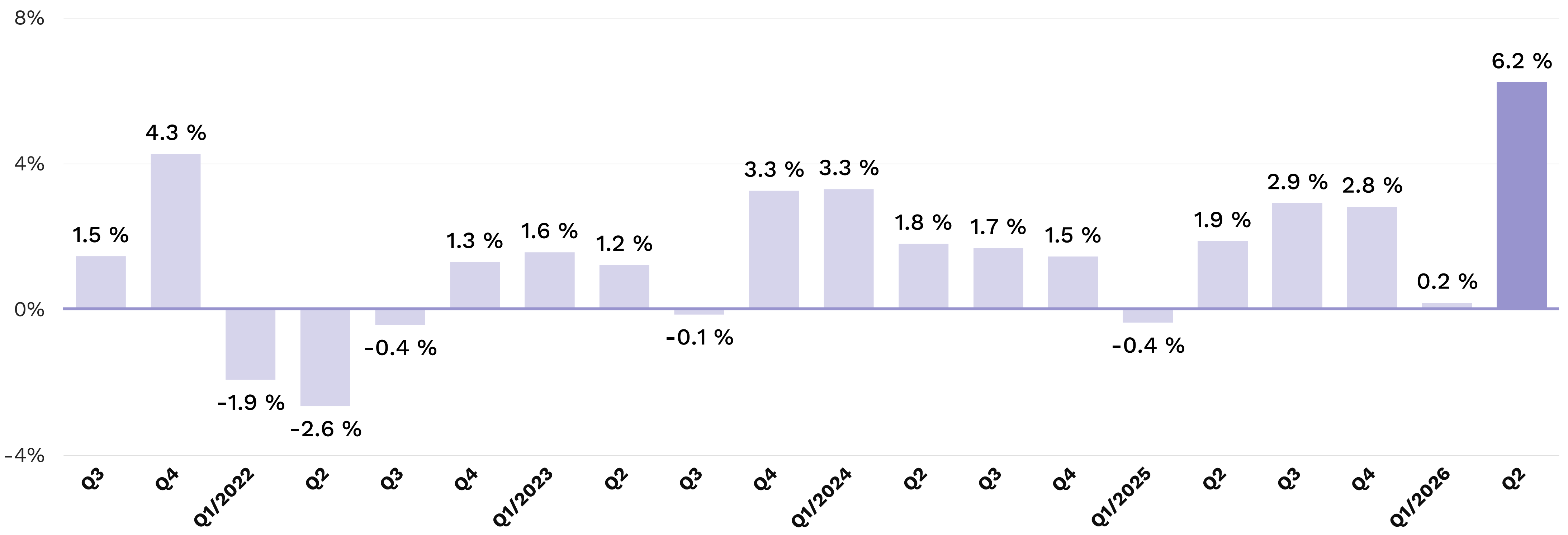


Listed equities EUR 15.4 billion 2)

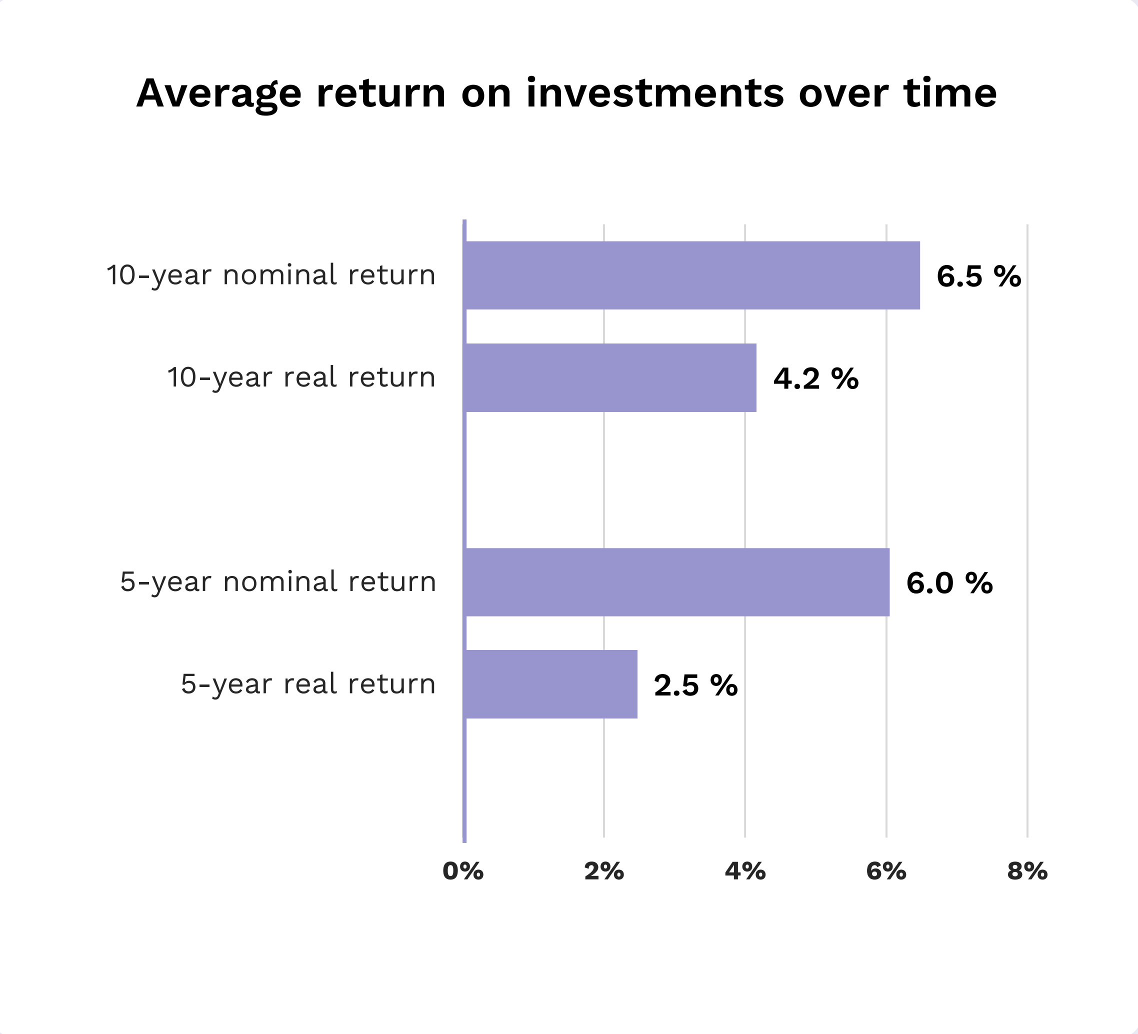


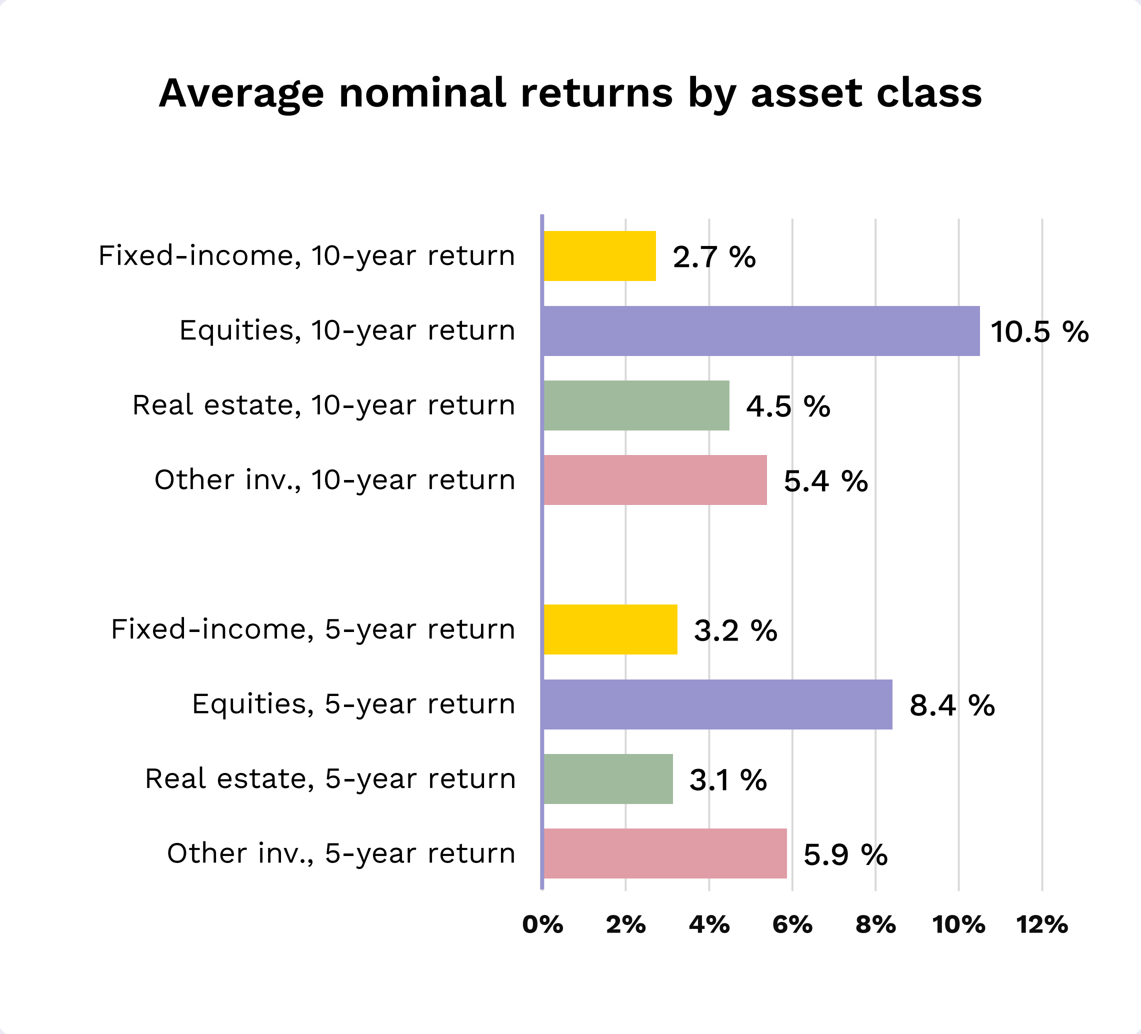
1) Unlisted investments not included. 2) Ccy derivatives not included.

Second quarter return best ever for Elo

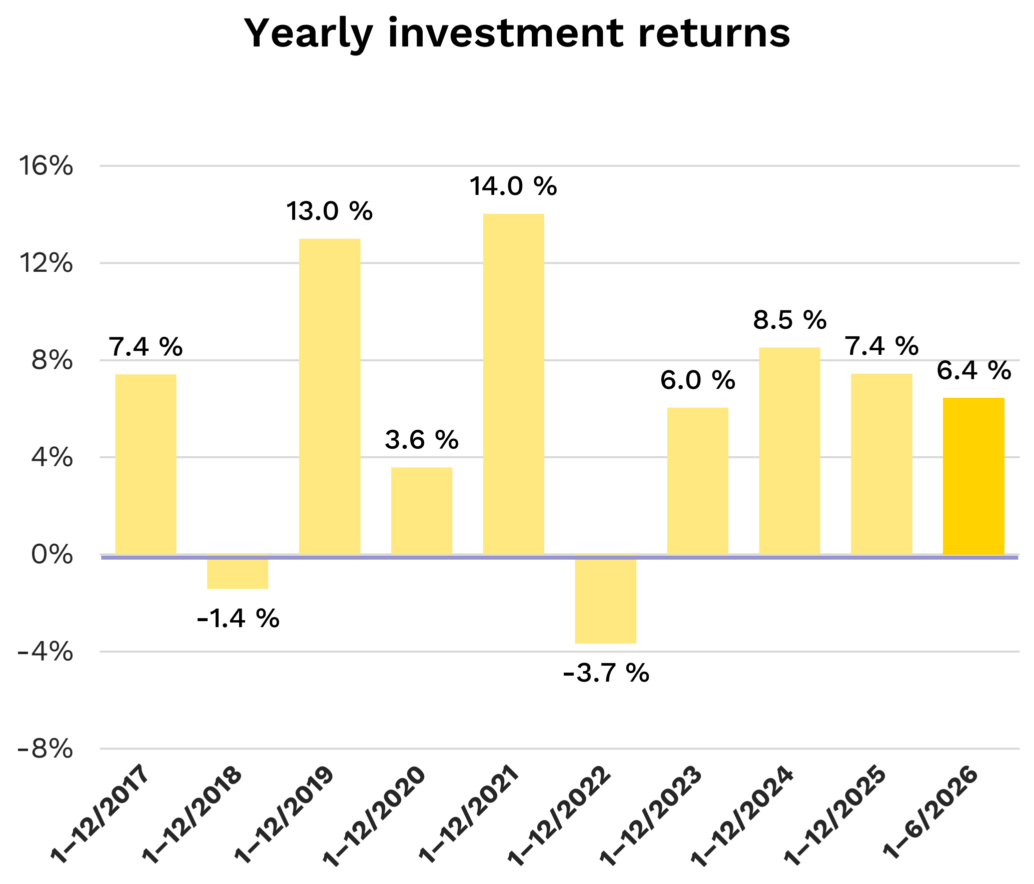


Ten-year return was 6.5% per annum





Cumulative return over ten years: 79%



elo
PENSION COMPANY

Elo is the future