



Fortum to launch the savings period for 2027 under its employee share savings programme

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Fortum's Board of Directors has decided to launch the savings period for the year 2027 under its Employee Share Savings (ESS) programme. The ESS programme was established in 2019, and the Board of Directors decides annually on the launch of each individual savings period. The objective of the ESS programme is to motivate Fortum employees to invest in Fortum shares and retain share ownership in the company and to align the employees' interests with those of its shareholders.

The participants of the ESS programme will invest a part of their monthly salary and based on this investment will, as a gross reward, be granted one matching share for every two purchased savings shares after approximately three years from the beginning of the respective savings period. The prerequisite for receiving the matching shares is that a participant holds the purchased savings shares until the end of the holding period, and that their employment has not ended before the end of the holding period. The holding period for the 2027 savings period will end on 28 February 2030.

The terms and conditions of the savings programme remain the same as those applicable to previous savings periods. The ESS programme is available to employees of the Fortum Group, with the exception of situations where local legislation or other reasons make participation impracticable.

The total amount of all savings for the 2027 savings period may reach a maximum of EUR 7 million.

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Fortum

Fortum is a Nordic energy company. We generate and deliver reliable energy to our customers and the Nordic energy system while at the same time helping industries decarbonise their processes and grow. Our core operations comprise efficient and best-in-class low-carbon power generation, customer services, and heating and cooling. Fortum's power generation is already 99% from renewable or nuclear sources with one of the lowest specific CO₂-emissions in Europe. We are guided by our ambitious SBTi-validated emission reduction targets on our way towards net-zero by 2040. For our ~4,500 employees, we commit to be a safe and inspiring workplace. Fortum's share is listed on Nasdaq Helsinki. fortum.com