



Fortum to launch the savings period for 2022 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 2022 under its Employee Share Savings (ESS) programme. The ESS programme was established in October 2019 and the Board of Directors decides separately on the annual launch of each individual savings period. The objective of the ESS programme is to motivate Fortum employees to invest and retain ownership in the company and to align the employees' interests with its shareholders.

The ESS programme participants will, as a gross reward, be granted one matching share for each two purchased savings shares after approximately three years from the beginning of the savings period. The prerequisites for receiving matching shares are that a participant holds the purchased savings shares until the end of the holding period, and that his or her employment has not ended before the end of the holding period. The holding period for the 2022 savings period will end on 28.2.2025.

The ESS programme is available to employees of the Fortum Group, with the exception of employees in countries where local legislation or other reasons make it unfeasible, such as Fortum's employees in Russia. At this stage, the programme will not be offered to Uniper employees either. The total amount of all savings for the 2022 savings period may not exceed EUR 6 million.

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Fortum

Fortum is a European energy company with activities in more than 40 countries. We provide our customers with electricity, gas, heating and cooling as well as smart solutions to improve resource efficiency. Together with our subsidiary Uniper, we are the third largest producer of CO₂-free electricity in Europe. Close to 20,000 professionals and a combined balance sheet of approximately EUR 60 billion, we have the scale, competence and resources to grow and to drive the energy transition forward. Fortum's share is listed on Nasdaq Helsinki and Uniper's share on the Frankfurt Stock Exchange. www.fortum.com