



Fortum initiates change negotiations in its Enabling functions

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As part of Fortum's efficiency improvement programme, announced in November 2023, two of Fortum's Enabling functions, the Finance function and the Sustainability and Corporate Relations function, have started change negotiations. Plans are being proposed to adjust these organisations to reflect Fortum's current business structure and operating model, improve efficiency and develop ways of working to ensure long-term competitiveness and better support Fortum's businesses over time.

The change plans concern approximately 640 employees in Finland, Sweden, Norway and Poland, and according to preliminary estimates we expect approximately 65 positions to be reduced. The aim is to have the new organizations in place by early June 2025.

With its efficiency improvement programme, Fortum targets to reduce its annual fixed costs by EUR 100 million (excluding inflation) gradually until the end of 2025 with a full run-rate from the beginning of 2026.

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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 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](https://www.fortum.com)