



Change negotiations concluded at Fortum's enabling functions

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As part of Fortum's ongoing efficiency programme, two of the company's enabling functions, the Finance function and the Sustainability and Corporate Relations function, have concluded their change negotiations. The change negotiations concerned approximately 640 employees in Finland, Sweden, Norway and Poland. The negotiations resulted in the reduction of 62 job positions in these functions, comprising retirements, transfers to other positions at Fortum as well as lay-offs.

In the start of the negotiations in March 2025 Fortum stated that approximately 65 job positions could be reduced.

The aim of the change negotiations and the enabling functions' reorganisation was 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.

With its efficiency improvement programme, announced in November 2023, 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 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](https://www.fortum.com)