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## Posiva's Annual report 2024 published

**The renewal of Posiva's company culture was started in early 2024, and new ways of working were introduced. The opportunities for personnel to influence activities were increased, alongside internal and external communications. Heavy emphasis was also laid on developing supervisor work and leadership.**

The renewal of the company culture aims at a high level of safety culture, good results and well-being at work. Renewing our company culture also supports our transition from a project towards starting production. Personnel surveys and safety culture surveys were implemented in late 2024, and the results from both were clearly the highest in history.

Posiva is currently constructing the final disposal facility system in the EKA project according to the implementation decision made in summer 2019. The execution of Posiva's vision, "Global leader in final disposal", can be seen in the progress of the EKA project and in the preparation for production activities in the final disposal.

An operating licence application for the encapsulation plant and disposal facility was submitted to the Finnish Government in December 2021. With the exception of small delays, its processing has progressed fairly well. In December 2024, the Radiation and Nuclear Safety Authority (STUK) reported that it is applying for an extension until the end of 2025 from the Ministry of Economic Affairs and Employment (MEAE) in order to process the application. However, STUK notified that the assessment of the operating licence and the submittal of the statement to the Ministry may also be completed earlier. According to a survey performed recently, the general acceptability of the final disposal for spent fuel is at a record high.

During 2024, the installation and commissioning phase continued with the construction of Posiva's facilities. The underground construction and building technology work was completed by May, and the Trial Run of Final Disposal (TRFD) could be started for the encapsulation plant at the end of August. The TRFD consists of a test operation of the final disposal process from encapsulation to actual final disposal, the filling of the tunnel and the closure of the tunnels by using non-irradiated copies of fuel elements.

Preparation for the production phase has advanced according to plan. Operator recruitment was completed during the early part of the year. The new organisation structure for the production phase was taken into use from July onwards and, as the result of cooperation negotiations, approximately 30 per cent of the personnel saw a substantial change in their work tasks. Advances were also made in the preparations

for the supply chains for the canister and bentonite components required for production. More supplier alternatives were still being sought for the canister components.

According to the vision defined in Posiva Solutions Oy's (PSOY) strategy, the company aims to be a global market leader in the sales of expertise and technology for the final disposal of spent nuclear fuel. In 2024, PSOYs' financial results were good. The company's turnover increased when compared to the previous year.

The year 2025 will be significant for Posiva as it prepares for the production phase.

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