

31<sup>st</sup> January 2024

Distribution  
Fortum Group

Reviewed by, Date  
FLT, 31<sup>st</sup> January 2024

**Valid from: 6th February 2024**  
Replaces Fortum Sustainability Policy  
dated 1 December 2016

Approved by, Date  
Board of Directors, 6th February 2024

## **FORTUM SUSTAINABILITY POLICY**

31<sup>st</sup> January 2024

Table of contents

**1 PURPOSE AND SCOPE .....2**  
**2 CONTENT .....2**  
**3 RESPONSIBILITIES .....5**

**1 PURPOSE AND SCOPE**

The purpose of this policy is to create a set of guiding principles that will support Fortum in addressing the identification, assessment, management and/or remediation of material sustainability matters related to environmental, social and governance issues.

Fortum conducts Double Materiality process to determine material sustainability topics. The views of our most affected stakeholder groups have been taken into account when compiling this policy. These stakeholders include customers, personnel, service and goods suppliers, local communities and NGOs.

The policy is built on the Fortum Code of Conduct and Fortum Supplier Code of Conduct. The international charters, agreements and recommendations that Fortum endorses in the area of sustainability are disclosed at Fortum Code of Conduct. Fortum Code of Conduct and Supplier Code of Conduct also address some of our material sustainability topics related to social and governance issues both in our own operations and value chain. Implementation of material sustainability topics is supported by relevant instructions as well as externally verified environmental, health and safety management systems.

The Fortum Sustainability Policy is to be followed by all Fortum businesses and corporate functions in all operating countries and by all external persons working for Fortum.

The Double Materiality process is reviewed annually to define material sustainability topics for Fortum. This policy is reviewed on as-needed basis by the Fortum Leadership Team (FLT). Any amendments to this policy are approved by the Board of Directors. The policy is available at [www.fortum.com](http://www.fortum.com).

**2 CONTENT**

Fortum’s purpose is to power a world where people, businesses and nature thrive together. Our material sustainability topics include climate change, pollution, water, biodiversity and ecosystems, circular economy, our own workers, workers in the value chain, as well as how we do business.

To reach our goals and address these topics, we are guided by the following principles:

31<sup>st</sup> January 2024

- We set ambitious targets, where relevant, and measure our sustainability performance. We report on our progress as part of our annual reporting activities. We nurture a culture of continuous improvement and learning and alignment with best practices.
- We comply with regulations and act with due diligence and aim to prevent, mitigate, and remediate any actual and potential impacts related to our material sustainability topics as well as address related risks and pursue opportunities.
- Our employees are the drivers of change to reach our purpose. Our culture is diverse and inclusive, and we take care of everyone's wellbeing.
- We conduct business with viable companies that act responsibly and follow the principles set out in the Fortum Supplier Code of Conduct. We assess sustainability performance when selecting suppliers, contractors and business partners and seek to collaborate with our business partners to mitigate adverse impacts on environment, human rights or local communities.
- We engage with stakeholders in active dialogue and continuously measure our reputation and customer satisfaction. We strive for active collaboration with local communities in our operating countries and around our plants. We communicate transparently in a timely manner.

## Environment

We drive and support a fast and reliable transition to a net zero economy by providing our customers and societies with clean energy at scale. We also provide solutions for optimizing energy consumption as well as circular economy solutions.

Our target is to reduce our greenhouse gas emissions across our operations and value chain aligned with the goals of the Paris Agreement and the requirements of the Science Based Targets initiative (SBTi).

We address the risks posed by climate change, including extreme weather events and changing conditions, and implement measures to enhance our resilience to protect our assets and to ensure business continuity.

We assess the life-cycle impact of our products and projects and aim to improve their energy and resource efficiency.

We aim to prevent pollution by adopting cleaner technologies, optimizing processes, and reducing waste generation where feasible. We strive to minimize and reasonably control and manage emissions and impacts of pollutants to air, water, and soil.

We monitor our use of water and aim for optimization and efficient use of water in our operations. This includes reducing our fresh water use as well as prioritizing the recycling of water especially in areas of high water stress, where feasible. We strive to minimize the negative impacts of our activities on water quality. We implement measures to prevent pollution, decrease water consumption and maintain the health of local water bodies.

31<sup>st</sup> January 2024

We are committed to assess and reduce our negative impacts to natural environment according to mitigation hierarchy to achieve our biodiversity targets. We conserve biodiversity by avoiding activities that harm ecosystems and species. To reach our targets, we also aim to restore or mitigate the impacts caused by our operations whenever possible and offset if needed. In addition, we improve biodiversity in connection with our operations where possible.

We adhere to the waste hierarchy, including prevention, preparing for re-use, recycling, energy recovery, and responsible disposal. We prioritize waste reduction strategies such as re-use, repair, refurbishment, remanufacturing, and repurposing where feasible.

## **Social**

We respect internationally recognized human rights and labour rights that are included in key human rights treaties and labour conventions. We are committed to act with due care to identify, mitigate, remediate and monitor actual or potential human rights impacts in our business operations, investments and in supply chains.

We work diligently to maintain a healthy and safe working environment and to support the physical and mental well-being of our employees and contractors. Our commitment to safety also extends to people and communities who live near our facilities.

We foster diversity, inclusion, and equal opportunities in the recruitment, remuneration, development, and advancement of employees, keeping in mind the wellbeing of vulnerable groups. We do not tolerate discrimination or unfair treatment on any grounds.

We acknowledge that the energy transition must balance sustainability, affordability, and security of supply. We aim to make the journey towards net zero economy in a just manner seeking to understand and taking into account the impacts on employees, consumers and local communities.

We ensure product and service quality and transparency in information provided to consumers and end-users.

## **Governance**

We comply with all applicable legal and regulatory obligations in all our operating countries. We embrace the spirit of integrity and uphold the highest standards of ethical business conduct and good corporate governance. We value transparency in all dealings and compete fairly.

We pursue transparent, solution-driven, constructive, and fact-based lobbying. Our positions are based on Fortum's longer term strategic targets and business interest while taking into account broader societal and global sustainability objectives and targets.

31<sup>st</sup> January 2024

We are committed to responsible tax management respecting the purpose of rules and regulation including transparency to our key stakeholders.

### 3 RESPONSIBILITIES

The management of the business units and the corporate functions, and ultimately the Board of Directors and the President and CEO, are accountable for sustainability at Fortum.

As sustainability is an integral part of Fortum's strategy, the highest decision making on sustainability issues is a duty of the Board of Directors. Fortum's Board of Directors approves the Sustainability Policy and Group sustainability targets that guide annual business planning. It also monitors the Group's material sustainability risks as well as sustainability performance and reporting.

Fortum Leadership Team lead by the President and CEO is responsible for setting the Group's sustainability objectives, proposing the Group's sustainability targets for approval by the Board of Directors, and monitoring sustainability performance on a monthly, quarterly or annual basis, depending on target.

The business units define their sustainability targets supporting the achievement of Group-level targets, develop action plans, and ensure inclusion of these in the business goals. The business units monitor their sustainability performance against the targets monthly, quarterly and annual basis, depending on target.

The Corporate Sustainability function is responsible for coordinating and developing sustainability at the Group level, including the Sustainability Policy. Related Group level instructions and manuals are prepared and implemented by respective responsible functions. Corporate Sustainability is also responsible for monitoring the Sustainability policy implementation and for reporting performance to the Fortum Leadership Team and to the Board of Directors on a monthly, quarterly and annual basis, depending on target.

All managers and superiors are responsible for implementing and controlling sustainability management and performance within their respective responsibility areas. This includes the identification, assessment and mitigation of related risks.

All Fortum employees and external persons working for Fortum have the responsibility to comply with the Fortum Sustainability Policy, Fortum Code of Conduct, and related laws, regulations and instructions. Fortum's suppliers are expected to follow the principles set out in the Fortum Supplier Code of Conduct.

31<sup>st</sup> January 2024

4

## APPENDIX

### Other key policies and targets

- Code of Conduct ([www.fortum.com](http://www.fortum.com)).
- Supplier Code of Conduct ([www.fortum.com](http://www.fortum.com)).
- People Policy (internal)
- Fortum's Sustainability Targets  
(<https://www.fortum.com/sustainability/sustainability-targets>)