

FORTUM'S NEW LEADERSHIP TEAM, EFFECTIVE AS OF 31 MARCH 2023

Markus Rauramo

President and CEO since 1 July 2020
Born 1968, nationality: Finnish
M.Soc.Sc. (Econ. and Pol. Hist.), University of Helsinki
Member of the Executive Management since 2012
Employed by Fortum since 2012
The President and CEO is in charge of the day-to-day management of the Group.
Fortum shareholding on 31 Dec 2022: 112,739



Previous positions: CFO of Fortum Corporation 2017–2020 and 2012–2014 and acting CEO in 2013, Executive Vice President, City Solutions -division of Fortum Corporation 2014–2017; CFO of Stora Enso Oyj 2008–2012; SVP, Group Treasurer of Stora Enso International 2004–2008; VP, Strategy and Investments at Stora Enso Oyj 2001–2004; VP Head of Funding of Stora Enso Financial Services 1999–2001; several financial tasks at Enso Oyj 1993–1999

Key positions of trust: Member of the Board of Directors of Sampo plc and East Office of Finnish Industries Oy

Lemström Mikael

Executive Vice President, Hydro Generation
Born 1967
Nationality: Finnish
MSc Eng, Technical Physics,
Helsinki University of Technology, Finland
Member of Executive Management since 2023
Employed by Fortum since 1990
Fortum shareholding on 28 Feb 2023: 14,376

Previous positions: Fortum Corporation, Vice President, Hydro, 2022–2023, Head of Co-owned Nuclear 2021–22, Vice President, Heat 2009–2021, Vice President, Sales, several international positions in South East Asia, Poland.

Key positions of trust:
Board member of Kemijoki Oy,
Forsmark Kraftgrupp AB and Voimaosakeyhtiö SF



Lundström Petra

Executive Vice President, Nuclear Generation
 Born 1966
 Nationality: Finnish
 M.Sc. Eng., Technical Physics,
 Helsinki University of Technology, Finland
 Member of Executive Management since 2023
 Employed by Fortum since 1990
 Fortum shareholding on 28 Feb 2023: 13,178



Previous positions: Fortum Corporation: Vice President positions within Generation/Nuclear division 2014–2023, Vice President, Solar Business Development 2012–2014, Vice President, Chief Technology Officer, 2008–2012, various position within Fortum Group 1990–2008.

Key positions of trust: Board member of Teollisuuden Voima Oyj, Oskarshamns Kraftgrupp AB (Deputy Chair), Vaisala Oyj, Forsmarks Kraftgrupp AB, Posiva Solutions Oy, VTT Technical Research Centre of Finland Ltd, member of Technology and Innovation Board (chaired by Prime Minister) and Strategic Research Council (governed by Academy of Finland).

Strannegård Peter

Executive Vice President,
 Renewables and Decarbonisation
 Born 1968
 Nationality: Swedish
 M.Sc., Industrial Engineering and
 Management, Chalmers University of
 Technology, Sweden
 MBA, INSEAD, France
 Member of Executive Management since 2023
 Employed by Fortum since 2007
 Fortum shareholding on 28 Feb 2023: 2,177



Previous positions: Fortum Corporation: Vice President, Strategic Projects 2018–2023, Vice President, Head of Fortum Business Services 2016-2018, several Vice President positions within Fortum group.

Key positions of trust: –

Simon-Erik Ollus

Executive Vice President,
Corporate Customers and Markets
Born 1978, nationality: Finnish
M.Soc.Sc. (Economics)
Member of Executive Management since 2021
Employed by Fortum since 2009
Fortum shareholding on 31 Dec 2022: 6,462



Previous positions: Fortum Corporation:
Executive Vice President, Generation 2021-2023,
Vice President, Trading and Asset Optimisation,
Fortum Generation Division 2016–2021; Chief Economist & Vice President, Industrial Intelligence
and Investment Analysis, Fortum Corporate and Fortum Power Division 2013–2016; Chief
Economist & Vice President, Industrial Intelligence and Trading IT, Trading and Industrial
Intelligence 2011–2013; Various leadership positions in trading, industrial intelligence, strategy and
R&D at 2009–2011; Advisor, East Office of Finnish Industries 2008–2009; Economist, Bank of
Finland 2004–2008

Key positions of trust: Chair of the Board of Directors of Kemijoki Oy, Member of the Board of
Directors of Finnish Energy, Chairman of industry and climate committee of Finland Chambers of
Commerce

Mikael Rönnblad

Executive Vice President,
Consumer Solutions since 2017
Born 1969, nationality: Finnish
M.Sc. (Econ.)
Member of the Executive Management since 2017
Employed by Fortum since 2017
Fortum shareholding 31 Dec 2022: 20,619



Previous positions: Senior Vice President &
General Manager of New Digital Services
Businesses and Consumer Customers Executive Board Member of Elisa Corporation 2009–2017;
Vice President, Corporate Strategy and M&A of Elisa Corporation 2004–2009; Director and Global
Head of Nordic Sector of ABN AMRO Global Equities 2000–2004; General Manager and Head of
Department at Telenor Hungary 1999–2000; Manager, Corporate Venturing and International
Mobile Operations at Sonera Corporation 1997–2000; Project Director and Assistant Professor
(acting) at Hanken Swedish School of Economics 1995–1997; Junior Strategy Consultant at Vectia
Ltd 1994–1995; In-house Consultant, Major Accounts Sales at Nokia Corporation 1991–1993

Key positions of trust: Chairman of the Board of Nikus Oy Ab

Tiina Tuomela

CFO as of 1 April 2023
 Born 1966, nationality Finnish
 Member of Executive Management as of 1 April 2023
 Employed by Fortum again as of 1 April 2023.
 Joined originally in 1990.
 M.Sc. (Eng.), MBA
 Fortum shareholding on 28 Feb 2023: 40,110



Previous positions:

CFO and member of the Board of Management of Uniper 2021–2023, Executive Vice President, Generation 2016–2021 and a member of the Fortum Executive Management team 2014–2021. She originally joined Fortum in 1990, and has previously led Fortum's Nuclear and Thermal Power Division as well as held several financial and managerial positions.

Key positions of trust: Chair of the Board of Directors of the Finnish nuclear power company TVO and a member of the Board of Directors of the Finnish technology company Wärtsilä.

Nebahat Albayrak

Executive Vice President,
 Sustainability and Corporate Relations
 Born 1968, nationality: Dutch, Turkish
 LL.M., International and European Law,
 University of Leiden, Netherlands
 Member of the Executive Management and
 employed by Fortum since 2021
 Fortum shareholding 31 Dec 2022: 555



Previous positions:

Fortum Corporation:
 Senior Vice President Corporate Affairs,
 Safety and Sustainability
 (incl. Group Communications, Public Affairs, and Brand) since 2021;
 Vice President, Ext. Relations, Integrated Gas & New Energies 2016–2021 and Vice President, External Communications & Relations, Global Upstream 2012–2016 of Royal Dutch Shell; MP, PvdA & Chair of the Foreign Affairs Committee and Spokesperson for European Affairs 2010–2012, and MP, PvdA & Spokesperson for Defense, Justice and Migration 1998–2007 at the House of Representatives of the Netherlands; State Secretary for Justice 2007–2010 at Ministry of Justice, the Netherlands; Policy Officer, Minorities Integration Policy Department 1995–1998 and Policy Officer, European and International Affairs 1993–1995 at the Ministry of Home Affairs and Kingdom Relations, the Netherlands

Key positions of trust: Member of the Supervisory Boards of Nederlandse Spoorwegen (Dutch railways) and NKT Denmark, member of the Advisory Board of Topvrouwen.nl

Eveliina Dahl

Executive Vice President,
People and Procurement
Born 1983, nationality: Finnish
M.Sc. (Eng.)
Member of the Executive Management
since 2021
Employed by Fortum since 2006
Fortum shareholding on 31 Dec 2022: 2,554



Previous positions:

Fortum Corporation: Senior Vice President, People and Procurement since 2021; Vice President, People, City Solutions division & People Service 2018–2021, Business People Partner, TNV & eNext 2016–2018, Development Manager, Corporate Strategy 2009–2016, Procurement Manager 2007–2009, Purchasing Analyst 2007

Nora Steiner-Forsberg

Executive Vice President, Legal, General Counsel
Born 1973
Nationality: Finnish
LLM, Helsinki University, Finland and Master of European Law, College of Europe, Bruges, Belgium
Member of Executive Management since 2021
Employed by Fortum since 2011
In addition to Corporate Legal, the General Counsel's responsibilities include Corporate Governance, Ethics and Compliance, Internal Controls and Data Privacy
Fortum shareholding on 31 Dec 2022: 1,461



Previous positions: Fortum Oyj: General Counsel since 1 May 2021; Vice President, Generation Legal 2019–2021, Head of Generation Legal 2015–2019, Legal Counsel/Senior Legal Counsel 2011–2015; Market Court Helsinki, Finland, Judge 2009–2011; Hannes Snellman Attorneys Ltd, Senior Associate 2005–2009; Van Bael & Bellis, Belgium, Associate Lawyer 2001–2005; Environment and Business Lawyers Ltd, Helsinki, Finland, Associate Lawyer 1998–2000

Key positions of trust: Member of the Legal Affairs Committee of Confederation of Finnish Industries

Bernhard Günther

Chief Transformation Officer

Born 1967, nationality: German

Master of economics and PhD (Econ.), St. Gallen

Member of Executive Management and

employed by Fortum since 2021

Fortum shareholding 31 Dec 2022: 555

Previous positions: Fortum Corporation:

Chief Financial Officer 2021–2023, CFO and

CHRO of innogy SE 2019–2020 and CFO

2016–2019; CFO of RWE AG 2013–2016

and Member of the Executive Board 2012–2016;

Managing Director and Chief Financial Officer of RWE Supply & Trading GmbH 2008–2012;

Managing Director and Chief Financial Officer of RWE Trading GmbH 2007–2008; Managing

Director and Chief Financial Officer of RWE Gas Midstream GmbH 2007–2008; Vice President

Group Controlling of RWE AG 2005–2006; Vice President Corporate Planning and Controlling of

RWE Power AG 2001–2005; Head of Department Group Controlling of RWE AG 1999–2001;

Management Consultant at McKinsey & Company 1993–1998



Key positions of trust: Member of the Supervisory Board of Thyssenkrupp AG