

GROUP-LEVEL POLICIES

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The group-level policies have been approved in the meeting of TVO Group's Management Board on November 2020. Sustainability policy has been approved in the meeting of TVO Group's Board of Directors on December 2025.

SAFETY CULTURE

TVO Group and its entire personnel are committed to a high standard of safety culture.

Safety culture is comprised of organisational practices and individuals' attitudes. Thanks to the safety culture, all factors that affect the nuclear power plant's safety will receive attention in proportion with their significance and are given priority in decision making.

GROUP-LEVEL POLICIES

TVO Group and its personnel comply in their actions with the policies defined by the Group.

Applicable laws, decrees, and official regulations as well as international agreements are strictly followed. TVO Group sets objectives for its operations, which are stricter than those set out in the applicable laws.

Issues are dealt with transparently within the Group. Reporting of development needs, detected shortcomings, nonconformances and errors is encouraged.

TVO Group requires its partners and their personnel working at Olkiluoto to be committed to the high safety culture and high-quality operating methods. This means that the companies and personnel in a direct or indirect contractual relationship engage in responsible operations according to TVO Group environmental, nuclear safety and quality policy, and information security principles.

POLICY ON NUCLEAR SAFETY AND QUALITY

The nuclear safety and quality policy includes nuclear safety, radiation protection, nuclear material supervision and quality.

Nuclear safety

TVO Group is committed to maintaining operating conditions where efficient procedures can be implemented by taking safety, quality, and costs into account. This ensures the capacity to also produce competitive electricity in a safe and reliable manner over the long term.

TVO Group's operations shall not cause any damage to people, the environment or property.

Radiation protection

In all their radiation protection activities, TVO Group and its personnel are committed to following the ALARA (As Low As Reasonably Achievable) principle. According to the principle, individual and collective radiation doses are kept as low as possible by practical measures.

Restricting the amount of doses and keeping the amount of radioactive emissions as low as possible are already accounted for when designing the structures and functions. All employees shall observe matters affecting radiation protection in their work.

In addition to authority guidelines, the development of radiation protection operations also takes international recommendations into account.

Nuclear safeguards

TVO Group takes good care of nuclear material and ensures that it does not get into the hands of unauthorized persons.

Quality

Work practices of a high standard are followed within TVO Group, which creates a basis for safe and economically efficient operation.

The professionals in nuclear industry who work at TVO Group are expected to show unfaltering compliance with procedures and verified execution of their own work. On the level of individual employees, this refers to a prudent approach to work, i.e., compliance with the STAR principle (Stop, Think, Act, Review) The personnel shall be aware of the safety significance of their work

and utilise methods developed for the management of human errors which are employed in the Group.

Risk management is implemented on a regular and consistent manner. Any risks affecting operation, and in particular safety, are identified already at the operational planning phase.

We consider our internal and external customers equally important. We perform all work tasks appropriately, according to schedule, and with high quality.

TVO Group develops co-operation with its suppliers so that the safety, availability, and environmental friendliness of the plant units remain at a high international level.

SUSTAINABILITY POLICY

Leadership and strategy

We are committed to acting responsibly and sustainably. Our sustainability policy is based on the Group's strategy, existing legislation and the United Nations' (UN) Global Compact principles. As the licensee of a nuclear facility, a high level of responsibility is a prerequisite for our operations at all organisational levels.

This sustainability policy guides our operations, and we take sustainability into account in the planning, implementation and management of business. We report transparently on our achievements and our progress towards the sustainability goals. The Group's Management Group is responsible for implementing the actions aiming at the goals and, each year, it reviews the need to update the sustainability policy. The sustainability policy is approved by TVO's Board of Directors.

Sustainable business and responsibility are at the core of the TVO Group's strategy. This means that we continuously aim at improving sustainability and our business processes. The cornerstones of our operation are nearly zero-carbon electricity production and the final disposal of spent nuclear fuel. We operate according to our values, ethics and the principles of nuclear professionalism.

We comply with valid laws, regulatory guidelines and principles of good governance in our operations. The Code of Conduct lays down the Group's principles of sustainability in business operations as well as in interactions within the Group and with the surrounding society. Separate Codes of Conduct exist for TVO Group's personnel and for partners and subcontractors. Training related to the Code of Conduct is mandatory for the Group's personnel as well as for any subcontractors operating at Olkiluoto.

The Group has a procedure in place for reporting any Code of Conduct violations and suspicions of the misuse of insider information, which can also be done anonymously.

Goals for sustainability

Based on the most significant impacts from our operations, we are committed to the promotion of six UN Sustainable Development Goals (SDGs):



The sustainability goals are based on continuous improvement of operations. We use the goals to monitor the implementation of the most significant sustainability aspects. We report on the sustainability goals in our sustainability statement, which is included in the report of the Board of Directors. The goals and indicators for sustainability are based on the Group's material sustainability aspects.

Safe operation of a nuclear power plant

Safety is our primary goal. We are continuously working to strengthen safety culture. We maintain safety culture at a high level and systematically uphold and develop it further during all stages of the nuclear power life cycle.

The safe operation of the Olkiluoto nuclear facilities relies on competent and responsible personnel, high-quality plant technology and safety I&C, the principle of continuous improvement and independent internal and external supervision. The TVO Group's activity-based management system meets the requirements for quality, the environment and energy efficiency as well as those of the occupational health and safety (OHS) system. In order to ensure safe operations, we systematically assess the level of safety and safety culture. Our personnel are committed to a high level of safety culture.

The Group's safety culture consists of the areas mentioned below.



The foundation of a good safety culture is that each matter affecting the safety of nuclear facilities receives the attention warranted by its significance (IAEA). All areas of safety influence nuclear safety.

Industrial safety

The goal of the Group's occupational health and safety activities is to be proactive in promoting health and industrial safety.

We maintain a good atmosphere and working conditions and ensure equal treatment. We do not condone any form of harassment or bullying.

The goal of every employee in terms of industrial safety is to look after the safety of themselves and others. When making decisions and plans regarding occupational health and safety, we are committed to listening to and engaging employees and their possible representatives.

The Vital Industrial Safety Principles of the TVO Group form the expectations for all activities and act as the basis for ensuring industrial safety. They create the guidelines for safe activities and the continuous improvement of safety. The task of supervisors is to communicate the Vital Industrial Safety Principles to the employees as part of their induction.



Information Security

Information security is a key part of our organization's sustainability and risk management. It ensures the confidential, accurate, and accessible handling of information in all our operations. Information security is embedded in our sustainability policy, operational principles, and audit practices.

We develop information security primarily in accordance with the ISO/IEC 27000 standards, while also considering other frameworks, best practices, and stakeholder expectations.

The principles of information security are as follows: Information is handled according to classifications and access rights; information management is based on diligence,

transparency, and continuous evaluation. Any information security breaches or suspicious observations must be reported immediately to the supervisor and designated information security officer.

Every employee is responsible for implementing information security in their own work. Information security training is mandatory and must be renewed regularly. Without valid training, access rights may be suspended. Information security guidelines are available and continuously updated.

The goal of cybersecurity is to ensure the confidentiality, integrity, and availability of data, systems, and services, and to protect the organization, employees, and stakeholders from cyber threats. Cybersecurity is an essential part of the organization's sustainability and risk management. Cybersecurity risks are identified, assessed, and managed regularly. Security measures are continuously developed to respond to the evolving threat landscape.

Information security procedures are scaled according to the criticality of operations and associated risks. The aim is to protect the organization's core functions, including nuclear safety, financial interests, and employee privacy. Additionally, we strive to ensure the authenticity, accuracy, and usability of information and to prevent damage caused by data processing.

Disclosure of information to external parties is permitted only when it serves the interests of the organization. When handling data provided by external parties, we follow at least the same level of information security procedures as they use or require.

Economic efficiency and value creation

The Group's mission is that we generate climate-friendly nuclear power for our shareholders safely and competitively, thereby creating well-being for Finland. The aim is to responsibly maximise shareholder value.

We secure the long-term operation of the plant units and ensure that the plant units are available according to shareholder needs. By means of continuous improvement, we aim to develop our activities and processes and make them more efficient in order for Olkiluoto to supply electricity at a competitive and predictable price to its owners.

The environment and energy efficiency

Climate-friendly electricity production is one of the Group's most significant sustainability aspects because nuclear power plays a significant role in the mitigation of climate change as a low-emission form of electricity production. Our aim is to reduce emissions from our own functions and value chain in accordance with the Paris

Agreement. The long service life of nuclear facilities, high production volumes and small land use requirements make them even more environmentally friendly. We are committed to the principles of sustainable development, and environmental responsibility is an important part of our certified and compliant ISO 14001 management system. We require a sustainable approach to matters related to the environment from our personnel and from the companies and partners operating in the nuclear facility area.

We recognise the environmental and energy aspects of our operations and work to minimise their negative impacts at all stages of electricity production. We set goals for our operation in compliance with the principle of continuous improvement and commit to increasing our level of environmental protection. We follow the impact of our operations on the state of the environment and take immediate corrective actions if necessary. We ensure that our personnel and other persons working at Olkiluoto have competence in matters related to the environment and energy efficiency.

The safe use of nuclear fuel is ensured from raw material procurement all the way up to final disposal. We deal with fuel in a responsible manner all the way from the uranium mines to final disposal, according to the principle of “from bedrock to bedrock”. We enable the production of climate-friendly nuclear power with a responsible final disposal solution for nuclear fuel. The environmental responsibility of final disposal is also on financially stable ground, since nuclear power companies in Finland bear the costs of nuclear waste management, and the funds for that purpose are collected into the Finnish State Nuclear Waste Management Fund.

Our aim is to prevent and further reduce conventional emissions and the already low releases of radioactive substances into the air, water and soil.

We use water resources sustainably. The warming of the nearby seawater due to the thermal load from the cooling water is the most important adverse environmental impact of the Olkiluoto nuclear power plant. Aside from the temperature increase, the quality of the cooling water will not change as it flows through the nuclear power plant. Seawater temperature in nearby areas is monitored as required by the environmental permit. In addition to cooling water, a nuclear power plant requires raw water for the production process. The Group does not operate in areas with water risks.

We are committed to continuously improving our energy management system and to supporting functions that are essential for improving the production and operability of the plant units. We commit to improving the efficiency of electricity production

and to monitoring our own energy use, which we are making more efficient by observing the aspects related to it in our operations. We consider opportunities for improving energy efficiency in connection with investments, modifications and purchases and support more sustainable choices.

We take the circular economy into account in our operations and, by improving the use of raw materials and the recycling and reuse of waste, we minimise the volume of waste generated. We observe the order of priority in the waste legislation when handling conventional waste. We strive to reduce the amount of spent fuel at the power plant by optimising the use and properties of the fuel. We isolate radioactive waste from organic nature until the radioactivity of the waste has decreased to an insignificant level.

We take sustainable utilisation of the environment and biodiversity into account in the development of the Olkiluoto area and the expansion of operations. The concentration of energy production in a small geographic area allows for the preservation of other areas in their natural state elsewhere. We strive to protect the biodiversity of Olkiluoto Island and the surrounding sea area by considering the local ecosystems and species. We monitor the state of the environment and set goals for reducing adverse impacts on the natural environment. We aim to mitigate the adverse impacts caused by our operations and to restore the state of the nature whenever possible.

Personnel

Our objective is to have a healthy and equal work community that tolerates no discrimination and that promotes the implementation of equality in practice. We employ an equality plan that separately presents those courses of action which we use to ensure the prevention of all forms of discrimination within our processes and, on the other hand, to promote the equal treatment of personnel. We promote human rights, working life standards and anti-corruption and anti-bribery activities.

Our Code of Conduct lays down the Group's principles of sustainability in our business operations as well as in interactions within the Group and with the surrounding society.

The Group's competence management ensures and maintains the qualification and ability of everyone working at Olkiluoto according to each position's requirements.

Stakeholder cooperation

Active and transparent interaction with stakeholders is an essential principle that guides our operations. The interaction with all stakeholders is pursuant to the Code of Conduct.

We engage in transparent and responsible interaction with all of our stakeholders in the nearby areas, within Finnish society and in the international cooperation network of our industry. We reinforce trust among our stakeholders by means of genuine and active interaction across multiple channels.

We promote general awareness of nuclear power and its reputation by participating in discussions within society and openly communicating on the activities and events at the Olkiluoto nuclear facilities in accordance with the communications policy approved by TVO's Board of Directors.

Each year, we publish an annual report with a sustainability statement that is included in the report of the Board of Directors.

Sponsorship activities

The Group's sponsorship principles are built on the company's values. As a result, any recipients of sponsorships must align with the Group's strategy and operating principles. We support sports, cultural endeavours and non-profit activities. When selecting partners and sponsorship recipients, our emphasis is on offering opportunities for recreational activities to children and young people in the local area.

Procurement

We require that our subcontractors adhere to the principles of sustainable business. Contracting parties are expected to use operating methods that comply with the TVO Group's Code of Conduct and policies. We inform the Group's subcontractors of the Code of Conduct by including the Code of Conduct in the contracts signed with subcontractors and partners. We require that all partners adhere to the principles stated in the Code of Conduct and ensure that these principles are adhered to in the subcontracting chains of the partners.

High-quality procurement ensures the safe, competitive and reliable production as well as long-term operation of the plant units.

We only purchase products and services from evaluated and approved suppliers. We utilise a supplier classification that is performed for all suppliers. Suppliers are classified on the basis of how significant their operations are for the Group's safety and the potential risks inherent to its production operations. All products and services acquired must meet the requirements for safety, quality and the environment set for the supplier in question.

We have the right to audit the management systems for quality, safety, information security and the environment as well as the operations of our contractual partners and their subcontractors to the extent we consider necessary.

Fuel procurement

We acknowledge the importance of our overall responsibility for all the phases of the fuel cycle. We monitor the fuel suppliers' management of impacts related to the environment, society and governance. We require that suppliers adhere to human rights and minimise detrimental impacts in their own operations. Fuel is dealt with all the way from uranium mines to final disposal according to the principle of "from bedrock to bedrock".

We have high-level in-house expertise regarding all the stages of the fuel procurement process. We procure our fuel mainly through a decentralised supply chain, enter into negotiations and make procurement contracts with each separate supplier at the various stages of the fuel production chain. There are several suppliers for each stage in the chain, and the procurement operations are regularly subjected to competitive bidding.

We only procure uranium and nuclear fuel refining services from suppliers who have passed the supplier evaluation process. A systematic evaluation process precedes the closure of each supply contract; in addition to the requirements set for the products, the process also considers the reliability and responsibility of the supplier.

In addition to our own supplier evaluations, we influence sustainable development within the nuclear industry as part of international networks, such as the World Nuclear Association (WNA).

PRODUCTION POLICY

The production policy covers the operation and maintenance of the plant, and the expansion of the production capacity.

Operation and maintenance

The objective of the operation and maintenance activities implemented by TVO Group is to ensure uninterrupted, predictable and competitive electricity production. Nuclear and operating safety are always given priority.

Plant safety and reliability are developed systematically. Modification and renovation projects are implemented at the plant in accordance with pre-approved plans to ensure an as long service life as possible for the plant.

Systematic test and inspection activities of an appropriate scope are carried out to verify the safe and reliable operation of the plant.

Plant maintenance operations are implemented in a well-planned manner, predicting potential disruption situations, and preparing for the measures the situations require.

Expansion of production capacity

TVO Group follows development in nuclear power technology and participates in international cooperation both with power plant suppliers and with nuclear power companies.

The electrical output of the existing plant units in Olkiluoto will be increased where possible by taking advantage of the latest available technology.

The best economically feasible technology that minimises environmental impacts over the entire life cycle of the plant unit is applied in the design and implementation of Olkiluoto 3.

CORPORATE SECURITY POLICY

The corporate security policy covers the safety of production and operation, personnel safety and facility security, and rescue and emergency preparedness. Information security is part of the sustainability policy.

Safety of production and operation, personnel safety, and facility security

Procedures related to safety and security are implemented in a systematic, proactive and comprehensive manner. The procedures are designed to guarantee the safe operation of the plant, as well as the physical integrity of the personnel and others working at the plant.

Rescue and emergency preparedness

TVO Group maintains and develops preparedness for special conditions. Exercises in rescue and emergency operations are arranged systematically and regularly.

TVO Group maintains at all times its awareness of risks related to the company, the personnel and the operating environment.