

HUMAN RIGHTS POLICY

Teollisuuden Voima Oyj

Approved in the meeting of TVO's Board of Directors in December 2024.

HUMAN RIGHTS POLICY

This Policy has been reviewed by the Management Group and dialogue meeting of Teollisuuden Voima Oyj's (TVO) Group companies and the Boards of Directors of the Group companies have approved the Policy.

This Policy complements the Code of Conduct of the TVO Group as well as the Code of Conduct for Suppliers. All management representatives, employees, suppliers, and cooperation partners of the TVO Group companies are obligated to comply with the Human Rights Policy.

HUMAN RIGHTS COMMITMENT

The companies in the TVO Group are committed to respecting all internationally recognised human rights expressed in the International Bill of Human Rights.

We are also committed to respecting the Fundamental Principles and Rights at Work as defined in the Declaration of the International Labor Organization (ILO). These include freedom of association, right to collective bargaining, elimination of forced or compulsory labour and abolition of child labour, elimination of discrimination in respect of employment, and a safe and healthy working environment. We expect all our suppliers and cooperation partners to commit themselves to respecting these rights and principles.

HUMAN RIGHTS DUE DILIGENCE

We follow the Guiding Principles of the United Nations for business and human rights, and the OECD Guidelines for multinational enterprises. We have developed and continue to develop our human rights due diligence in compliance with these.

TVO's Corporate Responsibility Team is in charge of the human rights duty of care process and its development. The Corporate Responsibility Team presents and supports associated proposals to the Management Group for decision. Decision-making related to the duty of care process is the responsibility of the Management Group. Responsibility for the implementation of actions and day-to-day management of human rights matters rests with each Function within their own responsibility area.

In order to identify and assess human rights risks in our operation we carried out in 2024 with the assistance of external human rights experts a risk mapping exercise which covered TVO's own activities, including annual outages, and the supply chain with respect to both procurement of uranium and indirect

purchasing. This risk mapping complements our existing processes for the identification and management of adverse impacts, including health and safety processes related to our own operation as well as supplier reviews and audits.

The most significant human rights risks in our own operation are related to occupational and radiation safety concerning both our own personnel and the employees of our cooperation partners. In the supply chain, the most severe human rights risks pertain to working conditions, health and safety, freedom of association, and impacts on immediate communities.

ELIMINATION OF NEGATIVE HUMAN RIGHTS IMPACT

TVO is committed to remedying any adverse impacts caused to TVO's own employees or employees in the supply chain, or any impacts to which TVO's activities have contributed. We expect our subcontractors to commit to eliminating any adverse impacts caused by them to their employees or the immediate communities.

We are committed to cooperation through judicial and non-judicial procedures and processes to eliminate any adverse impacts. We further commit to acting in cooperation with our suppliers to also eliminate any adverse impacts which are not contributed to by us but are directly linked to our operation through business relationships.