



FINGRID

The decade's most significant investment – the Aurora Line was completed and commissioned.

The day-ahead markets moved to a 15-minute market time period.

In 2025, 341 kilometres of transmission line and 27 new or extended substations were completed.

Fingrid in 2025

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In 2025, Finland's electricity system was one of Europe's most competitive and Fingrid successfully fulfilled its key duties."

ASTA SIHVONEN-PUNKKA

Competitive power system enables growth



IN 2025, Finland's electricity system was one of Europe's most competitive and Fingrid successfully fulfilled its key duties. Finland's electricity was the cheapest in Europe, the transmission reliability rate of the main grid was at a record level (99.99995%) and the investment programme progressed faster than anticipated when the Huittinen–Forssa transmission line and Aurora Line cross-border transmission connection between northern Finland and northern Sweden were commissioned ahead of schedule – the latter as much as one and a half months early.

INTEREST IN MAIN GRID connections continued to grow. In particular, the increase in connection enquiries related to consumption has been rapid, with the

total amount of enquiries reaching over 100 gigawatts, more than half of which is related to data centre projects. The large number of enquiries is an indication of Finland's solid ability to compete in green transition investments.

IN EARLY 2025, Fingrid announced restrictions on connecting new industrial-scale electricity consumption and grid energy storage in Southern Finland. The reason for this was that the consumption of electricity has increased significantly faster than expected, while at the same time regional adjustable generation capacity has been phased out and imports from Russia have ended.

THE CONNECTION OF CONSUMPTION in Southern Finland and the connection of new production in Western Finland will begin to ease in 2027–2028, when key investments that strengthen the main grid, such as the Lowlands Line, are completed. However, permit-related issues have emerged as risks associated with the progress of the Lowlands Line planned from Jylkkä to Hikiä via Toivila in Central Finland and threaten to delay the construction of this transmission line

that is important for the public interest.

FINGRID'S MAJOR investments progressed well on schedule or even ahead of schedule. The decade's most significant investment – the Aurora Line cross-border transmission connection between northern Finland and northern Sweden – was completed and commissioned in November, a month and a half ahead of schedule. The impact of the cross-border transmission line on the electricity markets has already become visible within a short period of operation. The increased transmission capacity between Finland and northern Sweden has levelled out price differences and the volatility of electricity prices. The Jylkkä substation's synchronous compensator, which improves the stability of the electricity system, was completed at the end of the year.

THE LONG-TERM and upward development of the main grid continues. In autumn, Fingrid published a 10-year development plan for the main grid. The company estimates that total investments will reach EUR 5.2 billion by 2035. Investments reinforce Finland's internal electricity transmission capacity and

cross-border connections, and enable the connection of new customer projects to the main grid.

THE EUROPEAN UNION has selected Fingrid's three new cross-border transmission connection projects – Aurora Line 2, EstLink 3 and Fenno-Skan 3 – as projects of common and mutual interest. Making it onto the list indicates that the projects are essential for achieving Europe's energy policy and climate goals.

THE INCREASE in the electricity system's production variability due to the rise in weather-dependent generation has made it necessary to develop the interplay between the electricity markets and the underlying physical power system. As a result, the balancing power markets moved to a 15-minute market time period in March, and the largest component of the electricity market, the day-ahead markets, followed suit in early October. Technically, the changes were successful, but they required all market parties to adapt to the new situation. The good development of the reserve markets and their liquidity has positively affected reserve prices as well.

THE SIGNIFICANT DETERIORATION of the geopolitical security environment has placed the themes of continuity management and preparedness high on Fingrid's agenda. The repair work on the EstLink 2 cable between Finland and Estonia that was damaged on Christmas day in 2024 was completed in late June. The repair was a significant expense for Fingrid. Fingrid has continued to develop contingency measures and the resilience of the electricity transmission network infrastructure in collaboration with stakeholders in the energy sector.

FINGRID'S FINANCIAL RESULT during the review period was in line with expectations. The turnover for 2025 was EUR 1,118.5 (1,269.3) million. Turnover decreased due to the lower price of imbalance power compared to the previous year. The result was EUR 179.0 (149.2) million and gross capital expenditure during the review period was EUR 485.1 (520.9) million. The company's financial position remained strong.

Asta Sihvonen-Punkka,
CEO

This is **FINGRID**

Fingrid is Finland's transmission system operator whose main owners are the State of Finland and Finnish pension and insurance companies. We secure reliable electricity for customers and society and shape the electricity system of the future.

Fingrid is responsible for transferring electricity in the main grid, which connects all major generating plants, industrial plants consuming large amounts of electricity as well as regional distribution networks and grid energy storages. The distribution network companies transmit electricity from the main grid onward, for example to households.

Fingrid's mission is to secure reliable electricity for customers and society and shape the power system of the future. Fingrid fulfils its mission by developing the main grid, connecting new production and consumption to the grid, transmitting electricity in the grid, maintaining a balance between electricity consumption and production and improving the operating conditions of the electricity market. The company's operations are based on Finnish and EU legislation.

We make sure that the main grid meets the transmission needs and that the electricity system works disturbance-free at all times. Electricity production and consumption must always be in balance. The energy transformation and the growing consumption driven by an increasingly electrified society make ensuring a sufficient and reliable supply of electricity more important than ever.

We offer the benefits of the open European electricity markets to several electricity market parties in Finland, which constitutes a single bidding area. We also secure functional cross-border transmission connections to Finland's neighbour countries, Sweden, Norway and Estonia.

We cooperate with other transmission system operators through the European Network of Transmission System Operators for Electricity (ENTSO-E) and regionally with the Nordic and Baltic distribution system operators. Our operations are overseen and regulated by the Energy Authority of Finland.

Fingrid in figures 2025



14,900
kilometres of
transmission
lines

New wind and
solar power
connected to
the grid
amounted to
1,509
megawatts

Transmission
reliability rate
of the main grid
99.99995 %

76.3 TWh
transmitted electricity

85 %
of total electricity
transmissions in
Finland

622
employees



NPS
personnel

+76

NPS
customers

+48



Turnover
€ 1,118.5 M
Balance
sheet total
€ 3.7 B

Paid income taxes
€ 71.5 M
Investments in
the main grid
€ 464 M



VALUES
Transparent
Fair
Efficient
Responsible



VISION
Clean, secure and
the most competitive
electricity system in
Europe.

Operating environment undergoing a major transformation

The energy system is changing rapidly. We play a key role in the transformation that aims to build a carbon-neutral Finland by the year 2035.

Clean, secure and competitive electricity is a key source of well-being for Finland. Industrial investments will substantially increase Finland's electricity consumption, and the most intense growth is forecasted to begin in the late 2020s. We will reinforce the platform for a clean electricity system of the future and mitigate climate change by planning, building and maintaining the main grid for reliable operation and by developing customer solutions and the electricity market.

Climate change and biodiversity loss, the electrification of society, and the growing importance of security and geopolitics are megatrends that substantially impact our operations. Climate change has wide-ranging impacts on society and, together with other human activities, also leads to biodiversity loss.

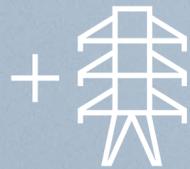
The energy sector plays a key role in addressing climate change. By producing electricity from renewable energy as well as nuclear and hydropower, carbon dioxide emissions can be reduced and climate change mitigated.

Society is becoming increasingly electrified, and electricity consumption is growing. This requires investments in electricity production and consumption, electricity grids, and energy storages. Electrifying heating, industrial processes and transport promotes low-carbon solutions and reduces greenhouse gas emissions. Electrification also drives the development of new electricity-intensive industry.

Critical infrastructure is vulnerable to outside influence, which is increasing as a result of escalating geopolitical tensions. Growing electrification increases the importance of well-functioning electricity networks for society's overall security and national security of supply. Ensuring the availability of electricity is crucial for managing exceptional and emergency situations.

We have a far-reaching impact on so-

ciety and different stakeholders, all of which have expectations of Fingrid's operations. In addition to a high level of transmission reliability and the growth of a clean power system, we are expected to implement concrete measures, not only in climate change mitigation and protecting biodiversity, but also with regard to our own personnel, workers in the value chain, landowners in transmission line right-of-ways, customers and other stakeholders. Continuous dialogue with all stakeholders is a key component of our sustainable and ethical business practices.



High demand for Fingrid's connection and electricity transmission services



Economic uncertainty affects the investment environment



Rapid transition to a weather-dependent energy system



Geopolitical security situation is permanently changed



The impact of regulation on Fingrid's operations has increased

Data centres want to be in Finland

Finland attracts data centre investments thanks to its strong and reliable transmission grid, abundant renewable energy, and cool climate. Data centres host large computers and servers that run data transfer, cloud services, and artificial intelligence.

Data centres consume large amounts of electricity. At the same time, they can produce heat for local district heating networks and provide balancing services for the electricity grid.



[Read the article from Fingrid Magazine](#)

Crises strike without warning, but you can prepare for them

Fingrid's task is to ensure a reliable electricity supply for society. Safeguarding the operation of the electricity system requires comprehensive and systematic preparedness. Extensive preparedness plans include risk identification, protective measures, systems, guidelines, training, and practical exercises.

The changed geopolitical situation and growing cybersecurity threats have increased the need for preparedness and protection. As uncertainty and unpredictability grow, preparedness to safeguard critical infrastructure requires increasing resources, both in terms of personnel and finances.

On a smaller scale, the basic principles of preparedness also apply to every Finnish household. Household preparedness is beneficial at the individual level, but also more broadly for Finnish society. By preparing together, we create the foundation for the resilience of society as a whole.



[Read the article from Fingrid Magazine](#)

Secure and efficient main grid

Finland's main grid encompasses approximately 14,900 kilometres of transmission lines 138 substations and three HVDC substations. Annual investments in the main grid were EUR 464 million.

The company estimates that total investments will reach EUR 5.2 billion by 2035. Investments in the main grid enable new customer connections and improve the reliability of the entire electricity system as well as the functioning of electricity markets.

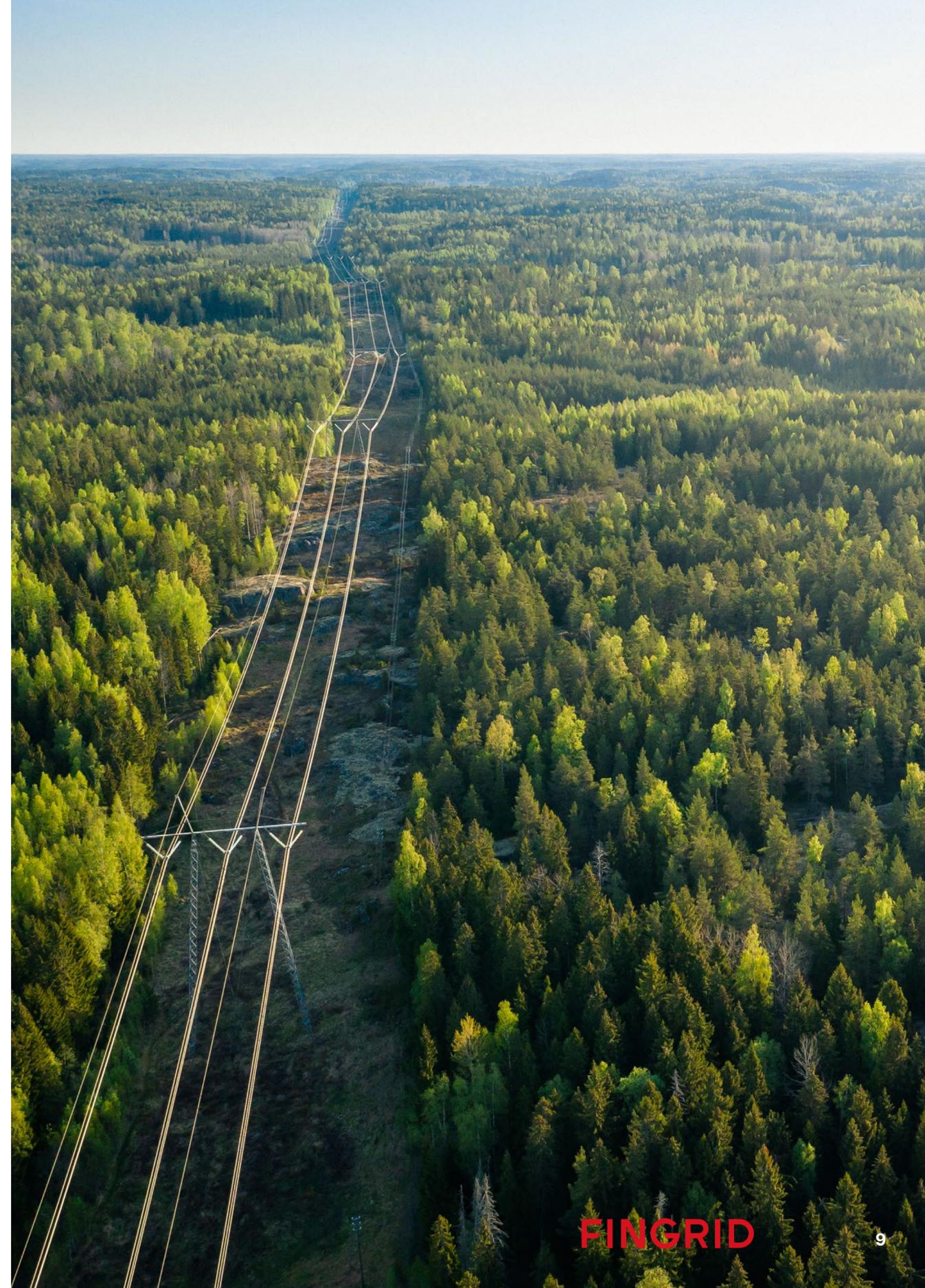
Long-term development of the main

grid ensures that the grid itself and the entire electricity system meet the requirements set for it in a rapidly changing operating environment. Constructing a transmission line, including planning, permit processes and building, takes years. The main grid must be developed proactively to ensure that customers' projects can be connected to the grid as soon as they are completed. To support this, Fingrid prepares forecasts that form the basis for grid planning. The outcome is a main grid development plan, which nevertheless still includes alternative options. The main grid development plan is updated every two years, and the plan for 2026–2035 was published in 2025.

Fingrid is currently building the main grid more than ever before, as electricity consumption is expected to grow

strongly by the end of this decade with the electrification of industry, heating, and transportation. At the same time, the structure of electricity production has changed rapidly, as traditional combustion-based energy has been replaced in Finland at a fast pace by renewable, weather-dependent generation. In particular, north–south transmission capacity must be increased, as renewable electricity generation is concentrated in the north and west, while electricity production in the south is declining and consumption is growing.

In 2025, Fingrid increased its investment plan to ensure that Finland can meet the growing electricity needs of industry and society in a sustainable and efficient way. The investment plan enables an estimated 10 gigawatts of new indus-





The investment plan enables an estimated 10 gigawatts of new industrial electricity consumption in Finland.

trial electricity consumption in Finland. It enables the electrification of the current industry as well as dozens of new electricity-intensive projects, such as data centres, hydrogen and e-fuel production and other industries. The development of the transmission grid also supports the electrification of district heating and transportation. The conditions for growth are also being secured for electricity production and grid energy storage.

Fingrid supports climate change mitigation by enabling the integration of renewable electricity production into the power system through investments and by developing electricity markets. Market development and investments that enable the connection of renewable generation to the transmission grid are key to achieving Finland's climate targets. In 2025, a total of 1,106 megawatts of wind power and 403 megawatts of solar power was connected to the electricity system, which will help to indirectly avoid annual emissions worth around 98,459 CO₂ equivalent tonnes in the coming years. Majority of the electricity produced in Finland is already clean.

Fingrid has estimated the carbon dioxide

emissions from Finland's electricity system in real time since 2019. The calculation formula in use for the emission factor is based on real-time production, import and export data, and emission factors for specific types of production. The average emission factor for the electricity consumed in Finland in 2025 was 26 g CO₂/kWh. The emission factor continued to decline and was 21% lower compared with the previous year, indicating positive progress toward achieving Finland's climate targets.

Reinforcing the backbone of the electricity system increases Finland's internal electricity transmission capacity, strengthens cross-border connections

and enables the connection of new customer projects to the grid. This is important for all of society, because a strong, reliable main grid gives Finland a competitive edge.

Investments at a high level

In 2025, a total of 341 kilometres of transmission line was completed. In addition, a total of 27 new or extended substations were completed. Finland's main grid currently comprises a total of around 14,900 kilometres of transmission lines, 138 substations and three HVDC stations.

The cross-border transmission connection between Finland and northern Sweden, the 400-kilovolt Aurora Line, was commissioned in November 2025. The Aurora Line is the most significant investment in Finland's main grid in a decade, strengthening electricity transmission connections between the countries by approximately 700 megawatts. The Aurora Line balances out electricity price fluctuations, improves the supply of electricity and strengthens the power system's resilience.

The new 400- and 110-kilovolt joint line between Huittinen and Forssa was

completed ahead of schedule in the third quarter of 2025. The connection improves electricity transmission capacity from the west coast to Southern Finland and strengthens the main grid's system security. The new transmission line reduces transmission losses, supports energy efficiency and enables better maintenance and outage interruptions.

The most significant projects in the construction phase from previously decided investments are the reinforcement of the Lake Line, the 400-kilovolt cable link in Helsinki, the Herva–Nuojuankangas transmission line, and the Lowlands Line.

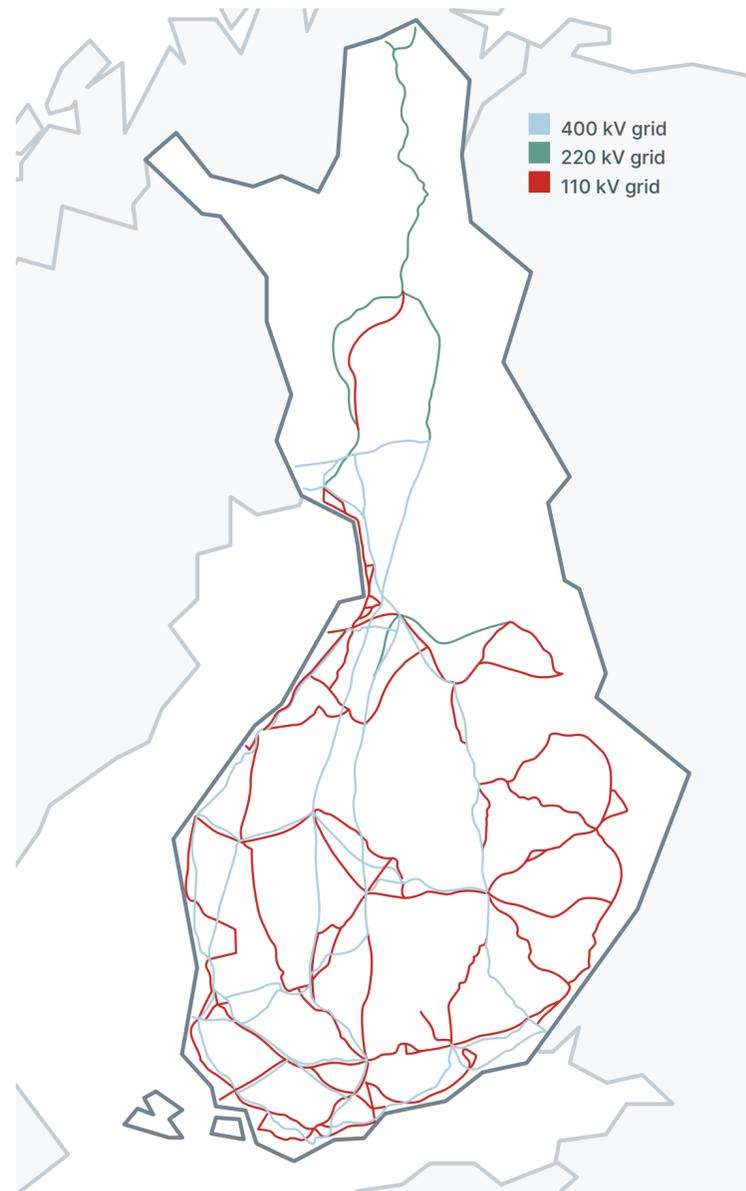
The Lake Line between Vaala and Joroinen, which enables the connection of industrial investments planned in Eastern Finland to the main grid, reinforces the main grid by increasing north–south transmission capacity. This reinforcement enables, among other things, increased electricity use and the replacement of fossil fuels in energy production. The Vuolijoki–Lapinlahti section was completed in September 2025, and the entire reinforcement is due to be completed in 2026.

The 400-kilovolt underground cable link to be built in Helsinki is a project that will meet the needs of growing electricity consumption in the capital, especially as heating becomes electrified. The project has progressed according to plan, and the cable link is due for completion in 2026.

The 400-kilovolt Herva–Nuojuankangas transmission line project in Northern Ostrobothnia has progressed to the construction phase. The transmission line is part of the connection being built between Petäjäskoski in Rovaniemi and Nuojuankangas in Vaala. The first section of the Lowlands Line, Jylkkä–Alajärvi, also progressed to the construction phase in 2025. The progress of the Lowlands Line may be delayed by the processing times for expropriation permits and for possible Natura exception permits. Fingrid announced in January 2025 that there are local restrictions on connecting new industrial consumption to the main grid in southern Finland during the years 2025–2027 until the investments to strengthen the main grid are completed. The Lowlands Line is a key enabler in the removal of these restrictions.

In 2025, Fingrid decided on an invest

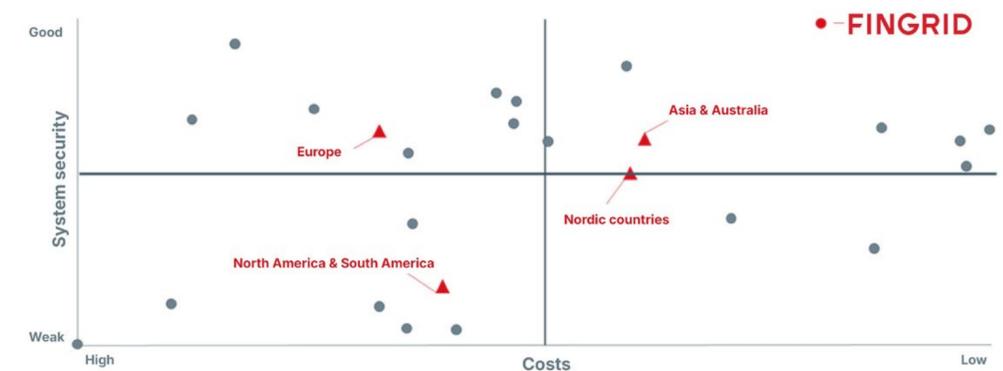
over EUR 160 million in the grid's main transmission line between Toivila and Hikiä. The project will increase transmission capacity by approximately 1,500 megawatts and support the transmission of wind power from the highly production-weighted west coast to consumers. The transmission connection, which will be completed in 2028–2029, is one of the most important investment projects and part of the Lowlands Line. The Lowlands Line will help Fingrid ensure the adequacy of north–south transmission capacity and enable customer connections for large-scale industrial projects and the electrification of heating in cities throughout southern Finland.



The repair work on the EstLink 2 electricity transmission connection damaged at the end of 2024 was completed faster than expected, and the connection was restored to commercial use in June 2025. The repair work was a significant operation in which roughly a kilometre of submarine cable was replaced with a new cable. The repair work was planned and prepared in good co-operation among different actors.

Get to know our construction projects on our website fingrid.fi/en/grid/construction

Fingrid's maintenance remains at the international top level



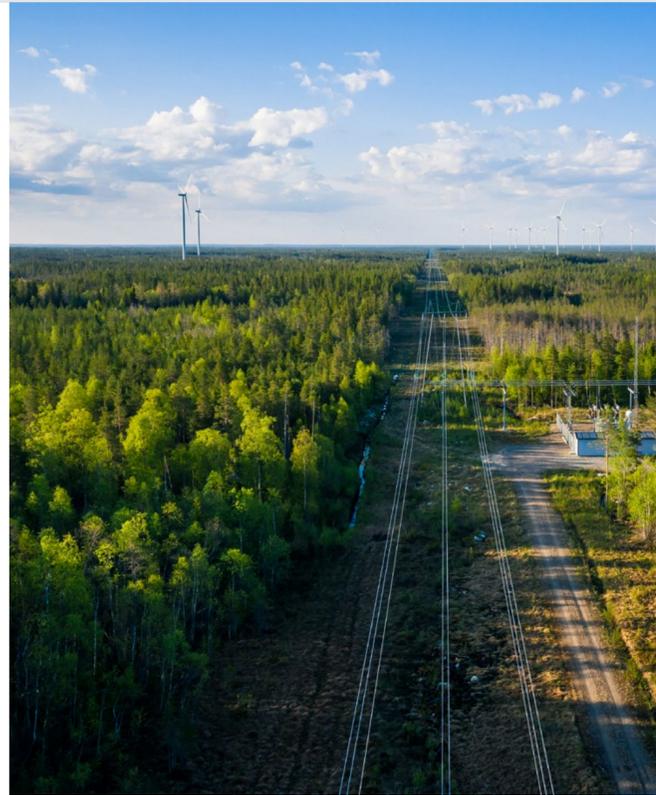
Fingrid once again ranked among the top-performing companies in the ITOMS study (International Transmission Operations and Maintenance Study), which measures the efficiency of transmission network maintenance, in 2025. The benchmarking included 22 transmission system operators from around the world.

Fingrid's transmission grid reliability was the best among the companies compared, and the cost efficiency of maintenance improved relative to other operators. In terms of costs, Fingrid moved from the middle of the group in the previous study to the most cost-efficient third. We performed particularly well in the maintenance of circuit breakers and disconnectors, as well as in certain areas of transmission line maintenance.

Aurora Line – The most important investment of the decade

The 400-kilovolt Aurora Line electricity transmission connection between Finland and northern Sweden was commissioned ahead of schedule in November 2025. The Aurora Line is the most significant investment in Finland's transmission grid in a decade. The connection strengthens cross-border transmission capacity, improves electricity adequacy, and enhances the resilience of the power system.

The approximately 380-kilometre-long transmission line runs from Keminmaa to the Finnish–Swedish border across the River Tornio and continues on the Swedish side to Messaure in Norrbotten County. The connection helps create the conditions for industrial electrification and the growth of clean energy in the Nordic countries and across the entire Baltic Sea region.

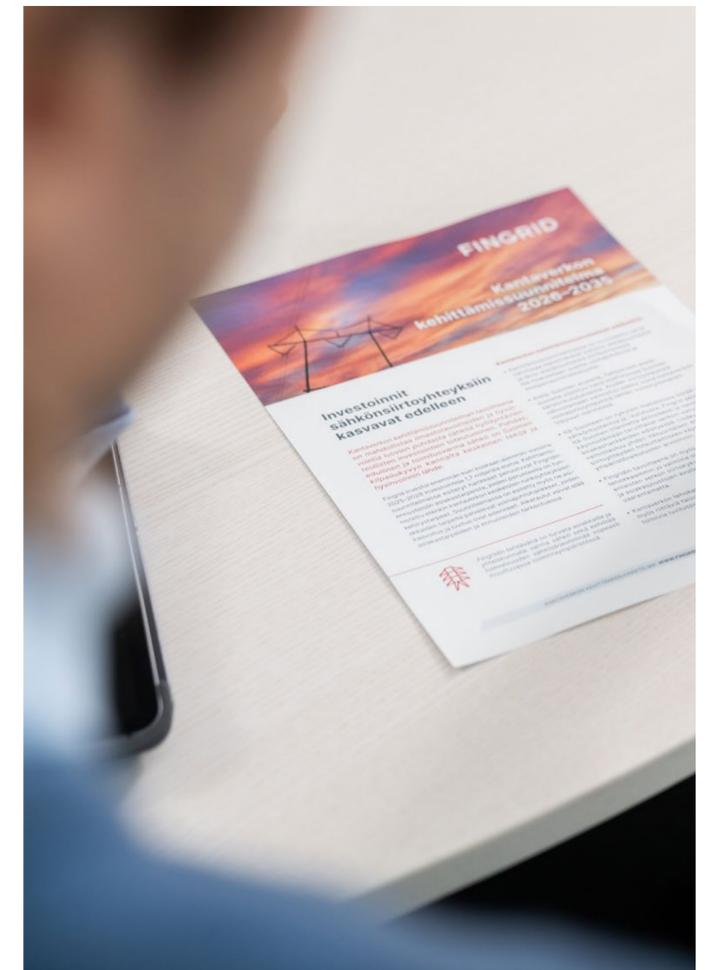


The Aurora Line is a joint project of Fingrid and the Swedish transmission system operator Svenska kraftnät. The project has been designated as a Project of Common Interest (PCI) by the European Commission and was awarded funding under the European Union's Connecting Europe Facility in 2022.

Strengthening the main grid creates conditions for growth across the entire country

Fingrid published its main grid development plan for 2026–2035. The plan outlines the key development needs of the main transmission corridors, based on Fingrid's forecasts of the development of electricity production and consumption. Investments in the main grid create the conditions for industrial investments that utilize clean electricity, as well as for achieving Finland's climate targets.

The massive growth in planned customer projects demonstrates that clean, reliable and affordable electricity is attracting electricity-intensive industry to Finland. As a result, Finland's main grid is currently being strengthened more than ever before. Looking ahead to 2035, the total value of investments is estimated by the company to reach EUR 5.2 billion.



Secure supply of electricity all through the energy transition

Mitigating climate change and achieving climate targets through constructing the power system must be carried out without compromising the reliability of the electricity system or the working conditions related to grid construction and maintenance.

A reliable main grid is essential for society, and the system security of the electricity system was as high as 99.99995% in 2025.

The energy transition causes major fluctuations in electricity production and consumption, which increases in-

stability in the electricity system. During extremely cold and windless winter days, the adequacy of electricity supply can deteriorate significantly if a large production unit or a transmission connection fails. Balancing the electricity system requires solutions such as demand-side management, energy storages, sufficient electricity production capacity and well-functioning transmission connections.

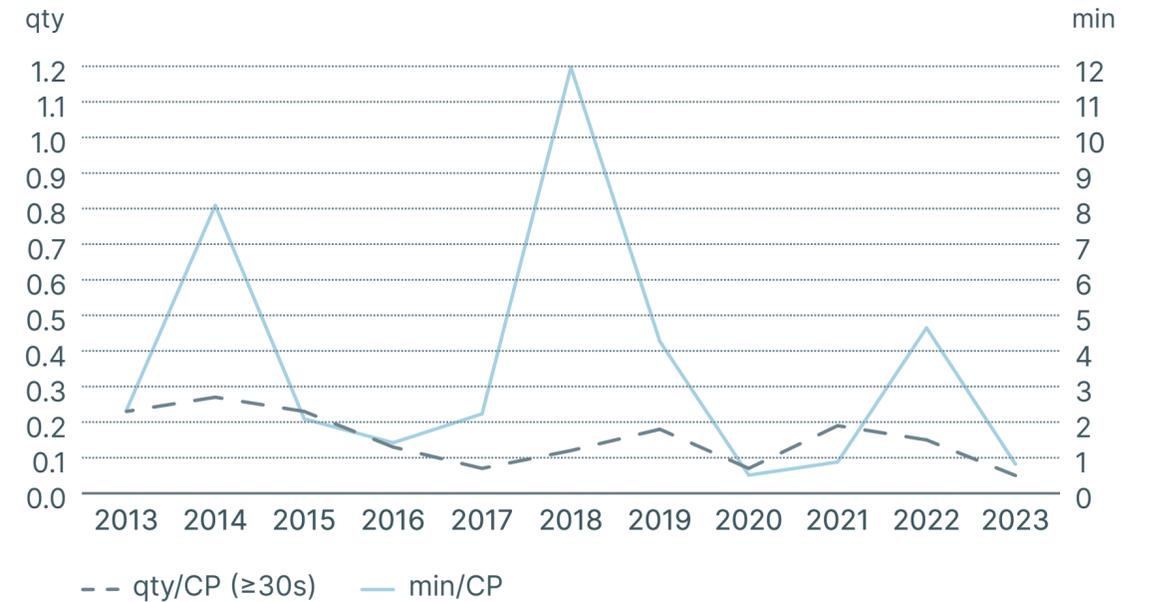
The electricity supply was not in jeopardy during the year, as the electricity system and domestic generation capacity mostly operated reliably. The unusually warm weather of the 2024–2025 winter also contributed to the lower electricity consumption compared with the previous winter. In 2025, the consumption peak, 13,633 megawatt hours, was reached on 31 December 2025 between 10:45

and 11:00 AM. The production peak of 14,040 megawatt hours was measured on 27 November 2025, between 3:15 and 3:30 PM.

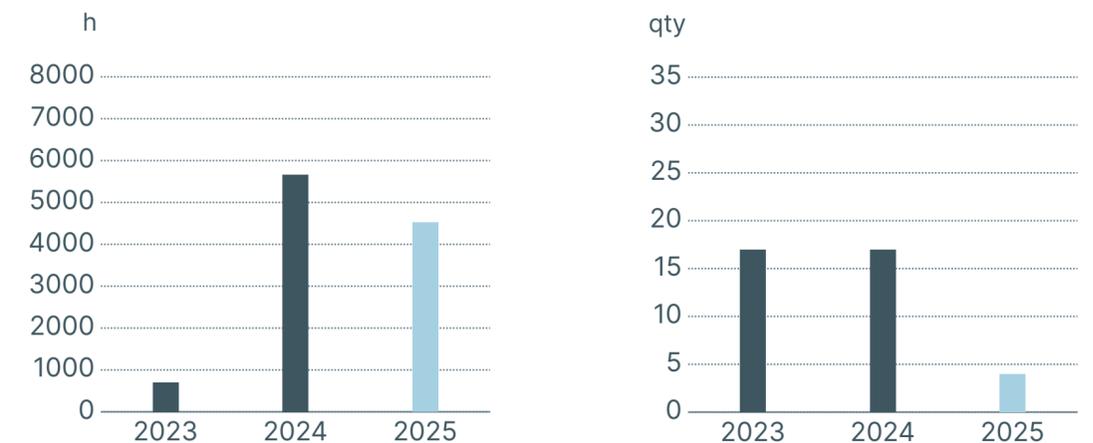
The transmission capacity between Finland and Estonia was limited due to damage sustained by the EstLink 2 connection at the end of 2024. The damage was quickly located in the subsea cable, and preparations for repair work were initiated immediately. The connection was restored to commercial use in June 2025.

In 2025, the transmission capacity between Finland and Sweden operated reliably for the most part. The Aurora Line transmission link between Finland and northern Sweden, commissioned in November 2025, will improve the supply of electricity in the coming years.

Interruptions at connection points due to grid disturbances



HVDC disturbances, total duration and quantity



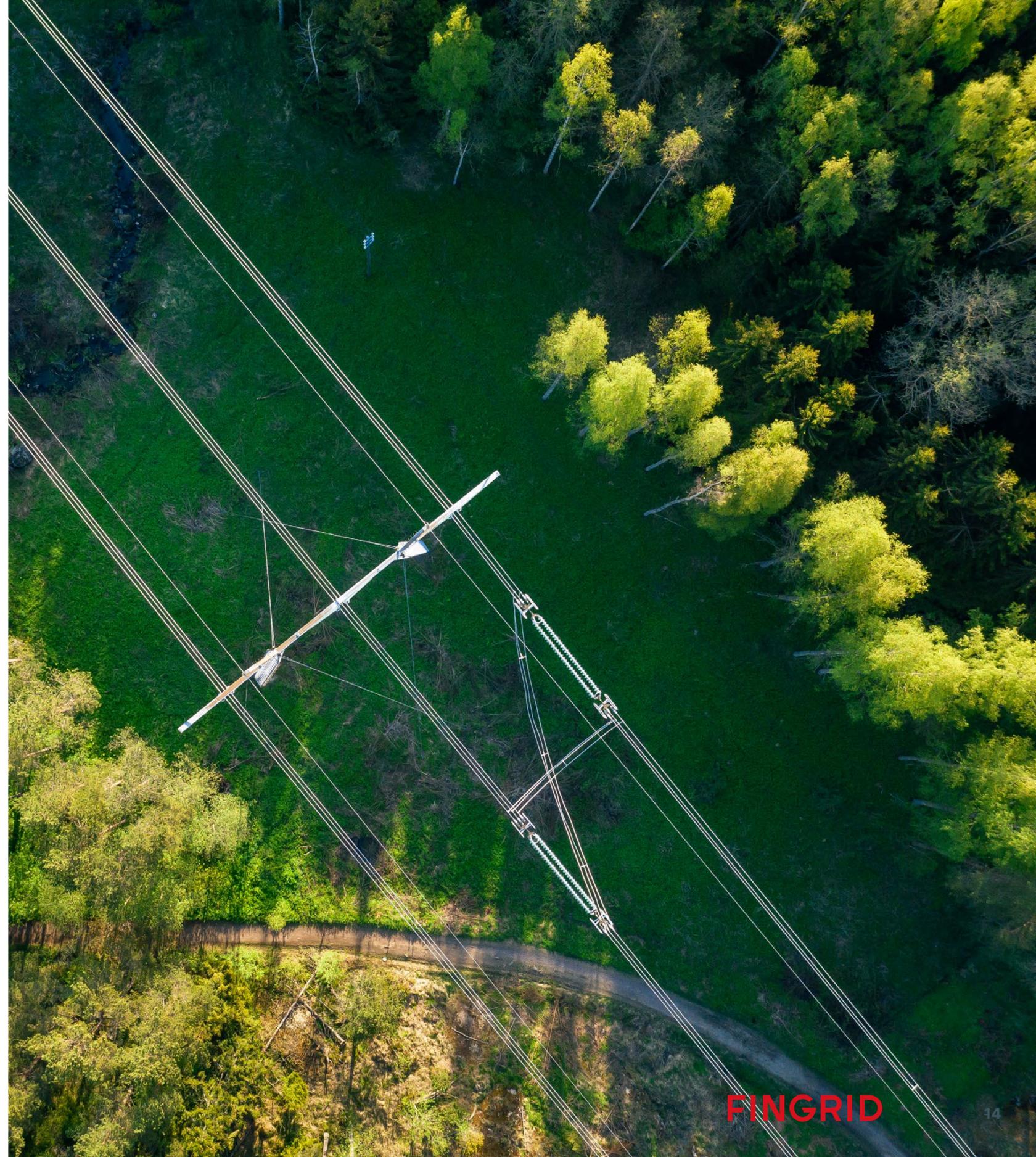
The long duration of disturbances in 2025 was mainly due to damage to the EstLink 2 electricity transmission connection, which kept the connection out of operation for almost half of the year. EstLink 2 was also out of service for an extended period in 2024 due to a fault.

Green transition increases the number of substations

The green transition underway in Finland's electricity system is significantly increasing investment needs in the transmission grid. Fingrid is responding to this demand, among other measures, by building new substations across Finland. One of the key projects is the Jylkkä substation in Kalajoki, which was completed in 2025 and is one of the largest substations in Finland. The Jylkkä substation also hosts Finland's first synchronous condenser, which stabilizes the power system and enables the connection of numerous wind power plants in the region to the transmission grid.



[Read the article from Fingrid Magazine](#)



Transforming electricity market

Fingrid plays a significant role in promoting electricity markets. In 2025, major reforms were completed that move electricity markets toward more real-time operation and integrate Finland more closely into the Nordic and European electricity markets.

Several significant modernisations are currently underway in the electricity market, taking the electricity market towards more real-time and market-driven operations. The reforms particularly promote the access of flexible resources

to the market to support the functioning of the electricity system. New electricity market solutions, together with the expansion of the main grid, enable investments in the green transition and cost-effective growth of the electricity system.

In 2025, the European electricity markets transitioned entirely to a 15-minute trading period when quarter-hour pricing was implemented in the day-ahead markets at the turn of September–October. The reform is a significant step in the development of the markets, as shorter periods allow for a quicker response to fluctuations in production and consumption, which is particularly important as weather-dependent production

increases. The reform also improves the accuracy and flexibility of price formation and strengthens the balance of the electricity system.

Need for reserves still increasing

Balancing the electricity system is one of Fingrid's key tasks. Each electricity market party is responsible for balancing their own consumption and production, but in practice deviations always occur due to forecasting errors. Balancing these imbalances is the duty of the transmission system operator, and to accomplish this, Fingrid procures electricity from the reserve markets it maintains and allocates the costs to the respective balance responsible parties. In other words, the power system reserves

and control capability are essential for securing a reliable supply of electricity.

In 2025, the liquidity of the reserve market improved considerably thanks to increased supply. Fingrid concluded new reserve contracts with 40 operators. The increase in the number of sites and capacity has moderated the price level. The balancing of the electricity system is carried out on market terms, and various operators and technologies provide flexibility to the reserve markets maintained by Fingrid more extensively than before.

Fingrid joined the European PICASSO marketplace for aFRR reserves in 2025. The Frequency Restoration Reserves with automatic activation, or aFRR, is a type of balancing power necessary for the electricity system. It is intended to automatically restore any deviations in the frequency of the electricity system to the normal level. PICASSO is a Europe-wide marketplace of aFRR energy intended to link national power systems for more effective and better coordinated frequency control.

The Nordic 15-minute manual Frequen-

cy Restoration Reserve (mFRR) energy marketplace started operating in 2025. The Go-Live was a broad joint undertaking by the Finnish, Swedish, Norwegian and Danish TSOs and electricity market parties. The development of the mFRR energy market is part of a broader Nordic and European market development and the reform of the Nordic balance management model, aimed at improving the balance of the electricity grid and the integration of renewable energy. During the initial phase of the marketplace implementation, there were occasional delays in the publication of mFRR energy prices, but corrective measures were successfully implemented.

15-minute trading intervals bring efficiency and transparency to electricity markets

European electricity markets transitioned fully to 15-minute trading intervals in 2025, replacing the previous hourly intervals. The transition was implemented in phases, with day-ahead markets being the last to move to the new trading interval at the turn of September–October 2025.

The shift to 15-minute trading intervals brings significant benefits to the entire system. Shorter intervals improve market flexibility and enable faster responses to fluctuations in electricity production and consumption, which is particularly important as the share of renewable energy increases. Price signals also become more accurate, as prices better reflect real-time conditions, thereby enhancing market efficiency and transparency.



Fingrid's strategy: Growth with electricity. Responsibly.

The rapidly changing operating environment has had a significant impact on Fingrid's strategy, which was renewed during 2025. Our vision is clean, secure and the most competitive electricity system in Europe.

The renewed strategy defines three objectives: new solutions for customer needs, a model that respond to change, and pre-emptive security. High-quality execution of the mission and a strong focus on strategic objectives enable Fingrid to respond effectively to changes in the operating environment, evolving customer needs, and the expectations related to operations.

STRATEGIC CHOICES

Focusing on the mission

We carry out our mission excellently in a changing operating environment. We do not expand into new business areas, nor do we participate in competitive commercial activities.

For the customer

We actively develop our business and operating models together with customers, always prioritizing the interests of society.

International activities

We are an active operator. We work closely with European, Nordic, and Baltic transmission system operators and stakeholders to promote well-functioning electricity markets.

Market focus

We rely on well-functioning markets to deliver the best solutions. We promote efficient electricity markets by developing the rules that govern them.

Productivity and world-class expertise

We anticipate change, set clear objectives, and ensure tangible results. We secure the required core competencies and collaborate with the best partners.

Security and responsibility

Amid the transformation of the electricity system, we maintain a level of system security that is essential for society. Responsibility and safety are emphasized in everything we do.

Growth with electricity. Responsibly.

We secure reliable electricity for our customers and society, and are shaping the power system of the future.

Together with our customers, we develop the electricity grid and electricity markets.

We operate responsibly and efficiently, and harness new technology.

We strengthen the security and reliability of the power system.

STRATEGIC OBJECTIVES

NEW SOLUTIONS FOR CUSTOMER NEEDS

A MODEL THAT RESPONDS TO CHANGE

PRE-EMPTIVE SECURITY

Our vision

Clean, secure, and the most competitive electricity system in Europe

Transparent Fair Efficient Responsible

Corporate responsibility and sustainability work at Fingrid

Transmission system operators have a special role both in Finland and elsewhere. They are entrusted with the functioning and development of the power system, which is essential to society. We influence sustainability topics in particular by safeguarding society's social and economic well-being and by enabling a cleaner energy system to achieve Finland's climate goals.

The sustainability topics that are material to our operations and across the value chain of our procurement and deliveries relate to climate, the grid building materials, the value chain workers especially in Finland, the landowners as an affected community, and data protection, information security and system security from the perspectives of consumers and end-users. The related impacts, risks, and opportunities are taken into account in our strategy, management system and risk management.



Fingrid's impacts on people and the environment

- Enabling climate change mitigation and indirect reduction of GHG emissions by connecting new renewable energy production and consumption to the grid
- Flexibility and functionality of the electricity market
- Environmental impacts of transmission line and substation construction and removal and trimming of trees from the transmission line areas

- Well-being and safety of own personnel
- Safe working conditions and reasonable contract policies for contractors and suppliers
- Customer and stakeholder trust
- Privacy and information security of consumers and security of Fingrid's critical data
- Reliable electricity for society and industry, and promoting Finland's competitiveness

- Ethical business operations and corporate culture in compliance with the values and regulations

Financial effects of sustainability matters on Fingrid (risks and opportunities)

- Investment needs arising from the green transition – opportunity
- Risks arising from the transition to a clean power system, such as system responsibility and adequacy of grid building
- Rising material costs and availability challenges

- Erosion of general acceptance among landowners and close neighbours
- Paralysis of IT systems and loss of power system availability, and a leak of critical information, including Datahub user information
- Loss of power regionally or nationwide

- Distortion of corporate culture and consequent decline of operational capability or reputation
- Impacts from changes in legislation and other regulation on operating conditions and the economy

Fingrid's business model and value creation

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INPUTS

- › Suppliers and business partners
- › Income and debt financing
- › Electricity from power plants and neighbouring countries
- › Power system flexibility from electricity market participants
- › Grid transmission lines, substations and reserve power plants
- › Land required for transmission lines; natural resources and materials
- › ICT structures and processes
- › Knowledge capital on electricity, markets and customers
- › Personnel & expertise

02

SERVICES AND BUSINESS PROCESSES

- Services for customers**
 - › Grid services
 - › Electricity market services
- Ensuring transmission capacity**
 - › Identifying customer needs
 - › Main grid design and development
 - › Grid building
 - › Grid maintenance
- Promoting the electricity market**
 - › Electricity market solutions in a changing operating environment
 - › Ensuring the functioning of the electricity market
 - › Maintaining the regional electricity markets
- System security management**
 - › Planning of the operation of the power system
 - › Monitoring and control of the power system
 - › Managing disturbances and the continuity of the power system

03

OUTPUTS

- › Enabling a carbon neutral energy system and the achievement of climate goals
- › Reliable and clean electricity for society and industry
- › Efficiently functioning electricity market
- › Power system growth and promoting Finland's competitiveness
- › Developing the electricity sector and expertise
- › Financial benefits for stakeholders and the national economy
- › Employment impacts and other local benefits of investments
- › Local changes in land use and the environment, and energy losses in electricity transmission

04

OUTCOMES (CREATION OF VALUE)

- › Fingrid's nationwide main grid creates a platform for a clean power system. Around 341 kilometres of new grid transmission lines and 27 new or expanded substations. Total of 14,900 kilometres of transmission lines and 141 substations.
- › Investments in the grid approx. EUR 464 million.
- › Electricity transmission reliability 99.99995%.
- › The average emission factor for the electricity consumed in Finland is 26 g CO₂/kWh.
- › The electricity transmitted in Fingrid's network accounts for 85 % of Finland's electricity transmission.
- › Wind and solar power was connected to the main grid in the amount of 1,509 megawatts, which will indirectly result in an annual emissions reduction of 98,459 carbon dioxide equivalent tonnes in the future. The reliability of cross-border transmission connections is 87.1%.
- › Customers perceive that Fingrid works for the benefit of the whole of society (4.3/5).
- › Personnel feel their work is meaningful and are willing to recommend their employer (eNPS 76). Combined lost time injury frequency (own personnel and service providers) 2.9.
- › Dividends EUR 137.9 million (Board's proposal to the Annual General Meeting) and corporate income tax EUR 71.5 million. Payments to financiers and shareholders EUR 188.1 million.
- › Fingrid personnel's person-years 586 and service providers' person-years 866.
- › Carbon dioxide emissions 240 903 carbon dioxide equivalent tonnes (Scope 1-3).

Our commitments

We have signed the United Nations' Global Compact corporata sustainability initiative and committed to its principles on human rights, labour, the environment and anti-corruption in 2016.

We promote the UN's Sustainable Development Goals (SDGs) in our operations. Out of the 17 goals, the ones pertaining to energy, infrastructure and climate actions are the most important for Fingrid.

Every Fingrid employee makes a commitment to work in compliance with our

Code of Conduct, which is based on the UN Global Compact initiative and the UN Guiding Principles on Business and Human Rights. Our Code of Conduct also includes Fingrid's human rights commitment and diversity commitment covering all our operations.

We follow due diligence and respect internationally recognised human rights. We avoid acting in a manner that undermines human rights, we address actions that undermine human rights and, if necessary, we take corrective action.

We expect the service and goods suppliers who operate as our contractual partners to comply with our Supplier Code of Conduct or other similar separately agreed requirements.

In 2025, Fingrid committed to the recommendations for good lobbying practice issued by the Advisory Board for the Finnish Transparency Register.



Our sustainability targets 2025–2030

We have set ESG targets for our corporate responsibility work to guide our sustainability work during 2025–2030. The objectives cover climate and environmental responsibility, social responsibility, and corporate governance. The objectives are based on a materiality

analysis, and their progress is monitored regularly.

Since 2024, we have report on corporate responsibility work in compliance with the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS). Sustainability reporting is based on a double materiality assessment, in which we have identified Fingrid's material impacts on the environment and people and also the financial effects of the sustainability topics on Fingrid.

Read more from [sustainability report](#)

Furthermore, we report separately the content required by the Sustainability Accounting Standards Board (SASB). SASB has published the sustainability reporting topics and metrics that are material for the Electric Utilities & Power Generators sector.

Read more from [SASB-report](#)



Renewed ESG targets guide sustainability work

In 2025, Fingrid renewed its sustainability ESG metrics and targets based on a strategy-driven approach. The new targets have been set up to 2030. ESG targets cover climate and environmental responsibility (E), social responsibility (S) and corporate governance (G). The targets are based on the material impacts arising from our operations across the entire value chain.

As a transmission system operator, Fingrid plays a significant role in mitigating climate change by enabling the transmission of clean electricity between producers and consumers. Fingrid monitors its positive climate impact, or carbon handprint, through the emission factor of electricity consumed in Finland. Another new climate-related target is to reduce the carbon footprint caused by the construction, maintenance and operation of the transmission grid.

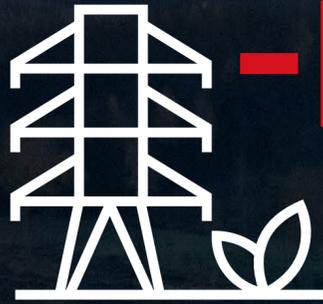
Regarding impacts on nature, a new target has been introduced to monitor the efficiency of land use. By enabling the green transition, Fingrid causes changes in land use through the construction of power lines and substations. Land use change is monitored by relating the surface area of transmission line corridors to the amount of electricity transmitted. Through various measures, the transmission grid can be used even more efficiently than at present, reducing the need for new power lines and thereby decreasing both land use change and greenhouse gas emissions.

Work toward achieving the targets has progressed through the identification and scheduling of actions across the organization, and progress is monitored regularly as part of overall management practices. Cooperation with contractors and other partners plays a key role in achieving the targets.

All targets and the results for 2025 are presented on page 36.



E



-Environment

Through our operations, we generate climate benefits by strengthening the main grid and developing electricity markets to meet the needs of clean electricity production, electricity consuming industry, and other actors in society. This enables the growth of a clean power system and helps indirectly avoid GHG emissions. In 2025, a total of 1,106 megawatts of wind power and 403 megawatts of solar power was connected to Fingrid's main grid, which will help to indirectly avoid annual emissions worth around 98,459 CO₂ equivalent tonnes in the coming years.

”

From a sustainability perspective, the most impactful aspect of Fingrid's climate work is the positive effect generated by the company's business operations – the climate benefit.”

Fingrid monitors climate benefits by measuring the real-time emission factor of the electricity consumed in Finland. Fingrid's objective is that the real-time emission factor of electricity consumed in Finland is 17 gCO₂/kWh by 2030. The average emission factor for the electricity consumed in Finland in 2025 was 26 gCO₂/kWh. The decrease in the factor reflects positive development towards achieving Finland's climate goals, which Fingrid contributes to by connecting clean energy production and new consumption to the main grid.

Fingrid has set science-based GHG emission reduction targets that are compatible with limiting global warming to 1.5°C. In 2025, the company's GHG emission reduction targets were approved under the Science Based Targets initiative (SBTi). Fingrid commits to reducing direct greenhouse gas emissions (Scope 1) by 42%, indirect emissions related to electricity consumption (Scope 2) by 53%, and other indirect emissions (Scope 3) by 25% from the 2022 level by 2030. In 2025, Fingrid's greenhouse gas emissions decreased by 16% for Scope 1 emissions, 56% for Scope 2 emissions, and 31% for Scope 3 emissions compared to the 2022 level.

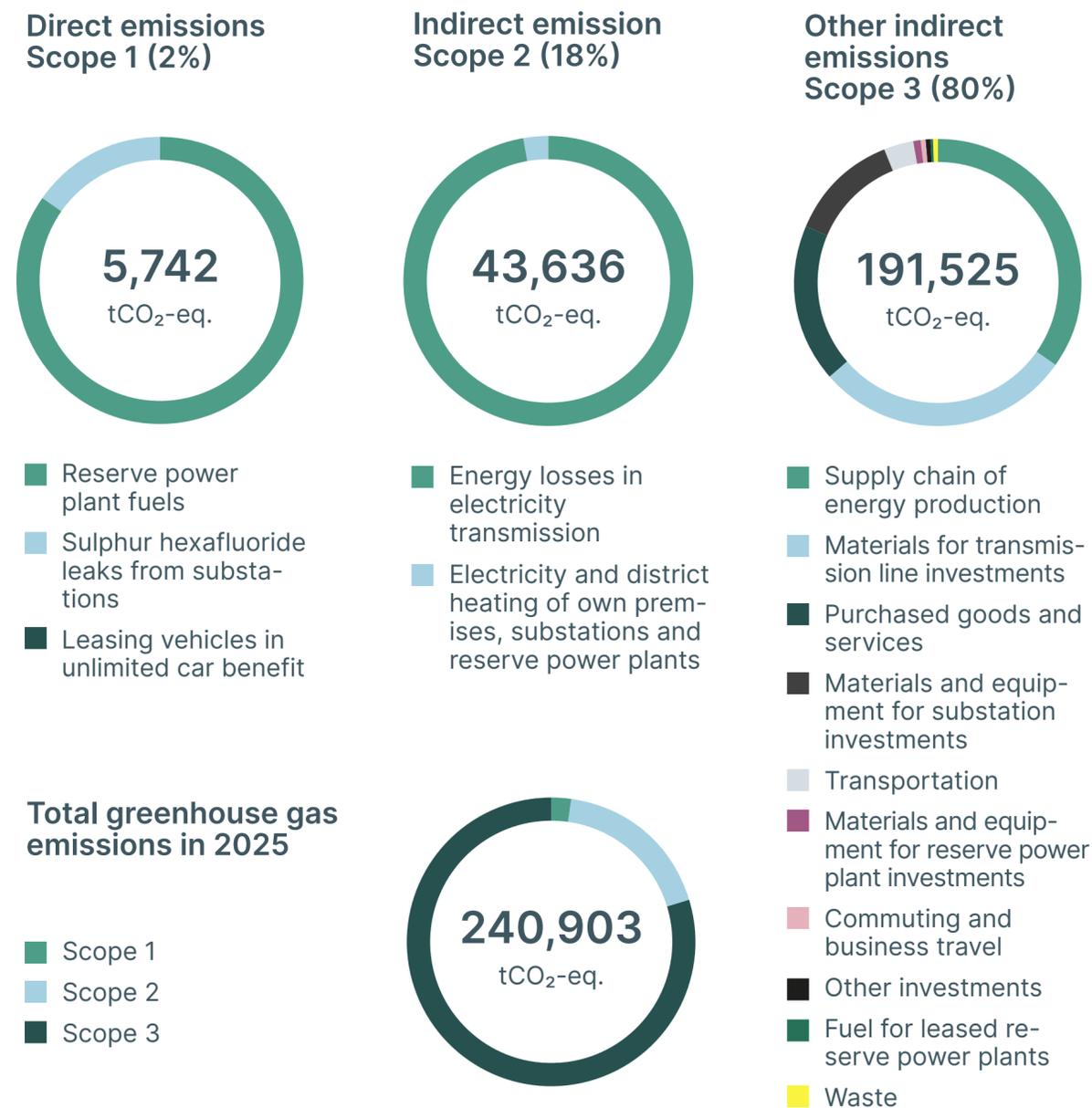
The key measures to achieve the targets are the procurement of aluminium conductors produced using fossil-free electricity and the switch over to renewable fuel oil in reserve power production, which is currently being looked into. In 2025, a study looking into the need for technical changes to reserve power plants was initiated, and a test site was planned for 2026. In addition, the suitability of low-carbon concrete for transmission line foundation elements was piloted, and follow-up actions were assessed based on a trial in which low-emission recycled steel structures were procured for three new substations. Going forward, Fingrid will also explore ways to improve material efficiency in grid construction in order to reduce the consumption of steel and concrete.

Our greenhouse gas emissions, including both direct and indirect emissions (Scopes 1, 2 and 3), totaled approximately 240,903 tonnes of CO₂ equivalent in 2025. Total greenhouse gas emissions decreased by 4 percent compared with the previous year. The grid building required by the green transition increases the GHG emissions from the company's operations. The emissions from construction are highly dependent on the number of investment projects during a reporting

year. They create a 'carbon peak' in the year of the project's commissioning, even though the grid construction materials will last for several decades. In 2025, almost 80 per cent of Fingrid's GHG emissions were generated in the upstream value chain (Scope 3). Transmission line and substation investments caused the majority of the value chain's emissions and represented around 33% of the total emissions.

The construction of new transmission lines and substations also changes land use, causes deforestation, and affects biodiversity. Some of the main grid transmission lines are located in biodiversity-sensitive areas, where the negative impacts of construction and maintenance on nature are more pronounced. Fingrid aims to improve the efficiency of land use in transmission line corridors so that the intensity of land use per unit of electricity transmitted decreases by an average of 2% per year compared with the 2024 level. In 2025, land use efficiency improved by 3.7%.

The starting point is to utilize the existing transmission grid as efficiently as possible. Investments in the transmission grid are made solely in response to the needs of society and customers. The need to



build new transmission lines is reduced through technical solutions such as grid stabilizing equipment and reactive power compensation. Construction needs can also be reduced by improving the efficiency of grid use and by steering the location of new grid connections. In addition, flexibility in electricity generation and consumption reduces the need for new transmission lines.

In the route planning of new transmission line investments, increasing the use of a free-standing type of tower suitable for two 400 kilovolt transmission lines to narrow the transmission line area is being considered. The nature-related impacts of investments and maintenance

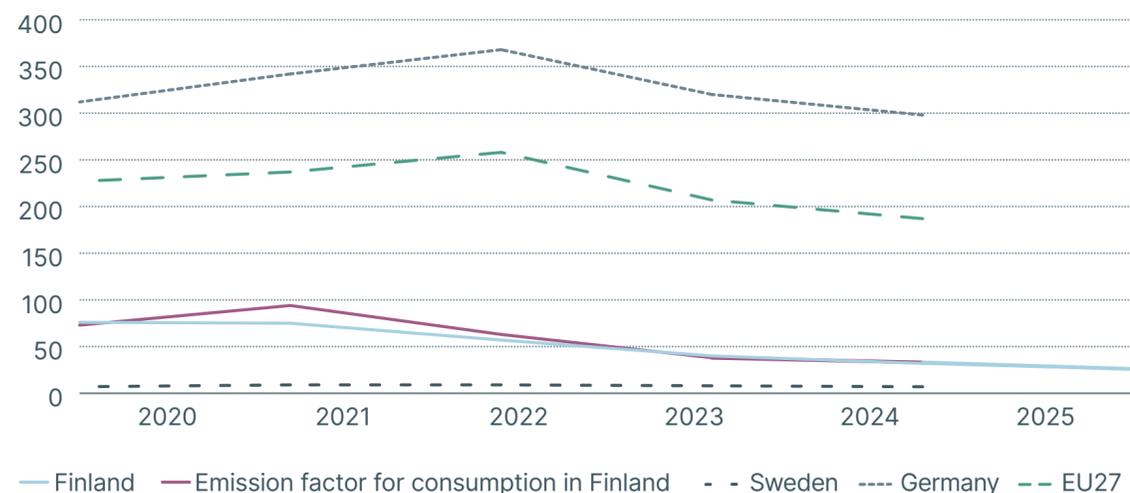
are avoided and mitigated as a whole in many ways in accordance with the mitigation hierarchy. In new transmission line projects, the avoidance of direct vegetation and nature impacts resulting from land use change begins already at the preliminary route planning stage, where protected areas or areas identified as sensitive in terms of biodiversity, as well as the immediate vicinity of residential areas, are avoided. In significant transmission line projects, impacts on nature and opportunities for mitigation are assessed through the legally required environmental impact assessment (EIA) procedure. In projects with more limited impacts, this is carried out through environmental studies. The implementation

of the identified mitigation measures throughout the entire life cycle is ensured through project-specific environmental guidelines. In 2025, Fingrid had several grid projects in the planning phase, and six environmental impact assessment procedures were ongoing.

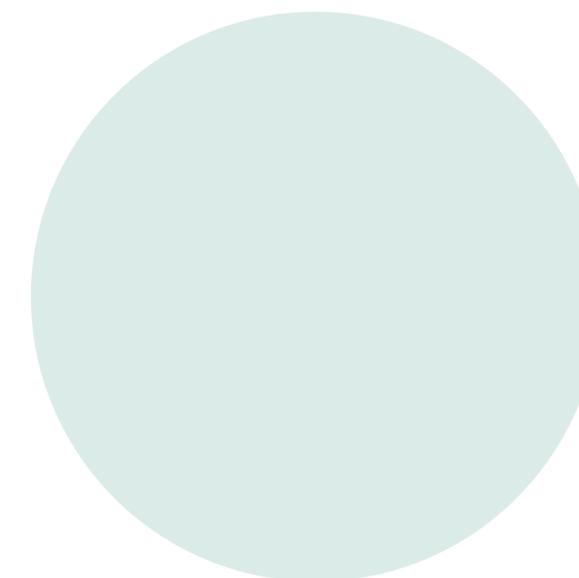
From the perspective of resource use and the circular economy, the consumption of materials required for grid construction is a material aspect of our operations. The majority of dismantled materials can be recycled. The most important construction materials are primarily virgin materials, as the availability of recycled materials that meet the technical requirements of transmission grid construction remains limited. Rising material costs and availability challenges may pose risks to the construction of the transmission grid that enables climate change mitigation, particularly as efforts are made to achieve low emissions and to shift from the use of virgin materials to recycled ones. We cooperate with contractors to reduce the consumption of virgin natural resources required for transmission grid construction.

Emission factor of electricity production

CO₂-emission gCO₂/kWh



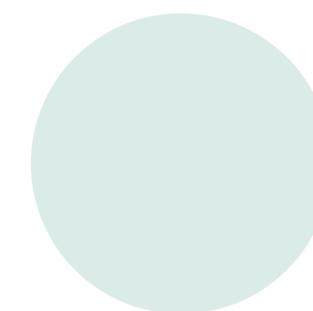
Future indirect annual climate benefit from Fingrid's operations



The wind and solar power connected to the main grid in 2025 will create, in future, an annual indirect emission reduction of

98,459

CO₂ equivalent tonnes



The agreements concluded in 2025 to connect wind and solar power to the electricity grid will create, in future, an annual indirect emission reduction of

27,381

CO₂ equivalent tonnes

This equals the annual carbon footprint of some 12,000 Finns. A Finn's carbon footprint is approximately 8 CO₂ equivalent tonnes on average.

Low-carbon concrete cuts emissions

The construction of electricity networks requires significant amounts of aluminium, steel, concrete and copper. The production of all these materials generates carbon dioxide emissions. In line with Fingrid's sustainability targets, efforts are made to reduce emissions both in grid construction and in other operations.

In 2025, Fingrid piloted the use of low-carbon concrete in the construction of the Herva–Nuojuankangas transmission line in Northern Ostrobothnia. In low-carbon concrete, the proportion of cement has been reduced and partially replaced with industrial by-products such as fly ash or blast furnace slag.

Of the approximately 2,000 foundation elements for the pylons of the Herva–Nuojuankangas transmission line, half are being manufactured using low-carbon concrete. The use of low-carbon concrete in a foundation element reduces emissions by approximately 15% compared with conventional concrete, resulting in a total reduction of about 50,000 kilograms of carbon dioxide emissions.

Construction of the Herva–Nuojuankangas transmission line is progressing well, and the line is scheduled for completion in 2027.

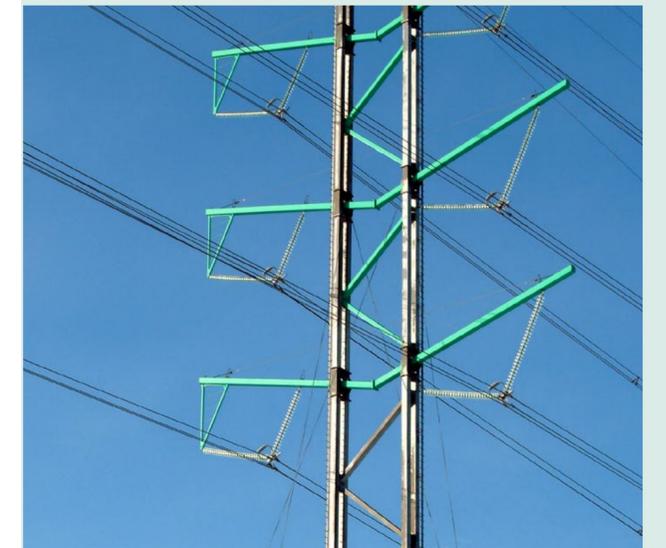


Read the article from Fingrid Magazine

Fingrid's greenhouse gas emission reduction targets approved by the Science Based Targets initiative (SBTi)

Fingrid has received approval from the Science Based Targets initiative (SBTi) for its greenhouse gas emission reduction targets. Fingrid commits, through its science-based near-term targets, to reducing its absolute direct greenhouse gas emissions (Scope 1) by 42% from the 2022 base year by 2030. The target for indirect Scope 2 greenhouse gas emissions is a reduction of 53%. These targets are aligned with the emission reduction pathway deemed sufficient to limit global warming to 1.5°C compared with pre-industrial levels.

Fingrid has also committed to reducing its other indirect Scope 3 emissions by 25% from the 2022 level by 2030. The majority of these emissions arise from upstream material procurement in the value chain, as the company implements transmission line and substation investments that enable the green transition.



S - Social



The significance of the transmission system operator's core responsibilities and critical electricity grid infrastructure for society is reflected for everyone living in Finland through a reliable supply of electricity and a clean electricity system. Societal value is also evident in Finland's competitiveness, which is built on clean, reliable, and affordable electricity. We are an expert organization whose operations are grounded, in addition to our values, in a competent and well-being workforce.

Fingrid's equality and non-discrimination plan defines the company's principles, objectives, and practical measures for promoting diversity, equality, equal treatment, and inclusion in the workplace. Fingrid ensures equality in recruitment, for example by clearly defining selection criteria. Fairness in remuneration is ensured, among other measures, by participating in pay comparisons and reviewing pay equality annually. Themes related to equality and non-discrimination are also taken into account in employee surveys.

Fingrid actively supports the development of employees' professional skills and expertise by offering a wide range of training opportunities. In 2025, the Fingrid Academy provided training and coaching in, for example, communications and interaction as well as project management. Role-specific training was delivered based on identified needs. The theme of the annual training day for all employees in 2025 was safety. On average, employees received 4.5 days of training per employee in 2025. Of employees in employment relationships, 95% of women and 96% of men participated in regular performance and career development reviews during the year.

Occupational health and safety are a top priority in all operations. Our goal is that all employees, including suppliers and subcontractors working for Fingrid, return home safely and healthy at the end of the day. Occupational health and safety are promoted comprehensively, taking into account both physical and mental well-being, and personnel are supported through regular training. Operations are guided by clear practices, targets and a management system compliant with the ISO 45001 standard. Fingrid's objective is that the combined Lost Time Injury Frequency (LTIF) of its own workforce and service providers does not exceed 5. In 2025, the injury frequency decreased to 2.9. The injury frequency indicates the number of workplace accidents resulting in an absence per million hours worked.

Fingrid's objective is to achieve a score of at least 4.3 for good leadership in the personnel survey and an employee satisfaction eNPS (employee Net Promoter Score) of over 70 by the end of 2030. In 2025, the score for good leadership in the employee survey was 4.3, and employee satisfaction measured by the eNPS was 76.

Landowners' concerns are particularly pronounced in new transmission line projects. General acceptance among landowners and nearby residents may be weakened by the extent to which transmission line corridors restrict construction and alter the landscape. The impacts experienced by landowners are further accentuated and made more complex by the fact that, in addition to Fingrid's grid projects, they may also be affected by numerous projects by other actors underway as part of the green transition, as well as by differing operating practices.

Cooperation with landowners and neighbours living near transmission lines begins already at the preliminary planning stage of a project, when environmental impacts and options for their mitigation are assessed. Through the statutory environmental impact assessment (EIA) procedure, landowners and other stakeholders receive information and have the opportunity to influence the project. Stakeholder engagement plays a key role in ensuring that transmission lines are successfully integrated into their surroundings, taking different perspectives and stakeholders into account. In route selection, the company considers not only environmental information but



also feedback received from stakeholders. Communication and mitigation of impacts continue throughout the entire life cycle of the transmission line.

Landowners are paid full compensation in accordance with the Expropriation Act for granting Fingrid the right to construct transmission lines on their land. The compensation covers all economic losses, and decisions on compensation are made by an independent expropriation committee chaired by a cadastral engineer from the National Land Survey of Finland. Landowners retain ownership of the transmission line corridors.

Transmission line corridors can also be used to promote biodiversity. Therefore, Fingrid encourages landowners to make safe use of transmission line areas for the benefit of both people and nature. The company provides financial support for the management of traditional rural biotopes located within transmission line corridors in the form of start-up funding and the preparation of a management plan. Overall, we provide information on the use of transmission line corridors through idea cards aimed at landowners and guidance intended for planners. In

2025, cooperation was initiated with the Uusimaa District of the Finnish Association for Nature Conservation to manage two traditional rural biotope sites.

Fingrid monitors its overall acceptance among landowners and nearby residents by measuring landowner satisfaction with the management of investment projects. The target is to achieve a minimum score of 4 (on a scale of 1–5) in landowner surveys relating to transmission line projects completed during the year. In 2025, the average landowner satisfaction score was 3.8.

We cooperate with research institutes, international organizations, and higher education institutions, carrying out dozens of R&D projects and thesis projects each year to support the energy transition. In 2025, 23 theses were completed at Fingrid.

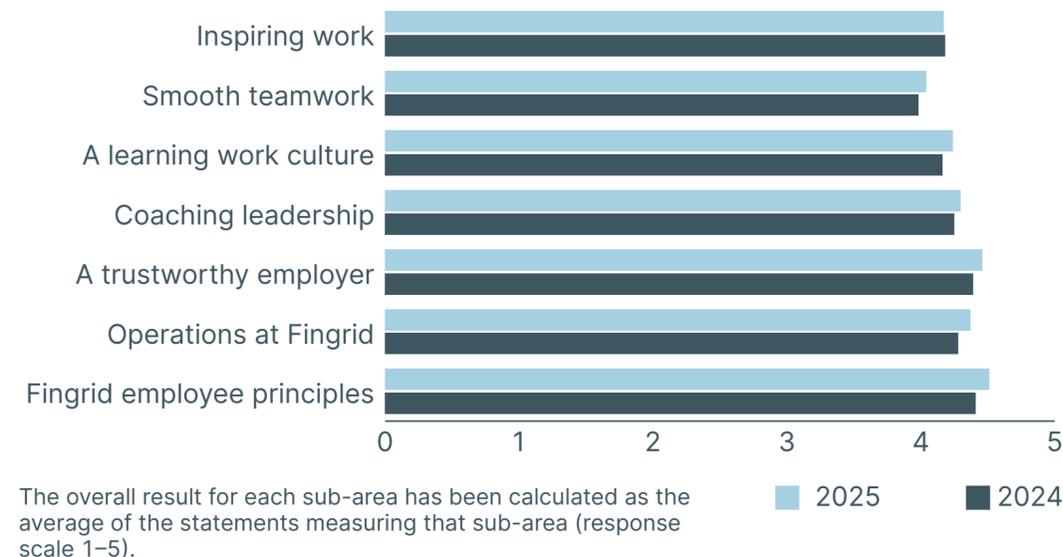
Fingrid's information security is managed in accordance with the ISO 27001 standard, and the certification was once again awarded to Fingrid in 2025. The certification demonstrates Fingrid's commitment to the continuous development and maintenance of information security.

Fingrid aims to effectively protect business-critical information and personal data. The target level for repairing critical information security vulnerabilities is 75%. In 2025, this target was clearly exceeded, with a repair rate of 92%.

When processing personal data, data protection is ensured proactively and comprehensively throughout the entire life cycle of the personal data. In 2025, we updated the company's data protection policy and ensured that data protection is taken into account, for example, in guidelines related to artificial intelligence. Fingrid's objective is to ensure that personal data remains well protected. Achievement of this objective is monitored through the number of personal data breach notifications submitted to the supervisory authority. In 2025, four notifications were submitted to the Data Protection Ombudsman.

Fingrid bears a central responsibility for Finland's electricity system and transmission grid, which is critical to society as a whole. We prepare for disruptions and risks as part of our normal operations, and corporate security is an essential element of risk management.

Summary of the results of Fingrid's personnel survey



Corporate security covers occupational safety as well as the security of the environment, properties, premises, and personnel, emergency response, and the management of internal and external misconduct and crime risks. As a reliability-related target, Fingrid monitors the calculated economic harm caused by supply interruptions to electricity consumers, with the objective of keeping such harm below EUR 4 million. In 2025, the calculated economic harm caused by supply interruptions to electricity consumers was EUR 1.4 million. We prepare for exceptional situations

from both physical and digital security perspectives. Exercises are a key part of preparedness and a means of testing operating models in practice. During the year, we participated in several exercises in which we tested cooperation and our operations in various exceptional situations.

We are committed to combating the grey economy and act as a responsible taxpayer. Fingrid reports its tax footprint annually and does not engage in special arrangements to minimize taxes. In 2025, we paid EUR 71.5 million in corporate income tax.

Vision Zero Forum granted Fingrid the highest occupational safety level classification

Fingrid has long carried out proactive and determined work for occupational safety, as an example of which the company has participated in the Vision Zero Forum for more than ten years. The work has been highly successful, as indicated by the highest occupational safety level classification granted to Fingrid by the Forum in spring 2025.

Commitment to occupational safety and maintaining a proactive safety culture require continuous dialogue on safety, clear guidelines, and close cooperation. In addition to physical safety, mental workload is also taken into account when striving for a high level of safety culture.

Vision Zero Forum is a network of workplaces whose purpose is to motivate and encourage workplaces to work towards a high level of occupational safety and well-being.



[Read the article from Fingrid Magazine](#)

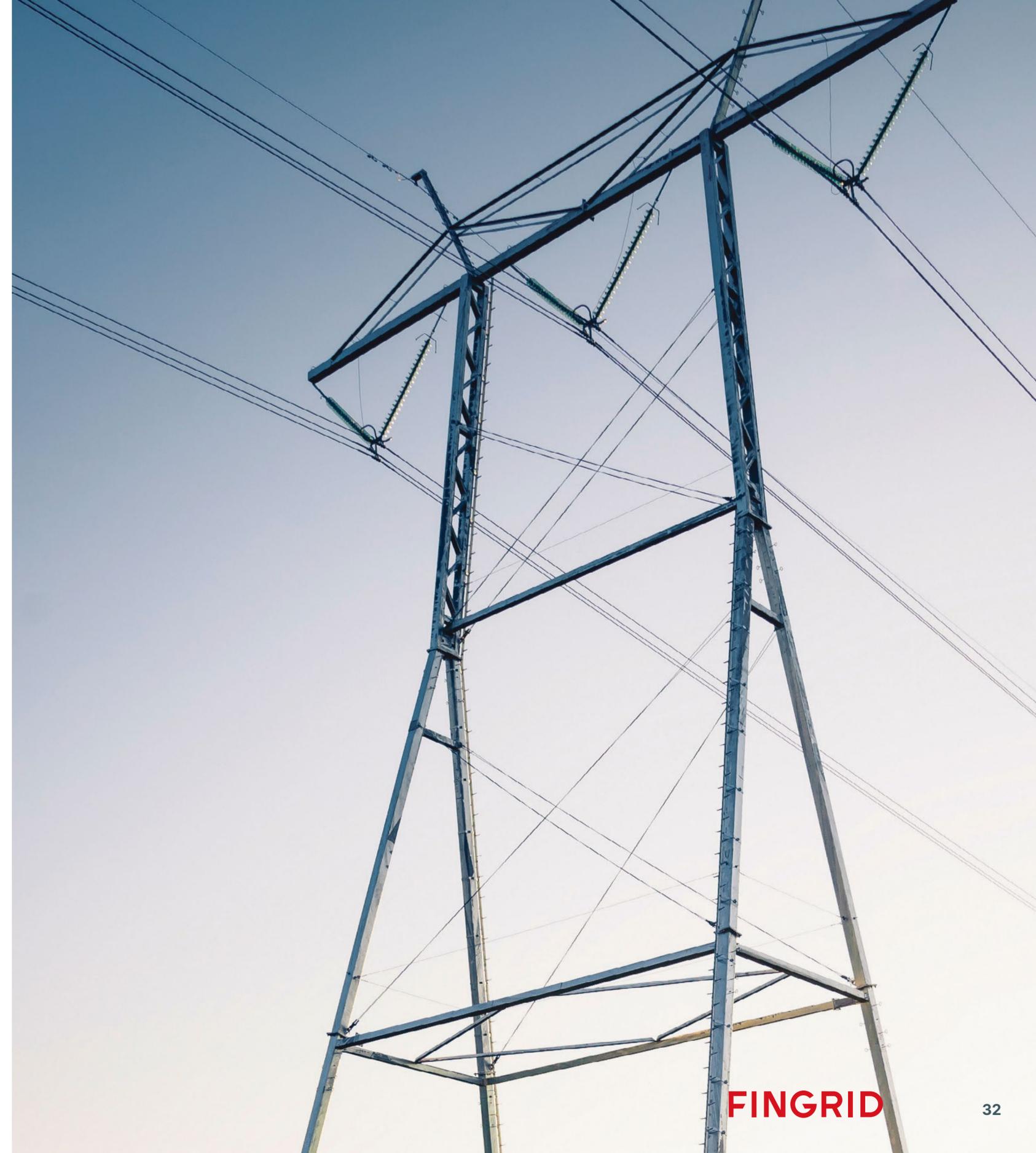
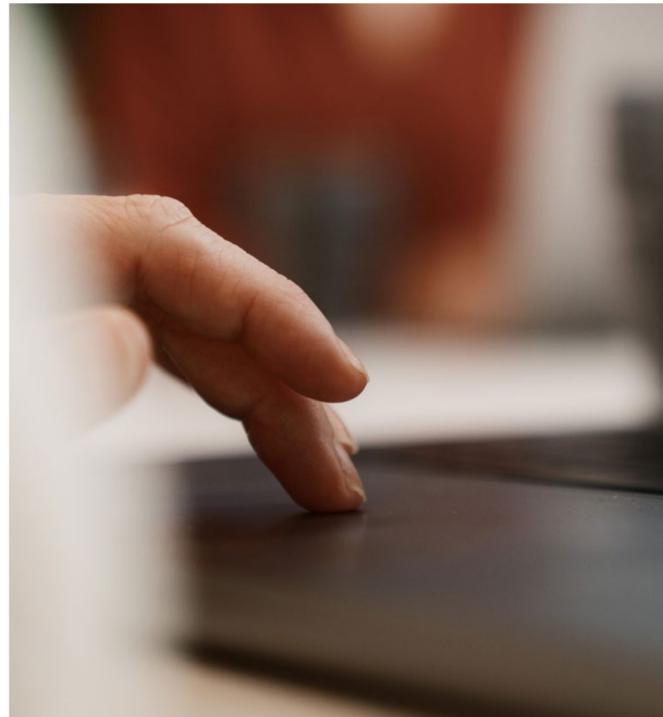
Proven good energy at work together

In an expert organization, work most often places mental rather than physical strain on employees. In 2025, Fingrid was again awarded the Hyvän Mielen Työpaikka (Good Mental Health Workplace) recognition by MIELI Mental Health Finland, for its committed and systematic work to promote mental well-being. Receiving the recognition for a second time indicates that Fingrid has successfully advanced the development goals defined earlier. The new goals for 2025–2026 focused, among other things, on fostering a culture of concentration and further developing leadership practices related to mental well-being.



Fingrid Participated in a NATO Exercise in the Arctic Region

Fingrid took part in the Coherent Resilience 2025 Arctic exercise held in Sweden. The aim of the exercise was to strengthen the energy security, resilience, and cooperation of NATO allies. The exercise focused on Arctic maritime routes, managing operational and technological capability constraints, as well as addressing hybrid threats and environmental damage. This was Fingrid's second time participating in a NATO exercise. Participants represented NATO and EU organizations, military and civilian personnel, and both the public and private sectors. Training in cooperation with different stakeholders is an important part of Fingrid's preparedness.





G - Governance

All Fingrid operations are underpinned by ethical business conduct and a corporate culture that complies with the company's values and applicable regulations. The corporate culture is based on openness and the strong commitment of personnel to the company's values and operating principles. In line with its values, Fingrid strives to foster an open, transparent, efficient and responsible working community. The corporate culture has been developed over several years through various leadership practices.

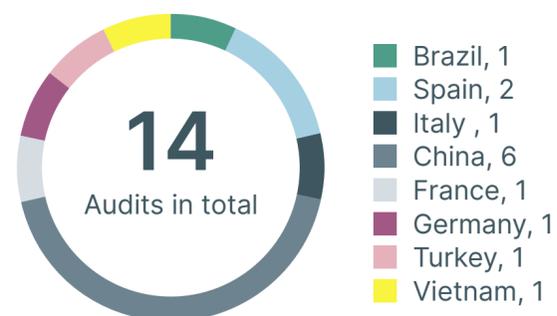
Fingrid's key principles guiding business operations include the company's Code of Conduct, leadership principles, and principles for internal control and risk management. The Code of Conduct is based on the United Nations Global Compact initiative and the UN Guiding Principles on Business and Human Rights. Fingrid signed the United Nations Global Compact initiative.

Continuous dialogue is pursued with contractors and service and goods suppliers to ensure operations in line with the company's principles, safe working conditions, and humane employment practices. Contractual partners are required to comply with specific corporate responsibility requirements or other corresponding requirements agreed separately. These requirements relate, among other things, to business practices, human rights, labour rights, occupational safety, environmental matters, and anti-corruption in accordance with the UN Global Compact initiative. In addition, suppliers must ensure and monitor that their own suppliers comply with applicable legislation and the agreed corporate responsibility requirements related to Fingrid's deliveries. Compliance with and

implementation of these requirements are ensured through risk-based audits. If deviations are identified, corrective actions are promoted in cooperation with suppliers.

During 2025, ten construction sites were audited, covering both investment project sites and maintenance operations. In international procurement of goods, 14

Audits related to international material sourcing by country



manufacturing plants in eight countries were audited with the support of a third party. In relation to the use of foreign labour, four audits were conducted at project sites and vegetation management works by an external party.

Fingrid has several feedback and reporting channels available to both employees and external stakeholders. Fingrid employees can report concerns to their supervisor, management or the Human Resources department. In addition, a confidential and independent reporting channel is in place, through which reports can also be submitted anonymously. This channel is open to both employees and all external stakeholders. The company is committed to investigating all reports made in good faith in a fair manner and to taking any necessary actions based on the investigation and its outcome. In 2025, guidance on the reporting channel and its importance was reiterated to all personnel, and targeted training was organized at different regional offices.

At the core of Fingrid's Code of Conduct is the absolute prevention of money laundering and corruption, including extortion and bribery. Key measures to prevent corruption and bribery include training, the use of the reporting channel, reviews of supplier-related contracts and commitments in significant procurements, ensuring appropriate due diligence, and the continuous development of ethical practices, due diligence processes and



sustainability requirements throughout the value chain.

Fingrid's objective is that no confirmed cases of bribery or corruption occur. In 2025, Fingrid became aware of no confirmed cases of bribery or corruption, no related convictions, and no fines related

to bribery or corruption were imposed on the company.

Fingrid's corporate governance is described in more detail in the Corporate Governance Statement 2025.

Achieved figures for ESG indicators

FINGRID

| | INDICATOR | 2030 TARGET | 2025 TARGET MONITORING: HOW WE DID | UN'S SDG |
|------------------------|---|---|--|---|
| E – Environment | Carbon dioxide emissions (scope 1, 2, 3) | Science-based SBTi emission reduction targets. Reduction per cent compared to base year 2022: scope 1 emissions -42% scope 2 emissions -53% scope 3 emissions -25% | Carbon dioxide emissions were 240,903 carbon dioxide equivalent tonnes (scope 1–3). Compared to base year 2022, scope 1 emissions reduced -16% scope 2 emissions reduced -56% scope 3 emissions reduced -31% |   |
| | Climate benefit: real-time emission factor of electricity consumption in Finland | 17 gCO ₂ /kWh | The real-time emission factor continued to decline, indicating positive development, and was 26 gCO ₂ /kWh |   |
| | Land use change intensity (transmission line area, ha / electricity transmitted in the main grid, TWh) | Improving the efficacy of transmission line land use in relation to electricity transmission by on average -2 % per year compared to 2024 baseline | Land use change intensity improved 3.7% |   |
| S – Society | Employee survey grades in "Good leadership" and employee satisfaction eNPS recommendation score | ≥4,3 eNPS > 70 | Grade in "Good leadership" was 4.3/5 eNPS was 76 |   |
| | Combined lost time incident frequency due to workplace accidents (LTIF) among own personnel and service providers | <5 | Lost time incident frequency was 2.9 |  |
| | Landowners' satisfaction with the management of investment projects: Landowner survey score | >4 | Landowners' satisfaction with the management of investment projects was 3.8/5 (average score of four projects) |  |
| | Personal data privacy | No breaches reported to the data protection ombudsman | Four breaches were reported to the data protection ombudsman |  |
| Business critical data | Critical cybersecurity vulnerabilities repair rate | ≥75% | Repair rate was 92% |  |
| System security | Impact of the disturbances (regulatory outage costs) to customers | <4 M€ | Impact of the disturbances to customers 1.4 M€ |   |
| G – Governance | Confirmed cases of corruption or briber | No cases of corruption or bribery | The company was not made aware of any confirmed cases or convictions related to bribery or corruption |   |

Fingrid delivers Responsibly.

For more detailed information on Fingrid and the contact persons for various functions, see the company's website at www.fingrid.fi

Fingrid Oyj

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FINGRID