
HELEN
ANNUAL REVIEW 2024
THAT'S ENERGY.

Contents

Helen's Annual Review consists of a business review, a sustainability report and financials. It describes the development of our business, sustainability efforts and financial performance in 2024. The Annual Review is published in Finnish and English.

Helen in 2024

We launched a new strategy period that is based on the clean transition, flexibility, and profitability. Our first electric boilers began producing district heating, and we commissioned new wind and solar farms.

The share of carbon-neutral energy produced by Helen was

63%

Helen in brief

Helen Ltd helps to make everyday life a little easier for approximately 600,000 customers in Finland. In addition to electricity, heating and cooling, we offer solutions for regional and renewable energy and electric transport. We are developing a smarter, carbon-neutral energy system that enables our customers to produce, use and save energy with respect for the environment. We have set a target of making our energy production carbon neutral by 2030. In addition, we aim to phase out combustion-based energy production by 2040.

THAT'S ENERGY.

Net sales

1,523 EUR million

Operating profit

159 EUR million

Balance sheet total, EUR million

4,120

Return on capital employed

5%

Electricity production, GWh

5,041

Heat production, GWh

6,354

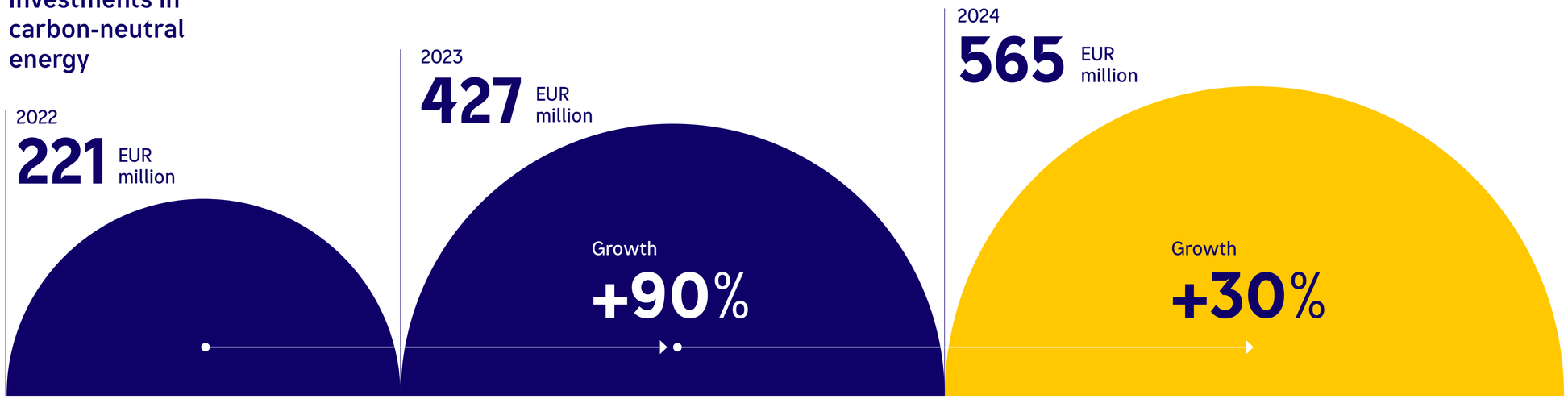
Reduction of emissions

-24%

Carbon-neutral energy

63%

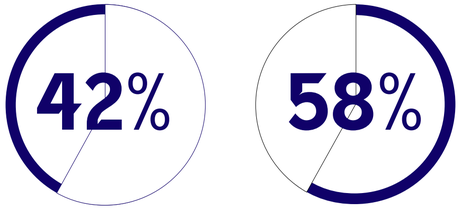
Investments in carbon-neutral energy



The figure for 2023 has been corrected regarding investments in electricity storages, electric boilers, and hydrogen.

Employees

777



Customers, approx.

600,000

Monthly visits to the Oma Helen service

2.3

million

The clean transition is progressing rapidly

The year 2024 was characterised by profound changes in district heating. Previously, this heating method suffered from a coal-darkened reputation, but now it is increasingly based on carbon-neutral energy, which for Helen means electric heat pumps and electric boilers, among other things. We invested a record-high EUR 600 million, and the share of carbon-neutral energy in our production rose to 63 per cent. Our emissions decreased by 24 per cent.

District heating was renewed in many ways. One of the most pivotal changes was the return of the heating business to profitability after years of operating at a loss. The change was driven by purposeful long-term work to improve the competitiveness of district heating. At the same time, we lowered customer prices for district heating and improved the transparency and consistency of its pricing by introducing monthly prices updated twice a year.

In addition to reductions in prices, Helen achieved reductions in carbon dioxide emissions. The decrease in both emissions and prices was attributable to the closure of the Hanasaari coal-fired power plant in 2023 and significant investments in carbon-neutral production capacity to replace fossil energy production. The story of coal will end for Helen in spring 2025, when we will completely discontinue its use.

We strengthened our position in the electricity market

We took a significant step in our electricity sales business by agreeing on a corporate transaction with Raseborgs Energi. As a result of the transaction, the electricity customers or Raseborgs Energi were transferred to Helen in January 2025. The transaction supports Helen's goal of becoming the most significant player in the retail market for electricity in Finland. Through our services, we make everyday life a little easier for approximately 600,000 customers across Finland.

In spite of the changed geopolitical climate, the situation in the electricity market has returned to the pre-energy crisis level in many respects. The average prices of electricity have become more moderate and, with the exception of the peak in prices caused by the cold weather at the beginning of the year, extreme circumstances were avoided. However, one thing is different than before: larger fluctuations in electricity prices are here to stay.

"The story of coal will end for Helen in spring 2025, when we will completely discontinue its use."

We laid the groundwork for flexibility

Electricity price fluctuations, which can be quite significant at times, and the sufficiency of electricity stirred debate in society during the year. The transition from a stable-price fossil economy to a system based on renewable energy has taken place faster than expected, which has highlighted the need to mitigate fluctuations in electricity prices. Price fluctuations create an incentive to develop the flexibility that is necessary for the market's ability to function. If achieved, this flexibility evens out price fluctuations.

If a market-based flexibility market does not develop quickly enough, it may be necessary to maintain the current regulating power capacity in the market for low-wind days during the transition period, when maintaining that regulating power capacity would

> **“A growing proportion of district heating is produced with electricity-based solutions.”**

otherwise be uneconomical. On an annual basis, there is sufficient electricity in Finland, the average market price is low, and there are several wind and solar farms investments in the pipeline.

We executed our strategy

The cornerstones of our strategy – the clean transition, flexibility and profitability – are reflected in everything we do. We are committed to making our energy production carbon neutral by 2030, and our aim is to phase out all combustion by 2040.

We have now operated under our new organisational structure for one year. The structure is based on business units that are accountable for their results and functions that support the business units. The new structure enables even better services for our customers and supports the profitability of our business in accordance with our strategy.

We sold our majority stake in Geonova Oy, a provider of geothermal and heat pump solutions, as we are focusing on district heating and cooling services in our heating business. We also transitioned to a partnership model in our customer service and solar power solutions to customers. The changes enable us to focus on Helen’s core business.

We prepared for new sustainability reporting requirements

The EU’s Corporate Sustainability Reporting Directive (CSRD) changes companies’ sustainability efforts and related reporting, and the new requirements also affect Helen. CSRD-related development work is one of the Group’s strategic projects, the progress of which is regularly monitored by the Management Group. Helen will report on its sustainability in compliance with the CSRD for the first time in its disclosures on 2025. However, we have already voluntarily taken the new reporting requirements into account, as applicable, in our Sustainability Report on 2024.

During the year, we added depth to Helen’s double materiality assessment, and our work on double materiality will continue in 2025 by expanding our stakeholder consultation, for example. We also began a development effort concerning human rights due diligence. The aim is to identify Helen’s key adverse human rights impacts and create a monitoring method for such impacts. We focused on training the company’s senior management on sustainability themes and created an online training module on sustainability for Helen employees.

Record-high investments

Our investments in carbon-neutral energy were evident at Hanasaari, where Helen’s first electric boilers were deployed in production use. We also made investment decisions on a new air-to-water heat pump plant, six electric boilers and a heat storage facility. The significant heating-related investments made in 2024 are scheduled to be completed during the 2026–2027 heating season. The change that is currently under way in heat production will increase Helen’s electricity consumption, as a growing proportion of district heating is produced using electricity-based solutions.

Helen’s renewable electricity production will take a significant leap in growth in 2025. All of the wind and solar farms we currently have under construction will start generating electricity by the end of 2025, at which time our wind power capacity will be almost 1 GW. In the spring, we inaugurated the Pjelax wind farm owned by Helen and Fortum Corporation. The wind farm’s annual production of 1 TWh represents approximately five per cent of Finland’s total wind power production. To increase the flexibility of the energy system, we invested in electricity storage in Nurmijärvi. The first year of operation of the Lakiakangas electricity storage facility was also successful.

The energy transition places new demands on the electricity network. To enable the clean transition, Helen Electricity Network Ltd will invest more than EUR 300 million over the next 10 years, which will also include the renewal of the ageing network. When combined heat and power production is discontinued, there will be hardly any electricity production in Helsinki. Consequently, securing the main grid’s transmission capacity in the Helsinki metropolitan area is an absolute prerequisite for an increasingly electrified society.

We started Helen’s first hydrogen project

Our hydrogen business took a concrete step forward when we made an investment decision on Helen’s first green hydrogen production plant. The pilot plant to be built in Helsinki’s Vuosaari district will allow us to increase our expertise to meet the needs of large-scale hydrogen production and enhance the flexibility of the entire energy system.

The produced hydrogen will primarily be used through a hydrogen refuelling station to be built at the plant. It is also possible to deliver hydrogen to customers in containers. The waste heat generated as a by-product of the production process will be put to use in Helen’s district heating network. The aim is to launch hydrogen production in 2026.

We began investigating the possibilities of small-scale nuclear power

In order for Helen to achieve its strategic non-combustion target and phase out biomass combustion by 2040, we need alternative heat production solutions. A diverse production portfolio ensures the security of supply. The most promising alternative to combustion is small-scale nuclear power, which has seen significant developments in recent years.

To achieve our goal of non-combustion, we launched a nuclear energy programme with the aim of building a combined heat and power plant or a district heating plant. In the first phase of the multi-year programme, we will negotiate with potential partner shareholders and plant suppliers and evaluate potential plant sites.

The clean transition continues

The year 2025 will bring major changes to the daily life of Helen’s employees as we move from the iconic Sähkötalo building to a new office in Helsinki’s Salmisaari district. The move will enable even closer cooperation across the Helen Group, which will hopefully be reflected in even better services and innovations for our customers.

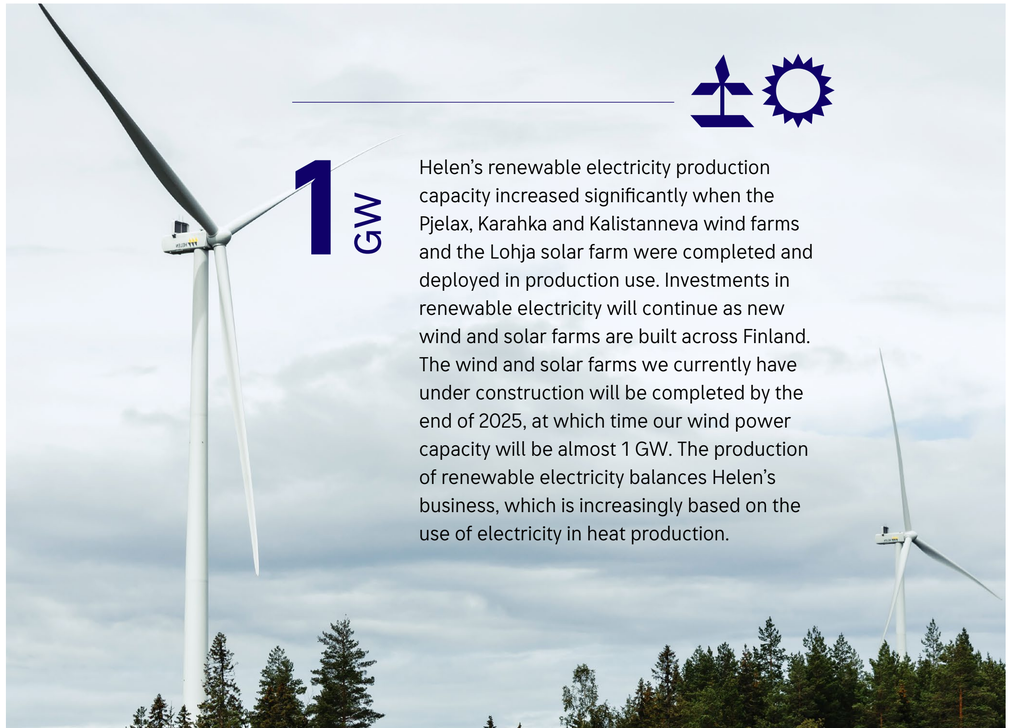
I want to take this opportunity to extend my heartfelt gratitude to our customers, partners and owner for the eventful year we had in 2024. I want to pay special thanks to the 777 Helen employees who work every day for the climate, the environment and a better future for all of us on this planet. We will take care of our customers and continue to work for the clean transition in 2025.

Olli Sirkka
CEO

Highlights of the year

The first year of the new strategy period

The year 2024 began with the implementation of the new strategy published at the end of the previous year. Helen's new Management Group began its work along with the new organisation, which consists of business units that are accountable for their results, and Group functions that support the business units. The cornerstones of our strategy are the clean transition, flexibility and profitability. We focused on our core business by selling our majority stake in Geonova Oy, a provider of geothermal and heat pump solutions.



1 GW

Helen's renewable electricity production capacity increased significantly when the Pjelax, Karahka and Kalistanneva wind farms and the Lohja solar farm were completed and deployed in production use. Investments in renewable electricity will continue as new wind and solar farms are built across Finland. The wind and solar farms we currently have under construction will be completed by the end of 2025, at which time our wind power capacity will be almost 1 GW. The production of renewable electricity balances Helen's business, which is increasingly based on the use of electricity in heat production.

Renewal of heating

We renewed our district heating products and switched to monthly prices for district heat. The new model improves the transparency and consistency of pricing. The total price of district heating was reduced on two occasions during the year, in connection with the publication of the monthly energy fees. We also launched new products, such as Optimal Heating, which makes it possible for customers to optimise their consumption of heating energy by allocating consumption to the hours of lower electricity prices.

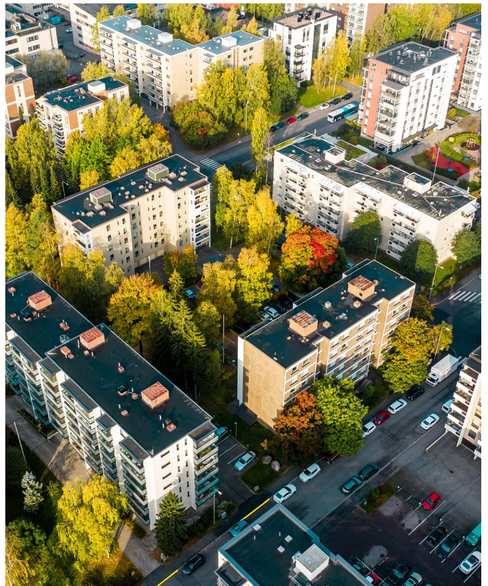
READ MORE

Cleaner district heat

District heating is undergoing one of the biggest transformations in its history as we move from heat production based on fossil fuels towards carbon-neutral energy. In 2024, we commissioned Helen's first electric boilers and made new investments in carbon-neutral heat production. Our direct greenhouse gas emissions decreased by 24 per cent. We will phase out coal when we close the Salmisaari power plant on 1 April 2025.

-24%

reduction in emissions



New electricity customers

We agreed on a corporate transaction with Raseborgs Energi that resulted in Raseborgs Energi's electricity customers being transferred to Helen in January 2025. The transaction strengthens Helen's position in the Finnish energy market and supports our goal of becoming the most significant player in the retail market for electricity in Finland. Helen has approximately 600,000 customers across Finland.

Small-scale nuclear power holds potential

Helen aims to phase out combustion by 2040. To accomplish this goal, we started a nuclear energy programme that is aimed at the utilisation of nuclear energy in heat production in Helsinki. The programme evaluates small modular reactors (SMRs) based on proven solutions, which can be used to produce only heat or both electricity and heat. This is a multi-year project.

READ MORE

A green hydrogen production plant is one step closer

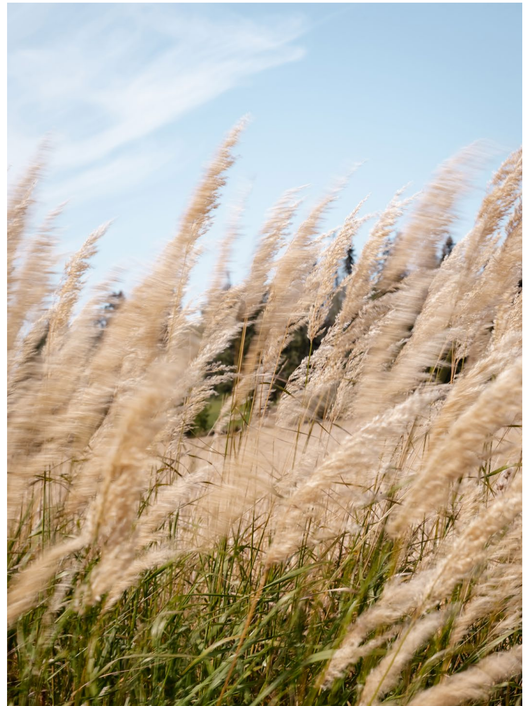
We made an investment decision on Helen's first green hydrogen production plant, which is scheduled to be completed in 2026. The pilot project will allow Helen to accumulate the necessary expertise to meet the needs of large-scale hydrogen production and enhance the flexibility of the entire energy system. The produced hydrogen will primarily be used through a hydrogen refuelling station to be built at the plant. The waste heat generated in the production process will be put to use in Helen's district heating network.

Production starts in

2026

40 MW

Renewable energy requires supporting electricity storage facilities to create stability in the electricity system and in the electricity markets. Storage facilities provide flexibility when electricity production fluctuates due to weather conditions. Helen participated in building flexibility in the electricity system by investing in an electricity storage to be built in Nurmijärvi. The 40 MW storage facility is one of the first large-scale electricity storing systems in Finland.



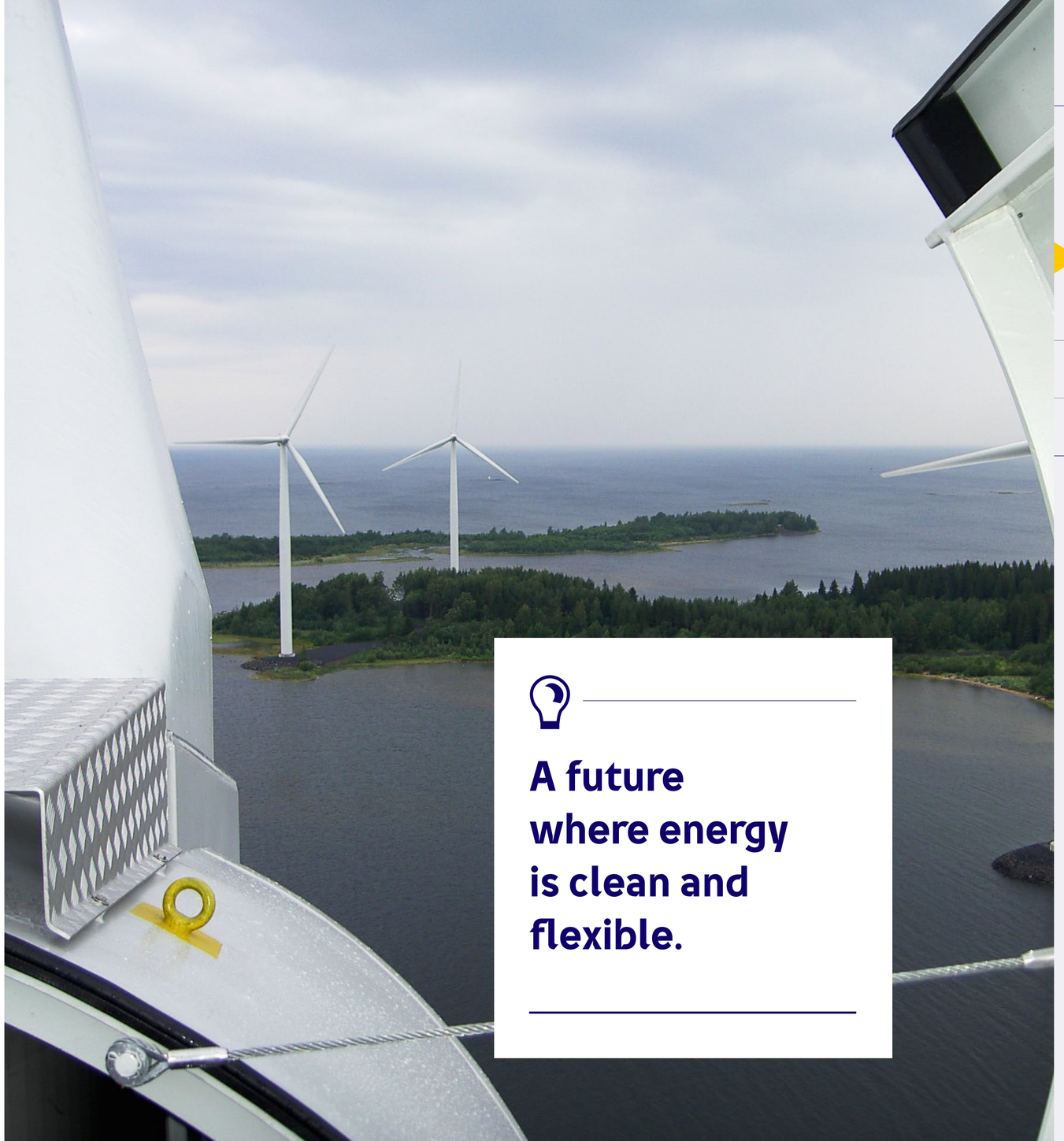
Strategy

The first year of the new strategy period was focused on our new strategic priorities: the clean transition, flexibility and profitability. Flexibility is a prerequisite for Helen's profitability and growth. We invest in clean transition projects that increase flexibility through the optimisation of the energy system. The flexibility of the energy system delivers significant benefits to customers, secures cash flow and ensures long-term profitability.

We have set a target of making our energy production carbon neutral by 2030. In the short term, we will phase out the use of coal and invest in the production of renewable electricity. In the medium term, we will electrify our heat production, invest in energy storage, continue to develop flexibility, use biomass and seize new growth opportunities. In the long term, we will increase the use of electricity in heat production and phase out combustion-based energy production by 2040.

Weather-dependent energy production is difficult to predict and requires increasing flexibility in the electricity system, where production and consumption must be in balance at all times. We are increasing flexibility by investing in electricity and heat storage and developing new business models that utilise flexibility. Flexibility helps us to take advantage of electricity price fluctuations, which have increased due to the growth of renewable energy.

Market fluctuations are transforming into opportunities for Helen through digitalisation, which we are accelerating to the benefit of our customers, business units and employees. Clarifying the service



A future where energy is clean and flexible.

offering and optimising the energy system enables us to strengthen our financial performance.

Electricity transmission capacity will play a key role as the clean transition proceeds. Heat production that relies increasingly on electricity will significantly increase electricity consumption in Helsinki, while electricity production in the capital will decrease when combined heat and power generation is discontinued. In addition to the energy transition, our investments in the electricity network enable growth in an increasingly electrified society and the clean and flexible energy production of the future.

Phasing out combustion-based energy production in line with our strategy requires small-scale nuclear power. As one of the future solutions for heat production, we are investigating the possibility of producing heat with small modular nuclear reactors. As a business opportunity that utilises the flexibility of the electricity markets, we are investigating hydrogen production. The role of hydrogen will be to ensure profitable electricity prices under all circumstances, and support the journey of non-combustion in the heating business with the aid of waste heat.

Helen's strategy is summarised in our vision: "A future where energy is clean and flexible".

Business units

Customers and services

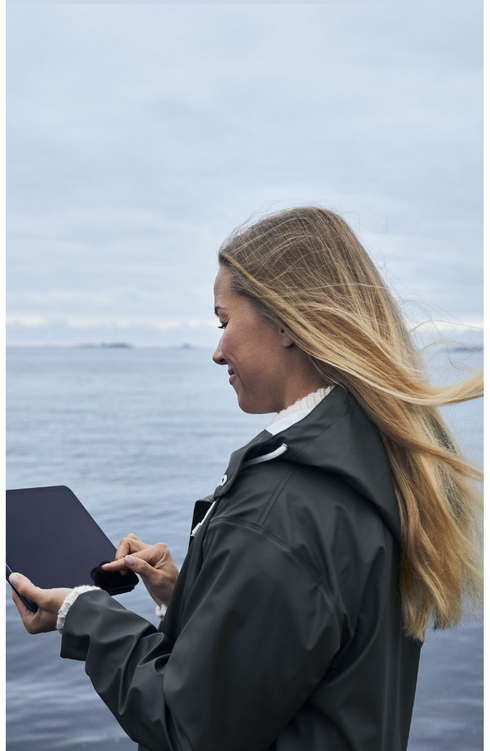
The Customers and services business unit provides electricity-related services to consumers, housing companies and businesses. The business activities of the Customers and services unit are mainly focused on electricity contracts, in addition to which it offers electric vehicle charging services, flexibility services and other value-added services.

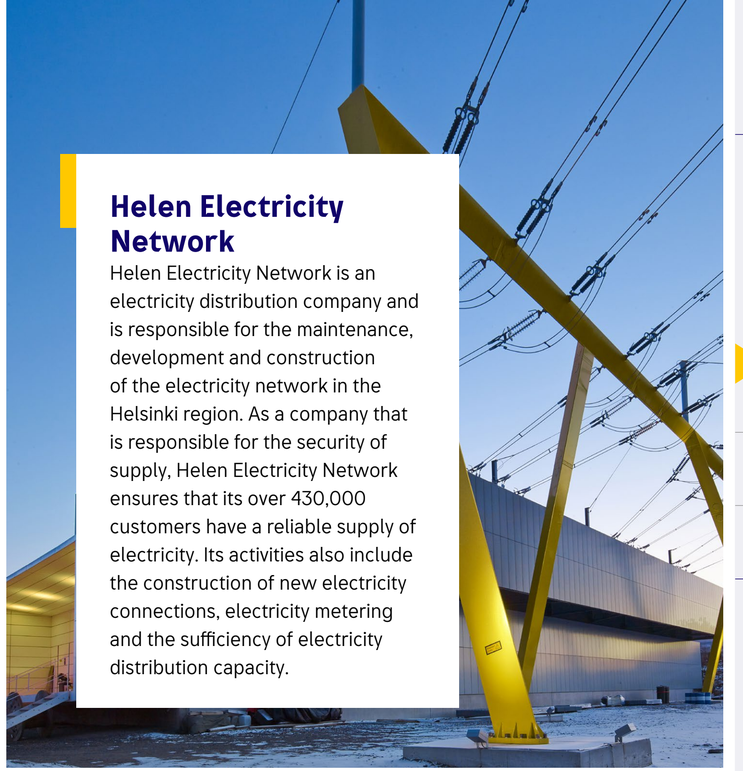
Heating and cooling

Heating and cooling produces, distributes and sells heating and cooling in the Helsinki region. The focus of its business activities is on the transition to clean and non-combustion-based heating and cooling through investing in, and building, new production capacity. The business unit also maintains the city's critical energy infrastructure and is responsible for the security of supply.

Power generation and energy system optimisation

Power generation and energy system optimisation manages and develops diverse power generation. It includes investments in emission-free electricity production, which relies heavily on hydro, nuclear, wind and solar power. Energy system optimisation combines and optimises growing weather-dependent production, heating energy and electricity demand by utilising flexibility.





Helen Electricity Network

Helen Electricity Network is an electricity distribution company and is responsible for the maintenance, development and construction of the electricity network in the Helsinki region. As a company that is responsible for the security of supply, Helen Electricity Network ensures that its over 430,000 customers have a reliable supply of electricity. Its activities also include the construction of new electricity connections, electricity metering and the sufficiency of electricity distribution capacity.

New business and hydrogen

The New business and hydrogen business unit ensures Helen's future competitiveness with systematic foresight and innovations that generate new business. Research, development, and innovation are integral to its business strategy. The unit is also responsible for developing the hydrogen business, which plays a key role in enabling flexibility, energy storage and the clean transition of other industries.

Our heating business returned to profitability after loss-making years.

Business year

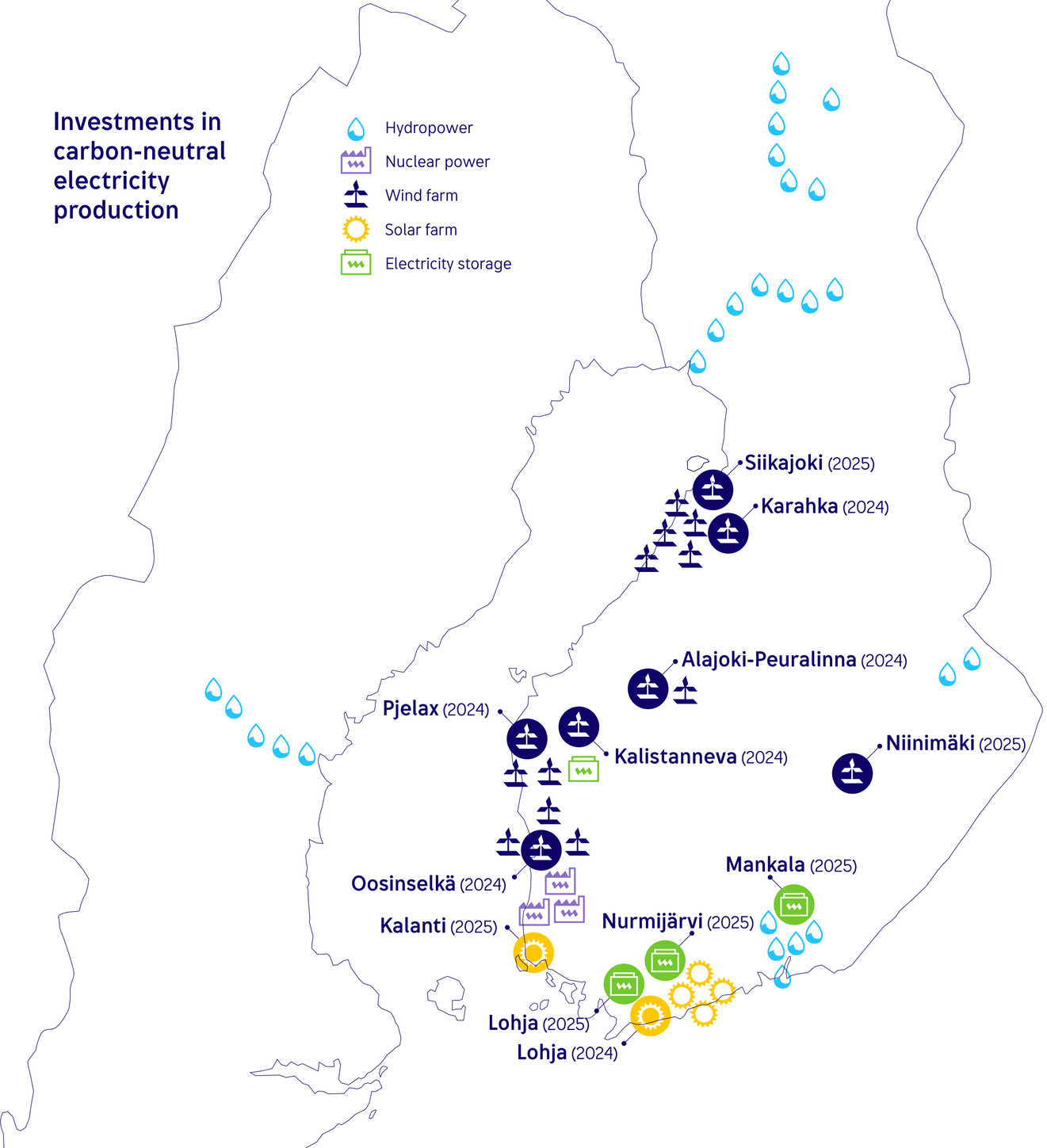
We began the execution of our new strategy by focusing on building carbon-neutral energy production and flexibility that supports it. We renewed our district heating products and invested in the clean transition of district heating. Our heating business returned to profitability after loss-making years. Our emissions decreased due to the reduced use of coal, and we prepared for the phasing out of coal in spring 2025.

After the energy crisis, electricity prices in Finland returned close to the long-term average. Wind power continued to grow strongly and the amount of new production capacity deployed in Finland exceeded 1,500 MW. As weather-dependent renewable electricity production capacity is increasing, electricity price fluctuations have also increased and both exceptionally high and negative prices have occurred more often than before.

The share of carbon-neutral energy in Helen's production palette increased when we converted a coal-fired boiler to a pellet-fired boiler in Salmisaari and introduced new heat sources, such as three electric boilers in Hanasaari. In electricity production, we commissioned wind farms in Pjelax, Karahka and Kalistanneva, as well as a solar farm in Lohja. We invested in increasing the flexibility of the electricity system by investing in a 40 MW electricity storage to be built in Nurmijärvi.

We made an investment decision on an air-to-water heat pump plant and two electric boilers with a combined heat production capacity of 100 MW to be located at the Patola production site. The air-to-water heat pump plant, based on new technology, will be the first of its size in the world. We also invested in an electric boiler plant and heat storage facility to be built in the Hanasaari energy block. Comprising four electric boilers, the plant will have a capacity of 200 MW, making it the largest in Europe.

Investments in carbon-neutral electricity production



We expanded to new areas by investing in a green hydrogen production plant to be built in Vuosaari. We will use the pilot plant to evaluate the possibilities of large-scale hydrogen production. In the autumn, we launched a nuclear energy programme with the aim of finding a sustainable solution to phasing out combustion-based energy production.

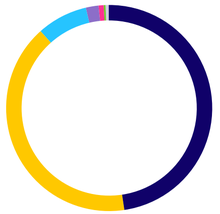
Financial performance

Consolidated net sales decreased by 17 per cent year-on-year, mainly due to a decline in the market price of electricity, and amounted to EUR 1,523 million (2023: EUR 1,826 million). The average spot price of electricity in 2024 was EUR 46 (EUR 57) per MWh. A key development with regard to the profitability of the business units was district heating turning profitable after years of operating at a loss. The costs of combined heat and power generation remained high, but the impairments recognised on coal-related inventories in previous years decreased coal costs significantly.

Operating profit came to EUR 159 million (EUR 93 million). Operating profit was negatively affected by the accelerated EUR 18 million depreciation recognised in connection with the discontinuation of coal-based production in Salmisaari, and a write-off of EUR 7 million recognised on fixed assets in relation to the closure of the Kellosaari reserve power plant. Return on capital employed improved to 5 per cent (4 per cent).

Distribution of net sales

1,523 EUR million



- Electricity 48%
- Heat 41%
- Electricity transmission 8%
- Cooling 2%
- Solutions 0.8%
- Gas 0.3%
- Other 0.5%

Energy production

The total amount of electricity procurement increased by approximately 8 per cent year-on-year and was 5,041 GWh (4,688 GWh). The amount of electricity produced with wind power almost tripled. The amount of electricity produced with nuclear power decreased by approximately 6 per cent and the amount of electricity produced with fossil fuels decreased by 21 per cent. Nuclear power accounted for 45 per cent of Helen's electricity production and renewable forms of production for 38 per cent. The remainder was produced with coal and natural gas. Electricity transmission in Helsinki was 4,571 GWh (4,387 GWh).

In heat production, the share of energy produced with fossil fuels was 53 per cent. Bioenergy accounted for 32 per cent and heat pumps for 15 per cent of heat production. The total amount of heat production was 6,354 GWh (6,673 GWh), which is approximately 5 per cent less than in the previous year. Helen's use of coal decreased by 41 per cent, while the use of biofuels increased by 12 per cent. Our cooling production amounted to 243 GWh (205 GWh).

We invested EUR 565 million (EUR 427 million) in carbon-neutral energy and, at the end of the year, 63 per cent (54 per cent) of our energy production was carbon neutral.

Reducing emissions

The direct greenhouse gas emissions of energy production (Scope 1) amounted to 1.3 million tonnes (1.7 million tonnes) of CO_2-eq, which represents a year-on-year decrease of 24 per cent. Specific CO_2 emissions decreased by 27 per cent and were 114 grams (156 grams) of CO_2-eq per kWh produced. The significant reduction in emissions is especially attributable to the considerable decrease in the use of coal.

In 2022, Helen became the first Finnish energy company to receive approval for the emissions reduction targets from the Science Based Targets initiative (SBTi). The targets are based on a scientific calculation method, which aims to ensure consistency with the Paris Agreement's target of limiting global warming to below 1.5°C.

SBTi provides indicators that help boost emissions reductions, increases the transparency of sustainability efforts and demonstrates progress in the reduction of emissions. By 2030, we are committed to reducing:

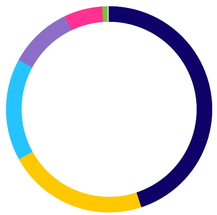
- our Scope 1 and Scope 2 emissions by 77 per cent on the 2019 level, per MWh of electricity and heat produced
- our Scope 1 and Scope 3[1)] emissions by 77 per cent on the 2019 level, per MWh of electricity and heat sold

In 2024, Helen's Scope 1 and Scope 2 emissions decreased by 58 per cent on the 2019 level, per MWh of electricity and heat produced. The decrease in Scope 1 and Scope 3 emissions was 55 per cent on the 2019 level, per MWh of electricity and heat sold. The SBTi-validated targets will be updated in 2025.

[1)] *For Scope 3 emissions, the target encompasses greenhouse gas emissions from our associated companies' energy production as well as emissions related to the production of purchased and resold electricity and heat.*

Breakdown of electricity production

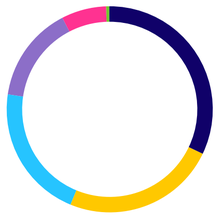
5,041 GWh



- Nuclear power 45%
- Wind power 22%
- Hydropower 16%
- Coal 10%
- Natural gas 6%
- Fuel oil 1%
- Solar power 0.04%

Breakdown of heat production

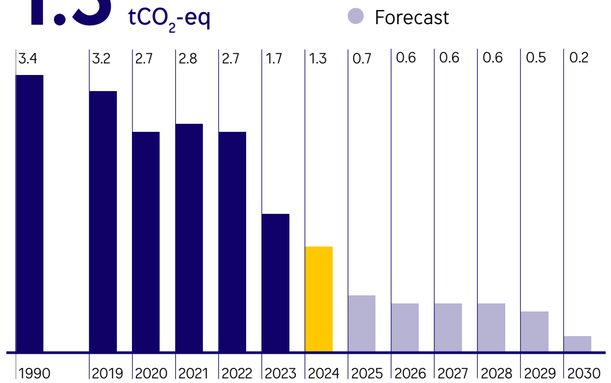
6,354 GWh



- Biomass 32%
- Natural gas 24%
- Coal 21%
- Heat pumps 15%
- Fuel oil 7%
- Electric boilers 0.5%

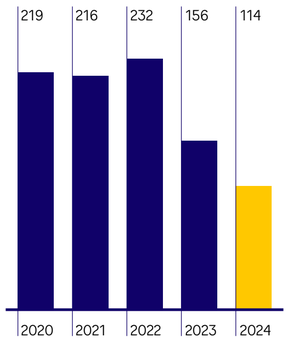
Direct GHG emissions (Scope 1)

1.3 million tCO_2-eq



Specific carbon dioxide emissions

114 gCO_2-eq /kWh



Carbon neutrality programme

Helen's goal is to achieve carbon-neutral energy production by 2030. In the carbon neutrality programme, we explain how we reduce carbon dioxide emissions and dependence on imported fossil energy as well as increase Finland's energy self-sufficiency.

Helen has been taking decisive action to reduce emissions for many years now. The next significant turning point will be in 2025, when we close down the Salmisaari power plant and completely discontinue the use of coal.

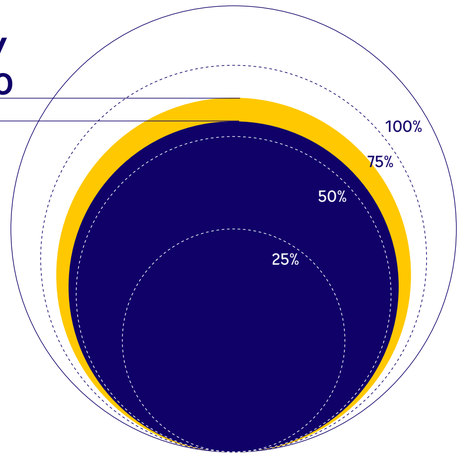
Our emissions reduction schedule

2025: at least 80% down from the 1990 level
Our heat production will mainly consist of heat pumps utilising waste and environmental heat, electric boilers, energy storage and sustainable bioenergy. We will produce electricity mainly with hydro, nuclear, wind and solar power.

2030: at least 95% down from the emissions in 1990
We will further increase wind and solar power and the amount of non-combustion heat production, especially with heat pump solutions. We will offset any remaining emissions.

The share of carbon-neutral energy in production

2024
63%
2023: 54%



Helen's goal is to achieve carbon-neutral energy production by 2030.

Customers

The retail prices of electricity followed the general development of the electricity market. On average, retail prices were lower than during the energy crisis, but there were also high price peaks, zero prices and even negative prices during the year. Price fluctuations maintained customers' interest in electricity-related matters. The NPS and CSAT indicators of Helen's customer experience improved and, according to EPSI and Nepa surveys, we were the most widely considered energy company in Finland.

At the end of the year, the number of consumer and small enterprise electricity contracts was approximately 625,000. Consumer and small enterprise energy sales totalled 3,400 GWh and energy sales to major corporations were 2,100 GWh.

Sales of district heating decreased due to the year being nearly one and a half degrees warmer than an average year. The warm weather in the summer and early autumn increased the demand for cooling. We improved the transparency and consistency of the pricing of district heat by means of a product renewal implemented at the beginning of the year, which saw us introduce monthly prices that are updated twice a year. The customer prices for district heating fell in connection with both updates. We also launched Optimal Heating as a new product that takes advantage of demand response.

To support smart energy consumption, we continued to develop the Oma Helen and Yritys Helen services. The number of monthly visits to Oma Helen is approximately 2.3 million, and over 500,000 customers have already started to use the service.

Sustainability report

Emissions arising from our energy production continued to decline as a result of reducing the use of coal. We replaced fossil heat production with solutions based on electricity and biomass.

Helen's direct GHG emissions decreased

-24%

General information

Sustainability management

The management of sustainability at Helen is based on the company's values and Code of Conduct, strategy, sustainability policy and corporate governance.

As sustainability is a key part of Helen's strategy, the company's Board of Directors has the ultimate decision-making authority in sustainability issues. The Management Group is responsible for securing the preconditions for Helen's sustainability work, which is coordinated by the Sustainability and Public Affairs function. Practical sustainability work is carried out as part of day-to-day work in all Helen's operations.

The priorities of Helen's sustainability work are defined in the sustainability programme approved by the Management Group, which supports the implementation of the Sustainable Development Goals (SDGs) of the UN 2030 Agenda. Helen's owner, the City of Helsinki, uses these targets as a basis for its reporting on the entire Helsinki City Group.

Sustainability-related targets are part of the set of strategic management metrics and the performance bonus system for the personnel and the management. One of the metrics applicable to the entire personnel is the metric concerning the climate target that is linked to the Science Based Targets initiative. The achievement of the set targets is monitored by Helen's Management Group and the management groups in charge of the company's functions. In addition, Helen's Board of Directors monitors, in particular, strategically key safety issues, the achievement of the carbon neutrality target and sustainability issues related to fuel procurement.

Practical sustainability and environmental management is also supported by operations-related systems, environmental guidelines and other operating guidelines. In addition, the following standards are applied in Helen's operations:

SUSTAINABILITY MANAGEMENT

HELEN LTD'S BOARD OF DIRECTORS
Sets requirements for sustainability work, monitors the achievement of strategic sustainability targets and approves the sustainability policy and the Code of Conduct.

HELEN LTD'S EXTENDED MANAGEMENT GROUP

HELEN LTD'S MANAGEMENT GROUP
Is responsible for allocating resources for sustainability work, monitors the achievement of sustainability targets by quarter and approves the sustainability programme and sustainability report. Sustainability is included in the Management Group's agenda by the VP, Sustainability and Public Affairs.

Handles sustainability issues that apply to the entire Group. The Extended Management Group consists of the members of Helen Ltd's Management Group and Helen Ltd's chief shop stewards.

HELEN GROUP'S FUNCTIONS
Carry out sustainability work and implement the sustainability programme in their daily work.

SUSTAINABILITY TEAM	Carries out sustainability work in a network-based manner as part of the Group and its own operations. The Sustainability Team consists of designated experts from the Sustainability and Public Affairs function, the parent company and the subsidiaries.
SUSTAINABILITY AND PUBLIC AFFAIRS FUNCTION	Coordinates the implementation of the sustainability programme under the leadership of the VP, Sustainability and Public Affairs and develops sustainability work together with Helen Group's functions.

ISO 14001 standard on environmental management systems

Helen Ltd's electricity production, the production and distribution of heating and cooling as well as fuel procurement are certified in accordance with the ISO 14001 standard on environmental management systems.

ISO 45001 standard on occupational health and safety management systems

Helen Ltd's and Helen Electricity Network Ltd's occupational health and safety management system is certified in accordance with the ISO 45001 standard on occupational health and safety systems.

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Code of Conduct

Helen Group's Code of Conduct is the basis for all operations and the most important commitment guiding the company's work. All Group personnel must adhere to it. Partners are also required to commit to the Code of Conduct. The Code of Conduct is described more extensively in the section focusing on ethical conduct and compliance.

Helen's work is guided by the following policies:

- Code of Conduct
- Risk policy
- Procurement policy
- Sustainability policy
- Competition law policy
- Financing and investment policy
- Personnel policy
- Internal audit guidelines

Helen's Board of Directors approved the set of policies on 22 March 2024, with the exception of the risk policy, which was approved by the Board of Directors on 24 September 2024. The policies are complemented by operating principles and guidelines. Policies are reviewed and, if necessary, updated annually in the constitutive meeting of the Board of Directors. Helen Ventures' investment policy was repealed by a decision of the Board of Directors' on 27 November 2024, with the exception of the sustainability guidelines.

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Materiality analysis

With the aid of the materiality analysis on sustainability, Helen has identified its most significant impacts on the environment and people as well as the key risks and opportunities for economic value creation. External and internal stakeholders play a critical role in the identification of impacts.

Helen's materiality analysis was updated in autumn 2023, taking the principles of double materiality into account. The update process involved an external partner and was driven by the changing operating environment in the energy sector, the renewal of the strategy and the preparations for reporting in accordance with the EU's Corporate Sustainability Reporting Directive.

Update process

The materiality analysis update started with collecting background materials and analysing the existing information. The background materials used included Helen's previous materiality analysis, the personnel survey, customer satisfaction surveys and feedback, as well as the results of the Reputation&Trust survey, among other things. Other input data included the operating environment analysis, assessments made by Helen's risk management, the assessment of climate-related risks and opportunities (TCFD), and materiality analyses conducted by other undertakings operating in the energy sector.

In the next phase, an electronic survey was sent out to Helen's employees to obtain information on their views concerning the material topics and the need to update the sustainability programme. A total of 180 survey responses were received, representing 24 per cent of the personnel. On the basis of the survey results, three workshops were organised to discuss the most material sustainability impacts and their prioritisation. In the workshops, Helen's key positive and negative impacts were reviewed and scored, along with financial risks and opportunities arising from sustainability-related matters, and their impacts were assessed. Invitees to the workshops included the Sustainability Team, which consists of experts from the parent company and subsidiaries and supports the entire Group's sustainability efforts.

After the background work, the first version of the materiality analysis was prepared together with sustainability and risk management experts. Feedback on the first version of the analysis was collected from Helen's business functions. In addition, stakeholder interviews were conducted, focusing on persons responsible for the City of Helsinki's ownership steering, Helen's largest customers and unions and associations that are significant with respect to the impacts.

On the basis of the interviews and the feedback, the final version of the materiality analysis was prepared, which was approved by Helen's Management Group as part of the new sustainability programme.

Helen's double materiality analysis will be deepened in 2025.

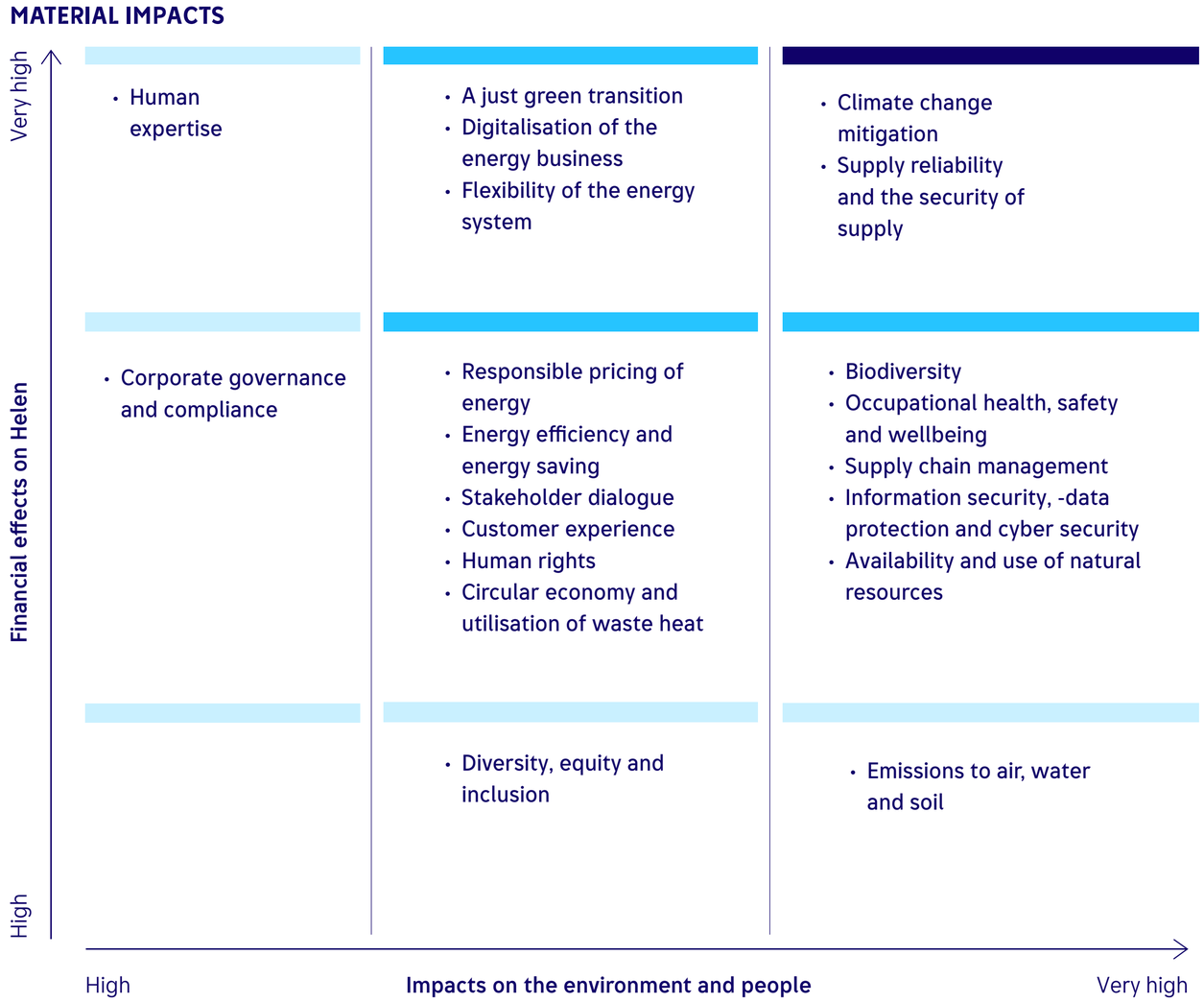
Outcome

The results of the materiality analysis are presented in the adjacent table, which shows impacts from the double materiality perspective, prioritised in nine different fields. The content of the material impacts is described in words on the following page.

A sustainable energy system and climate change mitigation have remained as the most material aspects of sustainability by a clear margin. This was also highlighted in stakeholder interviews. Next in the order of materiality were supply reliability and questions related to green transition and energy prices.

For Helen Ltd, the sustainability of the raw materials chain and the carbon neutrality of energy production were considered the most material issues. Helen Electricity Network Ltd plays a key role in setting an example for supply reliability and the partners' safety, security and sustainability efforts. In addition to the above, aspects emphasised in other subsidiaries included stakeholder cooperation and local influencing.

In 2024, double materiality was deepened in accordance with the requirements of the EU's sustainability reporting standards. The work will continue in 2025. Helen's Board of Directors will approve the in-depth double materiality analysis during 2025.



Material sustainability impacts, risks and opportunities

ESRS[1)]	Material themes	Material negative (↓) and positive (↑) impacts	Material financial risks (↓) and opportunities (↑)
Climate change	• **Climate change mitigation**	↓ Direct and indirect CO_2 emissions from energy production accelerate climate change. ↑ Cleaner energy solutions reduce CO_2 emissions and thus mitigate climate change.	↓↑ A clean transition has cost impacts. The impacts can be positive or negative depending on the solutions used and the success of the implementation. ↓ More frequent and intensive extreme weather phenomena damage infrastructure and cause interruptions in energy production. ↑ Emission-free forms of energy production and technological innovations improve competitiveness, create business opportunities, increase demand and improve Helen's financial position. Read more: Climate-related financial risks and opportunities (TCFD)
Pollution	• **Emissions to air, water and soil**	↓ Flue gas emissions from energy production degrade air quality. ↑ Cleaner energy solutions reduce flue gas emissions and thus improve air quality. ↓ Energy production may impair the thermal balance and chemical state of bodies of water.	↓ Energy production may cause soil contamination and the related decontamination measures incur costs. ↓ Non-compliance with the provisions of environmental permits may cause reputational damage and costs.
Water and marine resources	• **Biodiversity**	↓ Energy production transforms ecological corridors, aquatic ecosystems and species in bodies of water.	↓ Fishery obligations reduce the acceptability, continuity and profitability of hydropower use. ↑ Hydropower provides regulation capacity as weather-dependent production increases and ensures supply reliability as well as profitability.
Biodiversity and ecosystems	• **Biodiversity** • **Availability and use of natural resources**	↓ The construction, operation and maintenance of energy production and distribution reduce biodiversity (e.g. the fragmentation of ecosystems and ecological corridors). ↓ The clean transition multiplies the demand for critical raw materials and thus accelerates biodiversity loss. ↓ Biomass combustion influences land use and forest ecosystems.	↓ The increasing demand and limited supply of raw materials critical to the clean transition increase prices and reduce availability.
Resource use and circular economy	• **Energy efficiency and energy saving** • **Circular economy and utilisation of waste heat**	↓ Energy production generates by-products and waste. ↑ Waste heat is used in own heat production and energy production by-products are used in industry and earthworks.	↑ The circular economy creates new business opportunities and improves the cost efficiency of business operations.

[1)] *European Sustainability Reporting Standard.*

ESRS[1)]	Material themes	Material negative (↓) and positive (↑) impacts	Material financial risks (↓) and opportunities (↑)
Own workforce	• **Occupational health, safety and wellbeing** • **Human rights** • **Diversity, equity and inclusion** • **Human expertise**	↓↑ The manner in which occupational health, safety and wellbeing are managed influences employees' wellbeing and private life. ↑ Business operations provide employment for people and have indirect financial impacts on the surrounding society through the company's own employees. ↑ Competent employees promote Helen's and Finland's clean transition.	↓↑ The availability and training of the personnel influence business growth and development.
Workers in the value chain	• **Supply chain management** • **Human rights**	↓ The manner in which partners are managed influences the occupational health, safety and wellbeing of employees in the supply chain as well as their human rights. ↑ Negative impacts are more prominent in countries where working conditions are poor. Good supply chain management increases the supply reliability of energy production and promotes the supply chain's occupational safety practices and the realisation of human rights. ↑ Business operations provide employment for people and have indirect financial impacts on the surrounding society through the supply chain's employees.	↓↑ The overall efficiency of the supply chain and the manner in which partners are managed influence the availability and production costs of products and services. ↓ Unsafe working conditions and human rights violations among the supply chain's employees result in legal proceedings, reputational damage and costs. ↓ Availability-related challenges increase purchases from high-risk countries.
Affected communities	• **Stakeholder dialogue**	↓ The construction, operation and maintenance of energy production and distribution have negative impacts on the residential and recreational use of living environments. ↑ Business operations provide employment for people and increase municipal tax revenue.	↓ Poor stakeholder dialogue increases resistance to energy production and distribution projects, thereby slowing down the progress of the projects and increasing their costs.
Consumers and end-users	• **Security of supply and supply reliability** • **A just green transition** • **Responsible pricing of energy** • **Energy efficiency and energy saving** • **Stakeholder dialogue** • **Customer experience**	↓↑ Supply reliability influences the outage times and number of outages experienced by customers. ↑ Helen's energy solutions improve customers' energy efficiency and save energy.	↓↑ Customers' perceptions of pricing and of the functionality of energy solutions influences the number of customers and the customer experience. ↓ Bottlenecks in the energy production and distribution infrastructure limit the ability to serve existing and new customers, thereby slowing down business growth.
Business conduct	• **Information security, data protection and cyber security** • **Good governance and compliance** • **Flexibility of the energy system** • **Digitalisation of the energy business**	↓ Possible information security, data protection and cyber security incidents can cause energy supply disruptions to customers and functions critical to society. ↑ The digitalisation and flexibility of the energy system make it possible to provide customers with cost-efficient and emission-free energy and to help customers save energy and money.	↓↑ The digitalisation and flexibility of the energy system influence competitiveness and profitability. ↓ Inadequate information security, data protection, and cyber security management practices may result in legal proceedings, reputational damage and costs.

[1)] *European Sustainability Reporting Standard.*

Material sustainability aspects in the value chain

Very significant
Significant
Not significant

SUPPLY CHAIN AND PROCUREMENT
- Fuels and raw materials
- Energy infrastructure
- Transport

ENERGY PRODUCTION
- Fossil
- Renewable

ENERGY TRANSMISSION AND DISTRIBUTION
- Main grid
- Transmission network
- District heating network
- Cooling network

ENERGY SOLUTIONS CUSTOMERS AND USERS
- Electricity, heating and cooling
- Energy solutions

Climate change mitigation	
Security of energy production and supply	
Biodiversity	
Occupational health, safety and wellbeing	
Supply chain management	
Information security, data protection and cyber security	
Availability and use of natural resources	
A just green transition	
Digitalisation of energy business functions	
Flexibility of the energy system	
Responsible pricing of energy	
Energy efficiency and energy saving	
Stakeholder dialogue	
Customer experience	
Human rights	
Circular economy and utilisation of waste heat	
Emissions to air, water and soil	
Personnel expertise	Helen must have sufficient expertise to implement its strategy.
Diversity, equity and inclusion	Helen's internal practices may have spillover effects on stakeholders.
Corporate governance and compliance	Corporate governance and compliance are the starting point of all Helen's operations.

Sustainability programme

ϟϟϟ On target ϟϟ Close to target ϟ Far from targe

	THEME	TARGET	METRIC	PROGRESS IN 2024		SDG
E	**SUSTAINABLE ENERGY SYSTEM** We are leading the energy transformation as a trailblazer of the clean transition. Our target is to make our energy production carbon-neutral by 2030 and to phase out combustion-based energy production by 2040.	We will discontinue the use of coal in 2025 and seek to phase out combustion-based energy production in 2040	%	ϟϟϟ	The share of carbon-neutral energy production is 63%. The use of coal will be discontinued by 1 April 2025.	7, 9, 13
		We will reduce our Scope 1, Scope 2 and Scope 3[1)] emissions by 95% by 2030 from a 1990 base year	%	ϟϟϟ	46%. The metric has been expanded to include Scope 2 and Scope 3[1)] emissions.	
		We will reduce our Scope 1 and Scope 2 emissions by 77% per MWh of electricity and heat produced by 2030 from a 2019 base year	%	ϟϟϟ	58%	
		We will reduce our Scope 1 and Scope 3[1)] emissions by 77% per MWh of electricity and heat sold by 2030 from a 2019 base year	%	ϟϟϟ	55%	
	BIODIVERSITY We operate on the terms of biodiversity, aiming for long-term net positivity.	We only use sustainability-certified biomass or biomass sourced from controlled origins	%	ϟϟϟ	100%	
		We conduct a biodiversity survey in all our new energy infrastructure projects that exceed EUR 10 million and in smaller projects that are located near identified sensitive natural areas[2)]	%	ϟϟϟ	100%. The target was specified further in 2024.	
		We launch at least 5 projects annually to protect biodiversity	number	ϟϟϟ	5	
S	**ATTRACTIVE EMPLOYER** We promote occupational wellbeing and safety. We build an inclusive work community and guarantee equal opportunities for our employees. We offer meaningful tasks and growth paths.	Helen Group and its strategic partners will have an LTIF of 3 or lower in 2024	LTIF	ϟϟ	3.8. The target was specified further in 2024.	8, 12
		Our employee Net Promoter Score is 37 at a minimum	eNPS	ϟ	16	
		80% of our personnel will have completed sustainability training in 2024	%	ϟ	63%. The target was specified further in 2024. The sustainability training was published mid-year.	
		We take diversity into account in our supervisor training and measure the realisation of diversity in our personnel survey		ϟϟ	Sustainability, and inclusion in particular, was discussed in all supervisor sparring activities. A personnel survey that includes diversity-related questions will be conducted in T1/2025.	
	SUSTAINABLE SUPPLY CHAIN We ensure that our operating methods are sustainable for people and the environment. We are a reliable partner.	We will audit 80% of the value of purchases from our strategic and key suppliers by 2024	%	ϟϟϟ	80%	
		100% of our strategic and key suppliers have responded to our sustainability survey	%	ϟϟϟ	100%	
		80% of our strategic and key suppliers have set an emissions reduction target	%	ϟϟϟ	82%	
	CUSTOMER-ORIENTED PRODUCTS AND SERVICES We take care of the maintenance of energy infrastructure that is critical to society and ensure security of supply. We provide sustainably produced and responsibly priced energy. We increase the flexibility of the energy system in cooperation with our customers.	Our average annual outage time is				
		• electricity: < 5 min	min	ϟϟϟ	2.1	
		• heat: < 2 h	h	ϟϟ	2.3	
		• cooling: < 2 h	h	ϟϟϟ	0.8	
		We maintain our B2C customers' Net Promoter Score at 20 at a minimum	NPS	ϟ	12.7	
		We rank at least 2nd in sustainability in the Brand Tracking measurement in the entire market	Brand Tracking	ϟϟϟ	2nd place	
		Our customers increasingly choose clean energy	%		Additional services related to renewable energy were launched in late 2024, and they will be reported on starting from the year 2025.	
G	**COMPLIANCE** We comply with legislation and regulations and train our personnel and partners regularly. We report on deviations and provide information about our operations transparently.	We operate in compliance with requirements and annually, we have zero of the following: confirmed cases of bribery or corruption; legal actions related to anti-competition practices; fatalities or serious accidents; confirmed cases of discrimination; confirmed cases of child, forced or compulsory labour; breaches of regulations related to product and service information and labelling; breaches of marketing communications regulations; and confirmed complaints related to breaches of customer privacy and losses of customer data	number	ϟϟϟ	0	

[1)] *For Scope 3 emissions, the target encompasses greenhouse gas emissions from associated companies' energy production as well as emissions related to the production of purchased and resold electricity and heat. This corresponds to Helen's Scope 3 emissions category 3 (fuel and energy-related activities not included in Scope 1 or Scope 2 emissions) subcategory D emissions.*

[2)] *The biodiversity survey refers to an assessment of impacts on nature and biodiversity. New projects refer to projects decided on after the publication of the biodiversity strategy (December 2022). More information is provided on page 50.*

Value creation

CAPITAL

Employees
- 777 energy professionals

Partner network
- Strategic and key suppliers, service providers and contractors
- Project partners and growth companies

Energy sources
- Water
- Uranium
- Wind
- Sun
- Biomass
- Coal
- Natural gas
- Fuel oil
- Waste heat and environmental heat
- Geothermal heat

Infrastructure
- Electricity network
- District heating network
- District cooling network
- Wind and solar farms
- Power plants
- Heating plants
- Heat pumps
- Energy storage

Financial capital
- Investments in carbon-neutral energy: EUR 565 million
- Purchases: EUR 743 million
- Balance sheet: EUR 4,120 million

Intellectual capital
- Attractive corporate culture
- Strong brand
- Active product development
- Certified environmental and safety systems

BUSINESS OPERATIONS

Our target is to make our energy production carbon-neutral by 2030 and to phase out combustion-based energy production by 2040

Strategic priorities

Clean transition	We are a trailblazer of the clean transition
Flexibility	We respond to increasing electricity price fluctuations with superior flexibility
Profitability	With profitable business, we enable investments in the clean transition

Values

World-class expertise

Champions of cooperation

From people to people

Make it happen

OUTPUTS AND IMPACTS

Products and services
- Electricity production: 5,401 GWh
- Electricity transmission: 4,569 GWh
- Heat production: 6,354 GWh
- Cooling production: 243 GWh
- E-mobility: 393 charging points sold
- Public charging network: 77 charging points
- Solar power plants

Customers
- Approximately 600,000 customers
- Electricity supply reliability: 99.9996007%
- Average outage time per customer
  - Electricity: 2.1 minutes
  - Heating: 2.3 hours
  - Cooling: 0.8 hours

Environmental impacts
- Total GHG emissions: 1.6 million tCO_2-eq
- Direct GHG emissions (Scope 1): 1.3 million tCO_2-eq
- Specific emissions of generated electricity and heat: 114 gCO_2-eq/kWh
- Carbon-neutral energy: 63%

Social impacts
- Lost-time incident frequency (LTIF): 3.8
- Employee experience (eNPS): 16
- Societal influencing
- Energy education

Financial impacts
- Net sales: EUR 1,523 million
- Operating profit: EUR 159 million
- Wages and salaries: EUR 62 million
- Taxes: EUR 110 million

Risk management

Risk management at Helen is a systematic and proactive approach to identifying, analysing and managing the uncertainties related to operations.

Risk management efforts are guided by the Group's risk management policy, which defines the targets, procedures, responsibilities and reporting methods related to risk management. The most significant risks and uncertainties in the operating environment are identified and assessed on a regular basis in accordance with the policy. The uncertain geopolitical situation in Europe, among other factors, is taken into consideration in risk management. The possibility that the acceptability of different forms of energy production may change, in which case not all forms of production will necessarily be aligned with customer's views of sustainable energy production, has been recognised as a significant sustainability-related risk. Helen aims to increase customer awareness of its sustainability efforts by reporting on its business operations transparently and communicating its sustainability actions openly.

The likelihood of risks and their impacts on business operations is assessed from five perspectives: economy, customer experience, sustainability, supply reliability and employees. Helen has identified risks that are estimated to have at least a moderate impact on the sustainability of operations.

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Safety and security

Safety and security risks may be associated with basic functions, employees or city residents, among other things. The energy system is constantly at risk of being targeted by hybrid operations, and the significance of this risk increased during the reporting period. Helen recognises that its infrastructure may be targeted by hostile cyber interference or physical interference by a third party that obstructs or disrupts the company's operational activities. The consequences would be immediately visible to customers as distribution disruptions in the electricity, district heating or district cooling network.

Helen prevents safety and security risks by taking care of energy production and distribution systems and by providing a safe work environment. In addition, the level of cyber security and related capabilities are continuously assessed and developed. The safety and security practices and the related risk management methods are regularly audited as part of quality and environmental certificates.

Supply reliability

Energy supply reliability ensures that customers get energy reliably under all circumstances. Risks to energy supply reliability include, among other things, weather conditions, disruptions in information networks, changes in the sustainability and acceptability of different forms of production, energy price fluctuations and equipment failure. If these risks are realised, they may affect the energy system's ability to provide energy reliably to customers. Helen considers it possible that one of these risks may be realised in the near future.

Risks related to supply reliability are managed by measures such as strengthening the operation of energy distribution and transmission networks, maintaining the information network and equipment, investing in the development of a versatile energy system and implementing Helen's sustainability programme.

Security of supply

Security of supply refers to safeguarding, during serious disruptions and exceptional circumstances, critical production, services and infrastructure that are indispensable in terms of the livelihood of people, the economic life and the defence of the country. Helen ensures energy supply in the Helsinki metropolitan area, and the company's energy production, transmission and distribution systems are part of Finland's critical infrastructure. The risk of influence by parties outside the energy system has increased due to the geopolitical situation.

Helen constantly cooperates with the authorities by participating in drills that improve security of supply in both the Helsinki metropolitan area and Finland as a whole. This ensures seamless cooperation during disruptions and exceptional circumstances. Alternative fuels and energy production methods, reserve stockpiles of fuel, improvement of energy efficiency and energy storage are a few examples of the means by which Helen guarantees the security of energy supply during disruptions.

Value chains

Value chain sustainability risks can be complex and managing them requires cooperation between different parties. Sustainability risks in value chains include, for example, shortcomings related to the human rights, health and safety of value chain workers, the use and sufficiency of critical raw materials and natural resources, the availability of fuels, fair competition and compliance with legislation, as well as risks related to customers and end-users, such as maintaining the privacy protection of customers.

The possibility that value chain sustainability risks are realised increases as the energy markets become more complex and the political environment is more unpredictable. The importance of biodiversity will increase in the coming years and the impacts of this on the biofuels Helen uses may include higher taxes and other fees. If realised, risks related to the availability of critical raw materials may affect energy production and the availability of clean transition technology.

Risks related to value chains are managed by requiring partners to comply with corporate responsibility requirements, supporting socially sustainable practices, promoting openness and transparency in value chains, conducting background checks on suppliers, performing supplier audits and using certified supply chains in the procurement of biofuels and other products and materials. Helen prepares for risks associated with fuels and raw materials in the company's production plans, which include an alternative to each fuel.

Climate change and biodiversity

Risks related to climate change include, for example, changing weather conditions, greenhouse gas emission restrictions or the impacts of Helen's own operations on climate change. If realised, these risks may affect the company's operations and financial performance. Extreme weather phenomena and temperatures may have negative impacts on the functioning of the energy production and distribution infrastructure and affect procurement chains and the availability of raw materials.

Helen manages risks associated with climate change by taking climate change into account in its strategy and decision-making, participating in international climate agreements, implementing carbon neutrality investments and projects, optimising and securing energy procurement and maintaining plant-specific operating guidelines related to weather conditions.

The company has also identified risks that may have impacts on the implementation of Helen's carbon neutrality programme and its measures to combat climate change. These risks are managed by establishing possible scenarios and further boosting the related risk management measures.

Risks related to climate change are described in more detail in the TCFD (Task Force on Climate-related Financial Disclosures) table. TCFD is an international reporting framework focused on threats and opportunities related to climate change. Helen has used the framework to identify the key risks and opportunities influencing its business as well as related measures.

Helen's energy production and distribution and investments in renewable energy production may have impacts on biodiversity. The company manages biodiversity-related risks with its biodiversity strategy, which aims at net positivity with regard to environmental impacts.

The Code of Conduct is the basis for Helen's operations.

Competence

Helen's goal is a sustainable energy system, the achievement of which requires competence and new capabilities. Deficiencies in the necessary competence and capabilities can slow down the clean transition and the achievement of the company's targets. These risks are related by systematically developing the personnel's competence and by offering meaningful tasks and growth paths.

Code of Conduct

The Code of Conduct is the basis for Helen's operations. Failure to comply with the Code of Conduct may lead to reputational risks, for example. These risks are managed by training the personnel to adhere to the Code of Conduct in their work. It is also part of the orientation programme for new employees. The company monitors compliance with the Code of Conduct.

Services and solutions

Helen's development efforts are focused on sustainable solutions that enable carbon-neutral energy production. One risk related to the development of clean transition solutions and sustainably produced energy is an increase in consumer prices, which may influence the demand for Helen's services and solutions. This risk is managed by monitoring cost efficiency to maintain competitive prices.

Climate-related financial risks and opportunities (TCFD)[1)]

Climate-related risks

Category	Sub-category	Risk	Risk level	Term	Risk management measure
Legislation	**EU**	The EU's future energy and climate policy influences the profitability of the energy companies' current and planned investments. Environmental aspects associated with biomass are reviewed.	High	Medium (approx. 3–5 years)	Anticipating future legislative changes and influencing them by highlighting Helen's points of view
Legislation	**National**	The national interpretation of the EU directives does not support the profitable business of energy companies. For example, additional fees are imposed on renewable energy production forms and a potential bioenergy tax is introduced. The lack of a long-term policy in decision-making can lead to energy companies' uncertainty regarding investments in renewable energy production. Legislation does not support the deployment of new technology.	High	Medium (approx. 3–5 years)	Anticipating future legislative changes and influencing them by highlighting Helen's points of view
Legislation	**Zoning and land use**	New renewable energy cannot be built cost-efficiently on a short schedule, due to reasons such as the zoning of the wind and solar farm locations or the routes of transmission connections.	Moderate	Medium (approx. 3–5 years)	Influencing zoning and having open discussions with local communities
Technology	**Electricity network connections**	Emission-free energy production, especially wind and solar power, increases so significantly that connection lines to the main grid cannot be built quickly enough.	High	Medium (approx. 3–5 years)	Good interactive partnership with the transmission system operator
Technology	**New technologies**	New technology does not function as expected in commercial use. The operational challenges of new technology in continuous production use complicate the transition to emission-free energy production.	High	Medium (approx. 3–5 years)	Good understanding of technological development and solutions and risk diversification with partners, for example
Technology, market	**New technologies, financing**	It is difficult to obtain necessary financing for product development. New technology does not attract investors to invest as it is considered too uncertain.	High	Medium (approx. 3–5 years)	Good understanding of technological development and solutions, describing them to providers of financing and risk diversification with partners, for example
Climate	**Extreme weather phenomena and temperature fluctuations**	Extreme weather phenomena and temperatures have negative impacts on the functioning of the energy production and transmission infrastructure, resulting in reduced usability of energy production plants. In addition, they influence the operation of procurement chains, which delays the delivery of goods.	Moderate	Medium (approx. 3–5 years)	Taking major temperature fluctuations and extreme weather phenomena into account in the placement and planning of production plants and energy transmission lines
Climate	**Permanent rise in temperature or water level**	Restrictions are placed on the location of production sites or there are challenges in energy distribution.	Low	Long (approx. 8– years)	Considering the location of production plants in relation to bodies of water, seas and protected areas

[1)] *Task Force on Climate-related Financial Disclosures.*

Reputation	**Procurement chain**	Sustainability in the procurement chain cannot be fully ensured.	Moderate	Medium (approx. 3–5 years)	Ensuring the sustainability of the supply chain in all procurement
Reputation	**Targets**	Helen's carbon neutrality target does not meet the expectations of stakeholders or customers.	Moderate	Medium (approx. 3–5 years)	Transparent reporting and communications and SBT-compliant climate targets
Reputation	**Forms of production**	The sustainability and acceptability of different forms of production change. Not all forms of production correspond to the customers' view of responsible and acceptable energy production.	High	Medium (approx. 3–5 years)	Transparent reporting and communications and SBT-compliant climate targets
Reputation	**Forms of production**	It becomes more difficult to combine affordable energy production and the clean transition.	High	Medium (approx. 3–5 years)	Detailed validation of investment calculations and monitoring of the profitability of investments
Market	**Price**	Volatility in the fuel and energy markets increases. Renewable energy production is an increasingly significant factor in the formation of electricity prices.	High	Short (approx. 1 year)	Utilisation of financing mechanisms to strengthen the company's liquidity

Climate-related opportunities

Category	Sub-category	Opportunity	Opportunity level	Term	Opportunity promotion measure
Resource efficiency	**Energy efficiency**	New emission-free forms of energy production increase energy efficiency. The efficiency of energy production and transmission improves.	High	Medium (approx. 3–5 years)	Investments in emission-free energy production
Emissions reduction	**Products and services**	The energy partnership with the customer strengthens and deepens. Customer dialogue enables the innovation of new product and service opportunities.	Moderate	Medium (approx. 3–5 years)	Customer engagement and a deep understanding of their needs
Technology	**Innovations**	Technological energy production innovations create competitive advantage in the market, which increases net sales.	High	Medium (approx. 3–5 years)	Customer engagement and a deep understanding of their needs
Technology	**Innovations**	Technological energy production innovations improve the company's financial position.	High	Short (approx. 1 year)	Giving financing providers a clear and transparent description of the threats and opportunities of investments and realistic return expectations
Technology	**Products and services**	The energy transition makes it possible to develop new products and services. A good reputation increases the demand for low-emission products.	Moderate	Medium (approx. 3–5 years)	Stakeholder engagement and a deep understanding of their needs

E

Environmental information

E1 Climate change

This section of the Sustainability Report has been prepared on a voluntary basis with reference to the ESRS Disclosure Requirements concerning the material metrics and targets. The reporting will be developed next year with regard to general disclosures (ESRS 2) and the policies and actions related to the material sustainability matters.

Metrics and targets

E1-4 Targets related to climate change mitigation and adaptation

32; MDR-T, 81 Helen has set measurable outcome-oriented targets for climate change mitigation, so the data point is non-material.

33 Helen has set a target of discontinuing the use of coal in 2025 and phasing out combustion-based energy production by 2040.

Helen has three GHG emissions reduction targets:

- We will reduce our Scope 1, Scope 2 and Scope 3[1)] emissions by 95% by 2030 from a 1990 base year.[2)]
- We will reduce our Scope 1 and Scope 2 emissions by 77% per MWh of electricity and heat produced by 2030 from a 2019 base year.
- We will reduce our Scope 1 and Scope 3[1)] emissions by 77% per MWh of electricity and heat sold by 2030 from a 2019 base year.

[1)] For Scope 3 emissions, the target encompasses greenhouse gas emissions from our associated companies' energy production as well as emissions related to the production of purchased and resold electricity and heat. This corresponds to Helen's Scope 3 emissions category 3 (fuel and energy-related activities not included in Scope 1 or Scope 2 emissions) subcategory D emissions.
[2)] Helen reports on the target as part of its entity-specific disclosures.

Target 1: We will discontinue the use of coal in 2025 and seek to phase out combustion-based energy production by 2040

32; MDR-T, 80

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target is to discontinue the use of coal in 2025 and phase out combustion-based energy production by 2040. The target is relative and measured in percentages.
c. The scope of the target covers the company's own operations in Finland.
d. The base year for the target is 2022, with baseline values of 29% for coal and 44% for combustion.
e. The period to which the target applies is 2022–2040. A milestone has been set for the target, which is to discontinue the use of coal by 2025.
f. The GHG Protocol has been applied in setting the target. The latest standard valid at any given time will be used in reporting. The significant assumptions related to the target concern the strategies of Helen and the City of Helsinki, as well as the technical-economic development of technologies.
g. The target is based on scientific evidence. Coal is a non-renewable energy source that, when burned, releases CO_2 into the atmosphere and generates significant amounts of SO_2, NO_X and particulate emissions. Energy generated from biomass also requires combustion, even if it is considered carbon-neutral. Bioenergy is a transitional solution for Helen.
h. Stakeholders have been involved in setting the target through discussions, for example. The broad societal discussion concerning emissions reduction targets has also been taken into consideration in setting the target.
i. Changes have been made to the target during the period, as the original target was to discontinue the use of coal in 2024. Due to the energy crisis, the target was postponed by one year, to 2025. The change had no effect on comparability, as discontinuing the use of coal is a milestone.
j. The decision to discontinue the use of coal has been made, and the use of coal will be discontinued by the end of March 2025. The progress is in line with the plan. The target is monitored annually and compared to the target level in connection with annual reporting. The target is monitored internally on a quarterly basis. The monitoring will focus on whether the use of coal has been discontinued in 2025 and whether combustion has been phased out by 2040. The metrics set for the target will be used in the monitoring. The discontinuation of the use of coal will be monitored by means of a yes/no metric. The phasing out of combustion will be monitored by a metric expressed as a percentage.

34 The information is not reported because the target is not a GHG emissions reduction target.

Target 3: We will reduce our Scope 1 and Scope 2 emissions by 77% per MWh of electricity and heat produced by 2030 from a 2019 base year

32; MDR-T, 80

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target is to reduce Scope 1 and Scope 2 emissions by 77% per MWh of electricity and heat produced by 2030 from a 2019 base year. The target is relative and measured in percentages.
c. The scope of the target covers the company's own operations in Finland.
d. The base year for the target is 2019, and the baseline value is 287 $kgCO_2$-eq/MWh.
e. The period to which the target applies is 2019–2030. No milestone has been set.
f. The target has been set using an SBTi science-based method that is based on the 1.5°C climate target. In the SBTi process, the need for the energy sector to reduce global GHG emissions has been utilised as a significant assumption.
g. The target is based on scientific evidence and it has been established with the help of the SBTi method.
h. The SBTi has been involved in setting the target through joint discussions, for example.
i. No changes have been made to the target during the period.
j. The target is monitored annually and compared to the target level in connection with annual reporting. The metric used in monitoring is specific emissions, the denominator of which is electricity and heat produced. Helen has reduced the use of fossil fuels in energy production in recent years and replaced them with renewable energy sources, which has had a positive effect on the company's ability to achieve the set target. In 2024, Helen's Scope 1 and Scope 2 emissions per MWh of electricity and heat produced amounted to 166 gCO_2-eq/MWh, which is a 58% reduction when compared to 2019. This is in line with what the company had initially planned.

34

a. The information is presented in the table below.
b. The target is a combined reduction target that includes Helen's Scope 1 emissions and market-based Scope 2 emissions. Scope 1 emissions account for 99% of the target and Scope 2 emissions for 1%. The percentages are based on the base year data for the target. The target is a gross target and covers the following greenhouse gases: CO_2, CH_4, N_2O, HFC and PFC compounds, SF_6 and NF_3.
c. Information on the base year and baseline value is presented in the table below. The base year has been selected in accordance with the SBTi guidelines.
d. The target values are presented in the table below.
e. The target is science-based. The SBTi has validated the target and confirmed that it is compatible with the 1.5°C climate target. The target has been established with the help of the emission reduction path developed for the energy sector by the SBTi. The setting of the target has taken into account the electricity and heat production volumes for the target year 2030, which were estimated using Helen's long-term plan for energy sourcing. The projected energy production volumes for the target year are lower than the production volumes for the base year. Consequently, the target will also lead to absolute emission reductions. The reference target value is presented in the table below.
f. Helen will replace the use of fossil fuels in energy production with renewable energy sources. The use of coal will be discontinued by the end of March 2025. The company is building more wind and solar power. The projected production capacity for 2026 is 931 MW for wind power and 218 MW for solar power. Replacing the coal used at the Salmisaari power plant with wind and solar power will reduce the Scope 1 emissions of electricity production by 346 $ktCO_2$-eq, which corresponds to the Scope 1 emissions of the power plant's electricity production in 2023. Between the present time and 2027, Helen has new heat pumps and electric boilers under construction or in the planning phase with a total production capacity of 705 MW. They are projected to reduce the Scope 1 emissions of heat production by 860 $ktCO_2$-eq by 2027, compared to 2023. Climate scenarios have not been taken into account in establishing the means of phasing out the use of coal.

34 a.-e.; AR 23; AR 26; MDR-T

Target: We will reduce our Scope 1 and Scope 2 emissions by 77% per MWh of electricity and heat produced by 2030 from a 2019 base year

	Base year	Retrospective			Target year	Reference target year
	2019	2022	2023	2024	2030	2030
Scope 1 and Scope 2 emissions per MWh of electricity and heat produced ($kgCO_2$-eq/MWh)	287	292	221	166	66	68[1)]
	100%	102%	77%	58%	23%	23.7%[1)]
Scope 1 and Scope 2 emissions (tCO_2-eq)	3,243,808	2,717,252	1,826,206	1,315,420	567,598	583,746.16[1)]

[1)] *The reference target values have been calculated during the SBT target validation process using the SBTi's calculation tool. The calculation is based on the emission reduction path developed by the SBTi for the energy sector, which is compatible with the 1.5°C climate target. The calculation tool's emission reduction factor for the specific emissions of generated electricity and heat is -76.3%.*

Target 4: We will reduce our Scope 1 and Scope 3[1)] emissions by 77% per MWh of electricity and heat sold by 2030 from a 2019 base year

32; MDR-T, 80

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target is to reduce Scope 1 and Scope 3 emissions by 77% per MWh of electricity and heat sold by 2030 from a 2019 base year. The target is relative and measured in percentages.
c. The scope of the target covers the company's own operations in Finland and the upstream value chain.
d. The base year for the target is 2019, and the baseline value is 254 kgCO_2-eq/MWh.
e. The period to which the target applies is 2019–2030. No milestone has been set.
f. The target has been set using an SBTi science-based method that is based on the 1.5°C climate target. In the SBTi process, the need for the energy sector to reduce global GHG emissions has been utilised as a significant assumption.
g. The target is based on scientific evidence and it has been established with the help of the SBTi method.
h. The SBTi has been involved in setting the target through joint discussions, for example.
i. No changes have been made to the target during the period.
j. The target is monitored annually and compared to the target level in connection with annual reporting. The metric used in monitoring is specific emissions, the denominator of which is electricity and heat sold. Helen has reduced the use of fossil fuels in energy production in recent years and replaced them with renewable energy sources, which has had a positive effect on the company's ability to achieve the set target. In 2024, Helen's Scope 1 and Scope 3[1)] emissions per MWh of electricity and heat sold amounted to 139 gCO_2-eq/MWh, which is a 55% reduction when compared to 2019. This is in line with what the company had initially planned.

34

a. The information is presented in the table below.
b. The target is a combined reduction target that includes Helen's Scope 1 emissions and the Scope 3 emissions that arise from the GHG emissions of the associated companies' energy production and the emissions related to the production of purchased and resold electricity and heat. This corresponds to Helen's Scope 3 emissions category 3 (fuel and energy-related activities not included in Scope 1 or Scope 2 emissions) subcategory D emissions. Helen's other Scope 3 emissions included in the GHG inventory are not within the scope of the target. The share of Scope 1 emissions is 98% and the share of Scope 3 emissions within the scope of the target is 2%. The percentages are based on the base year data for the target. The target is a gross target and covers the following greenhouse gases: CO_2, CH_4, N_2O, HFC and PFC compounds, SF_6 and NF_3.
c. Information on the base year and baseline value is presented in the table below. The base year has been selected in accordance with the SBTi guidelines.
d. The target values are presented in the table below.
e. The target is science-based. The SBTi has validated the target and confirmed that it is compatible with the 1.5°C climate target. The target has been established with the help of the emission reduction path developed for the energy sector by the SBTi. The setting of the target has taken into account the electricity and heat sales volumes for the target year 2030, which were estimated using Helen's long-term plan for energy sourcing. The projected energy sales volumes for the target year are almost as large as the production volumes for the base year. Consequently, the target will also lead to absolute emission reductions. The reference target value is presented in the table below.
f. Helen will replace the use of fossil fuels in energy production with renewable energy sources. The use of coal will be discontinued by the end of March 2025. Helen is building more wind and solar power. The projected production capacity for 2026 is 931 MW for wind power and 218 MW for solar power. Replacing the coal used at the Salmisaari power plant with wind and solar power will reduce the Scope 1 emissions of electricity production by 346 ktCO_2-eq, which corresponds to the Scope 1 emissions of the power plant's electricity production in 2023. Between the present time and 2027, Helen has new heat pumps and electric boilers under construction or in the planning phase with a total production capacity of 705 MW. They are projected to reduce the Scope 1 emissions of heat production by 860 ktCO_2-eq by 2027, compared to 2023. Climate scenarios have not been taken into account in establishing the means of phasing out the use of coal.

34 a.-e.; AR 23; AR 26; MDR-T

Target: We will reduce our Scope 1 and Scope 3[1)] emissions by 77% per MWh of electricity and heat sold by 2030 from a 2019 base year

	Base year	Retrospective			Target year	Reference target year
	2019	2022	2023	2024	2030	2030
Scope 1 and Scope 3[1)] emissions per MWh of electricity and heat sold (kgCO_2-eq/MWh)	254	261	173	139	58	60[2)]
	100%	103%	68%	55%	23%	23.7%[2)]
Scope 1 and Scope 3[1)] emissions (tCO_2-eq)	3,294,087	2,994,733	1,907,341	1,580,985	757,768	779,918.49[2)]

[1)] *For Scope 3 emissions, the target encompasses greenhouse gas emissions from our associated companies' energy production as well as emissions related to the production of purchased and resold electricity and heat. This corresponds to Helen's Scope 3 emissions category 3 (fuel and energy-related activities not included in Scope 1 or Scope 2 emissions) subcategory D emissions.*

[2)] *The reference target values have been calculated during the SBT target validation process using the SBTi's calculation tool. The calculation is based on the emission reduction path developed by the SBTi for the energy sector, which is compatible with the 1.5°C climate target. The calculation tool's emission reduction factor for the specific emissions of electricity and heat sold is -76.3%.*

E1-5 Energy consumption and mix

37 Total energy consumption related to own operations is disaggregated in the table below.

Energy consumption and mix

		2024
38 a.	Fuel consumption from coal and coal products (MWh)	2,120,105
38 b.	Fuel consumption from crude oil and petroleum products (MWh)	456,923
38 c.	Fuel consumption from natural gas (MWh)	2,011,579
38 d.	Fuel consumption from other fossil sources (MWh)	0
38 e.	Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources (MWh)	77,588
37 a.	**Total fossil energy consumption (MWh)**	4,666,195
AR 34	**Share of fossil sources in total energy consumption (%)**	67%
37 b.	**Consumption from nuclear sources (MWh)**	400,047
AR 34	**Share of consumption from nuclear sources in total energy consumption (%)**	6%
37 c. i.	Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	1,743,316
37 c. ii.	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	108,537
37 c. iii.	The consumption of self-generated non-fuel renewable energy (MWh)	0
37 c.	**Total renewable energy consumption (MWh)**	1,851,854
AR 34	**Share of renewable sources in total energy consumption (%)**	27%
37	**Total energy consumption (MWh)**	6,918,095

39 In 2024, Helen generated 4,691,520 MWh of non-renewable energy and 3,211,615 MWh of renewable energy.

40–41 The calculation of energy intensity takes into account only Helen's total energy consumption and net sales derived from high climate impact sectors.

Energy intensity

MWh/EUR million	2024
Total energy consumption from activities in high climate impact sectors per net sales from activities in high climate impact sectors	4,600

Connectivity of energy intensity based on net sales with financial reporting information

EUR million	2024
Net sales from activities in high climate impact sectors used to calculate energy intensity	1,504
Other net sales	20
Total net sales in the financial statements	1,523

42 Helen operates in the following high climate impact sectors (NACE emission categories A–H and L as defined in Commission Delegated Regulation (EU) 2022/1288):

- Production of electricity 35.11
- Transmission of electricity 35.12
- Distribution of electricity 35.13
- Trade of electricity 35.14
- Steam and air conditioning supply 35.30
- Plumbing, heat and air-conditioning installation 43.22
- Renting and operating of own or leased real estate 68.20

43 The denominator of energy intensity based on net sales is the share of net sales from activities in high climate impact sectors, which is based on the net sales item in the consolidated income statement for 2024 (note 3 to the consolidated financial statements). More detailed information is presented in the above table "Connectivity of energy intensity based on net sales with financial reporting information".

Entity-specific disclosures

The entity-specific disclosures supplement the ESRS Disclosure Requirements concerning Helen's sustainability-related impacts, risks and opportunities, on which the company reports on a voluntary basis for 2024.

Origin of electricity

GWh[1)]	2024	2023	2022
Coal	519	851	1,755
Natural gas	303	159	200
Nuclear power	2,262	2,409	1,593
Wind power	1,111	399	329
Hydropower	807	796	849
Solar power	2	2	1
Fuel oil	35	72	73
Total	**5,041**	**4,688**	**4,800**

[1)] *The figures include Helen's total energy production, including associated companies. The figures for 2022 and 2023 have been updated to correspond to the figures for 2024.*

Origin of heat

GWh[1)]	2024	2023	2022
Coal	1,361	2,350	4,339
Natural gas	1,518	1,204	572
Heat pumps	953	914	671
Biomass	2,022	1,791	646
Fuel oil	469	413	650
Electric boilers	31	0	0
Total	**6,354**	**6,673**	**6,877**

[1)] *The figures include Helen's total energy production, including purchased and resold district heat. The figures for 2022 and 2023 have been updated to correspond to the figures for 2024.*

Origin of cooling

GWh	2024	2023	2022
Heat pumps	239	203	189
Absorption	0.05	0.01	3
Compressor cooling	3	0	6
Free cooling	1	2	9
Total	**243**	**205**	**207**

Carbon-neutral energy production[1]

		2024	2023	2022
Carbon-neutral energy	%	63%	54%[2]	35%
	MWh	7,188,593	6,152,335	4,090,381
Renewable energy	%	38%	29%	19%
	MWh	4,311,870	3,318,598	2,170,212

[1] *The figures include Helen's total energy production, including associated companies and purchased and resold district heat.*
[2] *The figure has been corrected from the previous year.*

E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

46 The information on GHG emissions covers the parent company and subsidiaries that are within the Group's control. Helen does not report the GHG emissions of the Group's associated companies, as the Group does not exercise control over them, or control is shared with another company.

47 Helen Ltd sold its shareholding in Geonova Oy in 2024. Consequently, Geonova Oy is no longer part of Helen Group and its emissions are not reported for 2024. This has no relevance to the comparability of GHG emissions, as Geonova Oy's emissions were irrelevant in relation to total emissions. Geonova Oy's emissions accounted for 0.02% of the Group's total emissions in 2023.

50

a. The calculation boundary for Scope 1 and Scope 2 GHG emissions is presented in connection with data point 46.

b. Helen has no operational control over companies other than those included in the consolidated accounting group. Consequently, the data point is non-material.

Gross Scopes 1, 2, 3 and total GHG emissions

		2024
	Scope 1 GHG emissions	
48 a.	Gross Scope 1 GHG emissions (tCO_2-eq)	1,262,017
48 b.	Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	98%
	Scope 2 GHG emissions	
49 a.	Gross location-based Scope 2 GHG emissions (tCO_2-eq)	26,477
49 b.	Gross market-based Scope 2 GHG emissions (tCO_2-eq)	53,403
	Significant Scope 3 GHG emissions	
51	Total gross indirect Scope 3 GHG emissions (tCO_2-eq)	1,390,915
51	1 Purchased goods and services	19,398
51	2 Capital goods	222,527
51	3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	588,731
51	4 Upstream transportation and distribution	29
51	5 Waste generated in operations	15,607
51	6 Business travel	1
51	7 Employee commuting	908
51	8 Upstream leased assets	-
51	9 Downstream transportation	-
51	10 Processing of sold products	-
51	11 Use of sold products	-
51	12 End-of-life treatment of sold products	0.1
51	13 Downstream leased assets	-
51	14 Franchises	-
51	15 Investments[1]	543,714
	Total GHG emissions	
52 a.	Total GHG emissions (location-based) (tCO_2-eq)	2,679,410
52 b.	Total GHG emissions (market-based) (tCO_2-eq)	2,706,336

[1] *Scope 3 GHG emissions in category 15 do not include all emissions from all investments, as the data was not available at the time of reporting.*

55 The denominator of GHG intensity based on net sales is the net sales item in the consolidated income statement for 2024 (note 3 to the consolidated financial statements).

GHG intensity per net sales

tCO2-eq/EUR million	2024
Total GHG emissions (location-based) per net sales	1,759
Total GHG emissions (market-based) per net sales	1,777

AR 39

a. The reporting of GHG emissions takes into account the principles, requirements and guidelines set out in the GHG Protocol Corporate Standard (2004).

b. The calculation of Scope 1 emissions is based on measured fuel consumption. The calculation of Scope 1 emissions is based on emission factors published by Statistics Finland and the Finnish Environment Institute, and the emission calculation tool used by Helen. The calculation of Scope 2 emissions is based on measured energy consumption. With regard to emission factors, the calculation of market-based Scope 2 emissions is based on the average specific emission factor for CO_2 according to the residual mix published by the Energy Authority if the consumed electricity is not certified renewable or nuclear electricity. The market-based Scope 2 emissions of electricity certified as renewable or nuclear are calculated as zero. The use of the residual mix is in line with the Act on Guarantees of Origin of Energy. Location-based Scope 2 emissions have been calculated using the emission calculation tool applied by Helen, which utilises the country-specific emission factors of the Association of Issuing Bodies (AIB) in the calculation. The residual mix published by the Energy Authority and the AIB emission factors only include CO_2 emissions and do not cover CH_4or N_2O emissions. Scope 3 GHG emissions have been calculated on the basis of the emission calculation tool used by Helen, based on both spend-based and activity-based input data. The emission calculation tool calculates emissions using the most accurate calculation method possible. Scope 3 emission factors are presented in the table on page 38.

c. The calculation includes all of the greenhouse gases covered by the GHG Protocol Corporate Standard (2004) (CO_2, CH_4, N_2O, HFC and PFC compounds, SF_6 and NF_3).

d. The latest available global warming potential (GWP) values published by the IPCC have been used in the calculation.

AR 42 The calculation of GHG emissions is based only on information for which the reporting period corresponds to Helen's reporting period. The calculation does not exclude information from other operators that is different from Helen's reporting period, as there is no such information.

AR 43

a. Scope 1 emissions have been calculated for stationary combustion, mobile combustion and fugitive emissions. Helen has no process emissions.
b. Helen uses suitable and consistent emission factors from reliable sources.
c. Biogenic Scope 1 emissions of CO_2 are presented in the accompanying table.
d. Scope 1 calculation does not include removals or any purchased, sold or transferred carbon credits or GHG allowances.
e. For activities reporting under the EU ETS, Scope 1 emissions are reported following the EU ETS methodology.

AR 44

a. The regulated emissions trading scheme is the EU-ETS. Helen's power plants and heating plants located in Helsinki are subject to the EU-ETS.
b. The EU-ETS only applies to CO_2emissions. CO_2, CH_4, N_2O, SF_6 and NF_3 emissions and HFC and PFC compounds are included in gross Scope 1 emissions.
c. The accounting period for gross Scope 1 emissions and CO_2 emissions regulated under the ETS is the calendar year.
d. The percentage of Scope 1 GHG emissions from regulated emission trading schemes has been calculated in accordance with the formula provided in E1-6 Application Requirement (AR) 44.

AR 45

a. The principles and requirements of the GHG Protocol Scope 2 Guidance (2015) document have been taken into consideration in the preparation of information on gross Scope 2 emissions.
b. The calculation of gross Scope 2 emissions includes the electricity, steam, heat and cooling purchased by Helen.
c. Emissions reported as Scope 1 and Scope 3 emissions have been counted once in one of the two categories. Double counting has been avoided.
d. Renewable electricity and nuclear electricity with guarantees of origin have been taken into account in the calculation of market-based Scope 2 emissions as zero-emission electricity. In 2024, Helen purchased 84% (489,933 MWh) of the electricity consumed by the company itself with guarantees of origin. 21% (103,398 MWh) of the electricity with guarantees of origin was renewable and 79% (386,535 MWh) was nuclear electricity.
e. Biogenic Scope 2 emissions of CO_2 have been calculated using the emission calculation tool applied by Helen, and they do not include CH_4or N_2O emissions. Biogenic emissions of CO_2 are not disaggregated in the emission factors used in Scope 2 calculations. Biogenic Scope 2 emissions of CO_2 are presented in the accompanying table.
f. Scope 2 calculation does not include removals or any purchased, sold or transferred carbon credits or GHG allowances.

AR 46

a. The principles and requirements of the GHG Protocol Corporate Value Chain (Scope) Accounting and Reporting Standard (2011) have been taken into consideration in the preparation of information on gross Scope 3 emissions.
b. Helen is not a financial institution, so the data point is non-material.
c. The 15 Scope 3 categories identified by the GHG Protocol standard have been taken into account in the reporting of Scope 3 emissions.
d. The Scope 3 categories have been selected on the basis of the GHG Protocol Corporate Value Chain (Scope) Accounting and Reporting Standard (2011) criteria and the magnitude of emissions. More information on the categories is presented in the table on the next page.
e. Scope 3 GHG emissions have been calculated on the basis of the emission calculation tool used by Helen, based on both spend-based and activity-based input data.
f. The Scope 3 GHG emission inventory is updated annually.
g. Scope 3 categories 3, 5, 7 and 12 have been calculated using activity-based data. 83% of the emissions have been calculated using primary data.
h. Information on the reporting boundaries and the calculation methods and tools applied are presented in the table on the next page.
   i. The Scope 3 emissions of the consolidated accounting group are included in the emission data.
   ii. Helen has no operational control over companies other than those included in the consolidated accounting group, so the data point is not applied in reporting.
   iii. Scope 1, 2 and 3 GHG emissions from associates and other investment entities have been calculated and reported in Scope 3 category 15.
i. The Scope 3 categories included in and excluded from the GHG inventory are presented in the table on the next page.
j. Biogenic Scope 3 emissions of CO_2 are presented in the table below.
k. Scope 3 calculation does not include removals or any purchased, sold or transferred carbon credits or GHG allowances.

Biogenic emissions of CO_2

tCO2		2024
AR 43 c.	Biogenic Scope 1 emissions of CO_2	695,878
AR 45 e.	Biogenic Scope 2 emissions of CO_2 (location-based)	47,033
AR 45 e.	Biogenic Scope 2 emissions of CO_2 (market-based)	8,051
AR 46 j.	Biogenic Scope 3 emissions of CO_2	4,175

Scope 3 category	AR 46 i. Materiality of the Scope 3 category for Helen[1)]	Reason for the exclusion of the category from the inventory	AR 46 h. Reporting boundaries and calculation methods and tools applied to the reporting of the Scope 3 category
1 Purchased goods and services	Material, because Helen generates emissions in this category		The consolidated accounting group's emissions are included in this category. The emissions for this category have been calculated using the emission calculation tool applied by Helen and they are based on spend-based input data. The category includes 100% of Helen's operations.
2 Capital goods	Material, because Helen generates emissions in this category		The consolidated accounting group's emissions are included in this category. The emissions for this category have been calculated using the emission calculation tool applied by Helen and they are based on spend-based input data. The category includes 100% of Helen's operations.
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	Material, because Helen generates emissions in this category		The consolidated accounting group's emissions are included in this category. The emissions for this category have been calculated using the emission calculation tool applied by Helen and they are based on measured activity-based input data.
4 Upstream transportation and distribution	Material, because Helen generates emissions in this category		The consolidated accounting group's emissions are included in this category. The emissions for this category have been calculated using the emission calculation tool applied by Helen and they are based on spend-based input data. The category includes 100% of Helen's operations.
5 Waste generated in operations	Material, because Helen generates emissions in this category		The consolidated accounting group's emissions are included in this category. The emissions for this category have been calculated using the emission calculation tool applied by Helen and they are based on measured activity-based input data.
6 Business travel	Material, because Helen generates emissions in this category		The consolidated accounting group's emissions are included in this category. The emissions for this category have been calculated using the emission calculation tool applied by Helen and they are based on spend-based input data. The category includes 100% of Helen's operations.
7 Employee commuting	Material, because Helen generates emissions in this category		The consolidated accounting group's emissions are included in this category. The emissions in this category have been calculated using the emission calculation tool applied by Helen. The input data used in the calculation is based on the results of Helen's employee survey.
8 Upstream leased assets	Non-material for Helen's operations	Helen's emissions calculation is based on the operational control principle. The energy consumption of leased premises and vehicles has been taken into account in Scope 1 and Scope 2 emissions.	
9 Downstream transportation	Non-material for Helen's operations	The transportation to customers of the solar panels and electrical equipment sold by Helen is the responsibility of the company itself. The emissions caused by these transport activities are taken into account in Scope 3 emissions category 4.	
10 Processing of sold products	Non-material for Helen's operations	Helen does not sell semi-finished products or raw materials that need to be processed.	
11 Use of sold products	Non-material for Helen's operations	Helen does not sell products whose use generates emissions.	
12 End-of-life treatment of sold products	Material, because Helen generates emissions in this category		The consolidated accounting group's emissions are included in this category. The emissions for this category have been calculated using the emission calculation tool applied by Helen and they are based on measured activity-based input data.
13 Downstream leased assets	Non-material for Helen's operations	Leasing premises or products is not part of Helen's business operations.	
14 Franchises	Non-material for Helen's operations	Franchises are not part of Helen's business operations.	
15 Investments	Material, because Helen generates emissions in this category.		The category includes emissions from Helen's associates and investment entities in which the company does not have operational control. The emissions for this category have been calculated using the calculation tool applied by Helen and they are based on the companies' financial data and emissions data reported by the companies where available.

[1)] *Helen reports Scope 3 GHG emissions for all of the categories in which it generates GHG emissions.*

Scope 1	Sources of emission factors	Year	Geographical specificity
	Statistics Finland's Fuel Classification	2024	Finland
	Finnish Environment Institute	2004	Finland
	DESNZ (2024)	2024	World
Scope 2	**Sources of emission factors**	**Year**	**Geographical specificity**
Market-based	The Energy Authority's residual mix	2023	Finland
Location-based	AIB (Association of Issuing Bodies)	2023	Finland
Scope 3	**Sources of emission factors**	**Year**	**Geographical specificity**
1 Purchased goods and services	Exiobase (3.8.2)	2019	Finland
	Exiobase (3.8.2)	2019	Asia
	Exiobase (3.8.2)	2019	The Netherlands
	Exiobase (3.8.2)	2019	Belgium
	Exiobase (3.8.2)	2019	Ireland
	Exiobase (3.8.2)	2019	Italy
	Exiobase (3.8.2)	2019	Austria
	Exiobase (3.8.2)	2019	Japan
	Exiobase (3.8.2)	2019	Canada
	Exiobase (3.8.2)	2019	Lithuania
	Exiobase (3.8.2)	2019	Luxembourg
	Exiobase (3.8.2)	2019	Norway
	Exiobase (3.8.2)	2019	Poland
	Exiobase (3.8.2)	2019	Sweden
	Exiobase (3.8.2)	2019	Germany
	Exiobase (3.8.2)	2019	Switzerland
	Exiobase (3.8.2)	2019	Denmark
	Exiobase (3.8.2)	2019	Czech Republic
	Exiobase (3.8.2)	2019	Estonia
	Exiobase (3.8.2)	2019	United States
2 Capital goods	Ecoinvent (3.10)	2012	World
	Ecoinvent (3.10)	2019	World
	Exiobase (3.8.2)	2019	Finland
	Exiobase (3.8.2)	2020	Germany
	Exiobase (3.8.2)	2021	Switzerland
	Exiobase (3.8.2)	2022	World
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	DESNZ (2024)	2024	World
	IEA (International Energy Agency)	2024	Finland
4 Upstream transportation and distribution	Exiobase (3.8.2)	2019	Finland
	Exiobase (3.8.2)	2019	World
5 Waste generated in operations	DESNZ (2020)	2020	World
	DESNZ (2024)	2024	World
	Ecoinvent (3.10)	2011	World
	Ecoinvent (3.10)	2016	World
	Ecoinvent (3.10)	2019	World
	Ecoinvent (3.10)	2020	World
	Ecoinvent (3.10)	2022	World
	Ecoinvent (3.10)	2023	World
6 Business travel	Exiobase (3.8.2)	2019	Finland
	Exiobase (3.8.2)	2019	World
7 Employee commuting	AIB (Association of Issuing Bodies)	2023	Finland
	Defra (2024)	2024	World
12 End-of-life treatment of sold products	DESNZ (2024)	2024	World
15 Investments	Exiobase (3.8.2)	2019	World

Sources of inflation factors[1)]
Eurostat
IMF
OECD
Office for National Statistics

Sources of exchange rates[1)]
Open Exchange

[1)] *Inflation factors and exchange rates are based on the payment date.*

AR 49 All of Helen's operations are located in Finland and the majority (68%) of emissions are related to energy production. It is not necessary to present emissions by major countries or operating segments

AR 51 Emissions from purchased cloud computing and data centre services are not material for Helen, as they account for 2.6% of the Scope 3 category 1 emissions.

Entity-specific disclosures

The entity-specific disclosures supplement the ESRS Disclosure Requirements concerning Helen's sustainability-related impacts, risks and opportunities, on which the company reports on a voluntary basis for 2024.

Target 2: We will reduce our Scope 1, Scope 2 and Scope 3[1] emissions by 95% by 2030 from a 1990 base year

MDR-T, 80

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target is to reduce Scope 1, Scope 2 and Scope 3[1] emissions from energy production by 80% by 2025 and by 95% by 2030 from a 1990 base year. The target is relative and measured in percentages.
c. The scope of the target covers the company's own operations in Finland and the upstream value chain.
d. The base year for the target is 1990, and the baseline value is 3,400 kt CO_2.
e. The period to which the target applies is 1990–2030. A milestone has been set. The milestone is an 80% reduction by 2025 from a 1990 base year.
f. The GHG Protocol has been applied in setting the target. The latest standard valid at any given time will be used in reporting. The significant assumptions related to the target concern the strategies of Helen and the City of Helsinki, as well as the technical-economic development of technologies.
g. The target is based on scientific evidence and it has been established in accordance with the Kyoto Protocol. The target is more ambitious than Helen's SBT targets.
h. Stakeholders have been involved in setting the target through discussions, for example. The broad societal discussion concerning emissions reduction targets has also been taken into consideration in setting the target.
i. Changes have been made to the target during the period. The target was updated in 2024 to correspond to the owner's updated target. The changes do not affect comparability, but the target level increased as a result of the change.
j. The target is monitored annually and compared to the target level in connection with annual reporting. The target is monitored internally on a quarterly basis. The monitoring metric is the percentage reduction in emissions. Helen has reduced the use of fossil fuels in energy production in recent years and replaced them with renewable energy sources, which has had a positive effect on the company's ability to achieve the set target. In 2024, Helen's reduction of Scope 1, Scope 2 and Scope 3[1] emissions was 46% from a 1990 base year, which is in line with the company's initial plans.

Background information on the target The target is a combined reduction target that includes Helen's Scope 1 emissions from energy production, market-based Scope 2 emissions and the Scope 3 emissions that arise from the GHG emissions of the associated companies' energy production and the emissions related to the production of purchased and resold electricity and heat. For Scope 3 emissions, the target encompasses greenhouse gas emissions from the associated companies' energy production as well as emissions related to the production of purchased and resold electricity and heat. This corresponds to Helen's Scope 3 emissions category 3 (fuel and energy-related activities not included in Scope 1 or Scope 2 emissions) subcategory D emissions. Scope 1 emissions account for 100% of the target, market-based Scope 2 emissions for 0% and Scope 3 emissions for 0%. The percentages are based on the base year data for the target, at which time only Scope 1 emissions were monitored. The target covers Scope 1 and Scope 2 emissions from Helen's energy production. Helen's other Scope 1 and Scope 2 emissions are not within the scope of the target. Emissions in Scope 3 category 3 sub-category D are in line with Helen's GHG inventory. The target is a gross target and covers the following greenhouse gases: CO_2, CH_4, N_2O, HFC and PFC compounds, SF_6 and NF_3.

Information on the base year and baseline value is presented in the table below. The base year was selected as 1990 in order for the target to be aligned with the City of Helsinki's carbon neutrality target.

The target is science-based and compatible with the 1.5°C climate target. Future production or sales volumes have not been taken into account in setting the target. The reference target value is presented in the table below.

Helen will replace the use of fossil fuels in energy production with renewable energy sources. The use of coal will be discontinued by the end of March 2025. The company is building more wind and solar power. The projected production capacity for 2026 is 931 MW for wind power and 218 MW for solar power. Replacing the coal used at the Salmisaari power plant with wind and solar power will reduce the Scope 1 emissions of electricity production by 346 ktCO_2-eq, which corresponds to the Scope 1 emissions of the power plant's electricity production in 2023. Between the present time and 2027, Helen has new heat pumps and electric boilers under construction or in the planning phase with a total production capacity of 705 MW. They are projected to reduce the Scope 1 emissions of heat production by 860 ktCO_2-eq by 2027, compared to 2023. Climate scenarios have not been taken into account in establishing the means of phasing out the use of coal.

MDR-T

Target: We will reduce our Scope 1, Scope 2 and Scope 3[1] emissions by 95% by 2030 from a 1990 base year

	Base year	Retrospective			Milestone	Target year	Reference target year
	1990[4]	2022	2023	2024	2025	2030	2030
Scope 1, Scope 2 and Scope 3[1] emissions (tCO_2-eq)	3,400,000[2]	2,994,245	2,016,351	1,578,568	680,000	170,000	1,598,881[3]
	100%	88%	59%	46%	20%	5%	58%[3]

[1] For Scope 3 emissions, the target encompasses greenhouse gas emissions from our associated companies' energy production as well as emissions related to the production of purchased and resold electricity and heat. This corresponds to Helen's Scope 3 emissions category 3 (fuel and energy-related activities not included in Scope 1 or Scope 2 emissions) subcategory D emissions.
[2] The unit for the baseline value is tCO_2.
[3] The reference target value has been calculated using the emission reduction factor of the cross-sector emission reduction pathway in the "Pathways to Net-zero - SBTi Technical Summary" document (version 1.0, October 2021). The value of the emission reduction factor used in 2030 is -42% for the reference year 2020. The value of the target was 2,756,692 tCO_2-eq in 2020.
[4] Base year values have not been assured.

Specific emissions of sold products[1]

	2024	2023	2022
Electricity (gCO_2/kWh)[2]	406	271	152
District heating (gCO_2-eq/kWh)[3]	137	173[4]	223[4]
District cooling (gCO_2/kWh)	0	0	0

[1] The specific emissions, i.e. the emission factor, describe the amount of emissions caused per unit of energy sold. The data has been calculated per quantity of energy sold to the customer, i.e. production and transmission losses have been taken into account in the calculation.
[2] For purchased electricity, the specific emissions are based on the Energy Authority's calculations. The residual mix for 2023 was used in calculating the specific emissions for 2024. The calculation is in line with the Energy Authority's guidelines.
[3] Emissions from combined heat and power generation have been allocated to heat using the benefit allocation method.
[4] The specific emissions of district heat in 2022 and 2023 have been calculated using the unit gCO_2-eq/kWh.

Refrigerant emissions (F-gases)

kg	2024	2023	2022
Refrigerant emissions (F-gases)	1,584	0	13

Investments in carbon-neutral energy

EUR million	2024	2023	2022
Investments in carbon-neutral energy	565	427[1]	221

[1] The figure has been corrected from the previous year.

Products and services

GWh	2024	2023	2022
Electricity produced	5,401	4,688[1]	4,800
Electricity transmitted	4,569	4,387	4,351
District heat produced	6,354	6,673	6,877[1]
District cooling produced	243	205	207

[1] The figure has been corrected from the previous year.

[1] For Scope 3 emissions, the target encompasses GHG emissions from associated companies' energy production as well as emissions related to the production of purchased and resold electricity and heat. This corresponds to Helen's Scope 3 emissions category 3 (fuel and energy-related activities that not included in Scope 1 or Scope 2 emissions) subcategory D emissions.

GRI G4: Electric utilities sector disclosures

GWh[1]	2024	2023	2022
EU-12 Losses in electricity transmission	83	82	93

[1] The figures are presented in GWh instead of percentages.

Minimum Disclosure Requirements for E1 metrics (MDR-M, 77)

There are no significant assumptions behind the metrics, and there are no significant limitations associated with the methodologies used. The measurements have not been validated by an external body other than the assurance provider. The names and descriptions of the metrics are meaningful because they are based on the E1 sustainability reporting standard. If any metric deviates from this information, the deviation is specified below.

Discontinuation of the use of coal: The information is calculated on the basis of Helen's fuel consumption. The name and description of the metric are meaningful because they illustrate the target. The unit of measure is per cent (%).

Phasing out combustion: The information is calculated on the basis of the percentage of non-combustion-based energy production. The name and description of the metric are meaningful because they illustrate the target. The unit of measure is per cent (%).

Emissions reduction towards the total emissions reduction target: The information is calculated as the sum of Scope 1, Scope 2 and Scope 3[1] GHG emissions from energy production. The name and description of the metric are meaningful because they illustrate the target. The unit of measure is per cent (%).

The specific emissions metric, the denominator of which is electricity and heat produced: The information is calculated as the sum of Scope 1 and Scope 2 GHG emissions divided by the amount of electricity and heat produced. The measurements have been validated by SBTi in addition to the assurance provider. The name and description of the metric are meaningful because they illustrate the target. The unit of measure is per cent (%).

The specific emissions metric, the denominator of which is electricity and heat sold: The information is calculated as the sum of Scope 1 and Scope 3[1] GHG emissions divided by the amount of electricity and heat sold. The measurements have been validated by SBTi in addition to the assurance provider. The name and description of the metric are meaningful because they illustrate the target. The unit of measure is per cent (%).

Total energy consumption: Information on fuel consumption has been calculated using mass or volume measurements, and information on energy content has been obtained by applying Statistics Finland's conversion coefficients or fuel analyses. The electricity consumption of Helen's consumption locations is based on measured consumption. The unit of measure is MWh.

Non-renewable and renewable energy: The information is calculated using measurement devices in production plants. The unit of measure is MWh.

Energy intensity: The methodology used for the metric is based on the ESRS E1-5 Disclosure Requirement. According to the assumption behind the metric, net sales have been calculated in accordance with the requirements of the Finnish Accounting Standards (FAS). The unit of measure is the energy intensity based on net sales (MWh/EUR million), in which the currency used corresponds to Helen's financial statements.

Origin of electricity, heat and cooling: The information is calculated on the basis of production methods. The origin information for combustion-based energy production is calculated on the basis of the fuel distribution of the production plant. The names and descriptions of the metrics are meaningful because they illustrate entity-specific information. The unit of measure is GWh. The information presented above also applies to the produced electricity, district heat and district cooling in the "Products and services" table.

Carbon-neutral and renewable energy: The information has been calculated by expressing the share of carbon-neutral and renewable energy production of Helen's total energy production. According to the assumption behind the metric, Helen's total energy production includes purchased and resold district heat and associated companies, meaning Helen's share

in associated companies that sell their production to their shareholders at cost. The measurements concerning renewable energy have not been validated by the assurance provider, but the measurements concerning carbon-neutral have been. The names and descriptions of the metrics are meaningful because they illustrate entity-specific information. The unit of measure is per cent (%).

Scope 1 GHG emissions: The methodology applied for the metric is presented in connection with Disclosure Requirement E1-6 Application Requirement AR 39. The unit of measure is tonne of carbon dioxide equivalent (tCO_2-eq).

Scope 1 emissions from regulated emission trading schemes: The methodology used for the metric is based on the ESRS E1-6 Disclosure Requirement. The unit of measure is per cent (%).

Biogenic Scope 1 emissions of CO_2: The information is calculated on the basis of measured fuel consumption. Emission factors published by Statistics Finland have been applied in the calculation of the emissions. The unit of measure is tonne of carbon dioxide (tCO_2).

Scope 2 GHG emissions: The methodology applied for the metric is presented in connection with Disclosure Requirement E1-6 Application Requirements AR 39 and AR 45. The unit of measure is tonne of carbon dioxide equivalent (tCO_2-eq).

Biogenic Scope 2 emissions of CO_2: The information is calculated using the emission calculation tool applied by Helen, which makes use of public databases. The unit of measure is tonne of carbon dioxide (tCO_2).

Scope 3 GHG emissions: The methodology applied for the metric is presented in connection with Disclosure Requirement E1-6 Application Requirements AR 39 and AR 46. The unit of measure is tonne of carbon dioxide equivalent (tCO_2-eq).

Biogenic Scope 3 emissions of CO_2: The information is calculated using the emission calculation tool applied by Helen, which makes use of public databases. According to the assumption behind the metric, the calculation is based on spend-based input data. The limitation of the methodology is that the calculation is limited to only the following Scope 3 categories: 1 Purchased goods and services, 2 Capital goods, 4 Upstream transportation and distribution, 5 Waste generated in operations, and 6 Business travel. In addition, the input data used in Helen's calculations limits the scope and accuracy of the calculations. The unit of measure is tonne of carbon dioxide (tCO_2).

Total GHG emissions: The information is calculated as the sum of Scope 1, Scope 2 and Scope 3 GHG emissions. The unit of measure is tonne of carbon dioxide equivalent (tCO_2-eq).

GHG intensity: The methodology used for the metric is based on the ESRS E1-6 Disclosure Requirement. According to the assumption behind the metric, net sales have been calculated in accordance with the requirements of the Finnish Accounting Standards (FAS). The unit of measure is the GHG intensity based on net sales (tCO_2-eq/EUR million), in which the currency used corresponds to Helen's financial statements.

Refrigerant emissions (F-gases): The information is calculated as the sum of refrigerants added to refrigeration equipment and heat pumps during maintenance to replace leaked refrigerants. The maintenance of refrigeration equipment and heat pumps is the responsibility of Helen's provider of operation and maintenance services. The measurements have not been validated by external bodies. The name and description of the metric are meaningful because they illustrate entity-specific disclosures. The unit of measure is kilogram (kg).

Investments in carbon-neutral energy: The information is calculated on the company's accounts based on project-specific tracking. The auditor has validated the figures concerning fixed assets as part of the audit, but the metric has not been assured or audited. The name and description of the metric are meaningful because they illustrate an entity-specific disclosure. The unit of measure is EUR million and the currency corresponds to Helen's financial statements.

Electricity transmitted to customers: The information is calculated as the sum of main grid transmission in the region, with the region's net production and loss power deducted. The main grid operator Fingrid Oyj has validated the metric partially on the basis of the invoiced amount of main grid transmission. The measurements have not been validated by external bodies. The name and description of the metric are meaningful because they illustrate entity-specific disclosures. The unit of measure is MWh, but the information is presented in GWh.

Losses in electricity transmission: The information is calculated by Fingrid Datahub Oy according to Helen's specifications as the sum of main grid transmission in the region, with the region's net production deducted along with electricity transmitted to customers, based on information on contracts. The measurements have not been validated by external bodies. The name and description of the metric are meaningful because they illustrate entity-specific disclosures. The unit of measure is MWh, but the information is presented in GWh.

E2 Pollution

This section of the Sustainability Report has been prepared on a voluntary basis with reference to the ESRS Disclosure Requirements concerning the material metrics and targets. The reporting will be developed next year with regard to general disclosures (ESRS 2) and the policies, actions and targets related to the material sustainability matters.

Metrics and targets

E2-4 Pollution of air, water and soil

28

a. The amounts of pollutants emitted to air presented in the Sustainability Report have been obtained by adding up the pollutants of Helen Ltd's facilities for which the threshold value specified in Annex II to Regulation (EC) No. 166/2006 is exceeded. In accordance with Annex I of the E-PRTR Regulation, the threshold values apply to all of Helen Ltd's combustion plants with a total rated thermal input of more than 50 MW. In 2024, Helen Ltd did not produce any pollutants emitted to water or soil that exceeded the threshold values specified in Annex II to the E-PRTR Regulation, which is why the table only presents emissions to air.

b. In the Group's double materiality assessment, microplastics were not identified as a material sustainability matter, as Helen does not operate in an industry related to the processing of microplastics[1]. Helen does not monitor the amounts of microplastics, although microplastics may unintentionally be generated in the company's operations as a result of mechanical wear and degradation of plastic materials and components, for example.

[1] *E2 Disclosure Requirement ESRS 2, IRO-1 Application Requirement AR 5 c. list.*

Pollutants

Total emissions, t[1]		2024	2023	2022
28 a.	Nitrogen oxides (NO_x)	1,212	1,692	2,532
28 a.	Sulphur dioxide (SO_2)	1,294	2,568	2,285
28 a.	Particulate matter (PM10)	136	124	65
28 a.	Arsenic (As)	-	0.02	-
28 a.	Zinc (Zn)	-	0.4	0.2
28 a.	Nickel (Ni)	-	-	0.2
28 a.	Mercury (Hg)	-	-	0.01
28 a.	Chlorine and inorganic compounds (as HCl)	34	150	102
28 a.	Fluorine and inorganic compounds (as HF)	-	14	6

[1] *The total emissions have been obtained by adding up the emissions of Helen Ltd's facilities for which the threshold value specified in Annex II to Regulation (EC) No. 166/2006 is exceeded. The information on 2022 and 2023 has not been assured.*

29 Pollutants are monitored at all of Helen Ltd's combustion plants. Helen has financial and operational control over the installation in question.

30

a. There are no reportable changes that would affect the comparability of the data, for example.

b. Pollutants in accordance with Annex II of the E-PRTR Regulation have been measured, depending on the pollutant and the facility, either continuously (direct measurement) or by periodic measurements. If pollutants have not been measured, their amounts have been calculated on the basis of fuel consumption, using the national default emission factors.

c. Information on the pollutants and fuel consumption of the facilities has been collected from various systems into Helen's fuel management information system, in which the information is consolidated.

31 The methods of monitoring and measuring pollutants are governed by the environmental permits of the facilities. The measurements have been taken in accordance with the requirements of the permits. For pollutants for which there are no direct measurement methods available, or for which the use of direct measurement methods is not justified due to costs, for example, emissions have been calculated on the basis of fuel consumption, using the national default emission factors or periodic measurements that are aligned with the sector's best practices.

AR 27

a. The emissions of the facilities are monitored in accordance with the requirements of their environmental permits. For installations that are within the scope of application of the Industrial Emissions Directive, the permit requirements and monitoring regulations of the facilities correspond to the requirements of the Best Available Technology (BAT) reference document for large combustion plants. All of Helen Ltd's combustion plants with a total rated thermal input of more than 50 MW are within the scope of the Industrial Emissions Directive (2010/75).

b. The emissions of the facilities are monitored in accordance with the requirements of their environmental permits. Calibration tests for automated measuring systems are undertaken annually by an accredited and independent third party in accordance with EN 14181.

Entity-specific disclosure

The entity-specific disclosures supplement the ESRS Disclosure Requirements concerning Helen's sustainability-related impacts, risks and opportunities, on which the company reports on a voluntary basis for 2024. Helen's total emissions of nitrogen oxides (NO_x), sulphur dioxide (SO_2) and particulate matter (PM) amounted to 1,399 t NO_x, 1,295 t SO_2 and 155 t PM. The amounts include all emissions generated at Helen's combustion plants.

Total emissions

t	2024
Nitrogen oxides (NO_x)	1,399
Sulphur dioxide (SO_2)	1,295
Particulate matter (PM)	155

Minimum Disclosure Requirements for E2 metrics (MDR-M, 77)

There are no significant assumptions behind the metrics, and there are no significant limitations associated with the methodologies used.

Pollutants and emissions: The methodologies applied for the metrics are presented in connection with Disclosure Requirement E2-4 data points 28 a., 30 and 31. The measurements have not been validated by an external body other than the assurance provider. The names and descriptions of the metrics are meaningful because they are based on the E2 sustainability reporting standard. The unit of measure is tonne (t).

Total NO_x, SO_2 and particulate matter emissions: The methodologies applied for the metrics are presented in connection with the entity-specific disclosure and data points 30 and 31. The measurements have not been validated by external bodies. The names and descriptions of the metrics are meaningful because they illustrate entity-specific information. The unit of measure is tonne (t).

E4 Biodiversity and ecosystems

This section of the Sustainability Report has been prepared on a voluntary basis with reference to the ESRS Disclosure Requirements concerning strategy, the management of impacts, risks and opportunities and the material metrics and targets. The reporting will be developed next year with regard to general disclosures (ESRS 2) and the policies concerning material sustainability matters, taking the transitional provisions into account.

Strategy

ESRS 2, SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

16 a. i.-iii.; MDR-M, 77. An environmental impact assessment is carried out in larger projects in connection with the EIA procedure and in smaller projects during the zoning process. The EIA procedure includes, among other things, the necessary bird and nature surveys of the project areas in the planning phase of the projects. This way, areas of high biodiversity value can be taken into consideration in project planning by excluding them, as necessary, from changes in land use and avoiding direct impacts on biodiversity sensitive areas. In EIA procedures and zoning processes, special attention is paid to nature conservation areas, Natura 2000 sites, occurrence of species protected under the EU Nature Directives and other sites protected by legislation. If necessary, a Natura assessment or needs assessment is carried out in connection with project planning.

Areas acquired for the construction of new production plants are usually not located in areas that are in their natural state. Instead, they are areas that are already in forestry use or part of the built environment, which makes it possible to make use of the existing infrastructure. Production sites are selected in such a way that they do not include biodiversity-sensitive areas. This is ensured in the preliminary planning phase by excluding Natura 2000 sites, state nature conservation areas, private conservation areas and high-value habitats in accordance with the Forest Act as areas unsuitable for production activities, if they are located in biodiversity-sensitive areas.

Helen has a total of 56 sites in Finland where it has operational control and which meet the definition of a physical installation[1]. In 2024, Helen identified those of its sites that are located in or near biodiversity-sensitive areas. A site is located near a biodiversity-sensitive area if it is located within one kilometer of a biodiversity-sensitive area. According to Helen's assessment, there is no generally used definition for what constitutes being near an area, so the definition is Helen's own.[2] Biodiversity-sensitive areas are identified as Natura 2000 sites, UNESCO World Heritage Sites and other protected areas. Other protected areas applied in Helen's assessment of sites include high-value habitats in accordance with the Forest Act, as well as state conservation areas and private conservation areas. Of Helen's sites, 14 are located in or near biodiversity-sensitive areas. They represent 25% of the Group's sites. The sites located in or near biodiversity-sensitive areas do not include sites that are located in areas that are already built up or have changed from their natural state. The observations made in the assessment are presented in the table on the next page, disaggregated by type and number.

Dependencies and impacts have been identified for sites located in or near biodiversity-sensitive areas. The ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) assessment tool has been utilised in the identification of dependencies. The biodiversity roadmap prepared by Finnish Energy has been used in impact identification. The assessment of the negative biodiversity impacts of the identified sites and their ecological state will continue in 2025.

[1] *Helen has specified the ESRS definition of a physical installation further by excluding transformer stations and district heat pumping stations, which are not assessed to have impacts on biodiversity. Helen also does not consider distribution networks to be physical installations.*

[2] *Helen recognises that its own operations may have impacts that exceed the defined one-kilometer radius. Reporting on the biodiversity and ecosystems-related impacts of Helen's value chain will be developed in the coming years as the Group's double materiality assessment is updated. Disclosure Requirement E4-3 data point 27 covers actions*

and resources related to biodiversity and ecosystems (including bioenergy procurement).

	16 a. i.	16 a. iii.	16 a. ii.	16 a. ii.
Site type	**Number of sites**	**Type of biodiversity-sensitive area**	**Dependencies**	**Potential impacts according to the biodiversity roadmap of Finnish Energy**
Solar farm	0 partially in a biodiversity-sensitive area		New solar farms are dependent on changes in land use. The operations of solar farms in production use are dependent on solar radiation. Weather conditions affect the amount of solar radiation.	New and operational solar farms affect, or may affect, the land use and local ecosystems of the area in question. For example, shade created by solar panels can affect soil vegetation.
	2 near a biodiversity-sensitive area (< 1 km)	Other protected area		
Wind farm	3 partially in a biodiversity-sensitive area	Other protected area	New wind farms are dependent on changes in land use. The operations of wind farms in production use are dependent on wind. Weather conditions affect the amount of wind.	New and operational wind farms affect, or may affect, the land use and local ecosystems of the area in question. Examples of the potential impacts include habitat fragmentation and disruption of ecological corridors.
	1 near a biodiversity-sensitive area (< 1 km)	Other protected area		
Hydropower plant	2 partially in a biodiversity-sensitive area	Natura 2000 site, other protected area	The operations of hydropower plants are dependent on the availability and flow of water. Weather conditions affect the amount of water.	Hydropower plants affect, or may affect, ecosystems in bodies of water. Hydropower reduces adverse flood impacts. Changes related to flooding may affect coastal habitats.
	1 near a biodiversity-sensitive area (< 1 km + 45 ha)	Natura 2000 site		
Power plant	0 partially in a biodiversity-sensitive area		The operations of power plants are dependent on the availability of water and fuels and the ecosystems behind biofuels.	Power plants affect, or may affect, local ecosystems. For example, heat transferred out to sea with cooling water may increase eutrophication.
	2 near a biodiversity-sensitive area (< 1 km)	Natura 2000 site, other protected area		
Heating plant	0 partially in a biodiversity-sensitive area		The operations of heating plants are not dependent on nature.	According to Helen's assessment, heating plants do not have impacts on nature.
	2 near a biodiversity-sensitive area (< 1 km)	Natura 2000 site, other protected area		
Substation	0 partially in a biodiversity-sensitive area		The operations of substations are not dependent on nature.	According to Helen's assessment, substations do not have impacts on nature. The assessment does not take the power lines of substations into consideration.
	1 near a biodiversity-sensitive area (< 1 km)	Natura 2000 site, other protected area		

16 b. Helen has identified that its activities have had material negative impacts with regard to land degradation and soil sealing, because the construction phase of projects requiring large areas may require, among other things, the removal of vegetation and soil modification, which causes habitat loss, degradation and change.

Impact, risk and opportunity management

E4-3 Actions and resources related to biodiversity and ecosystems

27; MDR-A, 68

a. Helen's biodiversity-related efforts are based on the biodiversity strategy approved in 2022 and the biodiversity targets of Helen's sustainability programme. The actions focus on bioenergy procurement, hydropower production and energy infrastructure development. Helen will report on policies related to sustainability matters in 2025.

In heat production in 2024, Helen exclusively used biomass that meets EU-level sustainability criteria. In the procurement of forest fuels and by-products of the forestry and sawmill industry, the company requires its suppliers to have a valid forest certificate (e.g. PEFC (Programme for the Endorsement of Forest Certification PEFC), SBP (Sustainable Biomass Program) or FSC (Forest Stewardship Council)), sustainable forest management and consideration of biodiversity. Helen complies with the energy sector's forest fuel procurement recommendation, which takes into account the protection of high-value areas, increasing decaying wood, the conservation of deciduous trees and the promotion of tree diversity. Helen has sustainability system in place for demonstrating the sustainability of the biofuels used in heat production. The company audited 3 biofuel suppliers in 2024. The procurement of sustainability-certified or origin-controlled biomass and the auditing of biofuel suppliers are aimed at managing the environmental risks associated with supply chains and strengthening the suppliers' operating models related to biodiversity.

Helen's subsidiary Oy Mankala Ab's hydraulic fishway at the Ahvenkoski hydropower plant, located by the River Kymijoki, was completed in summer 2024. The solution allows certain migratory fish, such as salmon and trout, to pass the dam and reach their natural breeding areas. In July–October 2024, the Ahvenkoski hydropower plant was passed by almost 5,500 fish, of which nearly half were cyprinids and one-third were river lamprey. The functioning of the fishway will be developed in 2025 to further improve its effectiveness. The hydraulic fishway project is expected to continue to facilitate the passage of fish past the hydropower plant.

Helen strives to identify the ecological impacts of its operations and identify best practices together with the City of Helsinki, the scientific community, organisations and local residents and companies. In addition to the site survey concerning biodiversity-sensitive areas prepared in 2024, Helen prepared nature impact

assessments on the Kalanti and Lohja solar farms. The company also took account of the thick shelled river mussel population of the River Vantaanjoki in the processing of construction site waters in connection with the project to construct the Patola air-to-water heat pump plant. These surveys are expected to prevent and minimise Helen's environmental impacts.

b. Actions related to biodiversity and ecosystems are focused on Helen's own operations in Finland. With regard to bioenergy procurement, the actions also cover Helen's upstream value chain in Finland and the Baltic countries.
c. The actions related to biodiversity and ecosystems are annual or continuous.
d. Helen did not take any remedial action related to biodiversity and ecosystems in 2024.
e. Helen reports quantitative and qualitative information on actions related to biodiversity and ecosystems for the first time on the year 2024, so the data point is non-material.

27; MDR-A, 69

a. Helen's subsidiary Oy Mankala Ab's actions related to biodiversity and ecosystems involve significant operating expenditure and capital expenditure.
b. In 2024, Oy Mankala Ab paid a total of over EUR 1.5 million in fishery management fees and fingerling stocking fees, as well as investment expenditure and operating expenditure related to the hydraulic fishway project. The aforementioned operating expenses are included in items "external services" and "other operating expenses" in the consolidated income statement for 2024 (note 4 to the consolidated financial statements), and the capital expenditure is included in the item "advance payments and construction in progress" on the consolidated balance sheet (note 6 to the consolidated financial statements).
c. Oy Mankala Ab's future fishery management fees cannot be reported on, as the company has lodged an appealed with the Administrative Court of Vaasa concerning a decision issued by the Regional State Administrative Agency of Southern Finland on 5 December 2024. According to the decision of the Regional State Administrative Agency, Oy Mankala Ab would be obligated to pay an annual fishery management fee that is approximately 54% higher than the current fee. The decision is not legally valid. Oy Mankala Ab has allocated approximately EUR 1 million in investments related to the hydraulic fishway to the years 2025 and 2026.

28

a. Helen's actions related to biodiversity and ecosystems apply the avoidance and minimisation levels of the mitigation hierarchy.
b. Helen's primary goal is to minimise ecological impacts. Helen has not used biodiversity offsets.
c. Local knowledge and nature-based solutions have not been incorporated into the biodiversity and ecosystems-related actions. Helen does not have any sites in the vicinity of Sámi homelands.

Metrics and targets

E4-4 Targets related to biodiversity and ecosystems

31; MDR-T, 80

Target 1: We operate on the terms of biodiversity, aiming for long-term net positivity

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target is for its adverse impacts on biodiversity to be less in 2030 than they were in 2022. The target level is relative, and it is measured on the basis of the rate of achievement of the other biodiversity targets of the sustainability programme.
c. The scope of the target covers the company's own operations in Finland.
d. The base year for the target is 2022. The target has no numerical baseline.
e. The period to which the target applies is 2022–2030. No milestone has been set.
f. An external consultant's assessment of Helen's significant nature impacts and biodiversity target-setting has been utilised in establishing the target. The target has also been prepared in accordance with the biodiversity roadmap of the industry organisation Finnish Energy.
g. The target is not based on scientific evidence.
h. Stakeholders have not been involved in setting the target.
i. No changes have been made to the target during the period.
j. The target is monitored and reported on annually. The target does not have a metric for the time being. Significant trends or changes that would have an impact on the ability to achieve the target have not been identified. In 2024, Helen achieved the other biodiversity targets of the sustainability programme on which the target of net positivity is based. This is in line with what the company had initially planned. Helen is yet to make a decision on the adoption of ecological offsets.

Target 2: We only use sustainability-certified biomass or biomass sourced from controlled origins

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target is to use 100% sustainability-certified biomass or biomass sourced from controlled origins. The target level is absolute and measured in percentages.
c. The scope of the target covers the company's own operations and upstream value chain. The geographical boundaries of the target are Finland and the Baltic countries.
d. The target has no base year or baseline.
e. The period to which the target applies is 2019–2030. No milestone has been set.
f. The RED II and RED III Directives have been applied in setting the target. In addition, the monitoring and achievement of the target are based on the effectiveness of the internal and external certification and sustainability systems used by the company.
g. The target is not based on scientific evidence.
h. Stakeholders have not been involved in setting the target.
i. No changes have been made to the target during the period.
j. The target is monitored and reported on annually. The monitoring metric is the percentage share of sustainability-certified biomass or biomass sourced from controlled origins. Significant trends or changes that would have an impact on the ability to achieve the target have not been identified. In 2024, 100% of the biomass purchased by Helen was sustainable. This is in line with what the company had initially planned.

Target 3: We conduct a biodiversity survey in all new energy infrastructure projects that exceed EUR 10 million and in smaller projects that are located near identified sensitive natural areas

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target is to conduct a biodiversity survey in all new energy infrastructure projects that exceed EUR 10 million and in smaller projects that are located near identified nature areas. A biodiversity survey refers to an assessment of impacts on nature

and biodiversity. If a project does not involve an EIA or zoning process in which the impacts will be assessed, the assessment will be carried out as a separate survey that takes the location and nature of the project into account. Case-by-case consideration is used in deciding on the methodology of the assessment. Conducting an assessment is usually not necessary for areas that have already been reshaped. Energy infrastructure refers to a new construction project and/or change project related to the construction, development or upgrading of energy production, transmission, distribution and storage infrastructure. New projects refer to projects decided on after the publication of the biodiversity strategy (December 2022). The target is absolute and measured in percentages.

c. The scope of the target covers the company's own operations in Finland.
d. The target has no base year or baseline.
e. The target is valid for the time being and it was reported on for the first time in 2024. The target itself is a milestone that supports the broader target of moving towards net positivity.
f. An assessment of the impacts of activities conducted as part of the process of preparing the biodiversity strategy was utilised in establishing the target. The target supports the broader target of moving towards net positivity.
g. The target is not based on scientific evidence.
h. Among other things, discussions and events concerning biodiversity with NGOs and research institutions have been taken into account in setting the target.
i. Changes have been made to the target during the period. The target has been specified further with regard to its terminology, which supports the accuracy of reporting and prevents errors, thereby improving the comparability of information. The specifications are presented in connection with sub-paragraph b. of this target.
j. The target is monitored and reported on annually. The monitoring metric is the number of biodiversity surveys carried out in new projects in relation to the total number of new projects in accordance with the criteria. Significant trends or changes that would have an impact on the ability to achieve the target have not been identified. In 2024, a biodiversity survey was carried out on 100% of the projects in accordance with the specified definition. This is in line with what Helen had initially planned.

Target 4: We launch at least 5 projects annually to protect biodiversity

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target is to implement at least 5 projects annually to protect biodiversity. The target is absolute and measured in terms of the number of projects.
c. The scope of the target covers the company's own operations in Finland.
d. The target has no base year or baseline.
e. The target is valid for the time being and it was reported on for the first time in 2024. No milestone has been set for the target.
f. No significant methodologies or assumptions have been used to define the target.
g. The target is not based on scientific evidence.
h. Stakeholders have not been involved in setting the target.
i. No changes have been made to the target during the period.
j. The target is monitored and reported on annually. The monitoring metric is the number of launched projects that protect biodiversity. Significant trends or changes that would have an impact on the ability to achieve the target have not been identified. In 2024, Helen launched 5 projects to protect biodiversity. This is in line with what the company had initially planned.

31; MDR-T, 81 Helen has set measurable outcome-oriented targets for biodiversity and ecosystems, so the data point is non-material.

32

a. Ecological threshold values or entity-specific allocations were not taken into account when setting the targets.
b. The net positivity target for biodiversity takes into account relevant parts of the EU's biodiversity strategy for 2030. The target concerning the use of sustainability-certified biomass or biomass sourced from controlled origins takes into account the RED II and RED III Directives. The other targets do not take into account biodiversity-related frameworks, strategies, policies or legislation.
c. The targets are related to land use change and ecosystems and species-related impacts, among other things. Helen's double materiality will be specified further in 2025.
d. The geographical scope of all of the targets is Finland. The scope of the target concerning the use of biomass also covers the Baltic countries, from where biofuels are procured.
e. No biodiversity offsets have been used in setting the targets.
f. The targets are aimed at avoidance and/or minimisation of negative impacts.

E4-5 Impact metrics related to biodiversity and ecosystems change

35; MDR-M, 77 The assessment of sites located in or near biodiversity-sensitive areas took into account only sites over which Helen Ltd has operational control. The target area for the assessment was Finland. According to the assessment, 14 of Helen's sites are located in or near biodiversity-sensitive areas. Of these, 5 are partially in a biodiversity-sensitive area and 9 are near biodiversity-sensitive areas. The definition of biodiversity-sensitive areas also took into account the extent of potential spawning areas of fish, so that areas within a 45-hectare radius of each hydropower plant building can be considered to be biodiversity-sensitive areas. The combined area of the sites is 8,759 hectares.

37 Helen will report on the metrics related to its targets and continue to examine data points 38 and 40–41 with regard to metrics that are relevant to the Group.

39Helen does not have activities that contribute to the voluntary introduction of invasive alien species.

Minimum Disclosure Requirements for E4 metrics (MDR-M, 77)

There are no significant assumptions behind the metrics, and there are no significant limitations associated with the methodologies used. The measurements have not been validated by external bodies. The names and descriptions of the metrics are meaningful because they illustrate the targets. If any metric deviates from this information, the deviation is specified below.

Net positivity: There is no metric, so the information stipulated by the Minimum Disclosure Requirements cannot be reported.

Sustainability-certified biomass or biomass sourced from controlled origins: The information has been calculated on the basis of the sustainability certification and origin control information in procurement agreements. The assumption behind the metric is that the delivered biomass corresponds to the procurement agreement and the criteria of the certificate. The unit of measure is per cent (%).

Biodiversity surveys: The data has been calculated for new projects in which carrying out a biodiversity survey is justified, divided by the number of new projects. The limitations of the methodology have been reported in connection with the E4-4 Disclosure Requirement's Minimum Disclosure Requirement paragraph MDR-T, 80. The assumption behind the metric is that new projects in which a biodiversity has been carried out do not have adverse impacts on biodiversity. The unit of measure is per cent (%).

Biodiversity projects: The information has been obtained by adding up the applicable projects that promote biodiversity. The assumption behind the metric is that the implemented projects promote biodiversity. The unit of measure is the number of projects.

Sites located in or near biodiversity-sensitive areas: The methodologies applied for the metric and their limitations and the assumptions behind the metric are described in connection with data points SBM-3, 16 a. and E4-5, 35. The name and description of the metric are meaningful because they are based on the E4 sustainability reporting standard. The units of measure are the number of sites and their area in hectares (ha).

E5 Resource use and circular economy

This section of the Sustainability Report has been prepared on a voluntary basis with reference to the ESRS Disclosure Requirements concerning the material metrics and targets. The reporting will be developed next year with regard to general disclosures (ESRS 2) and the policies, actions and targets related to the material sustainability matters.

Metrics and targets

E5-4 Resource inflows

30 The resource inflows that are material for Helen's activities are the fuels used in energy production and equipment and construction materials related to energy production and transmission.

Materials used to manufacture products and services

		2024
	Fuels (t)	1,099,015
	Combustion additives (t)	12,441
	Water treatment chemicals (t)	155
31 a.	**Total weight of materials (t)**	1,111,611
31 b.	Weight of biological materials, in absolute value and percentage (t, %)	0 t 0%
31 c.	Weight of secondary reused or recycled components, secondary intermediary products and secondary materials, in absolute value and percentage (t, %)	0 t 0%

31

a. The information is presented in the table above.

b. The information is presented in the table above. Helen only uses biological materials (biofuels) for energy-related purposes. No other biological materials are used to manufacture Helen's products and services.

c. The information is presented in the table. The fuels used in energy production do not include secondary reused or recycled components and secondary interim products or secondary materials.

32 The information on the amounts of fuels used in energy production is based on direct mass or volume measurements. If fuel consumption is not measured by mass, the fuel consumption measured by volume is converted from a volume unit to a mass unit using the density of the fuel, applying the density value reported by the fuel supplier or Statistics Finland. The information on the weights of combustion additives (lime, bed sand and urea) is based on weighing carried out in connection with deliveries. The information on the weights of water treatment chemicals are based on shipping documents for chemical deliveries.

AR 24 Natural gas consumption is monitored in normal cubic metres (Nm^3). Fuel consumption is converted from a volume unit to a mass unit (kg) using the density of natural gas, applying the density value reported by the fuel supplier or Statistics Finland.

E5-5 Resource outflows

35–36 The key products of Helen's production processes are electricity, heat and cooling. Data points 35 and 36 are not considered material from the perspective of the main products, as several measures that support the circular economy, such as reusability, repairability, disassembly, remanufacturing or refurbishment, are not applicable to Helen's products.

37 The waste reported under data point 37 consist of by-products of energy production (ash from the combustion of solid fuels and waste from flue gas treatment) and other waste generated from the operation and maintenance of production plants and distribution networks, for example. All of Helen's waste is processed off-site.

a. The information is presented in the table.

b. The information is presented in the table.

c. The information is presented in the table.

d. The amount of non-recycled waste consists of the waste that has not been recycled and thus reported under data point 37 b. ii. The non-recycled waste ratio was approximately 15% (15,612 t) in 2024.

Waste from own operations[1)]

2024, t		Non-hazardous	Hazardous	Total
37 a.	**Total amount of waste generated**	101,659	735	102,394
37 b.	**Waste diverted from disposal**	101,083	215	101,299
37 b. i.	Preparing for re-use	2,806	0	2,806
37 b. ii.	Recycling	86,680	102	86,782
37 b. iii.	Other recovery (incl. incineration with energy recovery)	11,597	113	11,710
37 c.	**Waste directed to disposal**	576	520	1,096
37 c. i.	Incineration without energy recovery	14	115	128
37 c. ii.	Landfill	494	11	505
37 c. iii.	Other disposal operations	68	394	462

[1)] *Waste treatment has been reported in accordance with the following principles:*

1. Helen Ltd: waste from activities subject to environmental permits, including construction; waste generated in offices and waste from the district heating network with regard to maintenance, operation and construction
2. Helen Electricity Network Ltd: waste related to the maintenance, operation and construction of the electricity network and waste generated in offices
3. Other subsidiaries in which waste is generated: waste related to maintenance and operation, excluding waste generated during construction

The table shows consolidated waste data for Helen Ltd, Helen Electricity Network Ltd and Oy Mankala Ab. The initial data required for the calculation of consolidated waste has been collected from the data in the fuel management system and from partners by means of information requests. The consolidation does not cover situations in which the partner has not provided waste reporting or the accuracy of waste reporting has not been sufficient. The coverage of the data will be developed in the coming years together with partners.

Four subsidiaries generated waste in 2024, but the data was not available for the consolidation of Helen's waste data. Ten subsidiaries did not generate waste in 2024. Five subsidiaries were not yet within the scope of reporting for 2024, as they did not generate waste during operation and maintenance.

38 The waste streams identified as relevant to energy production are the major waste streams, i.e. ash generated from the combustion of solid fuels and waste generated from the treatment of flue gases. The composition and attributes of these waste types are monitored by regular analysis of samples to ensure their utilisability.

39 Helen does not generate radioactive waste. The total amount of hazardous waste is presented in tonnes in the table on the previous page.

40 The information presented on waste volumes is based on direct measurements, i.e. waste reports provided by waste management partners and the load weighing of by-products of energy production, which is managed through the fuel management system. The assumption behind the methodology is that the mass measurements of by-products of energy production are based on load weighing for fractions other than bottom ash. For bottom ash, the dry mass is reported, and its calculation is based on assumptions of the water content of bottom ash. Data on quantities obtained from waste management partners and the specifications of the Waste Decree (978/2021) have been utilised in the calculation of the total amount of hazardous waste.

Information provided by waste management partners has been utilised in the allocation of waste directed to disposal and waste diverted from disposal. In cases where the information on waste recovery or disposal received from waste management partners cannot be directly applied, assumptions based on Eurostat waste statistics are utilised.

Minimum Disclosure Requirements for E4 metrics (MDR-M, 77)

There are no significant assumptions behind the metrics, and there are no significant limitations associated with the methodologies used. The measurements have not been validated by an external body other than the assurance provider. The names and descriptions of the metrics are meaningful because they are based on the E5 sustainability reporting standard. If any metric deviates from this information, the deviation is specified below.

Materials used: The materials used in the metric consist of fuels, combustion additives and water treatment chemicals. More detailed information on the methodologies applied is presented in connection with Disclosure Requirement E5-4 data point 32. The unit of measure is tonne (t).

Biological materials: The information is calculated as the weight and percentage share of biological materials of the materials used during the reporting period. According to the assumptions behind the metric, the amounts of biofuels used in energy production are not included in the percentage share of biological materials. The units of measure are tonne (t) and per cent (%).

Secondary reused or recycled components and secondary interim products and secondary materials: The information is calculated as the weight of secondary reused or recycled components, secondary intermediary products and secondary materials, and their percentage share of the materials used during the reporting period. The units of measure are tonne (t) and per cent (%).

Waste: Information on the methodologies applied is presented in connection with Disclosure Requirement E5-5 data point 40. The percentage of non-recycled waste is calculated by dividing the amount of non-recycled waste (t) by the total amount of waste (t). The unit of measure is tonne (t).

S
Social information

S1–S2 Own workforce and workers in the value chain

This section of the Sustainability Report has been prepared on a voluntary basis with reference to the ESRS Disclosure Requirements concerning the management of impacts, risks and opportunities and the material metrics and targets. The reporting will be developed next year with regard to general disclosures (ESRS 2) and the policies, actions and targets related to the material sustainability matters.

Impact, risk and opportunity management

S1-2 Processes concerning communication about impacts with own employees and their representatives

27 The perspectives of Helen's own workforce inform its decisions and activities aimed at managing the impacts on its own workforce related to training and skills development and health and safety. In 2025, Helen plans to introduce an employee experience survey aimed at temporary agency workers and self-employed people to enable better feedback of workers. Self-employed people and temporary agency workers perform expert work in which risks similar to those of Helen's employees have been identified. The risks are described in more detail under Disclosure Requirement S1-4.

a. The personnel are consulted regarding the company's operations, the personnel's views are taken into account in operations, and decisions that affect the personnel are addressed together with personnel representatives. Engagement in these matters and other necessary matters takes place directly with the company's own workforce or employee representatives in accordance with the applicable legislation and cooperation agreements. Personnel representatives are allowed to participate in training activities organised by their trade unions so that they have the necessary capabilities to serve as personnel representatives.

b. Helen is working on a due diligence process with regard to its own workforce. Prior to its implementation, the following model is applied in dialogue with the personnel:

Stages of engagement:
1. Convening the meeting
2. Discussing the matter
3. Decision
4. Communication

There are regular meetings in various forums (occupational safety and health committee, Extended Management Group, personnel committee and meetings of HR managers) at varying frequencies. For example, the Extended Management Group, which includes personnel representatives, meets on a quarterly basis. Additionally, topic-specific meetings are organised in connection with the planning of structural changes caused by the energy transition, for instance. The personnel is consulted once every two years by means of a comprehensive employee experience survey that covers all key areas of the employee experience (cultural, social, digital and physical). A more concise pulse survey focused on the social and cultural aspects of the employee experience is sent out to the personnel bi-annually.

c. If Group-level development needs are identified on the basis of the surveys, they are communicated to the personnel on the intranet, which is also used to communicate the progress of development measures. Based on the employee experience all business functions prepare their own development plans that are separately monitored under the leadership of HR Business Partners. The HR Director is ultimately responsible for ensuring that Helen engages in dialogue with the personnel.

d. In its procedures related to the company's own workforce, Helen complies with the Act on Co-operation within Undertakings, which promotes cooperation between the employer and employees and ensures that employees' rights and obligations related to, for example, the right to participate and non-discrimination, are taken into account at the workplace. Helen's operations are also guided by the UN Guiding Principles on Business and Human

Rights. Helen's human rights efforts will be further developed and, among other things, the human rights due diligence process will be specified further in 2025.

e. The effectiveness of engagement with the company's own workforce is assessed on the basis of the results of personnel surveys and observations made regarding employer–employee cooperation procedures, among other things. For example, Helen has a cooperation agreement with personnel representatives to promote the implementation of cooperation. If development needs are identified, the HR organisation promotes related progress as needed.

28 Helen gains insight into the perspectives of the personnel through anonymous personnel surveys. Helen has thus far not identified any personnel groups that are particularly vulnerable to impacts or marginalised, although marginalisation-related issues are considered when assessing the responses to open-ended questions. Helen also pays attention to stakeholders who are in vulnerable situations among its own personnel and, where necessary, will take action focused on gaining insight into their perspectives as part of the further specification of the assessment of negative impacts and stakeholder identification in 2025.

S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Training and skills development of own workforce

37; MDR-A, 68

a. Helen's capability efforts are focused on the identification of strategic capabilities and their long-term development. Strategic capabilities enable Helen to create a competitive advantage and the preconditions for strategic renewal and continuous value creation. In 2024, Helen identified its strategic capabilities and designated owners and Capability Leads for each strategic capability. They are responsible for monitoring the development of the capabilities. Development measures were established for the strategic capabilities relating to competence, structures, systems and operating practices, among other things. These development measures will be promoted in separate projects and initiatives. The aim is to ensure that Helen has the competence to execute the company's strategy now and in the future. Helen will report on policies related to sustainability matters in 2025.

b. The actions are focused on Helen's own operations in Finland and they have impacts on the company's own workforce.

c. The actions related to Helen's capability efforts have been initially planned to take place in 2024–2025.

d. The capability efforts are a matter of anticipation relating to the development of strategic capabilities rather than the provision of remedy.

e. A new strategic capability development programme was launched in 2024. The development measures progressed as planned.

37; MDR-A, 69 The implementation of the sustainability actions does not require significant operational expenditures (OpEx) and/or capital expenditures (CapEx) with regard to the training and skills development of the company's own workforce.

38

a. No negative impacts related to the training and skills development of Helen's own workforce have been identified.

b. No action to provide remedy related to the training and skills development of Helen's own workforce was taken in 2024.

c. The personnel are encouraged to challenge the existing operating models and to develop their competence. The adequacy of future competence capacity is ensured by supporting the personnel's learning and capacity for renewal as professionals. Employees are encouraged to participate in Talent Hub training and project training, and to implement personal development plans that promote the strategy.

d. The participation rates and feedback related to training and project training activities are tracked, and the progress of personal development plans is tracked and assessed. Impacts related to the training and skills development of Helen's own workforce are monitored in performance and development reviews and the performance and potential assessment process, which takes place in the latter part of the year. Leadership is also measured by means of 360-degree surveys once every two years. The implementation and quality of the data obtained from these activities are monitored on a regular basis at the company level.

39 No negative impacts related to the training and skills development of Helen's own workforce have been identified. Helen's capability efforts are focused on anticipation related to the development of strategic capabilities.

40 Helen's business and strategy are based on professional personnel whose strategic capabilities are an important factor in ensuring the clean transition, flexibility and profitability. Inadequate strategic capabilities are a risk for Helen and, conversely, their successful development is an opportunity.

Helen's capability definitions and contents were updated in 2024. Capabilities are identified, developed and managed at three levels. Strategic capabilities are differentiating capabilities that create a competitive advantage for Helen. Operational capabilities create competitiveness for Helen. Business-specific competencies are basic capabilities that are necessary for the business.

Capability Owners and Capability Leads were designated for the strategic capabilities. They ensure the means and monitoring necessary for the long-term development of the capability in question. In 2024, strategic projects were imported into Power BI, which is used to monitor their progress. These actions ensure that Helen has the competence to execute the company's strategy now and in the future. Strategic capabilities are managed and monitored both as their own portfolio as part of quarterly planning and at the project level in the project steering of the strategy portfolio. An assessment of the Group-level strategic capabilities is carried out in connection with the annual strategy process. Development plans for different levels of the organisation are derived from the strategic capabilities. The development of the strategic capabilities is integrated into the operational planning of the Board of Directors, Management Group, businesses, teams and individuals. Ownership of the development of capabilities is centralised in the HR organisation, and each capability has a designated owner in the Management Group.

41 Helen's current assessment is that its practices do not cause or contribute to negative impacts on the training and skills development of the company's own workforce. In the future, potential negative impacts will be assessed in Helen's double materiality assessment and as part of the day-to-day work of the company's Talent & Leadership team.

42 Targets related to the material sustainability aspects of the company's own workforce will be developed in 2025.

43 The development of the strategic capabilities is integrated into

the operational planning of the Board of Directors, Management Group, businesses, teams and individuals. Ownership of the development of capabilities is centralised in the HR organisation, and each capability has a designated owner in the Management Group.

AR 43 Actions related to training and skills development of the company's own workforce do not have a clear connection to the green transition.

AR 47 Processes concerning the management of material risks related to the company's own workforce have been integrated into the risk management process, which is reviewed four times per year.

Appendix A.3 Appendix A.3 has been taken into account in reporting with regard to training and skills development.

Health and safety of the company's own workforce

37; MDR-A, 68

a. To promote occupational wellbeing, the personnel are provided with various benefits and the quality of management processes is ensured. The Workplace Development Plan is maintained on a dynamic basis throughout the year. In 2024, the plan was updated three times. The updates concerned changes in office premises and instructor-led exercise breaks. The use of the offered benefits is monitored at the annual level, and management processes are monitored on a regular basis. The actions taken to promote occupational wellbeing and occupational safety are part of the implementation of strategy and they are expected to lead to fewer accidents and sickness-related absences, as well as better job satisfaction. Helen will report on the targets and policies related to the sustainability matters in 2025.
b. The actions are focused on Helen's own operations in Finland and they have impacts on the company's own workforce.
c. The development of occupational wellbeing and safety is an ongoing effort.
d. Occupational wellbeing and safety is a matter of prevention related to the topic rather than the provision of remedy.
e. The development of health and safety development is measured by quantitative metrics. Qualitative information is obtained from the content of individual observations and the responses to open-ended questions in employee experience surveys. This qualitative information is used to support the interpretation of the quantitative data. Sickness-related absences and accidents have remained at a low level, but job satisfaction has deteriorated somewhat.

37; MDR-A, 69 The implementation of the sustainability actions does not require significant operational expenditures (OpEx) and/or capital expenditures (CapEx) with regard to the health and safety of the company's own workforce.

38

a. With respect to the health and wellbeing of the company's personnel, Helen provides occupational health services that exceed the legal requirements. The company engages in close cooperation with its occupational health partner to develop occupational wellbeing. Regular cooperation meetings are held four times per year, and additional meetings and other communication are organised as necessary. The goal of occupational health activities and cooperation is to take preventive action, to manage work ability risks as well as to support employees' occupational wellbeing, adjustability to change and coping with psychosocial workload. The aim is to minimise the risk of injury and mental workload. The occupational health of self-employed people and temporary agency workers is ensured through an agreement between the companies concerned and external quality assurance.
b. The actions are focused on preventing negative impacts related to the health and safety of the company's own workforce rather than the provision of remedy.
c. Occupational wellbeing is a sum of many different factors. It includes work and its meaningfulness, as well as health, safety and wellbeing, among other things. Occupational wellbeing is increased by, for example, good and motivating leadership, clear management processes, the atmosphere of the workplace community and the professional competence of the employees. To promote occupational wellbeing, Helen provides a wellbeing and culture benefit, comprehensive leisure-time accident insurance and occupational health services that exceed the legal requirements. In 2024, the company introduced the opportunity to participate in daily instructor-led exercise breaks during working hours to minimise the risks associated with seated work. A company bicycle policy enables commuting by bicycle for those who wish to take advantage of it.
d. Regular cooperation meetings are held with the occupational health partner to review occupational health figures and exchange ideas on promoting occupational health and wellbeing. The occupational health partner carries out health surveys and is responsible for establishing a line of communication with the employee. Maintaining an overview of occupational wellbeing is also supported by the comprehensive employee experience survey conducted once every two years, which provides results to which the company can react. The use of the offered benefits is monitored at the annual level, and the data is used to evaluate which benefits should be offered to the personnel.

39 The comprehensive personnel survey that is carried out once every two years will be conducted in 2025, and it will also be used to measure wellbeing-related themes. Functions and teams create development plans on the basis of the personnel survey. The aim of surveys and studies is to identify themes that require action. Regular personnel surveys are analysed at the company and business function levels, and the teams also review their own results. Health data is reviewed with the occupational health partner in order to be able to react to any deviations.

40

a. Financial risks are related to potential permanent disability among the personnel. The health and safety risks of Helen's own workforce are monitored in accordance with the Group's risk management process. Occupational wellbeing and health risks are prevented through the provision of occupational health services that exceed the normal scope of such services, as well as an early support model, good leadership and the potential restructuring of tasks. Among management processes, performance and development reviews and one-to-one discussions with supervisors are particularly useful for identifying situations that require a reaction.
b. Financial opportunities related to the health and safety of the company's own workforce have not been identified.

41 By developing its capabilities, Helen aims to ensure that its activities do not cause negative impacts on the health and safety of its own workforce. Supervisors participate in regular training on wellbeing-related themes and the supervisor's responsibilities, as well as target-setting, performance management processes and other topical themes. Persons in certain job roles also complete

Employees by contract type, broken down by gender

2024, head count		Female	Male	Other	Not reported	Total
50 a.	Number of employees	323	454	-	-	777
50 b. i.	Number of permanent employees	300	429	-	-	729
50 b. ii.	Number of temporary employees	23	25	-	-	48
50 b. iii.	Number of non-guaranteed hours employees	0	0	-	-	0
52 a.	Number of full-time employees	301	445	-	-	746
52 b.	Number of part-time employees	22	9	-	-	31

additional training as required, including hot work and high-voltage work qualifications and training for other permits.

42 The health and safety targets that cover value chain workers in addition to the company's own workforce are presented under Disclosure Requirement S2-5. Targets related only to employees are reported in 2025 in connection with Disclosure Requirement S1-5.

43 Helen provides occupational health services that exceed the legal requirements. Together with the occupational safety and health organisation and the personnel organisation, occupational health services are responsible for promoting and monitoring occupational health. The ISO 45001-certified occupational health and safety management system is audited by an external auditor, and the company's management reviews it annually. Several components of the management system are audited internally in a planned and systematic manner each year. Risk management is carried out at multiple levels of business and from different perspectives. Occupational safety deviations are investigated.

AR 43 Actions related to the health and safety of the company's own workforce do not have a clear connection to the green transition.

AR 47 Processes concerning the management of material risks related to the company's own workforce have been integrated into the risk management process, which is reviewed four times per year.

Appendix A.3 Appendix A.3 has been taken into account in reporting with regard to health and safety.

Metrics and targets

S1-6 Characteristics of the undertaking's employees

50 Helen has personnel only in Finland. Approximately 87% of the personnel work in a permanent and full-time employment relationship. Temporary employment relationships are offered to summer workers and project workers. Part-time positions are offered mainly to students. There are no employees on non-guaranteed working hours.

Number of employees

	Gender	Number of employees in 2024
50 a.	Male	454
50 a.	Female	323
50 a.	Other	-
50 a.	Not reported	-
50 a.	**Total employees**	777

c. The exit turnover of the personnel was 13.0%, which corresponds to 95 persons. The exit turnover was 11.7% for women and 14.0% for men.
d. The head count is based on the average head count on the last day of the month.
e. The reporting is based on head count, and the head count has not been converted to person-years.
f. The total number of employees corresponds to the item "average number of personnel" in the table "number of personnel during the financial year" in note 4 to the consolidated financial statements.

AR 55 In Finland, it is only possible to enter one's gender as "woman" or "man" in the Population Information System. Helen follows the Finnish practice in this regard.

AR 59 Employee turnover is determined by adding up the number of permanent employees who leave the company voluntarily or due to dismissal or retirement, or who pass away while in an employment relationship. Employees who leave the company due to a business transfer do not count towards the employee turnover figure. The denominator is the average number of permanent personnel on the last day of the month.

S1-13 Training and skills development metrics

83 The entire personnel is covered by performance and development reviews. Performance reviews and development discussions include giving feedback on performance during the past performance period, setting personal targets that are based on the strategy, preparing a development plan and discussing the person's career. Personal, strategy-based targets ensure that the personnel understands the significance of their work in the achievement of common targets.

The development discussion process includes the early-year development discussion and the mid-year interim development discussion. In addition, supervisors hold one-to-one discussions with their team members as they deem necessary. In addition to performance and development reviews, each employee of Helen Ltd and Helen Electricity Network Ltd who has been employed for more than four months at the time of the assessment is within the scope of an annual performance review The employee's overall performance and success in their role is reflected against common appraisal criteria. Sustained strong performance is a factor in pay increases, among other things. The appraisal of the management's performance differs from the appraisal of other personnel in terms of the criteria, and it is carried out separately as part of the management's performance and development reviews. Performance reviews are carried out in the latter part of the year.

The personnel's competence needs are also assessed annually, and these are included as development measures in the personal development plans. The development plans are followed up on in the intermediate development discussions and their realisation is

assessed in the following year's development discussions. Helen aims to continuously develop opportunities for learning and knowledge sharing. Helen builds competence paths and offers various training models, such as Helen Talent Hub, a strategic competence development programme tailored for the personnel. In addition, employees are encouraged to take the initiative to actively develop their own expertise and to participate in the development of their work community and work.

Employees

%		Total	Female	Male
83 a.	Career discussion (performance and development discussion) held	92%	91%	93%
83 a.	Annual performance appraisal carried out	96%	99%	97%

83

b. In 2024, the personnel spent an average of 16.2 hours on training. Women spent an average of 16.8 hours on training during the year, and men spent 15.8 hours.

S1-14 Health and safety metrics

88; 90

a. Occupational safety activities are guided by an ISO 45001-certified occupational health and safety management system that covers 100% of the Group's own workforce.

b. During the year, there were no fatalities resulting from work-related injuries or work-related ill health among the company's own workforce or value chain workers working on the company's sites.

c. The company's own workforce did not have any occupational accidents resulting in absence during the year. The frequency of occupational accidents leading to absence among the company's own workforce was 0.

d. There were no incidents of suspected occupational diseases among employees in 2024. Information on potential other work-related ill health or related absences among employees is not available, as the occupational health partner does not maintain statistics on potential work-related causes in connection with diagnoses and sickness-related absences.

e. Among employees, the number of days lost to work-related ill health and fatalities from ill health and work-related injuries and fatalities from work-related accidents was 0.

Minimum Disclosure Requirements for S1 metrics (MDR-M, 77)

There are no significant assumptions behind the metrics, and there are no significant limitations associated with the methodologies used. The measurements have not been validated by external bodies. The names and descriptions of the metrics are meaningful because they are based on the S1 sustainability reporting standard. If any metric deviates from this information, the deviation is specified below.

Employees: The information is calculated as the average head count on the last day of the month. The unit of measure is the head count.

Breakdown by gender: Information on the gender breakdown of employees has been collected and reported only as a breakdown of male and female employees. The unit of measure is the head count broken down into men and women.

Employees who left the company: The metric includes employees who left the company voluntarily or due to dismissal or retirement, or who passed away while in an employment relationship, by the end of the reporting period. The denominator for exit turnover is the average head count for permanent employees on the last day of each month. The limitations of the methodology are that the calculation is limited to employees in a permanent employment relationship and that employees who leave the company as a result of a business transfer do not count towards the employee turnover figure. The unit of measure is the head count and the rate of turnover (%).

Development discussions and performance appraisals: The information has been calculated by dividing the proportion of employees appraised at the end of the appraisal month of the total head count by the total employee head count for the reporting period. The limitation of the methodology is that summer workers who are not employed at the time of the performance appraisals carried out in the latter part of the year are included in the head count for the year. The name and description of the metric has been adjusted to correspond to Helen's two-stage development discussion process. The unit of measure is the participation percentage (%).

Training hours: The information has been calculated on the basis of the training hours data in Helen's training and learning management system, which has been enriched with gender information. The limitation of the methodology is that employees do not always report their training hours in the system, and the data on training hours requires further processing by an HR specialist. The unit of measure is the training hour (h).

Occupational health and safety management system: The methods used for the metric are based on the ESRS S1-14 Disclosure Requirement. The unit of measure is percentage of the personnel (%).

Fatalities: The methods used for the metric are based on the ESRS S1-14 Disclosure Requirement. The unit of measure is the number of fatalities as a result of work-related injuries and work-related ill health.

Occupational accidents: The methods used for the metric are based on the ESRS S1-14 Disclosure Requirement. The units of measure are the number and frequency of occupational accidents resulting in absence.

Incidents of work-related ill health: The methods used for the metric are based on the ESRS S1-14 Disclosure Requirement. The unit of measure is the number of incidents of work-related ill health, which is subject to legal restrictions concerning the collection of data.

Lost days: The methods used for the metric are based on the ESRS S1-14 Disclosure Requirement. The unit of measure is the number of days lost to work-related injuries and fatalities from work-related accidents and work-related ill health and fatalities from ill health.

S2-5 Actions related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

41; MDR-T, 80

Target 1: Helen Ltd and its strategic partners will have a lost time incident frequency of 3 or less in 2024

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target is that Helen Ltd and its strategic partners will have a lost time incident frequency (LTIF) of 3.0 or less in 2024. The target is absolute and measured by the LTIF metric.
c. The incident frequency covers all occupational accidents resulting in absence among employees of Helen Ltd (own operations) and employees of companies that are considered strategic partners (upstream value chain) that occur in Helen Ltd's energy production or distribution, or related work. Most of the work takes place in Finland, but Helen Ltd's personnel also travel abroad for work-related purposes.
d. The target has no base year or baseline.
e. The target is set for each calendar year, so it does not have a milestone.
f. The frequency of occupational accidents resulting in absence is calculated according to established practices. The ratio has been calculated per one million hours worked, and occupational accidents resulting in absence are defined as occupational accidents resulting in at least one day of absence in addition to the day of the incident. Occupational accident data is reported to the EHSQ system, and actual working hours are collected from various systems and by means of surveys.
g. The target is not related to environmental matters and it is not based on scientific evidence.
h. The target has been addressed in Helen Ltd's occupational safety and health cooperation, and the occupational safety and health action plan has been approved by the Management Group. In partnerships, the target has been addressed in connection with with the partnership-specific annual targets between the parties responsible for the agreement.
i. No changes have been made to the targets during the calendar year.
j. Addressing and monitoring occupational safety deviations is part of operational activities. The performance indicators are reported to the Management Group on a monthly basis and to the Board of Directors on a quarterly basis. In occupational safety and health cooperation, the targets are also regularly monitored in meetings of the occupational safety and health committee. Significant trends or changes that would have an impact on the ability to achieve the target have not been identified. The lost time incident frequency as defined in the target was 3.3 in 2024. In this respect, the good development of occupational safety that had taken place in recent years did not continue as expected. Reducing the number of occupational accidents resulting in absence in collaboration with partners was not entirely successful in terms of the target and the principle of continuous improvement.

Target 2: Helen Electricity Network Ltd and its partners will have a lost time incident frequency of 0 in 2024

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target was that there would be no lost time incidents among the personnel of Helen Electricity Network Ltd or its partners in 2024, meaning that the combined lost time incident frequency would be 0.0. The target is absolute and measured by the LTIF metric.
c. The incident frequency covers all occupational accidents resulting in absence among employees of Helen Electricity Network Ltd (own operations) and its partners (upstream value chain) that occur in electricity distribution activities or related work. Most of the work takes place in Helsinki, but Helen Electricity Network Ltd's personnel also travel elsewhere in Finland and abroad for work-related purposes.
d. The target has no base year or baseline.
e. The target is set for each calendar year, so it does not have a milestone.
f. The frequency of occupational accidents resulting in absence (LTIF) is calculated according to established practices. The ratio has been calculated per one million hours worked, and occupational accidents resulting in absence are defined as occupational accidents resulting in at least one day of absence in addition to the day of the incident. Occupational accident data is reported to the EHSQ system, and actual working hours are collected from various systems and by means of surveys.
g. The target is not related to environmental matters and it is not based on scientific evidence.
h. The target has been addressed in Helen Electricity Network Ltd's occupational safety and health cooperation, and the occupational safety and health action plan has been approved by the Management Group. In partnerships, the target has been addressed in connection with with the partnership-specific annual targets between the parties responsible for the agreement.
i. No changes have been made to the targets during the calendar year.
j. Addressing and monitoring occupational safety deviations is part of operational activities. The performance indicators are reported to the Management Group on a monthly basis and to the Board of Directors on a quarterly basis. In occupational safety and health cooperation, the targets are also regularly monitored in meetings of the occupational safety and health committee. Significant trends or changes that would have an impact on the ability to achieve the target have not been identified. The lost time incident frequency as defined in the target was 5.8 in 2024. The targeted return to the good level of occupational safety that had been previously achieved with partners was not realised. Joint measures have been defined together with the partners to deepen occupational safety cooperation and prevent similar occupational accidents resulting in absence in the future.

Target 3: The Group's own workforce and value chain workers will report a total of 1,565 observations in 2024

a. The relationship between the target and the policy's objectives will be reported on in 2025.
b. Helen's target was that the Group's own workforce and value chain workers would report a total of 1,565 observations in 2024. The target is absolute and measured in terms of the number of observations.
c. The target includes all reported observations related to Helen's own operations. Most of the observations are made in Finland, but the company's own personnel also report observations on their business trips abroad.
d. The target has no base year or baseline.
e. The target is set for each calendar year, so it does not have a milestone.
f. The reported observations include near misses, hazards, incidents of threats, harassment and violence, improvement suggestions and positive observations, as well as deviations related to corporate security. Helen values individual observations, as they are considered to prevent occupational accidents, provide feedback

on operations and enable the realisation of the principles of continuous improvement. Observations are reported in the EHSQ system and in the reporting systems of some of Helen's partners.

g. The target is not related to environmental matters and it is not based on scientific evidence.

h. The company-specific shares of the target have been addressed in the occupational safety and health cooperation functions of Helen Ltd and Helen Electricity Network Ltd, and the occupational safety and health action plans have been approved by the management teams. Partner-specific targets for observations have been addressed between the persons responsible for the agreements in question.

i. No changes have been made to the targets during the calendar year.

j. Addressing and monitoring occupational safety deviations is part of operational activities. The performance indicators are reported to the Management Group on a monthly basis and to the Board of Directors on a quarterly basis. In occupational safety and health cooperation, the targets are also regularly monitored in meetings of the occupational safety and health committee. Significant trends or changes that would have an impact on the ability to achieve the target have not been identified. The Group's own workforce and value chain workers working on the company's sites reported over 2,200 individual observations in 2024. The target was exceeded by a significant margin, which is particularly due to active observations by Helen's partners.

41; MDR-T, 81 Helen has set measurable outcome-oriented targets for the health and safety of value chain workers, so the data point is non-material.

42

a. Occupational safety management is developed and a good occupational safety culture is promoted throughout the value chain in accordance with the principles of continuous improvement. Targets are set based on the actual outcomes of occupational safety metrics and the company's view of the gradual improvement that can be achieved. The setting of targets and agreeing on development projects takes place through negotiations between Helen and representatives of partners and service providers. The jointly agreed targets and practices also have impacts on other value chain participants as best practices become well-established. The sustainability target set for occupational health and safety is 0 accidents among the Group's employees and the employees of its strategic partners. More detailed targets have been set through occupational safety and health cooperation, and they have been recorded in the occupational safety and health action plans of Helen Ltd and Helen Electricity Network Ltd.

b. Part of the observation target has been assigned to Helen's partners and designated service providers based on their role and the nature of their work. Partner-specific and service provider-specific targets are monitored in the steering groups for the commissions in question. The steering group participants include representatives of Helen and the partners and service providers. Performance relative to the LTIF and observation targets recorded in occupational safety and health action plans is regularly monitored in occupational safety and health cooperation, which includes the employer's representative and the representatives selected by the personnel from among themselves. Occupational safety performance indicators are reported to the Management Group on a monthly basis and to the Board of Directors on a quarterly basis.

c. The processing of reported occupational safety deviations is always aimed at identifying actions to eliminate the hazards in question or prevent similar incidents from occuring in the future. The typical actions include the installation of temporary or permanent protective structures or the development of control practices. The processing of occupational safety deviations is an operational activity that is also performed in occupational safety and health cooperation and the steering groups for commissions, which include representatives of Helen and the partners and service providers.

Minimum Disclosure Requirements for S2 metrics (MDR-M, 77)

The methodologies for the metrics related to the targets are described in connection with Minimum Disclosure Requirement MDR-T, 80 f. There are no significant assumptions behind the metrics, and there are no significant limitations associated with the methodologies used. The measurements have not been validated by external bodies. The names and descriptions of the metrics are meaningful because they illustrate the targets.

LTIF: The unit of measure is the Lost Time Incident Frequency.

Occupational safety observations: The unit of measure is the number of occupational safety observations.

Supply chain

Supply chain management enables stable and reliable energy production and distribution in the transition towards a sustainable energy system. Careful selection of suppliers and close cooperation with strategic partners promote the achievement of sustainability targets.

In 2024, Helen had a total of 1,811 active suppliers (2023: 1,960 active suppliers), from whom products and services were purchased for a total of EUR 1,449 million (EUR 1,314 million).

Helen's suppliers are categorised into strategic, key and routine suppliers. In 2024, the company identified eight strategic Group-level suppliers and 31 key suppliers. From these suppliers, Helen purchases fuels, transport and IT services, strategic operation and maintenance services, and design and construction services that support the carbon neutrality target. In addition, Helen Electricity Network Ltd purchases services related to electricity network design, construction, operation and maintenance and energy measurement. The remaining suppliers were categorised as routine suppliers.

A total of 98 per cent of Helen's purchases were from companies registered in EU countries. Less than 0.01 per cent of direct procurement was from SDG index high-risk countries. These procurements consisted of a fuel sample batch and consulting.

In 2024, Helen purchased products and services from 259 new suppliers. ESG criteria were applied in the selection process for each new supplier. Helen uses the same criteria in the daily monitoring of all strategic, key and routine suppliers.

Supply chain management

Helen invests in supply chain management to ensure that products and services are sourced from responsible suppliers. The supply chain management tools include background checks, contracts, assessments, audits and certifications.

In 2024, Helen began to develop an annual supplier management plan for strategic and key suppliers. In addition, personnel competence related to sanctions monitoring and sustainability was enhanced.

Background checks

Helen registers new suppliers through a supplier opening process. As part of this process, Helen reviews the supplier's economic and social sustainability information, among other things. Helen orders products and services only from approved suppliers. The economic and social sustainability performance of suppliers is monitored. Bribery and corruption are prevented by ensuring financial control and implementing international sanctions control.

Contracts

Helen requires suppliers to commit to the Supplier Code of Conduct, which contains sustainability criteria related to ethical business practices, the environment and human and labour rights. Procurement contracts also require suppliers to commit to combating the grey economy and corruption. Sanctions clauses have been included in Helen Group's supplier agreements since 2023.

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Assessments

Helen evaluates the environmental and social responsibility of its suppliers by means of sustainability surveys. The survey results are evaluated as part of the procurement process. Helen addresses any deviations detected in the survey and monitors the measures taken to remedy them. 100 per cent of Helen's strategic and key suppliers responded to the sustainability survey in 2024.

Audits

Helen conducts supplier audits systematically and also takes advantage of the HSEQ cluster in the audits. In the audits, Helen assesses suppliers' occupational health and safety issues, environmental sustainability and quality. In 2024, eight audits were carried out on suppliers of maintenance services, electricity network construction services and fuels, for example.

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Operations-related systems and certificates

Helen requires that suppliers have reliable and efficient operating models. Biofuel suppliers are required to have a sustainability certificate (such as PEFC, SBP or FSC). With regard to other procurement, Helen may require the supplier to provide a description of their quality and environmental plan.

Supply chain impacts and their monitoring

The key environmental impacts of Helen's supply chain are related to fuel procurement. Significant impacts include greenhouse gas emissions from fuel production and impacts on biodiversity. In addition, the production of raw materials for electricity storage solutions involves environmental threats, such as soil and water pollution. Among the suppliers that responded to the sustainability survey, one supplier was identified as having had an environmental incident.

The most significant social sustainability aspects are related to the realisation of human rights and working conditions in high-risk countries. Notable examples of this include risks related to human rights and forced labour in the supply chains of minerals needed for battery technology. Occupational health and safety aspects are prominent in both international and local supply chains. Among the suppliers that responded to the sustainability survey, 4 suppliers (4 suppliers) were identified as having negative social sustainability impacts related to occupational safety.

Helen contacts the supplier to agree on remedies with regard to development areas identified with the help of the sustainability survey. In 2024, no supplier relationships ended due to the identification of negative impacts or inadequate measures. Helen continues to develop the supply chain's sustainability together with suppliers.

Respect for human rights

Helen's operations are guided by the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

Helen ensures the realisation of human rights in the supply chain as part of supplier management, with tools such as background checks, the sustainability survey and audits. Potential human rights violations can be reported through Helen Group's whistleblowing channel and the reports made are processed as part of supplier management. No reports of human rights violations were received via the whistleblowing channel in 2024.

There were no incidents during the year involving suspicions or evidence of the use of child, forced or compulsory labour in the supply chain. Less than 0.01 per cent of purchases were made from high-risk countries, such as Indonesia and Hong Kong. In addition, Helen uses a sustainability survey to find out whether suppliers employed people under the age of 15 or 17. Based on the survey responses, suppliers did not employ young workers in 2024. According to the current assessment, Helen's own operations' risks related the use of child, forced and compulsory labour are small.

In the near future, Helen will further develop its concrete human rights activities as the company prepares for reporting in accordance with the EU's sustainability reporting standards. Future actions include the more detailed specification of the company's human rights due diligence process.

Fuel procurement

In euros, fuels account for the majority of Helen's procurement. Fuel procurement chains were significantly affected by Russia's war of aggression. After the procurement of Russian natural gas ended in March 2022, the natural gas procured by Helen has been imported to Finland through the Balticconnector gas pipeline or the Inkoo LNG terminal. The countries of origin of natural gas are Norway and the United States.

Coal procurement also continued through new channels opened in 2022, from countries such as the United States and Australia. In addition, Helen received small quantities of mixed batches where suppliers blend lots from different countries before delivery to improve coal quality. The mixed batches do not include any Russian coal.

In 2024, Helen continued the sustainable procurement of pellets and wood chips from Finland and the Baltic countries. During the procurement process, Helen verifies that the raw materials for the biomass used originate from certified and sustainable sources. Helen carries out regular audits to ensure that suppliers comply with sustainability requirements and that the procurement chain is sustainable.

SUPPLIER MANAGEMENT

Responsibilities

For Helen, supplier management means an operating practice that is aimed at ensuring the availability of high-quality and timely services and products. Supplier management is carried out together with Helen's business functions.

Sustainability survey

Helen assesses the sustainability risks of suppliers by means of a sustainability survey. The company monitors deviations identified in the survey and cooperates with suppliers to develop practices. All strategic and key suppliers, as well as suppliers selected through public tendering processes that exceed the EU threshold, are required to complete the sustainability survey. The survey was developed further in 2024.

Basic requirements

All suppliers must comply with requirements concerning legislation. The background information of suppliers is monitored on a continuous basis. Any changes to the information lead to a follow-up check and, if necessary, the changes will be addressed together with the supplier. Helen's suppliers are also subject to continuous sanctions monitoring.

Auditing

Helen conducts supplier audits systematically and takes advantage of the HSEQ cluster in the audits. Fuel suppliers are subject to audit practices involving more detailed criteria than normal. The Category Manager is responsible for evaluating the need for an audit. Helen is responsible for the planning of the audit and it is carried out by an external party.

Supplier Code of Conduct

Helen requires all suppliers to commit to the company's Supplier Code of Conduct. They are an integral part of all cooperation agreements. The Supplier Code of Conduct is available on Helen's website.

Safety and security

As a security of supply company, Helen is prepared for exceptional situations. For Helen, safety and security mean determined work to ensure supply reliability, information security and cyber security.

Helen has taken a systematic and long-term approach to developing an operating model and the capacity to react to various security incidents. The company maintains a careful overview of the security situation, and the uncertain global situation is taken into account in the company's preparedness. The continuity of operations is guaranteed by ensuring that the processing of situation-related information and the management of operations can be carried out successfully under all circumstances. Helen maintains operational capacity, ensures that the preparedness and contingency plan is up-to-date and regularly organises safety training and drills for the personnel.

The reliability of electricity, district heating and district cooling networks in Helsinki is at an excellent level. Helen looks after 6,580 kilometres of electricity network, 1,411 kilometres of district heating network and 101 kilometres of district cooling network. Helen's versatile energy system has been built over a long period of time to ensure that it can withstand different disruptions.

Helen is also committed to maintaining supply reliability in the future. Supply reliability is taken into account in the planning of energy production and distribution systems and in all stages of operation, maintenance and asset management. Helen explores solutions that reduce outage times and the number of outages and actively implements new measures and methods. Work related to the energy system is always planned on a case-by-case basis to ensure that an outage can be either minimised or avoided altogether through advance preparation.

Getting prepared for electricity shortages is part of Helen's normal preparedness activities. In the event of an electricity shortage, customers that are critical to the functioning of society, such as hospitals, have priority in electricity supply.

Helen builds sustainable cooperation with partners and service providers, and their safety is managed purposefully. Service providers are required to comply with Helen's requirements concerning safety principles, and the realisation of these safety criteria is monitored.

The reliability of energy networks in Helsinki is at an excellent level.

Electricity supply reliability

In 2024, the average annual outage time of Helen's electricity distribution customers was 2.1 minutes (2023: 3.7 minutes). The target is to keep the average outage time below five minutes, and this was achieved to a good extent.

The excellent reliability of electricity distribution is the result of Helen Electricity Network Ltd's determined work over the years. The company invests in weather-proofing the electricity network: over 99 per cent of the low- and medium-voltage network is underground cabling, and extreme weather phenomena have been taken into account in the design of the high-voltage network. The network is meshed, making it possible to quickly disable a defective part with protection systems and to feed electricity from the other direction with the help of automation. In addition, Helen Electricity Network Ltd has invested in advanced systems that make it possible to detect some faults at an early stage, thus eliminating the outage entirely.

The electrification of heat production presents a challenge to the sufficiency of transmission capacity. In 2024, Helen Electricity Network Ltd created a new connection contract model that enables connections to the high-voltage distribution network before the completion of network strengthening investments. Flexible connection contracts help to keep the operational situation under

constant control and speed up the deployment of clean transition investments.

Heating and cooling supply reliability

In 2024, the average outage time of Helen's district heating customers was about 2.3 hours (2.3 hours), which is slightly more than the target of less than two hours set for the year. There were a total of 445 outages (501 outages), of which 58 (75) were unplanned outages caused by sudden faults and disruptions. Factors contributing to the number of outages and the average outage time included planned network investments and phased network maintenance work, which is essential for ensuring the reliable operation of the network.

The average outage time of district cooling customers was approximately 0.8 hours (4.0 hours). There were a total of 17 outages (29 outages). The number of outages and the average outage time decreased from the previous year, and the outage time target of less than 2 hours was achieved.

The smartness of district heating and cooling networks was developed, and network maintenance was optimised with the help of data. Data is used in the long-term planning of investments as part of the life-cycle management of district heating and cooling networks. In the future, artificial intelligence will be increasingly utilised in the planning of network optimisation, maintenance and investments.

Information and cyber security

Information security refers to administrative and technical measures that ensure the confidentiality, integrity and availability of information. Cyber security refers to the protection of the digital environment, information networks and systems. As an organisation vital for the security of supply, Helen takes cyber security seriously. The identification and monitoring of information security risks takes into account the company's visibility and role in society as well as the impacts of changes in the industry. Helen's long-term information and cyber security work provides a solid foundation, on the basis of which the company constantly evaluates and develops its response capabilities.

In 2024, Helen started the phased deployment of development measures that implement the company's cyber strategy and support the digital strategy and business operations. As part of compliance, Helen has assessed the impacts of the EU's NIS2 cyber security directive on the company's operations and begun preparing for the entry into force of the legislation.

The evolving threat landscape and situational awareness of information security are continuously assessed. The response to the evolving threat landscape involves developing Helen's internal practices and adapting operations to the prevailing risk level. Helen has intensified its cooperation with information security partners, the authorities and various stakeholders.

Helen works consistently to raise awareness about information and cyber security. Practices related to information and cyber security are taken into account in procurement processes and the supply chain, for example. They also serve as key foundations for the development of digital services targeted at customers.

The personnel are provided with diverse training on taking information security into account in their work. For example, new employees attend information security orientation sessions and complete related online training. Helen engages in regular communications on topical issues related to information security. The personnel take a basic course in information security at regular intervals, and micro-training is also available.

Data protection

The protection of personal data is a central part of Helen's operations. The objective of data protection is to ensure the appropriate and secure processing of personal data, to protect data against unauthorised access and other unlawful processing, and to provide data subjects, such as customers and stakeholders' contact persons, with the opportunity to control and use their data. The Group's data protection principles define common practices for organising, implementing, assessing and reporting on personal data protection. The principles laid down in data protection legislation and appropriate safeguards are applied in all personal data processing.

Helen has a Data Protection Group that develops and coordinates data protection efforts throughout the organisation. The Data Protection Group provides guidelines and ensures the consistency of data protection practices, supports the training of the personnel and actively monitors the realisation of data protection. All of the personnel must complete online training on data protection and then renew it regularly.

Helen is not aware of any personal data breaches in 2024 with a high risk to the rights and freedoms of an individual. There was one personal data breach in connection with a change of information system in early 2024. The impacts were quickly and effectively brought under control. There were no other significant incidents related to leaks, theft or loss of customer data during the year. Helen reported 13 personal data breaches to the Office of the Data Protection Ombudsman, 12 of which were related to identity theft. The Data Protection Ombudsman has not requested to provide further information regarding these breaches. Helen is not aware of any breaches of customers' privacy related to previous years' events.

Helen is committed to the continuous development of data protection and information security practices to ensure that the company can provide its customers and other stakeholders with a reliable and secure operating environment.

GRI G4: Electric utilities sector disclosures

%	2024	2023	2022
EU-30 Average availability of power plants[1)]	97.39%	95.19%	96.98%

[1)] *For 2022 and 2023, the average availability of the Hanasaari, Salmisaari and Vuosaari power plants (excluding the Vuosaari bioenergy heating plant), calculated according to the PSK 6021 standard. For 2024, Salmisaari and Vuosaari, including the bioenergy heating plant.*

Outage times

	2024	2023	2022
Electricity distribution customer, minutes (SAIDIew)	2.1	3.7	4.0
District heating customer, hours	2.3	2.3	2.0
District heating outages, number	445	501	400
of which unplanned and unexpected, number	58	75	45
District cooling customer, hours	0.8	4.0	1.1
District cooling outages, number	17	29	19

G

Corporate governance

Ethical conduct and compliance

In its business operations, Helen is committed to good governance, sustainability and compliance. Helen Group's Code of Conduct is the basis for all of the company's operations and the most important commitment guiding the work of the employees.

The Code of Conduct is based on Helen's values and aligned with the ethical principles of the company's owner, the City of Helsinki. The Code of Conduct sets out how Helen conducts its business and how the employees treat each other, their business partners and other stakeholders.

In accordance with the Code of Conduct, Helen does not tolerate bribery in any shape or form. Helen does not accept any personal benefits, gifts or similar that would deviate from normal hospitality nor does the company offer them to stakeholders. Helen does not provide direct or indirect financial support to political parties, organisations or individual politicians. Moreover, Helen does not use any operator, representative or other third party to carry out measures that are in conflict with the Code of Conduct. The Code of Conduct is audited and, if necessary, updated annually in the constitutive meeting of the Board of Directors.

Helen also adheres to the Code of Conduct in supply chain management. Helen informs its partners of the Code of Conduct and requires its suppliers to commit to the Supplier Code of Conduct.

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In addition to the Code of Conduct, the company's operations are guided by the policies that apply to the entire Helen Group as well as international commitments.

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Compliance

Compliance means acting in accordance with laws, regulations and permits, as well as the company's internal policies and processes. Helen complies with legislation and regulations and trains its personnel and partners regularly. Helen reports on deviations and provides information about its operations transparently.

In 2024, there were a total of 41 requests for decision pending at the Consumer Disputes Board, most of which became pending in 2023 due to exceptional changes in the operating environment of the electricity market. The number of new requests for decision that became pending in 2024 was much lower than in the previous year: 8 requests (2023: 45 requests). The pending requests mainly concerned the pricing of electricity contracts valid until further notice. Other cases being processed were related to issues such as the entry into force of a contract, contractual penalties related to the termination of the contract, the consumer's cancellation right, the promised energy production of a solar power plant, the costs of disconnection from district heating and the verification of electricity consumption. The company received eight decisions from the Consumer Disputes Board. In four of the cases, Helen was found not to have acted in violation of consumer protection legislation. In three of the decisions, it was recommended that increases to the energy price in an electricity contract would be limited to 15 per cent per year. As there was a simultaneous petition by the Consumer Ombudsman pending in the Market Court with regard to price increases, the recommendations were not applied prior to the Market Court handing down its decision. The rest of the cases are still pending.

At the Energy Market Disputes Board, which became operational in September 2023, two requests for decision became pending in 2024. One of them has been settled and one is still pending.

In 2023, Helen made a commitment to the Consumer Ombudsman to ensure that customer service intended for contract customers can be reached efficiently and through multiple channels. The Consumer Ombudsman has not issued any comments about the customer service availability after the commitment was made.

In summer 2023, the Consumer Ombudsman demanded that the Market Court prohibit Helen Ltd, under threat of a fine, from unilaterally increasing the prices of consumer electricity contracts valid until further notice by one-off increases of at least 65 per cent on the basis of material changes in circumstances as referred to in the contract terms and on the basis of changes in electricity procurement costs. The Market Court rejected the petition in October 2024. According to the Market Court, Helen had grounds to implement the price increase due to a material change in circumstances. The decision became legally valid on 28 December 2024.

In 2023, the Southwest Finland Centre for Economic Development, Transport and the Environment (ELY Centre) petitioned the Regional State Administrative Agency for Southern Finland to change

the fishery obligations and fishery management fees of Helen's subsidiary Oy Mankala Ab's Ahvenkoski and Klåsarö hydropower plants located in the western branch of the River Kymijoki. On 5 December 2024, the Regional State Administrative Agency handed down a decision in which part of the obligations proposed in the ELY Centre's petition were rejected or reduced. However, the decision placed an obligation on Oy Mankala Ab to prepare a plan and an application for the construction of a fishway that includes a downstream migration route. In addition, Oy Mankala Ab was obligated to pay an annual fishery management fee that is approximately 54 per cent higher than the current fee. The decision is not legally valid. Oy Mankala Ab considers the requirements to be groundless and an appeal against the decision was filed with the Vaasa Administrative Court. For Helen, it is important to comply with requirements and maintain biodiversity. In 2024, Oy Mankala Ab's hydraulic fishway was completed in Ahvenkoski, allowing fish to pass the power plant and reach their natural breeding areas.

In 2024, Helen had no

- confirmed cases of bribery or corruption
- legal actions related to anti-competition practices
- fatal incidents
- confirmed cases of discrimination
- confirmed cases of child, forced or compulsory labour
- breaches of regulations related to product and service information or markings
- breaches of marketing communications regulations
- confirmed complaints related to violating the customers' privacy or losing customer data

In 2024, there were no significant violations of laws and regulations that would have resulted in fines or other, non-monetary penalties for Helen. Helen was also not party to any significant disputes in court.

Training on business practices

Helen's supervisors are responsible for ensuring that the personnel are familiar with the Group's Code of Conduct. The Code of Conduct is part of orientation training. Separate online training on the Code of Conduct was developed alongside the Code of Conduct training that is part of orientation. The separate online training will be implemented in 2025. In case of doubt, the employees can contact their supervisor, the HR department or Helen's lawyer to verify the correct procedure to be followed.

In addition to online training, Helen organises targeted training related to the Code of Conduct on topics such as data protection, competition law, occupational safety and the REMIT Regulation (Regulation (EU) No 1227/2011 of the European Parliament and of the Council on wholesale energy market integrity and transparency). In 2024, Helen continued the sustainability training that was started in the previous year. Sustainability training was organised for the Management Group and the members of the Board of Directors that included general sustainability training as well as more in-depth coverage of the themes of diversity and human rights.

Taking care of data protection is a crucial part of Helen's operations. In 2024, Helen deployed a new data protection management tool, updated its internal data protection practices and implemented a data protection project on the data platform. In addition, Helen assessed data protection impacts in the new customer information system and organised targeted data protection training for procurement and customer service teams. Data protection has also been extensively incorporated into the strategic targets of Helen's digital programmes. The measures strengthen Helen's commitment to the secure and sustainable processing of personal data as part of ongoing digital development.

To ensure compliance, Helen also monitored laws, decrees and regulations more closely and communicated this actively through the company's internal communications channels.

Identification of misconduct

In accordance with the Directive on the protection of persons who report breaches of Union law, the so-called Whistleblower Directive, and the national Whistleblower Protection Act that entered into force on 1 January 2023, Helen has a channel for reporting suspected violations of the Code of Conduct. The whistleblowing channel can be used anonymously by both Helen's own personnel and external stakeholders. In addition, employees may report suspected Code of Conduct violations to supervisors. The whistleblowing channel's instructions and data protection statement were updated on 2 April 2024 and they are available on Helen's intranet and website.

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The whistleblowing channel is managed by an independent party that does not have access to password-protected material. Reports made to the channel are processed confidentially by two designated persons. At Helen, they are the General Counsel and the SVP, Employee experience. The team that processes whistleblower reports takes each report seriously and takes appropriate action for investigation if the report concerns a suspected or actual violation of the Code of Conduct and has been made in good faith and based on a genuine suspicion. If necessary, external experts are used in the assessment and a more detailed investigation is initiated.

Helen's General Counsel reports on any reports received via the reporting channel, measures related to them and compliance with laws and regulations to the company's Board of Directors and the Board's Audit Committee in connection with the annual risk management report.

In 2024, one new report was submitted via the whistleblowing channel regarding occupational safety and health and inappropriate treatment. The matter was investigated in an HR process.

Advocacy

Helen participates in the energy and climate policy debate and influences the preparation and implementation of legislation. Through advocacy activities, Helen aims to ensure that energy and climate policies serve customers, businesses, the environment and society in the best possible way.

Helen's advocacy principles are:

- Advocacy is open and transparent and decision-makers can trust in Helen's expertise.
- Helen is a prominent and active energy company that represents the interests of its customers.
- Advocacy seamlessly supports Helen's business operations.

Helen influences the development of the energy sector through various organisations in Helsinki, other parts of Finland and the entire Europe. Helen's primary advocacy organisation is Finnish Energy. In 2024, Helen paid a total of approximately EUR 329,000 (EUR 351,000) in membership fees to various organisations.

Helen has regular discussions with political decision-makers and officials on the political themes and legislative projects that are most significant for the company. Helen is committed to openness and transparency in all of its communications and is registered in the Finnish and EU transparency registers.

In its public affairs work, Helen anticipates and manages political risks and creates preconditions for growth and new business operations. The most important advocacy themes for Helen are low-emission energy production, taxation, energy system regulation, the acceptability of different forms of energy and the electrification of society.

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Economic value creation

Financial profitability is a basic prerequisite for Helen's business and an enabler of goal-oriented work for environmental and social sustainability.

Helen's business operations create jobs and economic added value in Finnish society. In 2024, the Group invested EUR 565 million (2023: EUR 427 million)in the clean transition. Helen's goal is to increase economic value sustainably. Well-managed finances ensure the continuation of clean transition investments, the maintenance of modern production plants and investments in research and development, which is a prerequisite for building a carbon neutral energy system.

Sustainable financing

To implement the company's investment programme, Helen wants to secure and expand its sustainable financing. The company has published a Green and Sustainability-Linked Finance Framework. The purpose of the framework is to further integrate Helen's sustainability targets into the company's financing and guide resources to carbon neutral energy production projects. Within the framework, Helen can utilise green and sustainability-linked debt instruments in its financing, such as loans and bonds.

In April 2024, Helen signed a EUR 150 million loan agreement with the European Investment Bank (EIB) to finance two renewable energy projects that promote the clean transition of district heating. The investment is part of the EIB's package of support for the REPowerEU plan. The aim of the plan is to reduce the European Union's dependence on imports of fossil fuels. The financing from the EIB is a major step in Helen's journey towards carbon-neutral energy production by 2030.

Helen has made significant investments in the clean transition over the past years, and will continue do so in the future. The company will also continue to diversify its sustainable financing by agreeing with providers of financing on both bilateral and multilateral financing arrangements linked to sustainability targets.

Grants

In 2024, Helen received a total of EUR 3.6 million (EUR 2 million) in government grants. The grants were allocated to several projects promoting the clean transition.

Other financial impacts

As Helen is a major player and employer in the energy sector, its operations also have indirect financial impacts on society. By employing 777 people (757 people), Helen has indirect impacts at the local, regional and national level, creating wealth and generating added value for its owner, the City of Helsinki, as well as its various stakeholders. Helen also creates jobs and added value indirectly through its supply chain.

Tax footprint

Helen is a significant and responsible taxpayer. The tax footprint describes our impact on society. The tax footprint refers to the direct and indirect taxes that Helen pays to society. By paying taxes, the company supports the functioning of society and the arrangement of the services provided by society.

Helen is committed to fulfilling its tax-related legal obligations in a responsible and timely manner. The starting point of the Group's tax policy is to pay taxes to the tax authorities in correct amounts and in a timely manner, in compliance with tax legislation. Tax obligations are fulfilled on the basis of established interpretations of tax laws. In tax-related matters, the Group operates within the framework of legislation and case law when planning the taxable income of the companies. The means used may include, for example, the provision of group contributions.

Helen complies with requirements and reports its tax footprint openly and transparently. The company cooperates with the tax authorities and other stakeholders in order to fulfil requirements. To clarify taxation practices, Helen may obtain verbal guidance from the tax authorities or a written decision on the tax treatment of a planned measure. Advocacy organisations also provide Helen with information on proposed amendments related to taxation. In the case of significant changes to taxation, Helen may issue statements in accordance with the official commenting practices and engage in dialogue with the relevant public officials and political decision-makers.

In accordance with the guidelines approved by Helen's Board of Directors, the company complies with the legislation in force in Finland in the payment, collection, remittance and reporting of taxes in all the Group companies. The responsibility for tax-related administration and compliance with the guidelines is centralised to the organisation of the SVP, Finance. This ensures that material tax-related issues are dealt with consistently in accordance with the tax administration's guidelines and the Group's internal policies. The finance organisation updates the operating guidelines as necessary.

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Helen publishes tax information as part of its financial statement reporting. An external auditor provides independent assurance on the financial statements, which includes tax information.

As a Finnish company, Helen pays all of its taxes in Finland. The taxes consist of taxes paid, which include fuel, property and corporate taxes, as well as employer contributions. The taxes also consist of taxes collected and remitted, which include taxes of an indirect nature, such as electricity tax, value added tax, and withholding taxes on wages.

The majority of the tax footprint comes from the electricity tax collected from customers, which the Group remitted to the state in the total amount of EUR 91 million (EUR 82 million) in 2024. The collection of electricity tax is mandated by law as the responsibility of electricity distribution companies, and the amount of the tax is determined by the Finnish Parliament. Regarding value added tax, Helen remitted the net amount, which is the difference between the taxes paid and invoiced.

Tax risks

Helen operates in the energy sector, which is characterised by long-term capital-intensive investments. Making long-term investments requires stability and certainty. The widespread and often rapid pace of change in tax legislation can make it challenging to commit to long-term investments, as it often leads to greater uncertainty and greater risks. Legislation and taxation must be as predictable as possible to enable investments in cost-efficient and sustainable energy production and services.

Helen's work is guided by the Group's risk management policy, which defines the targets, procedures, responsibilities and reporting methods related to risk management. In accordance with the policy, the company regularly identifies and assesses the key risks and uncertainties in its operating environment. The uncertain geopolitical

situation in Europe, among other factors, is taken into consideration in risk management.

Tax risks are regularly assessed as part of the risk management process and the guidelines are updated in cooperation with the finance organisation. The SVP, Finance is responsible for managing tax risks. External experts are consulted with regard to special issues as necessary. The main tax risks are related to changing legislation and energy sector taxes.

In its public affairs work, Helen anticipates and manages political risks and creates preconditions for growth and new business operations. The most important social themes for Helen's business are low-emission energy production, taxation, energy system regulation and the acceptability of different forms of energy.

Country-specific tax reporting

Helen has operations only in Finland. The Group's net sales are generated solely in Finland, and it has no foreign sites or sales from third parties. Helen pays all of its taxes in Finland.

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In 2024, the Group's effective tax rate was 19 per cent (24 per cent). The difference between the statutory income tax rate paid (20 per cent) and the effective tax rate is due to a decrease in provisions and other tax-exempt income.

Economic added value

Direct economic added value generated

EUR million	2024	2023	2022
Net sales	1,523	1,826	1,785
Gains from sales of fixed assets	4	151[1)]	1
Return on investments	0	0	0
Other income	0	6	0
Total	1,527	1,983	1,786

[1)] *The figure has been corrected from the previous year.*

Economic added value distributed

EUR million	2024	2023	2022
Dividends	38	62	19
Taxes and tax-like charges	110	143	181
Wages and salaries	62	54	64
Suppliers of goods and services	1,449	1,314	1,177
Total	1,659	1,573	1,441

GRI 201-1: Economic performance

EUR million	2024	2023	2022
Net sales	1,523	1,826	1,785
Operating profit	159	93	142

Distribution of net sales

%	2024	2023	2022
Electricity	48	56	57
Electricity distribution	8	6	7
Heat	41	34	31
Cooling	2	2	1
Gas	0.2	0.4	2
Solutions	1	1	1
Other	1	0	2

Distribution of net sales

EUR million	2024	2023	2022
Electricity	724	1,021	1,017
Electricity distribution	125	108	119
Heat	623	631	556
Cooling	28	28	24
Gas	3.5	7	30
Solutions	12	25	13
Other	8	7	28
Total	159	1,826	1,785

GRI 201-1: Distribution of added value

EUR million	2024	2023	2022
Net sales	1,523	1,826	1,785
Purchased goods and services	1,449	1,314	1,177
Employees (wages and salaries)	62	55	64
Society (taxes)	110	143	181
Creditors (financial expenses)	27	50	26
Owners (dividends)	38	62	19

GRI 201-4: Financial assistance received from government

EUR million	2024	2023	2022
Government grants	3.6	2	19

GRI 207-4: Taxes paid

EUR million	2024	2023	2022
Property tax	3	3	2
Employer's contributions	12	11	12
Corporation tax	17	18	19
Fuel tax	79	101	136
Total	110	133	169

Taxes remitted

EUR million	2024	2023	2022
Electricity tax	91	82	94
Value added tax	186	158	169
Withholding taxes	16	15	18
Total	110	255	281

Reporting principles

Description of the report

This Sustainability Report describes sustainability in the entire Helen Group as well as its management and key events during 2024. The reporting period of the Sustainability Report is 1 January–31 December 2024.

BP-1 General basis for preparation of sustainability statements

This Sustainability Report has been prepared partially in accordance with the provisions of chapter 7 of the Finnish Accounting Act, which are based on the requirements of the EU's Corporate Sustainability Reporting Directive (EU 2022/2426) and its Delegated Regulation (EU 2023/2772) on the European Sustainability Reporting Standards (ESRS). Helen is subject to the sustainability reporting obligation under the Finnish Accounting Act effective from the financial year 2025, but the company voluntarily reports partially in accordance with the European Sustainability Reporting Standards on the year 2024.

The Sustainability Report was also partially prepared with reference to the GRI Universal Standards 2021 update. In addition, selected complementary indicators have been used in the reporting. These include, for example, GRI G4 Electric Utilities indicators as well as Helen's own indicators to describe the development of sustainability.

5

a. The Sustainability Report has been prepared at the level of Helen Group. In 2024, Helen's group structure changed as a result of the sale of the shares of the subsidiary Geonova Oy. In addition, Helen Ltd acquired 60% of the shares of Nurmijärven Sähkövarasto Oy from Evli Renewable Energy Infrastructure Fund II Ky and, following this transaction, Helen owns 60% and Evli Renewable Energy Infrastructure Fund II Ky owns 40% of the shares of Nurmijärven Sähkövarasto Oy. A more detailed description of the group structure is provided in the financial statements.

b. The scope of consolidation in the Sustainability Report differs from the scope of consolidation in the financial statements. The scope of consolidation covers the parent company (Helen Ltd) and its subsidiaries over which the Group has control. Unlike the information provided in the financial statements, the sustainability information does not cover the Group's associated companies, as the Group does not exercise control over them, or control is shared with another company. However, the figures concerning electricity production and capacity include Helen's share of associated companies that sell their production to their shareholders at cost. Calculation boundaries that deviate from these principles are specified in connection with the relevant information. If a figure has not been fully available, this has been mentioned separately in the paragraph in question.

Helen is subject to the sustainability reporting obligation under the Finnish Accounting Act effective from the financial year 2025. Helen's subsidiaries Helen Electricity Network Ltd and Oy Mankala Ab are exempt from individual sustainability reporting pursuant to chapter 7, section 17 of the Finnish Accounting Act.

c. In this Sustainability Report, Helen has not used the option to omit information corresponding to intellectual property, know-how or the results of innovation.

d. Finland allows companies to omit information relating to impending developments or matters in the course of negotiation in exceptional cases in accordance with Article 19a(3) and Article 29a(3). Helen has not applied this option in its Sustainability Report.

BP-2 Disclosures in relation to specific circumstances

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a. Changes in the preparation and presentation of information have occurred compared to the previous reporting period, as this is the first time that Helen is reporting partially in accordance with the European Sustainability Reporting Standards. The changed reporting practice produces more useful information, as the company's sustainability information is more comparable than before. The changes concern certain disclosure requirements listed in the ESRS index of the Sustainability Report. The information reported in accordance with the European Sustainability Reporting Standards is, for the most part, only reported on the year 2024. Due to differences in reporting obligations and guidelines, Helen does not report on differences between the GRI-compliant figures reported in the previous period and the ESRS-compliant figures reported in this period.

b. Helen is reporting for the first time partially in accordance with the European Sustainability Reporting Standards, so material prior period errors have not been identified.

15 This Sustainability Report has also been prepared partially with reference to the GRI Universal Standards 2021 update and the performance indicators in the G4 Electric Utilities framework, and in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD) framework and the Science Based Targets initiative (SBTi) reporting obligations.

Further information

The Sustainability Report is published as part of Helen's Annual Review. The Sustainability Report has been approved by Helen's Management Group. The Annual Review in Finnish and its English translation were published on 19 March 2025. They are available on the Helen website. The previous Annual Review was published on 14 March 2024.

Selected environmental information in the Sustainability Report is assured by an independent party at the level of limited assurance. The assured data is marked with the following symbol: ●

The assurance assignment was commissioned by Maiju Westergren, Helen's SVP, Sustainability and Public Affairs. The assurance provider was BDO Oy. The assurance report is presented as part of the Sustainability Report.

ESRS index

● Assured information

	Disclosure number	Contents	Location	Further information
	ESRS 2: General disclosures Basis for preparation			
	BP-1	General basis for preparation of sustainability statements	Description of the report	Reported partially
	BP-2	Disclosures in relation to specific circumstances	Description of the report	Reported partially
	ESRS E1: Climate change			
●	**E1-4**	Targets related to climate change mitigation and adaptation	E1	Reported accordingly
●	**E1-5**	Energy consumption and mix	E1	Reported accordingly
●	**E1-6**	Gross Scopes 1, 2, 3 and Total GHG emissions	E1	Reported accordingly
	ESRS E2: Pollution			
●	**E2-4**	Pollution of air, water and soil	E2	Reported accordingly
	ESRS E4: Biodiversity and ecosystems			
	ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	E4	Reported partially
	E4-3	Actions and resources related to biodiversity and ecosystems	E4	Reported accordingly
	E4-4	Targets related to biodiversity and ecosystems	E4	Reported accordingly
	E4-5	Impact metrics related to biodiversity and ecosystems change	E4	Reported partially
	ESRS E5: Resource use and circular economy			
●	**E5-4**	Resource inflows	E5	Reported accordingly
●	**E5-5**	Resource outflows	E5	Reported accordingly
	ESRS S1: Own workforce			
	S1-2	Processes for engaging with own workers and workers' representatives about impacts	S1	Reported accordingly
	S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	S1	Reported accordingly
	S1-6	Characteristics of the undertaking's employees	S1	Reported accordingly
	S1-13	Training and skills development metrics	S1	Reported accordingly
	S1-14	Health and safety metrics	S1	Reported accordingly
	ESRS S2: Workers in the value chain			
	S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	S2	Reported accordingly

This Sustainability Report has been prepared partially in accordance with the provisions of chapter 7 of the Finnish Accounting Act, which are based on the requirements of the EU's Corporate Sustainability Reporting Directive (EU 2022/2426) and its Delegated Regulation (EU 2023/2772) on the European Sustainability Reporting Standards (ESRS). This content index reflects partially reported sustainability reporting standards corresponding to the reporting obligation of data point 56 of Disclosure Requirement IRO-2 of the ESRS 2 sustainability reporting standard. A content index in accordance with Appendix B to the ESRS 2 sustainability reporting standard of data points that derive from other EU legislation will be published in the 2025 sustainability statement.

GRI index

Disclosure number	Contents	Location	Further information
GRI 2: GENERAL DISCLOSURES 2021			
The organisation and its reporting practices			
2-1	Organisational details	Helen in 2024	
2-2	Entities included in the organisation's sustainability reporting	Helen in 2024, Description of the report	
2-3	Reporting period, frequency and contact point	Description of the report	
2-4	Restatements of information	Description of the report, GRI index	No significant changes. Any adjustments have been reported in the appendices.
2-5	External assurance	Description of the report	The GRI indicators have not been assured.
Activities and workers			
2-6	Activities, value chain and other business relationships	Helen in 2024, Value creation, Supply chain	
2-7	Employees	Own workforce and workers in the value chain	Voluntarily reported in compliance with ESRS.
2-8	Workers who are not employees	Own workforce and workers in the value chain	17 people
Governance			
2-9	Governance structure and composition	helen.fi | helen.fi	
2-10	Nomination and selection of the highest governance body	helen.fi	
2-11	Chair of the highest governance body	helen.fi	
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability management, helen.fi	
2-13	Delegation of responsibility for managing impacts	helen.fi	
2-14	Role of the highest governance body in sustainability reporting	Sustainability management, helen.fi	
2-15	Conflicts of interest	helen.fi	
2-16	Communication of critical concerns	helen.fi	
2-17	Collective knowledge of the highest governance body	helen.fi	
2-18	Evaluation of the performance of the highest governance body	helen.fi	

Disclosure number	Contents	Location	Further information
2-19	Remuneration policies	helen.fi	
2-20	Process to determine remuneration	helen.fi	
2-21	Annual total compensation ratio	helen.fi	Ratio 5.4
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	CEO's review	
2-23	Policy commitments	Sustainability management, helen.fi	
2-24	Embedding policy commitments	helen.fi	
2-25	Processes to remediate negative impacts	Sustainability management, Safety and security	
2-26	Mechanisms for seeking advice and raising concerns	Sustainability management	
2-27	Compliance with laws and regulations	Ethical conduct and compliance, GRI index	No incidents
2-28	Memberships associations	helen.fi	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	helen.fi	
2-30	Collective bargaining agreements	GRI index	93%
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Materiality analysis	
3-2	List of material topics	Materiality analysis	
3-3	Management of material topics	Materiality analysis	

Disclosure number	Contents	Location	Further information
ECONOMIC IMPACT			
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	Economic value creation	
201-4	Financial assistance received from government	Economic value creation	
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	Value creation, Climate change	Includes investments in the clean transition as well as investments by Helen Electricity Network Ltd.
203-2	Significant indirect economic impacts	Value creation, Economic value creation	
GRI 205: Anti-corruption 2016			
205-2	Communication and training about anti-corruption policies and procedures	Sustainability management, Ethical conduct and compliance	
205-3	Confirmed incidents of corruption and actions taken	GRI index	No incidents
GRI 206: Anti-competitive Behaviour 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI index	No incidents
GRI 207: Tax 2019			
207-4	Country-by-country reporting	Economic value creation	
CLIMATE AND RESOURCES			
GRI 302: Energy 2016			
302-4	Reduction of energy consumption	GRI index	Reported as computational annual reductions in accordance with the energy efficiency agreement.
GRI 308: Supplier environmental Assessment 2016			
308-2	Negative environmental impacts in the supply chain and actions taken	Supply chain	

Disclosures on environmental responsibility other than GRI 302-4 and 308-2 have been reported in compliance with ESRS.

Disclosure number	Contents	Location	Further information
PEOPLE AND SOCIETY			
GRI 408: Child Labour 2016			
408-1	Operations and suppliers at significant risk for incidents of child labour	Supply chain	
GRI 409: Forced or Compulsory Labour 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Supply chain	
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Supply chain	
414-2	Negative social impacts in the supply chain and actions taken	Supply chain	
GRI 415: Public Policy 2016			
415-1	Political contributions	Ethical conduct and compliance	
GRI 417: Marketing and Labelling 2016			
417-2	Incidents of non-compliance concerning product and service information and labeling	GRI index	No incidents
417-3	Incidents of non-compliance concerning marketing communications	GRI index	No incidents
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Safety and security	

Disclosures on social responsibility other than GRI 408, 409, 414, 415, 417 and 418 are reported in compliance with ESRS.

GRI 2-30 Collective bargaining agreements

%	2024	2023	2022
Employees	93%	93%	92%

GRI 302-4 Reduction of energy consumption

MWh/a	2024	2023	2022
Calculated primary energy savings for production plants (fuels)	754,355	40,300	449,365
Reduction of transmission losses in the electricity network (electricity)	128	102	83
Reduction of heat losses in district heating and cooling networks (heat)	3,247	4,102	3,552
Total	757,730	44,504	453,000

Independent Practitioner´s Assurance Report to the Management of Helen Ltd

(Translation of the Finnish Original)

We have been engaged by the Management of Helen Ltd (hereafter "Helen") to provide limited assurance on selected sustainability indicators presented in the Annual Review 2024 (hereafter "Selected Sustainability Information") for the year ended 31 Dec 2024.

Selected Sustainability Information include the following information:

- Climate change: Origin of electricity, heat and cooling, carbon-neutral energy, emissions reduction target 2 (report page 39) excluding the 1990 base year values, specific emissions of sold products (electricity, district heating, district cooling)
  - ESRS E1-4
  - ESRS E1-5
  - ESRS E1-6
- Pollution
  - ESRS E2-4
- Resource use and circular economy
  - ESRS E5-4
  - ESRS E5-5

Management's responsibilities

The Management of Helen is responsible for the preparation and presentation of the Selected Sustainability Information in accordance with the reporting criteria, i.e. the Company's reporting guidelines and the European Sustainability Reporting Standards (ESRS Standards). The Management is also responsible for determining Helen's objectives with regard to sustainable development performance and reporting, including the identification of stakeholders and material issues, and for establishing and maintaining appropriate performance management and internal control systems from which the reported performance information is derived.

Our responsibilities

Our responsibility is to carry out a limited assurance engagement and to express a conclusion based on the work performed. We conducted our assurance engagement on the Selected Sustainability Information in accordance with International Standards on Assurance Engagements ISAE 3000 (Revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statements". These Standards require that we plan and perform the engagement to obtain limited assurance about whether the Selected Sustainability Information is free from material misstatement. The nature, timing and extent of the assurance procedures selected depend on professional judgement, including the assessment of material misstatement due to irregularity or error. We believe that the evidence we obtain is sufficient and appropriate to provide a basis for our conclusion on limited assurance.

We are independent of the company in accordance with the ethical requirements applicable in Finland to the engagement we have undertaken and have fulfilled our other ethical obligations under those requirements.

We apply International Standard on Quality Management ISQM 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Procedures performed

A limited assurance engagement on Selected Sustainability Information consists of making inquiries, primarily of persons responsible for the preparation of information presented in the Selected Sustainability Information, and applying analytical and other evidence gathering procedures, as appropriate. In the engagement, we have performed the following procedures, among others:

- Interviewed Helen's senior management member responsible for Sustainability reporting and relevant staff responsible for providing the Selected Sustainability Information;
- Assessed the application of the ESRS Standards´ reporting principles in the presentation of the Selected Sustainability Information;
- Assessed data management processes, information systems and working methods used to gather and consolidate the Selected Sustainability Information;
- Reviewed the presented Selected Sustainability Information and assessed its quality and reporting boundary definitions;
- Assessed the Selected Sustainability Information's data accuracy and completeness through a review of the original background documents and data collection systems on a sample basis and;
- Conducted a site session to review the Selected Sustainability Information on one of Helen's sites.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Inherent limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. Therefore fraud, error or non-compliance may occur and not be detected. Additionally, non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating and estimating such data.

Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusions.

Based on the procedures performed and the evidence obtained, as described above, nothing has come to our attention that causes us to believe that the Selected Sustainability Information subject to the limited assurance engagement is not prepared, in all material respects, in accordance with company's reporting guidelines and the ESRS Standards.

Helsinki 19 March 2025

BDO Oy, Audit Firm

Marko Tiilikainen
Authorized Public Accountant

Financials

Our investments in a sustainable energy system grew significantly from the previous year. Our net sales decreased due to the decline in the market price of electricity, but our operating profit turned upward.

Helen made record-breaking investments of

600

EUR million

Report of the Board of Directors

The company's operations

Helen Ltd is a company owned by the City of Helsinki and its administration is based on the Limited Liability Companies Act, the articles of association and the group policy of the City of Helsinki. Helen's core business consists of the production and sale of heat and cooling to consumer and business customers, the production and sale of electricity to the wholesale markets, the sale of electricity to consumer and business customers, and electricity transmission. In addition, the company provides its customers with solutions for regional and renewable energy and electric transport. Helen operates in Finland.

Energy is produced in production facilities in Helsinki, wind and solar farms elsewhere in Finland, as well as through associated companies. Helen has approximately 600,000 customers across Finland, and the company's vision is: "A future where energy is clean and flexible".

Helen Ltd and its subsidiaries constitute Helen Group, which is one of the largest energy industry groups in Finland. Helen Ltd's subsidiary Helen Electricity Network Ltd focuses on electricity network operations in accordance with the Electricity Market Act, providing electricity distribution services that span nearly the entire Helsinki region.

Strategy

The priorities of Helen's strategy, published in late 2023, are the clean transition, flexibility and profitability. As part of the changes brought about by the new strategy, the company adopted an organisational structure based on business units that are accountable for their results and functions that support the business units. These changes entered into effect on 1 January 2024.

Helen's goal is to achieve carbon neutral energy production by 2030. In the short term, the company will phase out the use of coal and invest in the production of renewable electricity. In the medium term, it will electrify some of its heat production, invest in energy storage, continue to develop flexibility, use biomass and seize new growth opportunities. In the long term, Helen will increase the use of electricity in heat production and phase out combustion-based energy production by 2040.

Flexibility is a prerequisite for Helen's profitability and growth. The company invests in clean transition projects that increase flexibility through the optimisation of the energy system. The flexibility of the energy system delivers significant benefits to customers, secures cash flow and ensures long-term profitability. Helen increases flexibility by investing in electricity and heat storage and developing new business models that utilise flexibility. Flexibility helps the company to take advantage of electricity price fluctuations, which have increased due to the growth of renewable energy.

Market fluctuations are transforming into opportunities for Helen through digitalisation, which the company is accelerating to the benefit of its customers, business units and personnel. Clarifying the service offering and optimising the energy system strengthen Helen's financial performance, which is also supported by the fact that the company acts as an electricity producer, vendor and consumer. Helen's versatile role in the electricity markets reduces the risks caused to the company by electricity price fluctuations.

Electricity transmission capacity will play a key role as the clean transition proceeds. Heat production that relies increasingly on electricity will significantly increase electricity consumption in Helsinki, while electricity production in the capital will decrease when combined heat and power generation is discontinued. In addition to the energy transition, Helen's investments in the electricity network enable growth in an increasingly electrified society and the clean and flexible energy production of the future.

Phasing out combustion-based energy production in line with Helen's strategy requires small-scale nuclear power. As one of the future solutions for heat production, the company is investigating the possibility of producing heat with small modular nuclear reactors. As a business opportunity that utilises the flexibility of the electricity markets, Helen is investigating hydrogen production. The role of hydrogen will be to ensure profitable electricity prices under all circumstances, and support the journey of non-combustion in the heating business with the aid of waste heat.

Operating environment

After the energy crisis, electricity prices in Finland returned close to the long-term average. The average spot price in 2024 was EUR 46 per MWh. In electricity production, wind power continued to grow strongly and the amount of new production capacity deployed in Finland was more than 1,500 MW. As weather-dependent renewable electricity production capacity is increasing, electricity price fluctuations have also increased and both exceptionally high and negative prices have occurred more often than before. The financial year was defined by a record-high number of hours with negative prices. As a result of electricity price fluctuations, demand response has increased as both industry and consumers have become more aware of the fluctuations.

Disruptions in energy supply chains caused by geopolitical conflicts were a significant uncertainty factor in the European energy market. This also has an indirect impact on the price of electricity in Finland. The continuation of Russia's war of aggression against Ukraine and the conflicts in the Middle East caused uncertainty, particularly in the natural gas market.

The Finnish energy system encountered a new situation when the electricity transmission line between Finland and Estonia was damaged in December 2024. In a normal situation, the loss of a transmission line does not have a significant impact on the Finnish electricity system, apart from a decrease in the average spot price. However, during a potential cold and windy period or when there is a fault in large production units, the lack of capacity can pose a challenge for the sufficiency of electric power.

The price of electricity, significant price fluctuations, and the sufficiency of electricity dominated debate in society. Political pressure on electricity market development increased during the financial year, both in Finland and at the EU level. The transition away from a stable-price fossil economy has been faster than planned, resulting in major price fluctuations that the markets have not yet fully adapted to. However, price fluctuations create an incentive to develop and invest in various forms of production and demand flexibility that make it possible to phase out fossil energy sources.

In national regulation in Finland, there are several legislative projects under way that relate to Helen's business. The Ministry of Economic Affairs and Employment is analysing ways to improve the supply reliability and flexibility in the electricity market. According to the ministry, Finland primarily needs electricity supply and demand that is flexible and develops on market terms, as well as various types

of energy storage. Another consideration is whether there is a need to increase the supply of flexible capacity and accelerate entry into the market through state measures within the limits permitted by EU legislation. The ministry's working group will prepare a proposal for creating a support mechanism for non-fossil flexibility under the EU Regulation on electricity market design.

The pursuit of carbon neutrality and the clean transition of the energy system will double the electricity consumption in the Helsinki region by 2030, which is why the Helsinki metropolitan area quickly needs more main grid transmission capacity. The Ministry of Economic Affairs and Employment concluded the reform of the Electricity Market Act, aiming at integrating the production and increasing consumption of electricity more smoothly and cost-efficiently into the main grid and the high-voltage distribution network. The Government's proposal will be submitted in spring 2025.

The Finnish Government proposed a tax credit for large investments aimed at building a climate-neutral economy. The tax credit would be 20 per cent of the investment costs. The Ministry of the Environment began the national implementation of the recast Energy Performance of Buildings Directive (EPBD), which will have an impact on Helen's heating and cooling customers, especially in new construction.

The new European Commission, which started its work in December, defined the strengthening of the EU's competitiveness and industrial policy as one of its focus areas. The Commission will adhere to the European green transition goals.

Customers

The retail market for electricity reflected the general development of the electricity market. The retail price of electricity was on average lower than during the energy crisis, but there were also high price peaks, zero prices and even negative prices during the financial year. Price fluctuations maintained customers' interest in electricity-related matters. Nevertheless, the number of customer contacts to Helen decreased by 30 per cent and was more than 365,000 (2023: 520,000). Our NPS and CSAT scores, which are indicators of the customer experience, improved during the financial year and were 13 (NPS) and >4 (CSAT). In T-Media's Reputation&Trust survey, the Helen brand's reputation developed in an excellent direction in relation to other energy companies, and according to EPSI and Nepa surveys, Helen was the most widely considered energy company in the country.

At the end of the financial year, the number of consumer and small enterprise electricity contracts was approximately 625,000. Consumer and small enterprise energy sales totalled 3,400 GWh and energy sales to major corporations were 2,100 GWh. More than half of the new consumer electricity contracts are fixed-term contracts, and in some of them, consumption influences the amount. A new customer base has been established for Exchange Electricity, and approximately one third of Helen's electricity customers choose this type of contract. Fixed-price contracts that are valid until further notice are particularly popular with consumers who use little electricity and are looking for an easy solution. The demand for environmental products increased, and Helen introduced new additional services for carbon-free and renewable electricity.

The demand for district heating decreased due to the year being nearly one and a half degrees warmer than an average year and amounted to 6,000 GWh. The amount of cooling delivered was 240 GWh, which is almost 20 per cent more than in the previous year. The demand for cooling was increased by the warm summer and early autumn. The slowdown in new construction reduced the sales of new connections in both heating and cooling. The product renewal carried out at the beginning of the financial year simplified the pricing of district heating. The progress of clean transition investments made it possible to reduce prices twice, and the total average price of district heating, excluding VAT, was 5.8 percent lower at the end of the financial year compared to the previous year. In addition, Helen introduced a renewed fixed-term district heating product, a fixed-price district heating product and the Optimal Heating product that utilises demand response.

Net sales derived from solution products decreased year-on-year. The underlying factors included the decline in the general demand for solar power plants as well as Helen's new strategy, which led to the discontinuation of the sales of large solar power plants to companies and the transfer of the sales of small solar power plants to Aurinkotekniikka Oy through a cooperation agreement. Helen Charging, which focuses on the public charging of electric vehicles, moved to the company's own digital platform, which made it possible to integrate charging more closely into the Helen brand. Based on the EPSI survey results, this change contributed to increasing the customer satisfaction among Helen's charging customers when compared to competitors. The charging service for properties was developed in cooperation with Virta. New sales in charging were generally at a good level, although the previous year's figures were not reached due to the slowdown in the growth of electric mobility and especially the increase in general costs of housing companies and the resulting decrease in investment willingness.

To support smart energy consumption, Helen continued to develop the Oma Helen and Yritys Helen services and the company's website. The number of monthly visits to Oma Helen is approximately 2.3 million, and over 500,000 customers have already started to use the service. The development of the customer experience focuses in particular on AI-assisted services. Due to the intensive digitalisation of services, Helen transferred the first-line customer service in an assignment of business to Call Waves Solutions Finland Oy starting from 1 January 2025.

Supply reliability

During the financial year, supply reliability in electricity distribution was at an excellent level, and the average outage time per customer due to disruptions decreased to 2.1 minutes (3.7 minutes). The number, duration and extent of disruptions were low. The reliability of electricity distribution is the result of our determined work on the electricity network over the years. At the same time, the price of electricity distribution has remained at a level that can be considered low by European standards.

In district heat distribution, the average outage time per customer was 2.3 hours (2.3 hours[1)]). There were a total of 445 outages (501 outages[1)]), of which 58 (75[1)]) were unplanned outages caused by sudden faults and disruptions. The factors contributing to the number of outages and the average outage time included, among other things, planned investments in the district heating network and maintenance work required by the reliable operation of the network.

In district cooling distribution, the number of outages and the average outage time per customer decreased year-on-year. There were a total of 17 outages (29 outages[1)]) and the average outage time per customer was 0.8 hours 0,8 (4,0[1)]) hours.

[1)] *The comparative data for the year 2023 has been corrected.*

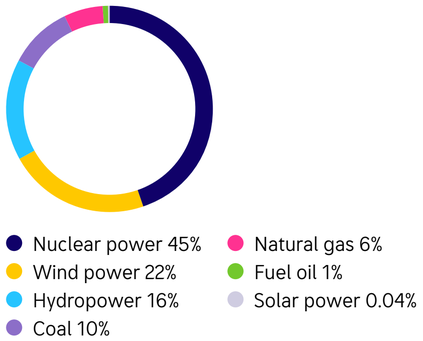
Energy production and emissions

The share of carbon neutral energy in Helen's production palette increased during the financial year when the company converted a boiler in Salmisaari from coal-fired to pellet-fired in Salmisaari and introduced new heat sources, such as three electric boilers in Hanasaari.

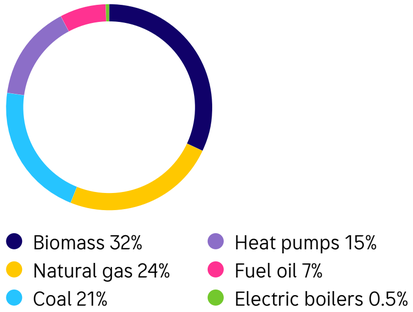
The total amount of electricity procurement increased by approximately 8 per cent year-on-year and was 5,041 GWh (4,688 GWh). The amount of electricity produced with wind power almost tripled. The amount of electricity produced with nuclear

power decreased by 6 per cent and the amount of electricity produced with fossil fuels decreased by 21 per cent. Nuclear power accounted for 45 per cent of Helen's electricity production and renewable forms of production for 38 per cent. The remainder was produced with coal and natural gas.

Breakdown of electricity production



Breakdown of heat production



In heat production, the share of energy produced with fossil fuels was 53 per cent. Bioenergy accounted for 32 per cent and heat pumps for 15 per cent of heat production. The amount of heat produced with heat pumps was approximately 4 per cent higher than in the previous year. The total amount of heat production was 6,354 GWh (6,673 GWh), which is approximately 5 per cent less than in the previous year. Helen's use of coal decreased by 41 per cent, while the use of biofuels increased by 12 per cent. The use of natural gas increased by 35 per cent and the use of fuel oil decreased by 13 per cent.

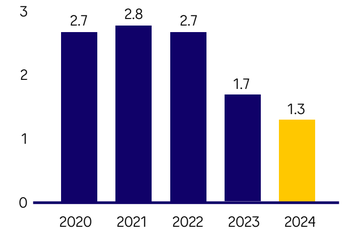
The direct greenhouse gas emissions of energy production (Scope 1) amounted to 1.3 million tonnes (1.7 million tonnes) of CO_2-eq, which represents a year-on-year decrease of 24 per cent. Specific CO_2 emissions decreased by 27 per cent and were 114 grams (156 grams) of CO_2-eq per kWh produced. The significant reduction in emissions is especially attributable to the considerable decrease in the use of coal.

Emissions are trending downwards. Emissions are affected primarily by the investments made in carbon neutral energy production. The implementation of the investment programme will take several years, and Helen's specific emissions in 2025 are expected to be approximately 54 grams of CO_2-eq per kWh sold.

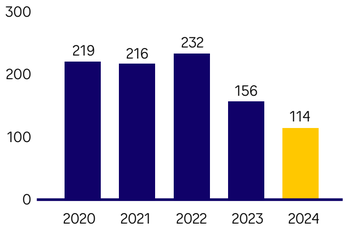
Direct greenhouse gas emissions (Scope 1), million tCO_2-eq	2024	2023	Change
Q1	0.7	0.9	-23%
Q1–Q2	0.9	1.1	-20%
Q1–Q3	0.9	1.1	-18%
Q1–Q4	1.3	1.7	-24%

Specific CO2 emissions of energy production, gCO_2-eq/kWh	2024	2023	Change
Q1	167	225	-26%
Q1–Q2	146	182	-19%
Q1–Q3	120	149	-20%
Q1–Q4	114	156	-27%

Direct annual greenhouse gas emissions (Scope 1), million tCO_2-eq



Annual specific CO_2 emissions of energy production, gCO_2-eq/kWh



Research and development

The Group's R&D activities progressed in areas such as carbon neutral energy production, the flexibility of the energy system, hydrogen and Power-to-X, carbon capture, and small-scale nuclear power.

In the area of carbon neutral energy production, one of the key areas of R&D was the utilisation of waste heat and environmental heat and the use of electric boilers in heat production. Preliminary planning was completed on an air-to-water heat pump plant that is based on new technology. This led to an implementation decision on an air-to-water heat pump plant that will use CO2 as the refrigerant and produce heat in temperatures as low as -20°C. The plant will be located at the Patola production site. The completion of the assessments on the additional utilisation opportunities of electric boiler capacity led to an implementation decision on two new electric boilers to be located at the Patola production site and on four new

electric boilers to be located in the Hanasaari energy block. Helen also continued to investigate the prerequisites for lowering the temperature of water in the district heating network. Helen Ventures' three-year project with the portfolio company Gradyent Holding B.V. for developing a digital twin to enable smart control of the district heating network proceeded as planned.

Helen actively develops electricity and heat storage solutions to increase the flexibility of the energy system. Electricity storage facilities are currently under construction in Lohja and Nurmijärvi. Heat storage assessments led to an implementation decision on two new heat storage facilities in the Hanasaari energy block. The company is also exploring other technological alternatives for increasing heat storage capacity in Helsinki.

Flexibility products aimed at consumers interested in saving electricity were developed and piloted during the financial year. Demand response promotes the flexibility of the electricity market and requires the consumer to have suitable electrical equipment, such as a heat pump.

During the financial year, investigating the opportunities for hydrogen production led to an investment decision for a pilot plant to be built in the Vuosaari district in Helsinki. Studies on large-scale hydrogen production at the Vuosaari power plant site progressed in cooperation with partners. The scope, technology and environmental impacts of the project were analysed to enable the starting of the necessary zoning process. Helen also continued to work on the EU-funded BalticSeaH2 project, which aims to establish the foundations for Europe's first cross-border hydrogen valley in the Baltic Sea Region.

Towards the end of the financial year, it was decided that the biogenic carbon capture, usage and storage (CCUS) assessment project would be ended. Carbon capture was assessed as both a new business opportunity and an alternative solution to achieve carbon neutrality and carbon negativity. The reason for the ending decision was the need to focus development work on projects aligned with the company's strategy. Combustion required by carbon capture is in conflict with Helen's strategic goal of phasing out combustion-based energy production by 2040. Despite the ending of the assessment project, the monitoring of the carbon capture market, technologies and operators will continue as part of the future portfolio.

Helen started a nuclear energy programme that is aimed at the utilisation of nuclear energy in heat production in Helsinki. The key aspects of the first stage of the programme include the specification of the business model and ownership model, the assessment of plant suppliers and technology alternatives, and surveying potential locations. As part of the programme, cooperation opportunities pertaining to small-scale nuclear energy continued to be assessed with Fortum Corporation and Steady Energy Oy. Helen aims to promote faster regulatory reform concerning small modular reactors as well as dialogue between industry and the authorities.

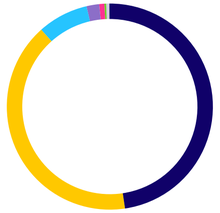
Group key figures

EUR million unless otherwise specified	2024	2023
Net sales	1,523	1,826
Operating profit before depreciations (EBITDA)	306	308
Operating profit (EBIT)	159	93
% of net sales	10%	5%
Profit before taxes	145	75
Gross capital expenditure	568	408
Equity ratio, %	55%	54%
Return on capital employed (ROCE) LTM, %	5%	4%
Balance sheet total	4,120	4,005
Average number of employees	777	757
Net interest-bearing liabilities	1,154	784
Net debt/EBITDA	3,8	2,5

Financial performance

Consolidated net sales decreased by 17 per cent year-on-year, mainly due to a decline in the market price of electricity, and amounted to EUR 1,523 million (EUR 1,826 million). The average spot price of electricity in 2024 was EUR 46 (EUR 57) per MWh, which is significantly lower than the average price of the previous year. Net sales derived from electricity production were lower than the previous year due to the low market prices and low production volume. Net sales from electricity retail were also below the previous year's level due to the decrease in the selling price of electricity. District heating net sales remained good thanks to the good heating season in the early part of the year, and district cooling net sales remained unchanged. Electricity transmission net sales were higher than in the previous year.

Distribution of net sales



- Electricity 48%
- Heat 41%
- Electricity transmission 8%
- Cooling 2%
- Solutions 0.8%
- Gas 0.3%
- Other 0.5%

A key development with regard to the profitability of Helen's business units was district heating becoming profitable after years of operating at a loss. The costs of combined heat and power generation remained high, but the impairments recognised on coal-related inventories in previous years decreased coal costs significantly. The accelerated depreciations related to the discontinuation of coal-fired production that were carried out early in the year had a negative impact on the profitability of district heating only for part of the year. The profitability of electricity production decreased significantly year-on-year due to the decreased market price of electricity. In 2023, when the market price situation was challenging, Helen introduced Helen Smart Electricity Guarantee contracts, which were affordable to the customers but loss-making for the company. When the impact of that contract type was eliminated, the electricity retail sales business returned to profitability.

Depreciation excluding items affecting comparability amounted to EUR 128 million (EUR 143 million). The depreciation includes accelerated depreciation of EUR 18 million (EUR 72 million) associated with the discontinuation of coal-based production at the Salmisaari power plant.

Operating profit came to EUR 159 million (EUR 93 million). Operating profit was negatively affected by the accelerated EUR 18 million depreciation recognised in connection with the discontinuation of coal-based production in Salmisaari, and a write-down of EUR 7 million recognised on fixed assets in relation to the closure of the Kellosaari reserve power plant. Comparable adjusted operating profit amounted to EUR 185 million (EUR 219 million).

Comparable relative profitability was on a par with the previous year at 12 per cent (12 per cent). The reported return on capital employed improved to 5 per cent (4 per cent).

Investments

The Group's investments totalled EUR 600 million (EUR 408 million), of which investments in fixed assets represented EUR 568 million (EUR 516 million). The parent company's share of the investments in fixed assets was EUR 190 million (EUR 161 million), and Helen Electricity Network Ltd's share was EUR 37 million (EUR 33 million). Of the total investments, investments in wind power, solar power and geothermal heat accounted for EUR 318 million (EUR 318 million).

The Group's investments were focused on carbon neutral energy production and the flexibility of the energy system. During the financial year, Helen made an investment decision on an air-to-water heat pump plant and two electric boilers with a combined heat production capacity of 100 MW to be located at the Patola production site. The air-to-water heat pump plant, based on new technology, will be the first of its size in the world. In addition, the company is investing in an electric boiler plant and heat storage facility to be built in the Hanasaari energy block. Comprising four electric boilers, the plant will have a capacity of 200 MW, making it the largest in Europe. The heat storage facility will have a capacity of 1,000 MWh. The new heating plant complexes in Patola and Hanasaari will be completed during the 2026–2027 heating season.

The construction of the Eiranranta heat pump plant continued as planned. The district heat output of the plant's heat pumps will be approximately 90 MW and the district cooling output about 60 MW. In addition, the plant will have a 30-MW electric boiler. At the Salmisaari production site, construction work continued on the new electric boiler and air-to-water heat pump plants. The total output of the electric boiler plant will be 100 MW, and the air-to-water heat pump plant will have a district heat output of 14 MW and a district cooling output of 8 MW. The 140-MW electric boiler plant built in connection with Hanasaari's existing heating plant and the Salmisaari boiler that was converted from coal-fired to pellet-fired started production towards the end of the financial year. The Kruunuvuorenranta seasonal heat storage facility and the waste heat recovery plant at Equinix Oy's Viikinmäki data centre also went into production.

With regard to electricity production, an investment decision was made on increasing electricity storage capacity in Nurmijärvi. The 40-MW electricity storage facility is one of the first large-scale battery electricity storage systems in Finland.

Helen continued construction on the significant wind and solar power investments made in the previous financial year, as well as electricity storage facilities that increase the flexibility of the electricity system, and the renovation of hydropower plants as planned. The Pjelax, Karahka and Kalistanneva wind farms and the Lohja solar farm were completed during the financial year. The majority owner of the Pjelax wind farm is Fortum Corporation with a shareholding of 60 per cent. The majority owner of the Karahka and Kalistanneva wind farms is Helen, and the minority owner is Ålandsbanken Wind Power Fund Non-UCITS. The Lohja solar farm is 100% owned by Helen.

Helen made an investment decision on the construction of a green hydrogen pilot plant in Vuosaari and signed agreements on the design and delivery of the pilot plant and related equipment. The produced hydrogen will primarily be used through a hydrogen refuelling station to be built in connection with the plant. The waste heat generated as a by-product of the production process will be put to use in Helen's district heating network. The aim is to launch hydrogen production in 2026.

Helen Electricity Network Ltd's investments were also focused on the clean transition. The electricity network investments required for the production of carbon neutral heating and cooling in Salmisaari were completed. In Eiranranta and Hanasaari, the corresponding electricity network investments for the clean transition progressed according to plan. The extensive renewal of remotely readable energy meters also continued.

Helen Ventures, which invests in start-ups that are focused on the energy transition, invested in four new companies: eologix-Ping, Renewabl, Nobilegroup, and Emulate Energy. Helen Ventures also participated in the funding rounds of six existing portfolio companies.

Financing

The Group's equity ratio was 55 per cent (54 per cent) and interest-bearing liabilities totalled EUR 1,477 million (EUR 1,275 million). Including liquid cash reserves and investments, Group receivables amounted to EUR 323 million (EUR 491 million). Financial collateral put up by the Group is not included in liquid cash reserves.

To ensure liquidity, the parent company has access to a EUR 500 million syndicated revolving credit facility. This was entirely unused at the end of the financial year. To support flexible working capital financing, the Group has a commercial paper programme of EUR 500 million, under which a total of EUR 50 million (EUR 20 million) was issued at the end of the financial year.

The Group's financing and investment policy guides the parent company's and the subsidiaries' capital structure, borrowing, hedging against financial risks, the investment of cash reserves, working capital management, and liquidity management. The objective of the Group's financial management is to ensure adequate liquidity, financial risk management, the centralised management of financing and investment activities, the minimisation of net financial expenses, and enabling strategic measures and investments. The Group adheres to a low risk profile in its financing and investment activities.

Interest rate risk is managed by means of interest rate hedging and foreign exchange risk by means of currency hedging within the limits established by the financing and investment policy. Interest rate, currency and commodity derivatives are only used for hedging purposes. Refinancing risk is managed through temporal diversification and counterparty risk in financing is managed through the diversification of creditors. Counterparty risk in investment activities is managed by means of a credit rating requirement for direct investments and, for investment funds, by diversifying investments and limiting each investment's share of the market value of the fund.

The Group's non-current and current interest-bearing liabilities consist of a subordinated loan of EUR 157 million from the owner, senior debt of EUR 108 million from the owner, EUR 1,090 million in loans from financial institutions, EUR 50 million in commercial paper, and Industrial Power Corporation's nuclear waste management loan of EUR 72 million.

To strengthen its financial position, the parent company carried out a syndicated revolving credit facility of EUR 500 million during the financial year together with five Nordic commercial banks. The arrangement is Helen's first syndicated revolving credit facility. The revolving credit facility is used as a reserve for general financing and liquidity needs. The five-year agreement includes two one-year extension options.

The parent company carried out a EUR 150 million loan agreement with the European Investment Bank (EIB) to finance two renewable energy projects that promote the clean transition in district heating: the Eiranranta heat pump plant and the conversion of the Salmisaari coal-fired boiler to pellet-fired. The total amount of investments is EUR 209 million, of which the EIB's share is 72 per cent. At the end of the financial year, the loan was entirely unused.

During the financial year, Helen published the Green and Sustainability-Linked Finance Framework. The purpose of the framework is to further integrate Helen's sustainability targets into the company's financing and guide resources to carbon neutral energy production projects. Within the framework, the Group can utilise green and sustainability-linked debt instruments in its financing, such as loans and bonds.

Sustainability

During the financial year, the Group established a development team to focus on the development of sustainability efforts and sustainability reporting as required by the Corporate Sustainability Reporting Directive (CSRD). In addition, the governance and operating model for sustainability efforts and reporting was approved. Depth was added to the double materiality analysis, and the analysis was discussed by the Management Group towards the end of the financial year. Development related to double materiality will continue in 2025, by expanding stakeholder and human rights work, among other things. During the financial year, Helen began a development effort concerning human rights due diligence (HRDD) with the aim of identifying key adverse human rights impacts and creating a monitoring method for such impacts. Sustainability training on sustainability regulation, human rights and biodiversity was organised for Helen's Board of Directors and Management Group, and a dedicated sustainability training was published for the personnel in accordance with the sustainability programme. In addition, development related to the EU's sustainable finance taxonomy proceeded.

Employees

The average number of the Group's employees was 777 (757). The increase in the number of employees was driven by recruitments supporting the implementation of the strategy. At the end of the financial year, the number of employees was 749 (786).

The parent company had on average 682 (654) employees, of whom 640 (611) were in a permanent employment relationship and 42 (43) were fixed-term. The average age of the parent company's employees was 42.6 years (42.3 years) and the average duration of employment was 8.7 years (8.8 years). Wages and salaries amounted to EUR 62 million (EUR 53 million).

The average number of Helen Electricity Network Ltd's employees was 86 (94). Geonova Ltd's 12 employees left the Group's employment in connection with the business divestment. The other subsidiaries did not have employees during the financial year.

Significant events during the financial year

- As part of the new strategy, the parent company adopted an organisational structure based on business units that are accountable for their results and functions that support the business units. The new Management Group started its work on 1 January 2024.
- The parent company sold its 58 per cent shareholding in Geonova Oy, a provider of geothermal and heat pump solutions, to CBRE Investment Management. The transaction is part of the execution of the company's strategy, according to which its Heating and cooling business will focus on district heating and cooling services.
- Following the product renewal that took effect at the turn of the year, monthly pricing was introduced for district heating. In addition, the total price of district heating decreased twice during the year.
- The 140-MW electric boiler plant built in connection with Hanasaari's existing heating plant and the Salmisaari boiler that was converted from coal-fired to pellet-fired started production. The Kruunuvuorenranta seasonal energy storage facility and the waste heat recovery plant at Equinix Oy's Viikinmäki data centre also went into production.
- The Pjelax, Karahka and Kalistanneva wind farms became operational. The majority owner of the Pjelax wind farm is Fortum Corporation with a shareholding of 60 per cent. The majority owner of the Karahka and Kalistanneva wind farms is Helen.
- The Lohja solar farm was commissioned. The solar farm consists of 12,400 solar panels and generates renewable electricity with an output of approximately 7 MW. In 2025, a 5-MW electricity storage facility will be completed at the solar farm.
- The parent company made an investment decision on an air-to-water heat pump plant and two electric boilers with a combined heat production capacity of 100 MW to be located at the company's existing production site in Patola. The air-to-water heat pump plant, based on new technology, will be the first of its size in the world. The plant complex is scheduled to be completed during the 2026–2027 heating season.
- The parent company made an investment decision on an electric boiler plant and a heat storage to be built in the Hanasaari energy block. Comprising four electric boiler units, the plant will have a capacity of 200 MW, making it the largest in Europe. The heat storage facility will have a capacity of 1,000 MWh. The plant complex is scheduled to be completed during the 2026–2027 heating season.
- The parent company made an investment decision on a 40-MW electricity storage facility to be built in Nurmijärvi. The facility is one of the first large-scale electricity storage systems in Finland.
- The parent company made an investment decision on a green hydrogen production plant to be built in Vuosaari. This is Helen's first hydrogen project. The project will allow the company to increase its expertise to meet the needs of large-scale hydrogen production and enhance the flexibility of the entire energy system. The produced hydrogen will primarily be used through a hydrogen refuelling station to be built in connection with the plant.
- The parent company started a nuclear energy programme that is aimed at the utilisation of nuclear energy in heat production in Helsinki. In the first phase of the programme, the company will negotiate with potential partner shareholders, evaluate plant suppliers and determine potential locations.

Significant events after the financial year

- The parent company acquired the electricity sales business of Raseborgs Energi Ab, as a result of which the electricity customers of Raseborgs Energi Ab transferred to Helen in January 2025. The transaction strengthens Helen's position in the Finnish energy market and supports the company's goal of becoming the most significant player in the retail market for electricity.

Risks and uncertainties

Risk management

For Helen, risk management is a systematic and proactive approach to identifying, analysing and managing the uncertainties related to its operations so that it is possible for the Group to achieve its strategic and financial objectives. The aim of risk management is to ensure the security of supply of energy, as well as maintain and grow the Group's value with a long-term view.

Helen's Management Group regularly monitors the Group's significant risks. The Risk Committee reviews the status of risk management four times a year. Risk management is reported to the parent company's Audit Committee twice a year. The CEOs of the parent company and the subsidiaries report on the status of risk management to their respective boards of directors at least once a year.

Russia's war of aggression against Ukraine significantly increased geopolitical tensions, which has led to increased uncertainties in the global economy and energy market and increased hybrid influence in the Baltic Sea region. Although the geopolitical situation in Europe is unstable, the market has adapted to the change and learned to manage the effects of the energy crisis caused by the war. Therefore, the European energy market has been more stable than in the early stages of the crisis. As a result of the war, several things have changed, such as fuel procurement channels and electricity transmission connections.

Strategic risks

Strategic risks include, among other things, changes in the operating environment, such as geopolitical instability, challenges related to technology and investments, as well as long-term business uncertainties, such as risks related to competitiveness, market trend changes and strategy implementation.

Unforeseen regulatory changes influencing Helen's strategy have been identified as a significant risk that affects the predictability of the development of the operating environment and the timely implementation of the clean transition. Regulatory developments concerning renewable energy projects or sudden changes in the operating environment may slow investments. Helen engages in active dialogue with policy-makers, public officials and other key stakeholders so that regulations and the development of the operating environment benefit customers, businesses, the environment and society in the best possible manner.

Helen's investments in the clean transition increase electricity consumption and the need for the transmission of electricity from the rest of Finland to the capital. If the main grid is not sufficiently renewed and expanded, the implementation and deployment of Helen's clean transition investments may be jeopardised. The aim is to ensure the adequately comprehensive and timely development of the electricity network in the Helsinki region by continuing the active planning of the network in collaboration with the other parties involved.

Helen prepares for the risks of the clean transition with the aim of optimising energy production, procurement, use and costs and managing market-related risks. The goal is the optimal supply reliability and profitability.

Financial risks

Financial risks are related to the Helen's financial situation and financial position. They are typically caused by changes in the Group's capital structure and profitability, liquidity and financing, exchange rates, interest rates, and taxation. When realised, these risks may create an unforeseen need for additional financing and thus pose a threat to the continuity of business.

Helen has made significant investments in recent years, and the investment plan for the clean transition will continue to be strong in 2025 and beyond. The positive development of cash flow from operating activities and the successful commissioning of completed investments are a prerequisite for the continuation of the investment programme.

Electricity price risk is a key factor in Helen's profitability. The company manages the risk by participating in the electricity market both as a significant producer and as a consumer. Helen's electricity production consists of a wide range of sources, including nuclear, hydro, wind and solar power. In addition, the company still has adjustable fossil combined heat and power generation at two gas-fired power plants in Vuosaari and the coal-fired power plant in Salmisaari, where production will end in April 2025. It is increasingly sourcing electricity for both customers and electrifying district heating. The diversity of Helen's operations further improves the company's ability to balance electricity price risk and increases the profitability of its business. Helen's financial situation and financial position remained stable during the financial year. The management of financial risks is described in more detail in the Financing section of the Report of the Board of Directors.

Inflation pressures in the eurozone eased during 2024. Consequently, interest rates in the financial markets turned downwards, according to market expectations. If realised, the gradual fall of interest rates could improve future investment prospects, but macroeconomic uncertainties make it challenging to predict near-term developments.

Operational risks

Operational risks include, among other things, disruptions in the operations of energy production plants and networks, challenges related to the use of data and systems, and threats related employee safety, corporate security and cyber and information security.

Faults and disruptions in energy production plants affect the operability of the energy system. The preparations for potential disruptions include the optimisation of energy production, adjusting Helen's own electricity consumption and operating in the aftermarket for electricity. During the financial year, Helen's operational risks were managed effectively despite various disruptions. Failures and delays were dealt with quickly and their impacts were minimised.

In January, the direct current interconnection EstLink 2 between Finland and Estonia was disconnected from the grid. The disconnection did not affect Helen's energy distribution.

In February, erroneous invoices were shown in the Oma Helen service for a brief period of time due to a fault caused by the company changing its customer information system. The problem was quickly rectified, and the Data Protection Ombudsman was informed of the matter.

In May, Helen mistakenly sold production from the Olkiluoto 3 nuclear power plant unit to the electricity wholesale market due to a system error related to the updating of production forecasts. Helen is a part owner of the nuclear power plant unit in question. The imbalance was addressed by starting production at the Vuosaari B power plant. The operating logic that caused the system error was rectified immediately. The Energy Authority processed the incident, and no further action was required.

In September, there was a fault in the rotor of the generator in the Olkiluoto 2 nuclear power plant unit. Helen's electricity balance was managed normally through intraday trading. The price of balancing energy remained moderate, which meant that the costs for the day in question were reasonable.

Due to the sudden increase in average pressure at the Salmisaari power plant, an exceptionally large district heating leak occurred in Helsinki in December. The distribution of district heat was stopped immediately in the distribution area, and the leak was repaired.

Some of the clean transition projects experienced delays during the financial year, particularly due to challenges related to components. Delays are monitored and reduced through project management, with the aim of anticipating them continuously.

Market risks

Market risks are related to changes in the prices, volumes and trading venues of energy commodities as well as the operations of trading partners, which, if realised, cause financial losses to the Group.

The price of electricity and its volatility remain a key source of uncertainty for Helen's business operations and finances. Strong growth in renewable energy production and the increase in electricity storage cause electricity prices to fluctuate and affect Helen's result. Fluctuations in the price of electricity are managed by purchasing derivative hedges from the electricity market. At the daily level, electricity price fluctuations are managed by flexibly optimising electricity and heat production and the use of storage facilities and by actively participating in the day-ahead and intraday markets.

Large fluctuations in prices are part of the transitional phase through which society moves from fossil fuels towards renewable energy production. Price fluctuations not only pose threats but also offer an opportunity to benefit from them by optimising one's own operations. In accordance with the Group's risk policy, Helen hedges its operating result against fluctuations in commodity prices by means of energy derivatives.

During the financial year, electricity prices in both the Nordic electricity markets and Finland were the lowest since 2020. Finland saw a record number of hours with negative spot prices, which were also counterbalanced by occasional price peaks. For example, in the first week of January, the exceptionally cold weather significantly increased the demand for electricity, which momentarily raised both spot and balancing energy prices to extremely high levels. The high electricity prices and the deviation of electricity demand from the forecast caused direct financial impacts for Helen.

The supply chains of natural gas have changed as a result of Russia's war of aggression so that almost all of the gas in the Baltic region is delivered to Finland in liquefied form (LNG) and partly directly to the port of Inkoo. The flexibility of gas deliveries is poor, which poses challenges for Helen's gas procurement.

Sustainability risks

Sustainability risks are related to uncertain events and conditions related to the environment, social sustainability and value chain that may have significant negative impacts on the Group.

Helen recognises the possibility that the acceptability of different forms of energy production may change, in which case not all forms of production will necessarily be aligned with customer's views of sustainable energy production. Helen aims to increase customer awareness of its sustainability efforts by reporting on its business operations transparently and communicating its sustainability actions openly. The operating environment is characterised by uncertainties related to value chains and supply chains, as well as the importance of the management measures required by those uncertainties. Helen has begun preparing for reporting in compliance with the Corporate Sustainability Reporting Directive (CSRD), which will apply to the company starting from its disclosures on the year 2025. The identification of sustainability-related risks and opportunities is emphasised in sustainability reporting.

During the financial year, Helen implemented a new compliance programme, which includes an annual plan describing the programme's focus areas and planned activities. Compliance refers to adherence to laws and regulations, as well as the company's internal guidelines and processes. The annual plan reflects the compliance risks identified within the Group. Its purpose is to implement a risk-based approach to ensure that the compliance programme is executed and targeted in the most effective manner possible. Compliance risks refer to risks associated with legal or administrative sanctions, financial losses, or reputational damage resulting from the Group's failure to comply with applicable laws, regulations, or other administrative provisions, as well as the Group's internal policies, guidelines, or ethical principles. A Code of Conduct online training was published for Helen's staff at the end of the financial year.

Corporate governance

Annual General Meeting

The Annual General Meeting of Helen Ltd was held on 20 March 2024.

The Annual General Meeting adopted the financial statements and consolidated financial statements for the financial year 1 January–31 December 2023. In accordance with the Board of Directors' proposal, the Annual General Meeting decided to distribute a dividend of EUR 38,000.00 per share for the financial year that ended on 31 December 2023, corresponding to a total dividend of EUR 38,000,000.00, and to leave the remaining distributable funds in equity. The dividend was paid to the shareholders on 30 April 2024. The Annual General Meeting resolved to discharge all members of the Board of Directors and the CEO from liability for the year 2023.

The Annual General Meeting decided on amendments to Helen Ltd's articles of association in accordance with the guidelines of the Good Governance and Management Practices in the City Group issued by the Helsinki City Board on 22 May 2023. The company's environmental objective in its business sector clause was expanded to include a broader sustainability perspective. Accordingly, it is required that the company operates in an ecologically, socially, and economically sustainable manner. Additionally, a provision was added to the articles of association to allow for general meetings to be held remotely. A mention of the ownership strategy was also added to the section concerning group governance.

Board of Directors

On 20 March 2024, the Annual General Meeting resolved, in accordance with the proposal of the Shareholder's Nomination Committee, to elect Atte Harjanne (Chairman), Tiina Rytky (Vice-chairman), Pirja Heiskanen, Atte Kaleva, Mai Kivelä, Ville Lehmuskoski, Hillevi Mannonen and Vilho Salovaara as members of the Board of Directors.

In accordance with the Shareholder's Nomination Committee, the Annual General Meeting resolved that the fees of the Board of Directors' Chairman, Vice-chairman and members be as follows:

Position	Annual fee	Meeting fee
Chairman of the Board	EUR 9,600	EUR 800
Vice-chairman of the Board	EUR 7,500	EUR 640
Member of the Board	EUR 7,500	EUR 640

On 20 March 2024, BDO Ltd was appointed as the auditor for a two-year term in accordance with the Articles of Association. BDO Ltd has designated Marko Tiilikainen, Authorised Public Accountant (KHT), as the principal auditor. The term of office will end at the conclusion of the second Annual General Meeting following the appointment.

The Board of Directors met 14 times in 2024, with one of the meetings conducted by e-mail. The attendance rate of the Board members at the meetings of the Board of Directors was 96 per cent.

Committees of the Board of Directors

The committees of the Board of Directors are the Audit Committee and the Compensation Committee. The committees assist the Board in its tasks. In its constitutive meeting on 22 March 2024, the Board of Directors decided that the Chairman of the Board of Directors Atte Harjanne, Vice-chairman of the Board Tiina Rytky and Vilho Salovaara will continue as the members of the Compensation Committee. In the same meeting, the Board of Directors decided that Hillevi Mannonen, Pirja Heiskanen and Tiina Rytky will continue as the members of the Audit Committee. Meetings of the Compensation Committee are regularly attended by the CEO and the HR Director, who serves as the secretary of the Committee. The Audit Committee meetings are regularly attended by the CFO and the Legal Counsel, who acts as the secretary of the Committee. In 2024, the Compensation Committee met five times and the Audit Committee twelve times.

Outlook

High electricity prices and strong price fluctuations have made energy one of the key political topics both in Finland and at the EU level. In Sweden, it was decided to suspend the planning of new cross-border transmission connection projects to Central Europe for the time being, and in Norway, there have been discussions about the possibility of stopping electricity exports via the oldest transmission connections. Key objectives of the European electricity market integration and the clean transition have long been the single market area that is as extensive as possible and the easy transmissibility of energy made possible by such a market area. Finland's energy system relies on the continuation of effective Nordic electricity market cooperation.

Helen operates in electricity markets in diverse roles as a producer, vendor and consumer, which reduces its exposure to the risks caused by market fluctuations. In its business operations, Helen also aims to take advantage of the opportunities presented by price fluctuations. By operating in accordance with its strategy, the company will also be increasingly able to balance fluctuations in prices in the future by increasing electricity consumption when supply is high, and reducing consumption when supply is low.

In 2025, a significant amount of new wind power capacity will be completed in Finland, which is expected to increase the volatility of the electricity market. However, the general weak economic situation and falling electricity prices have reduced the number of new wind power projects as investors' interest in wind power has declined. Ministerial initiatives on nuclear power production subsidies further weaken investors' interest in wind power and other forms of energy production and storage.

The cleaner and more affordable district heating has changed its perception in the eyes of the general public, and it is increasingly seen as a form of heating with equal climate impacts compared to geothermal heating. This trend predicts that the customer churn, which has affected district heating, will slow down and eventually turn into increased demand. The positive development is supported by the convenience offered by district heating and the benefits it brings to the customers as well as to the entire energy system. The outlook for district heating is positive for 2025.

The clean transition will place new demands on the electricity network. When combined heat and power generation is discontinued, there will be hardly any electricity produced in Helsinki, but the capital's electricity consumption will increase year by year. Securing the transmission capacity of the main grid in the Helsinki metropolitan area is an absolute prerequisite for an increasingly electrified society. This will require rapid progress in regulatory and licensing matters. The price increases in main grid fees and changes in the regulatory model challenge the profitability of electricity transmission, while the electricity network investment needs in Helsinki are increasing.

Helen's investments in carbon neutral electricity, heat and cooling production are becoming concrete as new wind and solar farms and electricity storage facilities are built around Finland and existing production sites in Helsinki are transformed. The company's production structure is shifting from combined heat and power generation to separate production, in which the main electricity production forms are hydro, nuclear, wind and solar power. Heat production is rapidly becoming increasingly electric. In the future, it will consist of heat pumps, electric boilers and sustainable bioenergy.

Green hydrogen will emerge as a new addition to Helen's production palette. The preconditions for large-scale production will be investigated by means of a pilot plant. Assessments of the role of small-scale nuclear power as part of a sustainable energy system are also moving forward

The Board of Directors' proposal on the use of profit

The distributable equity of the parent company stands at EUR 1,344,166,729.94, of which the profit for previous financial years amounts to EUR 36,622,604.88 and the profit for the financial year under review amounts to EUR 56,371,731.61.

The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 58,000.00 per share, corresponding to a total of EUR 58,000,000.00, be distributed and that EUR 34,994,336.49 be transferred to retained earnings. The Board of Directors proposes to the Annual General Meeting that the dividend be paid on 30 April 2025. There have been no significant changes in the company's financial position after the end of the financial year. In the view of the Board of Directors, the proposed distribution of profit does not jeopardise the company's liquidity.

Calculation formulas for the financial performance indicators

$$\text{ROE, \%} = \frac{\text{Profit for the period}}{\text{Average equity}}$$

$$\text{ROCE, \%} = \frac{\text{Profit before taxes + financial expenses}}{\text{Average equity + interest-bearing liabilities}}$$

$$\text{Net debt} = \text{Interest-bearing liabilities + cash and cash equivalents}$$

$$\text{Gearing} = \frac{\text{Interest-bearing liabilities – cash and cash equivalents}}{\text{Equity}}$$

Financial performance indicators

EUR million unless otherwise specified	2024	2023	2022	2021	2020
Net sales	1,523	1,826	1,785	1,318	1,054
Operating profit before depreciations (EBITDA)	306	308	277	266	302
% of net sales	20%	17%	16%	20%	29%
Operating profit (EBIT)	159	93	142	82	176
% of net sales	10%	5%	8%	6%	17%
Profit before taxes	145	75	119	67	154
% of net sales	10%	4%	7%	5%	15%
Profit for the period	124	51	93	55	123
% of net sales	8%	3%	5%	4%	12%
Share of profit for the period attributable to parent company shareholders	56	51	91	56	122
Cash flow from operating activities	255	234	233	306	265
Gross capital expenditure	568	516	236	225	202
Investments in subsidiaries and associated companies	6	30	313	70	2
Equity	2,258	2,174	2,189	2,115	2,135
Interest-bearing liabilities	1,476	1,275	859	592	426
Net debt	1,154	784	482	178	115
Balance sheet total	4,120	4,005	3,751	3,115	2,806
Equity ratio, %	55%	54%	58%	68%	77%
Return on capital employed (ROCE) LTM, %	5%	4%	4%	3%	7%
Average number of employees	777	757	936	1,015	992
Net debt/EBITDA	3.8	2.5	1.7	0.7	0.4

Consolidated financial statements

Consolidated income statement

EUR million	Note	2024	2023
Net sales	3	1,523	1,826
Other operating income	3	8	6
Energy procurement	4	-528	-635
Power plant fuel purchases	4	-414	-518
Changes in inventories	4	-24	-104
Purchases of materials and supplies	4	-12	-22
External services	4	-87	-99
Personnel expenses	4	-70	-61
Depreciation, amortisation and impairment	4	-146	-215
Other operating expenses	4	-92	-84
Operating profit (loss)		159	93
Financial income and expenses	5	-14	-18
Profit (loss) before appropriations and taxes		145	75
Income taxes	11	-21	-24
Non-controlling interests		0	0
Profit (loss) for the period		124	51

Consolidated balance sheet

EUR million	Note	2024	2023
ASSETS			
Non-current assets			
Intangible assets			
Goodwill	6	195	234
Intangible assets	6	33	18
Advance payments and consturuction in progress	6	27	22
		256	275
Tangible assets			
Land and water	6	5	5
Buildings	6	403	362
Machinery and equipment	6	572	464
Grid	6	772	788
Advance payments and construction in progress	6	832	529
		2,583	2,149
Investments			
Shares in associated companies	7	114	131
Other shares and holdings	7	322	286
		437	417
Non-current assets, total		3,276	2,841
Current assets			
Inventories	8	92	118
Non-current receivables			
Loan receivables		170	189
Deferred tax receivables		7	
Non-current receivables			
Trade and other receivables	8	85	150
Prepayments and accrued income	8	167	216
Cash pool receivables	9	128	263
Cash and cash equivalents	9	195	228
Current assets, total		844	1,164
ASSETS, total		4,120	4,005

EUR million	Note	2024	2023
EQUITY AND LIABILITIES			
Equity			
Share capital	10	600	600
Reserve for invested unrestricted equity	10	1,251	1,251
Retained earnings	10	283	272
Profit for the period	10	124	51
Equity, total		2,258	2,174
Non-controlling interests		107	106
Liabilities			
Provisions			
Other provisions	8	5	8
Non-current liablities			
Interest-bearing liabilities	9	1,373	1,234
Deferred tax liabilities		97	84
Non-current liabilities, total		1,470	1,319
Current liabilities			
Interest-bearing liabilities	9	103	41
Trade payables	8	77	167
Other	8	101	190
Current liabilities, total		281	398
Liabilities, total		1,756	1,725
Equity and liabilities, total		4,120	4,005

Consolidated cash flow statement

EUR million	2024	2023
Cash flow from operating activities		
Profit for the period	124	51
Depreciation and impairment	146	215
Share of results of associated companies	13	17
Financial income and expenses	1	1
Adjustments	13	0
Income taxes	21	24
Dividend income	9	13
Interest paid	-17	-50
Interest received	25	35
Other financial items	14	0
Income taxes paid	-17	-32
Change in working capital	-76	-39
Cash flow from operating activities (A)	255	234
Cash flow from investing activities		
Capital expenditure on fixed assets	-568	-516
Proceeds from disposal of fixed assets	4	151
Proceeds from disposal of subsidiary shares	6	
Investments in subsidiaries and associated companies	-6	-30
Other investments	-37	-13
Cash flow from investing activities (B)	-600	-408

EUR million	2024	2023
Cash flow from financing activities		
Non-current liabilities drawn	187	519
Repayments of non-current liabilities	0	-1
Change in current liabilities	9	-104
Dividends paid	-38	-63
Change in loan receivables	19	-82
Venture capital investments	0	20
Cash flow from financing activities (C)	176	288
Change in cash and cash equivalents (A+B+C)	-170	114
Cash and cash equivalents at the beginning of the period[1)]	491	377
Cash and cash equivalents at the end of the period	323	491

[1)] *Cash and cash equivalents include cash pool receivables.*

Consolidated statement of changes in equity

EUR million	Share capital	Reserve for invested unrestricted equity	Retained earnings	Total
Equity, 1 January 2024	600	1,251	323	2,174
Profit for the period			124	124
Dividends paid			-38	-38
Other adjustments			-2	-2
Equity, 31 December 2024	600	1,251	407	2,258

EUR million	Share capital	Reserve for invested unrestricted equity	Retained earnings	Total
Equity, 1 January 2023	600	1,251	338	2,189
Profit for the period			51	51
Dividends paid			-62	-62
Other adjustments			-4	-4
Equity, 31 December 2023	600	1,251	323	2,174

Notes to the consolidated financial statements

1 Basic information

Helen Ltd and its subsidiaries together form the Helen Group ("Helen" or "the Group"). The Group's parent company is Helen Ltd, which is a limited liability company established under Finnish law and domiciled in Helsinki. Helen Ltd's registered address is Kampinkuja 2, 00100 Helsinki. Helen is owned by the City of Helsinki and the Group is included as a sub-group in the Helsinki City Group. A copy of the financial statements of the City of Helsinki is available at www.hel.fi. Helen's consolidated financial statements are available at the same address or at www.helen.fi. Helen is a group that provides energy solutions. Its main activities consist of the production of electricity and heating, as well as the distribution and sale of electricity in the Helsinki region. These financial statements do not meet the European Single Electronic Format (ESEF) reporting requirements.

2 Basis of preparation

The consolidated financial statements were prepared in accordance with the Finnish Accounting Standards (FAS). The notes to the consolidated financial statements also comply with Finnish accounting legislation and corporate law. The consolidated financial statements are prepared on historical cost method. The figures in the financial statements are presented in millions of euros. These consolidated financial statements are presented in euros, which is the Group's operating and presentation currency.

2.1 Changes in Accounting Principles

Rental liability reporting process has been changed, which had caused incorrect rental liability amounts in previous accounting periods. We have corrected the amounts of rental liabilities for the comparison year 2023 to be comparable.

3 Net sales and other operating income

3.1 Net sales

The Group's net sales are divided between four business areas. The different business areas produce different products for end customers. The main businesses comprise the production of heating and cooling, selling electricity to consumers and business customers, the production and sale of electricity to the wholesale markets, and electricity distribution. Net sales is adjusted with discounts, exchange rate differences and taxes. The Group recognises revenue from sold energy products immediately when the energy or electricity distribution service has been delivered to the end customer. Connection fees related to district heating and electricity distribution that are transferable but not refundable are recognised as income for the financial year. Income derived from activities other than the Group's ordinary operations are presented in other operating income. That category includes rental income and non-recurring items, such as proceeds from the sale of property, plant and equipment and unsaleable inventory. Other revenue is recognised in the result for the financial year after control has been transferred to a customer.

3.2 Net sales by product

Helen Group's net sales for the financial year by business area:

EUR million	2024	2023
Electricity sales	724	1,021
Electricity distribution sales	125	108
Heat sales	623	631
Cooling sales	28	28
Market gas	4	7
Solution product sales	12	25
Other income	8	7
Total	1,523	1,826

3.3 Other operating income

EUR million	2024	2023
Gains on the sale of property, plant and equipment	4	4
Government grants	1	0
Other	3	2
Total	8	6

4 Operating expenses

Operating expenses consist of the procurement of fuels and energy, purchases of goods, purchases of emission allowances, the use of external services, personnel expenses and other operating expenses.

4.1 Procurement of energy and materials

EUR million	2024	2023
Electricity purchases	518	629
Heat purchases	10	5
Electricity distribution purchases	0	0
Fuel purchases	336	400
Change in inventory	24	104
Emission allowance purchases	78	118
Materials	12	22
Total	977	1,279

4.2 External services

EUR million	2024	2023
Main grid fees	16	10
Construction and excavation contracts	7	8
Environmental services	0	3
Other external services	64	78
Total	87	99

4.3 Employee benefits

Personnel expenses

EUR million	2024	2023
Wages and salaries	58	51
Pension costs	10	9
Other personnel costs	2	2
Total	70	61

Compensation for the Board of Directors and senior management

EUR million	2024	2023
CEO, board members and management team	1	1
Total	1	1

Number of personnel

	2024	2023
Average number of personnel	777	757
Personnel, 31 December	749	786

4.4 Depreciation, amortisation and impairment

EUR million	2024	2023
Depreciation according to plan	126	194
Scrapping and impairment	8	9
Amortisation on consolidated goodwill	18	17
Recognition of negative goodwill	-6	-6
Total	146	215

Depreciation according to the plan includes accelerated depreciation of 18 (72) million euros due to the cessation of coal production.

4.5 Other operating expenses

EUR million	2024	2023
Rent for land	8	14
Other rent	7	7
IT and expert services	39	23
Vehicle and fleet costs	12	2
Representation and marketing costs	3	4
Insurance costs	2	2
Other expenses	21	31
Total	92	84

4.6 Auditor's fees

EUR million	2024	2023
Audit fees	0.3	0.2
Tax and other consulting services	0.4	0.2
Total	0.8	0.4

5 Financial income and expenses

EUR million	2024	2023
Share of results of associated companies	-12	-4
Interest income	11	3
Dividend income	0	0
Other interest and financial income	14	32
Interest and financial expenses on non-current liabilities		
Interest expenses on subordinated debt	-9	-9
Interest expenses on senior debt	-6	-7
Other interest and financial expenses	0	-4
Interest and financial expenses on current liabilities		
Loans from financial institutions	-13	-19
Other interest and financial expenses	0	-11
Financial income and expenses, total	-14	-18

6 Tangible and intangible assets

6.1 Tangible assets

Property, plant and equipment are stated in the balance sheet at historical cost less accumulated depreciation, impairment and grants received. Historical cost includes all expenses arising directly from the acquisition of property, plant and equipment. The acquisition cost of power plants, wind and solar farms or other significant projects also includes interest expenses on borrowed capital incurred during the construction period. Property, plant and equipment are depreciated on a straight-line basis over the useful life of the asset.

The depreciation periods are based on the following estimated useful lives:

Buildings and structures	10–40 years
Grids	10–40 years
Machinery and equipment	3–30 years
ICT equipment	3–10 years

Land and water are not depreciated.

Expenses associated with property, plant and equipment or their renewal are capitalised if the expenses in question give rise to future economic benefits. Recurring repair and maintenance activities are recognised as expenses for the financial year when the repair or maintenance activity is performed. Income or expenses arising from the sale or scrapping of property, plant and equipment is recognised in other operating income or expenses as income or expense for the financial year.

2024, EUR million	Land and water	Buildings and structures	Machinery and equipment	Grids	Advance payments and construction in progress	Total
Acquisition cost, 1 January	5	578	871	1,427	526	3,406
Additions		0	2	31	485	518
Additions, interest					36	36
Decreases			-2		-2	-3
Sales of assets		-1	-2			-3
Transfers between asset groups		60	132	13	-203	0
Transfers between asset groups, interest		6	6		-12	0
Acquisition cost, 31 December	5	643	1,006	1,469	832	3,955
Accumulated depreciation, 1 January		-216	-406	-638		-1,260
Depreciation		-27	-38	-59		-127
Accumulated depreciation on decreases and transfers		5	17			22
Impairment		-2	-8			-9
Accumulated depreciation and impairment, 31 December		-241	-435	-697		-1,373
Book value, 31 December	5	403	572	772	832	2,583
Capitalised interest expenses, 31 December		6	6		26	40

2023, EUR million	Land and water	Buildings and structures	Machinery and equipment	Grids	Advance payments and construction in progress	Total
Acquisition cost, 1 January	7	533	816	1,366	346	3,069
Additions		0	4	29	470	503
Decreases		-6	-5	-3		-14
Sales of assets			-151			-151
Transfers between asset groups	-2	51	205	35	-290	-2
Acquisition cost, 31 December	5	578	870	1,427	526	3,406
Accumulated depreciation, 1 January		-174	-318	-587		-1,078
Depreciation		-46	-88	-54		-188
Accumulated depreciation on decreases and transfers		6	7	3		16
Impairment		-3	-7	0		-9
Accumulated depreciation and impairment, 31 December		-216	-405	-638		-1,260
Capitalised interest expenses, 31 December					4	4
Book value, 31 December	5	362	464	788	529	2,149

6.2 Intangible assets

Intangible assets are stated in the balance sheet at historical cost less accumulated amortisation, impairment and grants received. Historical cost includes all expenses arising directly from the acquisition of the intangible assets. Intellectual property rights include patents, trademarks and ICT software. Other intangible assets include R&D expenses related to new products or services that are technically and operationally feasible. Other R&D expenses are recognised in profit or loss for the financial year when they are incurred. Consolidated goodwill is created through the acquisition of companies or business operations, and consists of the difference between the acquisition cost and the value of the acquired assets. The proportion of the acquisition cost that cannot be allocated to assets is recognised as consolidated goodwill, which is depreciated over a period of 20 years. The proportion of equity exceeding the acquisition cost is allocated to difference on consolidation, which is recognised over a period of 20 years. Difference on consolidation is netted with consolidated goodwill in the balance sheet.

Power plants are subject to environmental permits and part of the European Union's Emissions Trading System. Emission allowances received free of charge are recognised at their nominal value, and purchased emission allowances are recognised at the acquisition price. Emission allowances are not depreciated. Emission allowances are recognised as expenses at the time of their transfer, when the actual emissions have been determined.

The depreciation periods are based on the following estimated useful lives

Goodwill and consolidated goodwill	5–20 years
Other long-term expenses	3–10 years
ICT software	3–5 years

2024, EUR million	Consolidated goodwill	Consolidated negative goodwill	Goodwill	Emission allowances	Intangible rights	Other intangible assets	Advance payments and construction in progress	Total
Acquisition cost, 1 January	355	113	28	0	14	29	22	561
Additions	2			1	1	0	18	22
Decreases	-5		-27			-1	-1	-32
Transfers between asset groups					20	-6	-12	0
Acquisition cost, 31 December	352	113	1	1	37	24	26	553
Accumulated depreciation, 1 January	-83	-51	-3		-5	-20		-162
Depreciation	-18		3		-2	0		-17
Accumulated depreciation on decreases and transfers					-5	5		0
Revenue recognised for the period		-5						-5
Accumulated depreciation and impairment, 31 December	-101	-56	-1		-11	-16		-183
Transfer from negative goodwill	-56	-56						-112
Book value, 31 December	195	0	0	1	25	8	26	255

2023, EUR million	Consolidated goodwill	Consolidated negative goodwill	Goodwill	Emission allowances	Intangible rights	Other intangible assets	Advance payments and construction in progress	Total
Acquisition cost, 1 January	423	129	28	2	13	23	15	633
Additions	3						13	16
Decreases	-71	-17		-2				-90
Transfers between asset groups					1	6	-5	2
Acquisition cost, 31 December	355	113	28	0	14	29	22	561
Accumulated depreciation, 1 January	-67	-46	0		-4	-18		-135
Depreciation	-17							-17
Accumulated depreciation on decreases and transfers	1		-3		-1	-2		-4
Revenue recognised for the period		-5						-5
Accumulated depreciation and impairment, 31 December	-83	-51	-3		-5	-20		-162
Transfer from negative goodwill	-62	-62						-124
Book value, 31 December	209	0	25	0	9	9	22	275

7 Other non-current assets

7.1 Participations in associated companies and joint ventures

Associated companies	Domicile	Shareholding, %
Voimapiha Oy	Helsinki	33.3%
Liikennevirta Oy	Helsinki	23.4%
Pjelax Vindkraft Ab/Oy	Närpiö	40.0%
&Charge GmbH	Frankfurt	24.1%
Viiatti GridCo Oy	Kurikka	30.0%

Changes in associates and other participations during the year

2024, EUR million	Shareholdings in associated companies	Other shares and participations	Total
Acquisition cost, 1 January	131	286	417
Additions	4	37	41
Share of profit of associates	-12		-12
Transfers between asset groups	-9		-9
Book value, 31 December	114	322	437

2023, EUR million	Shareholdings in associated companies	Other shares and participations	Total
Acquisition cost, 1 January	129	302	431
Additions	19	13	31
Decreases	-4		-4
Share of profit of associates	-13		-13
Transfers between asset groups		-29	-29
Book value, 31 December	131	286	417

8 Working capital

8.1 Trade and other receivables

Trade receivables are receivables from customers that arise from the sale of products or services in Helen's business operations. Trade receivables are presented at their original value, which corresponds to the invoiced amount. The Group offers a wide range of different products to a wide range of consumer and business customers. Consequently, the credit risk associated with trade receivables is low. The carrying value of trade receivables corresponds to their maximum credit risk. Deferred trade receivables are recognised in accordance with expected invoicing.

EUR million	2024	2023
Trade receivables	39	53
Other receivables	46	92
Deferred tax assets	7	0
Cash pool receivables	128	263
Prepayments and accrued income		
Deferred sales	160	201
Deferred direct taxes		12
Other prepayments and accrued income	7	7
Total	387	629

Ageing of trade receivables

EUR million	2024	2023
Not yet due	27	40
Overdue 1–90 days	10	10
Overdue 91–180 days	1	1
Overdue by more than 180 days	2	2
Total	39	53

8.2 Inventories

Inventories are presented at the lower of historical cost and replacement cost. Historical cost consists of raw materials used in electricity and heating production, as well as intermediate products used in solar power and geothermal deliveries in the project business. Variable costs directly related to the acquisition are included in the value of inventory. The historical cost of raw material reserves is determined using the FIFO principle (First In, First Out), and the historical cost of supplies is determined by the weighted average price.

Inventories are regularly evaluated so that they do not include unsaleable items. Unsaleable items are assessed on the basis of their age and inventory turnover rates. Where necessary, a write-down corresponding to unsaleable products is recognised on inventories.

EUR million	2024	2023
Coal	20	62
Light and heavy oil	47	35
Biomass, pellets and wood chips	23	15
Materials and supplies	2	6
Total	92	118

The result for the financial year includes a write-down of EUR 0 (39.3) million recognised due to inventories being measured at a lower replacement cost.

8.3 Trade and other payables

EUR million	2024	2023
Trade payables	77	167
Other payables	51	127
Accruals and deferred income		
Holiday pay and holiday allowance	9	10
Accrued interest	13	10
Accrued direct taxes	1	2
Other short-term accruals and deferred income	27	40
Total	177	357

8.4 Provisions

A provision is recognised when there are future expenses that the company is committed to, but which have not yet been realised. Such expenses need to be allocated to the financial year ended and are not expected to generate equivalent revenue. Changes in provisions are recognised in the income statement.

EUR million	2024	2023
Other provisions	5	8
Total	5	8

Group had a mandatory provision of EUR 5 (8) million attributable to future expenses arising from the discontinuation of coal-powered production at the Hanasaari power plant and restroration cost provision for Lakiakangas.

9 Financing

9.1 Financial assets and liabilities

Financial assets and liabilities are recognised at historical cost. Liquid assets include the Group's cash and cash equivalents, loan receivables and other financial receivables, as well as loans and derivatives.

Net interest-bearing liabilities

EUR million	2024	2023
Non-current liabilities		
Loans from financial institutions	1,045	897
Capital loan from the owner	157	157
Loans from the owner	88	108
Other liabilities	83	72
Current liabilities		
Loans from financial institutions	33	1
Commercial paper	50	20
Loans from the owner	21	21
Cash and cash equivalents	-323	491
Total	1,154	784

Change in net interest-bearing liabilities

2024, EUR million	Loans from financial institutions	Loans from the owner	Commercial paper	Other	Cash and cash equivalents	Total
Net interest-bearing liabilities, 1 January	898	286	20	72	-491	784
Repayments of non-current liabilities	0					0
Proceeds from non-current debt	178			11		187
Current liabilities repaid and proceed		-20	30			9
Change in cash and cash equivalents					170	170
Net interest-bearing liabilities, 31 December	1,078	266	50	83	-323	1,154

2023, EUR million	Loans from financial institutions	Loans from the owner	Commercial paper	Other	Cash and cash equivalents	Total
Net interest-bearing liabilities, 1 January	514	306	39		-377	482
Repayments of non-current liabilities		-21	-39			-62
Proceeds from non-current debt	450			72		522
Current liabilities repaid and proceed	-66		20			-46
Change in cash and cash equivalents					-114	-114
Net interest-bearing liabilities, 31 December	898	286	20	72	-491	784

Ageing of interest-bearing liabilities

2024, EUR million	2025	2026	2027	2028	2029–	Total
Loans from financial institutions		100	104	100	773	1,078
Loans from the owner					266	266
Commercial paper	50					50
Other		72			11	83
Total	50	172	104	100	1,050	1,476

2023, EUR million	2024	2025	2026	2027	2028–	Total
Loans from financial institutions	1		200		697	898
Loans from the owner	21				265	286
Commercial paper	20					20
Other			72			72
Total	41		272		962	1,275

9.2 Derivatives

Electricity derivatives

The purpose of electricity derivatives trading is to hedge the price risk of future purchases and sales of electricity at market prices. All trading is subject to oversight and conducted within the limits established by the Group's approved risk limits and operating policies. Derivatives trading is done in accordance with the risk management policy approved by the Board of Directors of Helen Ltd, as well as the Group's operating principles concerning energy trading and risk management guidelines. The majority of the Group's derivative contracts are Nasdaq Commodities' Nordic electric futures products, which are traded on the Nordic commodity derivatives exchange Nasdaq OMX Oslo ASA. The maximum duration of derivatives is five years as from the balance sheet date.

As all of the derivatives are hedging derivatives, their fair values – i.e. changes in value in future periods – have not been recognised in the profit or loss for the financial year ended. The realised effects of derivatives are recognised in the same period as the hedged item in subsequent financial years. The physical trading of electricity is conducted via the Nordic electricity exchange Nord Pool AS. In electricity derivatives, the hedging of sales is recognised in net sales and the hedging of purchases is recognised in energy purchases.

Nominal capital and fair values of derivatives

	Electricity derivatives		Emission derivatives		Natural gas derivatives		Interest rate derivatives		
2024	Amount, GWh	Fair value, EUR million	Amount, 1000 tonnes	Fair value, EUR million	Amount, GWh	Fair value, EUR million	Nominal value, EUR million	Fair value, EUR million	Fair value,total, EUR million
Purchased less than one year	2,888	-16	238	1	771	6	100	-1	-10
Purchased over one year	1,990	-4	11	0	183	1	936	20	16
Sold less than one year	2,192	14			241	-1			13
Sold over one year	649	2							2
Total	2,037	-5	249	1	713	6	1,036	19	21

2023	Amount, GWh	Fair value, EUR million	Amount, 1000 tonnes	Fair value, EUR million	Amount, GWh	Fair value, EUR million	Nominal value, EUR million	Fair value, EUR million	Fair value, total, EUR million
Purchased less than one year	1,637	22	708	-1	1,070	-20			2
Purchased over one year	1,265	-4	20	0			625	27	23
Sold less than one year	1,430	-1			405	1			0
Sold over one year	688	4							4
Total	784	21	728	-1	665	-19	625	27	29

Emission derivatives

The purpose of using emission derivatives is based on the trading need according to actual and predicted amounts of emissions and the emission allowances granted in the initial allocation. Emission derivatives are futures contracts ending with physical delivery. Their maximum duration is five years as from the balance sheet date.

The parent company has been granted a total of EUR 1.2 million tCO_2 e in emission allowances for the period 2021–2025. The estimate of actual emissions for 2024 is 1.2 million tCO_2 e. In 2024, 1.1 million emission allowances were used for deliveries based on emission allowance trading. In intangible assets in the balance sheet, emission allowances and corresponding allowances totalled 0.0 million tCO_2 e on 31 December 2024 after the deduction of the use in 2024. In accounting, emission allowances treated using the net method in accordance with statement 1767/2005 of the Finnish Accounting Standards Board.

Natural gas derivatives

Natural gas derivatives are used for hedging the future physical purchasing of natural gas. The derivatives are recognised as cash payments, and their maximum duration is five years as from the balance sheet date.

9.3 Financial risk management

The Group's financial risks are managed in accordance with the financing and investment policy confirmed by the Board of Directors of Helen Ltd. The Group's financing and investment policy guides the parent company's and the subsidiaries' capital structure, borrowing, hedging against financial risks, the investment of cash reserves, working capital management, and liquidity management. The Group's centralised finance function is responsible for the implementation of the financing and investment policy.

The aim is to hedge against unwanted fluctuations in the financial markets. The objective of the Group's financial management is to ensure adequate liquidity, financial risk management, the centralised management of financing and investment activities, the minimisation of net financial expenses, and enabling strategic measures and investments. The Group adheres to a low risk profile in its financing and investment activities.

Liquidity risk

Helen aims to manage liquidity risk by maintaining good liquidity in all circumstances. Liquidity is affected by cash flow from operations and the availability of debt financing in the capital markets. The aim of cash management is to maintain sufficient liquidity. An adequate amount of liquid assets is kept available. In addition, the Group has a reserve of binding credit limits, undrawn loans and a commercial paper programme, which provide the Group with the opportunity to draw financing as necessary.

In the long term, liquidity risk is managed through long-term and proactive financing by diversifying financing between different financial institutions, financing sources and maturities. The maturity distribution of the loan portfolio has been optimised so that the maturity distribution is sufficiently long.

The Group's cash and cash equivalents include cash in bank accounts and short-term liquid investments in investment funds. Counterparty risk in investment activities is managed by means of a credit rating requirement for direct investments and, for investment funds, by diversifying investments and limiting each investment's share of the market value of the fund.

EUR million	2024	2023
Cash and cash equivalents	273	441
Investment funds	50	50
Committed credit facilities, not in use	500	300
Committed loans, not in use	216	247
Total	1,039	1,038

Interest rate risk

Interest rate risk arises from fluctuations in market interest rates and the effects of these fluctuations on Helen's floating rate loans. The purpose of interest rate risk management is to minimise the impact of interest rate fluctuations on interest paid. The total interest rate risk is established for the Group's net debt, which comprises all interest-bearing receivables and liabilities, as well as derivative contracts used to hedge interest rate risk. In hedging interest rate risk, the Group mainly uses interest rate swaps, interest rate futures and interest rate options.

Electricity price risk

The development of the market price of electricity involves a number of risks that are caused by weather variability and the prices of fossil fuels and emission allowances. Helen's exposure to the market price risk of electricity is affected by production volumes, consumption and the open hedging ratio. Helen operates in the electricity market, purchasing and selling wholesale electricity daily at spot prices. Helen uses derivative contracts to effectively hedge the net position between electricity purchasing and selling. The aim of hedging is to reduce the impact of electricity price fluctuations on the Group's result.

Helen primarily uses Nasdaq Commodities' futures products as hedging instruments to hedge the price of electricity. The hedging period is approximately five years. The annual hedging ratio decreases as the maturity increases. For the next 12 months, the hedging ratio is typically 70–100%.

Currency risk

Helen's operating currency is the euro. Most of the Group's purchases and sales take place in the home currency, which makes the currency risk very low. Individual purchases denominated in foreign currencies are hedged by forward contract.

Credit and counterparty risk

Credit risk arises from the possibility of a counterparty defaulting on its payment obligations or a financial institution defaulting on its obligations relating to deposits and derivatives transactions. The Group's credit risk management focuses on minimising trade receivables and credit losses by confirming customers' creditworthiness, monitoring trade receivables and using effective debt collection processes.

Contracts concluded between the Group and counterparties such as banks and financial institutions include a risk of the counterparty being unable to fulfil its contractual obligations. The Group manages counterparty risk by diversifying its contract portfolio between several counterparties. Furthermore, contracts are only concluded with counterparties that have a good credit rating.

Capital management

The Group aims to engage in effective capital management by ensuring an optimal capital structure that enables the fulfilment of all of the Group's payment obligations and the financing of long-term investments in all circumstances. The key indicators monitored with regard to the capital structure are return on capital employed and net gearing.

10 Equity

Share capital

On 31 December 2024, Helen Ltd's registered share capital amounted to EUR 600,000,000. The share capital consisted of 1,000 shares on 31 December 2024.

Dividend distribution

The company's strategy and financial position are taken into account in determining the annual dividend. A dividend of EUR 38 million was paid for the year 2023. The company's Board of Directors proposes to the Annual General Meeting that a dividend of EUR 58 million be distributed for the year 2024.

Changes in shareholder's equity

EUR million	2024	2023
Share capital, 31 December	600	600
Restricted shareholders equity	600	600
Invested non-restricted shareholders equity, 31 December	1,251	1,251
Retained earnings, 1 January	323	338
Dividends paid	-38	-62
Other adjustments	-2	-4
Profit (loss) for the period	124	51
Non-restricted shareholders equity	1,658	1,574
Shareholders equity total	2,258	2,174

11 Income taxes

Income taxes recognised in profit or loss for the financial year

The Group's income tax expense comprises of tax based on the taxable income for the financial year, tax adjustments related to taxes in previous financial periods, and changes in deferred tax assets and tax liabilities. Taxes relating to the taxable profit for the financial year are recognised through profit or loss.

Deferred tax assets and liabilities

Deferred taxes are calculated on the temporary differences between the carrying amounts and taxable values of assets and liabilities, as well as unused tax losses to the extent that it is likely that they can be utilised against future taxable profit. Deferred taxes are estimated on the basis of the tax laws and prevailing tax rates in Finland. The calculation takes into account all tax laws that have entered into force before the balance sheet date and are expected to be in force when the deferred tax asset is realised or the deferred tax liability is paid.

Tax assets are expected to be realised in the income statement in a certain future period. The assumptions concerning the realisation of tax benefits and the recognition of deferred tax assets may change depending on estimates of the future profitability of Helen's business operations. The future profitability of business operations is also affected by factors that Helen itself cannot influence.

Income taxes

EUR million	2024	2023
Tax based on taxable income for the period	16	18
Adjustments recognised for taxes of prior periods	0	0
Deferred taxes	5	6
Income tax expense	21	24

Income tax reconciliation

EUR million	2024	2023
Profit before tax	113	101
Income taxes at statutory tax rate	-23	-20
Non-deductible expenses and tax-exempt income	3	6
Deferred taxes	-5	-6
Adjustments recognised for taxes of prior periods	0	0
Other	4	-4
Total	-21	-24
Effective tax rate, %	19%	24%

Deferred tax assets and liabilities

EUR million	2024	2023
Deferred tax assets		
Capitalised interests	6	
Provisions	1	
Total	7	
Deferred tax liabilities		
Accumulated depreciation difference	97	84
Total	97	84

12 Group structure

12.1 Consolidation principles

The consolidated financial statements include all subsidiaries in which the Group holds a control at the end of the financial year. The Group has control when it holds more than half of the voting rights or otherwise has control over the company. Acquired or established subsidiaries are included in the consolidated financial statements from the date control commences until the date that control ceases.

The Group consolidates subsidiaries using the acquisition cost method. Acquisition cost arises when a company belonging to the Group invests equity in a start-up or existing company by acquiring its shares. Intercompany shareholdings in subsidiaries are eliminated by deducting the acquisition cost from the subsidiary's equity on the date of the acquisition. The proportion of the acquisition cost of Group companies that cannot be allocated to assets is recognised as consolidated goodwill, which is depreciated over a period of 20 years. The proportion of equity exceeding the acquisition cost of subsidiaries is allocated to negative goodwill, which is recognised over a period of 20 years. Negative goodwill is netted with consolidated goodwill in the balance sheet.

Inter-company transactions are eliminated in the consolidated financial statements. The items that are eliminated include inter-company net sales and operating expenses, receivables and liabilities, and margins. Helen subsidiaries apply the same accounting policies in preparing their financial statements. Non-controlling interests are separated from the Group's equity and profit for the financial year, and they are presented as a separate item.

Investments in associated companies in which the Group does not exercise control or in which control is shared with another company. Helen's share of the profit or loss of an associated company is presented in the income statement as a separate item from the associated company's profit for the financial year. Associated companies are consolidated in the consolidated financial statements using the equity method. The financial statements of associated companies recognised in consolidated financial statements were unaudited.

12.2 Cost-price principle

Some of Helen's partly or wholly owned subsidiaries operate under the cost-price principle (Mankala-principle). The principle was approved in the 1960s by Supreme Administrative Court decisions KHO 1963 B I 5 and KHO 1968 B II 521. Mankala companies are limited liability companies and the liability of their shareholders is determined in accordance with the Limited Liability Companies Act. In their shareholders' agreements, the Mankala companies that are partly or wholly owned by Helen have agreed to be liable to the power company for the costs arising from the company's energy production in ratio to their shareholdings. Examples of such costs include operating and maintenance expenses, taxes, insurance, loans, interest and fuel costs. A key precondition for applying the cost-price principle is that the article of association of the Mankala company states that the company operates under the cost-price principle.

12.3 Subsidiaries

Subsidiaries	Domicile	Shareholding, %
Oy Mankala Ab	Iitti	100.0%
Helen Sähköverkko Oy	Helsinki	100.0%
Helsingin Energiatunnelit Oy	Helsinki	90.0%
Tuulipuisto Lakiakangas 3 Oy	Isojoki	100.0%
Kristinestad Tupaneva Oy	Isojoki	100.0%
Helen Aurinkopuisto Kalanti Oy	Uusikaupunki	100.0%
Kalanti GridCo Oy	Uusikaupunki	100.0%
Kalistanneva Sijoitustyhtiö Ky	Helsinki	33.3%
Kalistanneva Holding Oy	Helsinki	60.0%
Helen ÅB Tuulipuistohallinnointiyhtiö Oy	Helsinki	60.0%
Tuulipuisto Kalistanneva Oy	Kurikka	60.0%
Tuulipuisto Karahka Oy	Oulainen	51.0%
Tuulipuisto Juurakko Oy	Kalajoki	51.0%
Jokituuli Sijoitusyhtiö Ky	Helsinki	18.3%
Jokituuli Holding Oy	Helsinki	51.0%
Niinimäki Holding Oy	Helsinki	51.0%
Niinimäki Sijoitusyhtiö Ky	Helsinki	18.3%
Niinimäki Grid Oy	Pieksämäki	45.9%
Tuulipuisto Niinimäki Oy	Pieksämäki	51.0%
Nurmijärven Sähkövarasto Oy	Helsinki	60.0%

The Group owns less than half of the following limited partnerships: Kalistanneva Sijoitusyhtiö Ky, Jokituuli Sijoitusyhtiö Ky and Niinimäki Sijoitusyhtiö Ky. These companies are consolidated into the Group as subsidiaries because the Group commences control over them, and the control is based on the role of the responsible partner role and the entire ownership structure.

12.4 Related party transactions

Board of Directors and Group management

The Group has had no transactions with the parent company's Board of Directors, the members of the Group's management (key management personnel), their close family members or organisations in which members of the Board of Directors or the Group's management exercise control or significant influence.

Associated companies and joint ventures

Transactions with associated companies are presented in the table below. The group does not have any individually significant associates or joint ventures.

EUR million	2024	2023
Dividends received	9	13
Interest income	9	6
Sales	1	2
Purchases	29	19
Total	48	40

13 Commitments and contingent liabilities

13.1 Commitments and contingent liabilities

EUR million	2024	2023
Bank liabilities	40	40[1)]
Rental liabilities (0% VAT)		
Due within a year	18	19[2)]
Due after a year	374	361[2)]
Leasing liabilities (0% VAT)		
Due within a year	11	11
Due after a year	186	197
Directly enforceable guarantees on behalf of non-Group companies	49	59
Other construction and warranty guarantees	0	1
Bank's cash collateral	23	29
Investment commitments	44	269

[1)] *2023 comparative data corrected, loans included in the balance sheet presented as commitments and contingent liabilities.*
[2)] *2023 comparative information corrected for rental liabilities.*

13.2 Disputes

The Group did not have any pending disputes at the end of the financial year.

13.3 3 Events after the financial statements date

The parent company acquired the electricity sales business of Raseborgs Energi Ab, as a result of which the electricity customers of Raseborgs Energi Ab transferred to Helen in January 2025. The transaction strengthens Helen's position in the Finnish energy market and supports the company's goal of becoming the most significant player in the retail market for electricity.

Parent company’s financial statements

Parent company’s income statement

EUR	Note	2024	2023
Net sales	2	1,394,232,000.85	1,720,343,090.75
Other operating income	3	5,666,774.05	4,748,008.14
Energy procurement	4	-545,280,295.69	-659,091,288.42
Electricity distribution purchases		-9,581,171.10	-5,751,723.80
Power plant fuel purchases		-413,143,544.29	-517,783,035.47
Changes in inventories		-23,899,075.24	-104,245,122.78
Purchases of materials and supplies		-13,522,616.13	-22,177,811.98
External services	5	-57,701,022.66	-76,343,818.39
Personnel expenses	6	-62,685,923.99	-53,008,843.00
Depreciation, amortisation and impairment	7	-93,983,870.75	-159,247,015.38
Other operating expenses	8	-75,263,692.04	-68,688,316.16
Operating profit (loss)		104,837,563.01	58,754,123.51
Dividend income	9	11,206,829.19	39,230,237.38
Other financial income and expenses	9	9,087,813.18	-12,141,608.01
Profit (loss) before appropriations and taxes		125,132,205.38	85,842,752.88
Group contribution		4,700,000.00	27,300,000.00
Change in depreciation difference		-66,710,848.14	-49,160,000.00
Income taxes	10	-6,749,625.63	-10,399,350.90
Profit (loss) for the period		56,371,731.61	53,583,401.98

Parent company's balance sheet

EUR	Note	2024	2023
ASSETS			
Non-current assets			
Intangible assets	11		
Intangible assets		26,628,511.63	14,499,132.89
Advance payments and construction in progress		23,978,437.50	24,112,484.76
		50,606,949.13	38,611,617.65
Tangible assets	11		
Buildings and structures		179,859,009.63	199,195,005.87
Machinery and equipment		763,337,854.33	785,968,639.27
Advance payments and construction in progress		247,719,347.94	124,554,013.07
		1,190,916,211.90	1,109,717,658.21
Investments	12		
Shareholdings in Group companies		736,286,736.74	651,209,455.52
Shares in associated companies		155,631,460.57	151,585,908.57
Other shares and holdings		146,797,004.14	137,729,994.52
		1,038,715,201.45	940,525,358.61
Non-current assets, total		2,280,238,362.48	2,088,854,634.47

EUR	Note	2024	2023
Current assets			
Inventories	13	92,287,712.95	118,254,939.46
Non-current receivables	14		
Inventories		386,984,774.90	333,749,710.02
Non-current receivables		108,318,223.53	103,848,720.80
Loan receivables		2,082,493.46	1,145,704.00
		497,385,491.89	438,744,134.82
Current receivables	14		
Trade receivables		34,293,448.01	57,983,868.17
Other receivables		60,360,454.94	72,296,062.56
Loan receivables from Group companies		34,770,000.00	37,770,000.00
Prepayments and accrued income		149,681,449.22	199,420,367.55
Cash pool receivables		109,422,017.47	259,548,333.73
Cash and cash equivalents		144,197,194.29	176,153,321.42
Current assets, total		1,122,397,768.77	1,360,171,027.71
ASSETS, total		3,402,636,131.25	3,449,025,662.18

EUR	Note	2024	2023
EQUITY AND LIABILITIES			
Equity	15		
Share capital		600,000,000.00	600,000,000.00
Reserve for invested unrestricted equity		1,251,172,393.45	1,251,172,393.45
Retained earnings		36,622,604.88	21,039,202.90
Profit for the period		56,371,731.61	53,583,401.98
Equity, total		1,944,166,729.94	1,925,794,998.33
Appropriations			
Depreciation difference		444,370,848.14	377,660,000.00
Liabilities			
Provisions			
Other provisions	16	4,472,527.27	8,092,522.00
Non-current liablities	17		
Capital loans		157,000,000.00	157,000,000.00
Loans from financial institutions		440,000,000.00	450,000,000.00
Other		159,347,344.61	179,947,344.61
Non-current liabilities, total		756,347,344.61	786,947,344.61

EUR	Note	2024	2023
Current interest-bearing liabilities	17	59,680,559.94	19,782,511.08
Loans from the owner		20,600,000.00	20,600,000.00
Trade payables		74,826,626.18	119,326,962.68
Other		51,020,019.28	115,956,164.46
Deferred income and accrued liabilities		47,151,475.89	74,865,159.02
Current liabilities, total		253,278,681.29	350,530,797.24
Liabilities, total		1,009,626,025.90	1,137,478,141.85
Equity and liabilities, total		3,402,636,131.25	3,449,025,662.18

Parent company's cash flow statement

EUR thousand	2024	2023
Cash flow from operating activities		
Profit for the period	56,372	53,583
Depreciation and impairment	93,984	159,247
Financial income and expenses	-20,295	-27,089
Adjustments	420	-395
Appropriations	62,011	21,860
Income taxes	6,750	10,399
Dividend income	11,207	39,230
Interest paid	-34,160	-49,122
Interest received	43,440	36,377
Other financial items	16,081	0
Income taxes paid	-6,979	-25,489
Change in working capital	-45,482	-65,114
Cash flow from operating activities (A)	183,348	153,488
Cash flow from investing activities		
Investments in fixed assets	-189,637	-161,118
Proceeds from the the disposal of fixed assets	3,959	151,093
Investments in subsidiaries and associated companies	-91,043	-88,259
Other investments	58,059	-4,225
Cash flow from investing activities	-218,662	-102,509

EUR thousand	2024	2023
Cash flow from financing activities		
Proceeds from non-current debt	0	321,797
Repayments of non-current debt	49,681	155,231
Change in current liabilities	-40,383	-194,780
Dividends paid	-38,000	-62,000
Change in loan receivables	-122,767	-172,434
Group contributions received and paid	4,700	27,300
Cash flow from financing activities (C)	-146,769	75,113
Change in cash and cash equivalents (A+B+C)	-182,083	126,093
Cash and cash equivalents at the beginning of the period[1)]	435,702	306,609
Cash and cash equivalents at the end of the period	253,619	435,702

[1)] *Cash pool receivables are included in cash and cash equivalents.*

Notes to the parent company's financial statements

1 Basis of preparation

The financial statements have been prepared in accordance with the Finnish Accounting Standards (FAS). The figures in the financial statements are presented in euros and notes in thousands of euros and rounded up or down. Consequently, the sums may differ from the figures presented.

Changes to accounting principles

Rental liability reporting process has been changed, which had caused incorrect rental liability amounts in previous accounting periods. We have corrected the amounts of rental liabilities for the comparison year 2023 to be comparable.

Inventories

Inventories are presented at the lower of historical cost and replacement cost. Cost is determined using the first-in first-out (FIFO) method.

Tangible and Intangible assets and other long-term investments

Fixed assets are stated at historical cost less accumulated depreciation and any accumulated impairment losses, if applicable. Depreciation is recognised to the income statement on a straight-line basis over the estimated useful lives of the assets.
The following expected useful lives are applied:

Tangible assets

Buildings and structures	10–40 years
Grid	10–40 years
Machinery and equipment	3–30 years
Ict-equipment	3–10 years

Land and water are not depreciated.

Intangible assets

Software	3–5 years
Intangible rights	over their useful lives
Goodwill	5–20 years
Long term expenditure	3–10 years
Emission allowances	according to use

Depreciation difference

The accumulated depreciation difference in the parent company has not been divided into equity and deferred tax liability.

Accounting treatment of connection fees

Connection fees that are transferable but not refundable are recognised as income in the income statement.

2 Net sales by product

Helen Group's net sales for the financial year by business area:

EUR thousand	2024	2023
Electricity sales	724,764	1,025,212
Heat sales	623,457	630,633
Cooling sales	27,846	28,052
Market gas	3,500	6,623
Solution product sales	10,628	25,041
Other income	4,036	4,782
Total	1,394,232	1,720,343

3 Other operating income

EUR thousand	2024	2023
Gains on the sale of property, plant and equipment	3,959	395
Contributions received	969	43
Other	739	4,310
Total	5,667	4,748

4 Procurement of fuels and energy

EUR thousand	2024	2023
Electricity purchases	535,303	654,109
Heat purchases	9,977	4,982
Electricity distribution purchases	9,581	5,752
Fuel purchases	335,550	400,261
Change in inventory	23,899	104,245
Emission allowance purchases	77,593	117,522
Materials	13,523	22,178
Total	1,005,427	1,309,049

5 External services

EUR thousand	2024	2023
Construction and excavation contracts	6,645	7,395
Environmental services	243	3,340
Maintenance services purchases	15,171	23,258
Other external services	35,641	42,351
Total	57,701	76,344

6 Employee benefits

Personnel expenses

EUR thousand	2024	2023
Wages and salaries	52,182	43,610
Pension costs	9,077	7,602
Other personnel expenses	1,427	1,797
Total	62,686	53,009

Compensation for the Board of Directors and senior management

EUR thousand	2024	2023
CEO, board members and management team	552	500
Total	552	500

Number of personnel

	2024	2023
Average number of personnel	682	654
Personnel, 31 December	667	683

7 Depreciation, amortisation and impairment

EUR thousand	2024	2023
Depreciation according to plan	86,691	150,171
Scrapping and impairment	7,293	9,076
Total	93,984	159,247

8 Other operating expenses

EUR thousand	2024	2023
Rent for land	5,860	11,727
Other rent	11,334	11,283
IT and expert services	25,508	22,059
Vehicle and fleet costs	11,639	2,143
Representation and marketing costs	2,460	3,756
Insurance costs	1,391	1,351
Consulting services	9,482	11,150
Property maintenance expenses	7,020	5,203
Other expenses	570	16
Total	75,264	68,688

8.1 Auditor's fees

EUR thousand	2024	2023
Audit fees	132	87
Tax consulting services	22	7
Other consulting services	280	228
Total	433	321

9 Financial income and expenses

EUR thousand	2024	2023
Interest income from group companies	25,130	14,392
Interest income from others	19,284	19,343
Dividend income from group companies	2,251	26,318
Dividend income from others	8,956	12,912
Other interest and financial income from group companies	1,797	0
Other interest and financial income	1	3,245
Interest and financial expenses on non-current liabilities		
Interest expenses on subordinated debt	-9,420	-9,420
Interest expenses on senior debt	-5,923	-6,953
Interest and financial expenses on current liabilities		
Interest and financial expenses to group companies	-2,465	-7,461
Loans from financial institutions	-17,072	-18,691
Other interest and financial expenses	-2,244	-6,597
Financial income and expenses, total	20,295	27,089

10 Income taxes

EUR thousand	2024	2023
Tax based on taxable income for the period	9,800	10,030
Adjustments recognised for taxes of prior periods	-3,050	370
Income tax expense	6,750	10,399

Income tax reconciliation

EUR thousand	2024	2023
Profit before tax	63,121	63,983
Income taxes at statutory tax rate	-12,624	-12,797
Non-deductible expenses and tax-exempt income	2,824	6,288
Adjustments recognised for taxes of prior periods	-470	-370
Other	3,521	-3,521
Total	-6,750	-10,399
Effective tax rate, %	-11%	-16%

11 Tangible and intangible assets

11.1 Tangible assets

2024, EUR thousand	Buildings and structures	Machinery and equipment	Grids	Advance payments and construction in progress	Total
Acquisition cost, 1 January	341,849	734,614	648,048	124,554	1,849,065
Additions	621	1,460	752	170,012	172,845
Decreases		-1,668			-1,668
Sales of assets	-645	-1,982			-2,627
Transfers between asset groups	1,534	29,246	16,066	-46,847	0
Acquisition cost, 31 December	343,358	761,671	664,867	247,719	2,017,616
Accumulated depreciation, 1 January	-142,654	-379,695	-216,999		-739,348
Depreciation	-19,130	-35,856	-27,408		-82,393
Accumulated depreciation on decreases and transfers	448	1,886			2,334
Impairment	-2,164	-5,129			-7,293
Accumulated depreciation and impairment, 31 December	-163,499	-418,794	-244,407		-826,700
Book value, 31 December	179,859	342,878	420,460	247,719	1,190,916

2023, EUR thousand	Buildings and structures	Machinery and equipment	Grids	Advance payments and construction in progress	Total
Acquisition cost, 1 January	298,054	686,057	612,444	266,307	1,862,863
Additions	71	3,154	1,610	157,007	161,842
Decreases	-5,971	-7,022		-14,344	-27,338
Sales of assets		-148,302			-148,302
Transfers between asset groups	49,695	200,726	33,994	-284,415	0
Acquisition cost, 31 December	341,849	734,614	648,048	124,554	1,849,065
Accumulated depreciation, 1 January	-108,294	-297,234	-189,468		-594,997
Depreciation	-37,802	-82,935	-27,531		-148,268
Accumulated depreciation on decreases and transfers	5,971	7,022			12,993
Impairment	-2,529	-6,548			-9,076
Accumulated depreciation and impairment, 31 December	-142,654	-379,695	-216,999		-739,348
Book value, 31 December	199,195	354,919	431,049	124,554	1,109,718

11 Tangible and intangible assets

11.2 Intangible assets

2024, EUR thousand	Emission allowances	Intangible rights	Other intangible assets	Advance payments and construction in progress	Total
Acquisition cost, 1 January	0	12,681	22,010	24,112	58,803
Additions	851		0	15,442	16,293
Decreases					
Transfers between asset groups			15,576	-15,576	0
Acquisition cost, 31 December	851	12,681	37,586	23,978	75,096
Accumulated depreciation, 1 January		-4,755	-15,437		-20,192
Depreciation		-528	-3,769		-4,298
Accumulated depreciation on decreases and transfers					
Accumulated depreciation and impairment, 31 December		-5,284	-19,206		-24,489
Book value, 31 December	851	7,397	18,380	23,978	50,607

2023, EUR thousand	Emission allowances	Intangible rights	Other intangible assets	Advance payments and construction in progress	Total
Acquisition cost, 1 January	2,396	12,681	17,124	15,379	47,580
Additions				13,620	13,620
Decreases	-2,396				-2,396
Transfers between asset groups			4,887	-4,887	0
Acquisition cost, 31 December	0	12,681	22,010	24,112	58,803
Accumulated depreciation, 1 January		-4,227	-14,062		-18,289
Depreciation		-528	-1,374		-1,903
Accumulated depreciation and impairment, 31 December		-4,755	-15,437		-20,192
Book value, 31 December	0	7,925	6,574	24,112	38,612

12 Other non-current assets

Changes in participation during the year

2024, EUR thousand	Shareholdings in Group companies	Shareholdings in associated companies	Other shares and participations	Total
Acquisition cost, 1 January	651,209	151,586	137,730	940,525
Additions	94,430	4,046	11,019	109,495
Decreases	-9,353		-1,952	-11,305
Acquisition cost, 31 December	736,287	155,631	146,797	1,038,715
Book value, 31 December	736,287	155,631	146,797	1,038,715

2023, EUR thousand	Shareholdings in Group companies	Shareholdings in associated companies	Other shares and participations	Total
Acquisition cost, 1 January	581,233	133,304	133,495	848,031
Additions	69,977	18,282	4,300	92,559
Decreases			-65	-65
Acquisition cost, 31 December	651,209	151,586	137,730	940,525
Book value, 31 December	651,209	151,586	137,730	940,525

13 Inventories

EUR thousand	2024	2023
Coal	19,672	62,163
Light and heavy oil	47,462	34,731
Biomass, pellets and wood chips	23,186	15,271
Materials and supplies	1,967	6,090
Total	92,288	118,255

The result for the financial year includes a write-down of EUR 0 (39.3) million recognised due to inventories being measured at a lower replacement cost.

14 Trade and other receivables

EUR thousand	2024	2023
Non-current receivables from group companies		
Loan receivables from group companies	386,985	333,750
Loan receivables from associated companies	108,318	103,849
Loan receivables from others	2,082	1,146
Total	497,385	438,744

EUR thousand	2024	2023
Current receivables from group companies		
Trade receivables	280	5,721
Group loan, interest-bearing	34,770	37,770
Cash pool receivables	109,422	259,548
Other receivables, group contribution	34,609	27,300
Prepayments and accrued income	8,818	17,178
Total	187,899	347,518

EUR thousand	2024	2023
Current receivables from others		
Trade receivables	34,014	52,262
Other receivables	25,751	44,996
Prepayments and accrued income		
Deferred sales	138,175	174,833
Deferred direct taxes	0	3,064
Other prepayments and accrued income	2,689	4,345
Total	200,628	279,500

Ageing of trade receivables

EUR thousand	2024	2023
Not yet due	23,629	45,336
Overdue 1–90 days	8,590	10,457
Overdue 91–180 days	454	636
Overdue by more than 180 days	1,621	1,554
Total	34,293	57,984

15 Equity

EUR thousand	2024	2023
Share capital, 31 December	600,000	600,000
Invested non-restricted shareholders equity, 31 December	1,251,172	1,251,172
Retained earnings, 1 January	74,622	83,039
Dividends paid	-38,000	-62,000
Profit (loss) for the period	56,371	53,583
Restricted shareholders equity	600,000	600,000
Non-restricted shareholders equity	1,344,166	1,325,795
Shareholders equity total	1,944,166	1,925,795
Calculation of distributable non-restricted equity, 31 December		
Retained earnings	36,622	21,039
Profit (loss) for the period	56,371	53,583
Invested non-restricted shareholders equity	1,251,172	1,251,172
Total distributable non-restricted shareholders equity, 31 December	1,344,166	1,325,795

16 Provisions

EUR thousand	2024	2023
Other provisions	4,473	8,093
Total	4,473	8,093

Helen Ltd had a mandatory provision of EUR 4.5 million attributable to future expenses arising from the discontinuation of coal-powered production at the Hanasaari power plant.

17 Net interest-bearing liabilities

EUR thousand	2024	2023
Non-current liabilities		
Loans from financial institutions	440,000	450,000
Capital loan from the owner	157,000	157,000
Loans from the owner	87,550	108,150
Other liabilities	71,797	71,797
Current liabilities		
Loans from financial institutions	10,000	0
Commercial paper	49,681	19,783
Loans from the owner	20,600	20,600
Total	836,628	827,330

Ageing of interest-bearing liabilities

2024, EUR thousand	2025	2026	2027	2028	2029–	Total
Loans from financial institutions		100,000	100,000	100,000	150,000	450,000
Loans from the owner					265,150	265,150
Commercial paper	49,681					49,681
Loans from others		71,797				71,797
Interest rate swap, receivables		-2,988	-3,824	-5,257	-9,594	-21,664
Interest rate swap, liabilities		506	367	146	9,770	10,790
Total	49,681	169,315	96,543	94,889	415,326	825,754

2023, EUR thousand	2024	2025	2026	2027	2028–	Total
Loans from financial institutions			200,000		250,000	450,000
Loans from the owner	20,600				265,150	285,750
Loans from others			71,797			71,797
Commercial paper	19,783					19,783
Interest rate swap, receivables			-5,165	-5,804	-7,646	-18,615
Interest rate swap, liabilities			750	548	219	1,517
Total	40,383	0	267,382	-5,256	507,723	810,232

Helen Ltd's capital loan from the City of Helsinki may be repaid in part or in full early if the borrower so wishes. The capital of the capital loan may only be repaid to the extent that Helen Ltd's unrestricted equity and all capital loans at the time of payment exceed the amount of the loss according to the balance sheet confirmed for the company's most recently ended financial year or included in the more recent financial statements. The annual interest rate on the loan is six per cent.

Current liabilities, non interest-bearing

EUR thousand	2024	2023
Current liabilities to Group companies		
Trade payables	10,946	8,967
Other payables	336	17,424
Accruals and deferred income	13,121	23,995
Total	24,404	50,386

EUR thousand	2024	2023
Current liabilities to associated companies		
Trade payables	2,452	137
Total	2,452	137

EUR thousand	2024	2023
Current liabilities to others		
Trade payables	61,428	110,224
Other payables	50,684	98,532
Accruals and deferred income		
Holiday pay and holiday allowance	9,522	8,818
Accrued interest	5,507	4,787
Accrued direct taxes	227	
Other short-term accruals and deferred income	18,774	37,265
Total	146,142	259,625

18 Commitments and contingent liabilities

EUR thousand	2024	2023
Bank liabilities	40,039	40,033
Rental liabilities (0% VAT)		
Due within a year	11,904	12,291[1)]
Due after a year	183,557	164,010[1)]
Leasing liabilities (0% VAT)		
Due within a year	10,947	10,947
Due after a year	186,244	194,072
Directly enforceable guarantees on behalf of non-Group companies	0	13,374
Other construction and warranty guarantees	147	917
Loan liabilities		
Bank's cash collateral	23,358	29,468

[1)] *The rental liabilities for the comparison year have been adjusted to be comparable.*

18.1 Disputes

The Group did not have any pending disputes at the end of the financial year.

18.2 Events after the reporting period

The parent company acquired the electricity sales business of Raseborgs Energi Ab, as a result of which the electricity customers of Raseborgs Energi Ab transferred to Helen in January 2025. The transaction strengthens Helen's position in the Finnish energy market and supports the company's goal of becoming the most significant player in the retail market for electricity.

19 Related party transactions

Board of Directors and Group management

The Group has had no transactions with the parent company's Board of Directors, the members of the Group's management (key management personnel), their close family members or organisations in which members of the Board of Directors or the Group's management exercise control or significant influence.

Transactions with associated companies are presented in the table below. The group does not have any individually significant associates or joint ventures.

Subsidiaries

EUR thousand	2024	2023
Dividends received	1,442	5,558
Interest income	107,556	110,839
Total	108,998	116,397

Associated companies and joint ventures

EUR thousand	2024	2023
Dividends received	8,580	12,900
Interest income	8,805	5,632
Sales	1,377	1,782
Purchases	29,149	19,861
Total	47,910	40,176

20 Derivatives

The accounting principles for derivatives are described in the Group financial statements, Note 9.2.

Nominal capital and fair values of derivatives

	Electricity derivatives		Emission derivatives		Natural gas derivatives		Interest rate derivatives		
2024, EUR thousand	Amount, GWh	Fair value, EUR million	Amount, 1000 tonnes	Fair value, EUR million	Amount, GWh	Fair value, EUR million	Nominal value, EUR million	Fair value, EUR million	Total
Purchased less than one year	2,888	-16,329	238	1,392	771	6,364	100,000	-176	-8,750
Purchased over one year	1,990	-4,438	11	58	183	810	211,233	11,050	7,481
Sold less than one year	2,192	13,734			241	-779			12,955
Sold over one year	649	1,617							1,617
Total	2,037	-5,416	249	1,450	713	6,395	311,233	10,873	13,303

2023, EUR thousand	Amount, GWh	Fair value, EUR million	Amount, 1000 tonnes	Fair value, EUR million	Amount, GWh	Fair value, EUR million	Nominal value, EUR million	Fair value, EUR million	Total
Purchased less than one year	1,880	22,168	708	-827	1,070	-19,526			1,815
Purchased over one year	3,206	-13,981	20	137			217,667	17,167	3,323
Sold less than one year	1,679	-1,075			405	651			-424
Sold over one year	2,630	-18,499							-18,499
Total	783	-11,386	728	-690	665	-18,875	217,667	17,167	-13,785

Maturity of derivatives

2024, EUR	2025	2026	2027	2028	2029	2030-	Total
Electricity derivatives	-2,595,020	-2,360,944	-403,836	-56,218			-5,416,018
Emission derivatives	1,391,830	58,470					1,450,300
Natural gas derivatives	5,584,784	782,361	27,771				6,394,916
Interest rate derivatives		2,482,009	3,456,972	5,110,957		-176,453	10,873,484
Total	4,381,594	961,896	3,080,906	5,054,739		-176,453	13,302,683

21 Subsidiaries

Subsidiaries	Domicile	Shareholding, %
Oy Mankala Ab	Iitti	100.0%
Helen Sähköverkko Oy	Helsinki	100.0%
Helsingin Energiatunnelit Oy	Helsinki	90.0%
Tuulipuisto Lakiakangas 3 Oy	Isojoki	100.0%
Kristinestad Tupaneva Oy	Isojoki	100.0%
Helen Aurinkopuisto Kalanti Oy	Uusikaupunki	100.0%
Kalanti GridCo Oy	Uusikaupunki	100.0%
Kalistanneva Sijoitustyhtiö Ky	Helsinki	33.3%
Kalistanneva Holding Oy[1)]	Helsinki	40.0 (60.0)%
Helen AB Tuulipuistohallinnointiyhtiö Oy	Helsinki	60.0%
Tuulipuisto Kalistanneva Oy[1)]	Kurikka	40.0 (60.0)%
Tuulipuisto Karahka Oy[1)]	Oulainen	0.0 (51.0)%
Tuulipuisto Juurakko Oy[1)]	Kalajoki	0.0 (51.0)%
Jokituuli Sijoitusyhtiö Ky	Helsinki	18.3%
Jokituuli Holding Oy[1)]	Helsinki	40.0 (51.0)%
Niinimäki Holding Oy[1)]	Helsinki	40.0 (51.0)%
Niinimäki Sijoitusyhtiö Ky	Helsinki	18.3%
Niinimäki Grid Oy[1)]	Pieksämäki	0.0 (45.9)%
Tuulipuisto Niinimäki Oy[1)]	Pieksämäki	0.0 (51.0)%
Nurmijärven Sähkövarasto Oy	Helsinki	60.0%

Subsidiaries	Domicile	Shareholding, %
Pjelax Vindkraft Ab/Oy	Närpiö	40.0%
Voimapiha Oy	Helsinki	33.3%
&Charge GmbH	Frankfurt	24.1%
Liikennevirta Oy	Helsinki	23.4%
Viiatti GridCo Oy	Helsinki	0.0% (30.0)%

[1)] *Helen Ltd has holdings in certain subsidiaries both directly and through other subsidiaries. The total shareholding of the Group of companies is presented in brackets.*

22 Electricity business

According to the Electricity Market Act, a company operating in the electricity market must unbundle its electricity business from other business activities conducted by the company. The unbundling is further regulated by the Ministry of Economic Affairs and Employment's decree 1305/2019. Additionally, the unbundling is guided by the instructions issued by the Energy Authority in 2023 on the accounting and legal unbundling of electricity and natural gas businesses.

Electricity network business has been separated into a distinct limited liability company. Other electricity businesses consist of electricity production and sales operations.

Income and expenses have been allocated in accordance with the matching principle using internal calculations. Income taxes have been recognised in proportion to the formation of the result. Non-current and current assets have been allocated in accordance with the cause-and-effect-principle. The allocation of share capital and reserves is based on the risk-bearing of the businesses. Current and non-current liabilities have been allocated in accordance with the matching principle. Income, expenses and assets for combined heat and power operations have been allocated between the electricity business and other business operations. The local conditions and technical solutions have been taken into account in the allocation.

Other electricity business, income statement

EUR thousand	2024	2023
Net sales	738,716	1,058,967
Energy procurement	-171,198	-621,782
Power plant fuel purchases	-247,270	-75,417
Changes in inventories	-118,568	-86,227
Purchases of materials and supplies	-8,465	-11,240
External services	-28,137	-32,872
Personnel expenses	-16,434	-31,040
Depreciation, amortisation and impairment	-28,612	-48,263
Other operating expenses	-48,426	-38,175
Operating profit (loss)	71,606	113,951
Interest and other financial income	12,811	28,504
Interest and other financial expenses	-13,803	-38,637
Profit (loss) before appropriations and taxes	70,614	103,817
Depreciation difference	-20,013	-18,055
Income taxes	-5,515	-10,399
Profit (loss) for the period	45,086	75,363

Other electricity business, balance sheet

EUR thousand	2024	2023
ASSETS		
Non-current assets		
Intangible assets		
Intangible assets	21,836	22,013
Tangible assets		
Tangible assets	112,518	130,266
Investments		
Investments	822,416	809,304
	822,416	809,304
Non-current assets, total	956,770	961,583
Current assets		
Inventories	53,300	62,172
Non-current receivables	300,408	237,279
Other receivables	132,179	291,345
Non-current assets, total	485,887	590,797
ASSETS, total	1,442,657	1,552,380

EUR thousand	2024	2023
EQUITY AND LIABILITIES		
Equity		
Share capital	222,600	222,600
Reserve for invested unrestricted equity	464,185	464,185
Retained earnings	99,799	62,436
Profit for the period	45,086	75,363
Equity, total	831,670	824,584
Appropriations		
Provisions	4,473	4,046
Depreciation difference	133,311	113,280
	137,784	117,326
Liabilities		
Non-current liablities		
Non-current liablities	458,011	449,564
Non-current liablities, total	458,011	449,564
Current liabilities		
Current liabilities	15,192	160,906
Current liabilities, total	15,192	160,906
Equity and liabilities, total	1,442,657	1,552,380

Signatures to the report of the Board of Directors and the financial statements

Helsinki, 28 February 2025

Atte Harjanne
Chairman of the Board

Tiina Rytky
Vice-chairman of the Board

Pirja Heiskanen
Member of the Board

Atte Kaleva
Member of the Board

Mai Kivelä
Member of the Board

Ville Lehmuskoski
Member of the Board

Hillevi Mannonen
Member of the Board

Vilho Salovaara
Member of the Board

Olli Sirkka
CEO

Auditor's note

Our auditor's report has been issued today.

Helsinki, 28 February 2025

BDO Ltd

Marko Tiilikainen
Authorised Public Accountant (KHT)

Financial calendar

Helen's reporting schedule for 2025 is as follows:

The interim report for January–March will be published on 30 April 2025.
The half-year report will be published on 1 August 2025.
The interim report for January–September will be published on 3 November 2025.

The financial reports are available on the Helen website.

All statements presented in this report are interpretations of the present, and all projections are estimates of future developments. They are based on the current view and therefore involve risks and uncertainties. The actual outcomes and results may differ significantly from the interpretations and estimates.

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