

2000-12-08

## **Vattenfall to introduce new organisation**

**On 1 January 2001, Vattenfall will introduce a new organisation and a new steering model. Management, organisation and control model will be adapted to the new conditions for our activities.**

The new organisation will be decentralised with thirteen independent profit centres and a Group Management which will lead the company jointly. The present business areas will be replaced. The new profit centres shall work independently and report directly to the Group Management.

The reason for this change is Vattenfall's strategy, which aims at growing in Europe and making Vattenfall a leading European energy company. This international expansion takes place in a situation, where prices of electricity are low and competition is intense. The Group's activities are focused on an appreciation in the value of acquisitions and assets, greater value for the customers and continued improvements in efficiency.

The members of the Management Group are:

Lars G Josefsson, CEO, and four Senior Executives, namely Jan C Johansson, Mats Fagerlund, Lennart Billfalk and a CFO (recruiting is underway). The heads of the staff units Lisbeth Holm, Human Resources and Rune Borg Communication, (acting, recruiting is underway), will be co-opted to the Management Group. The Management Group shall work as an integrated management team and direct the company in common.

The thirteen profit centres will be managed by the following people:

### **Germany**

The operations in Germany are developing dramatically. HEW will be a Vattenfall subsidiary from 1 January 2000. Responsibility for the profit centre Germany will therefore lie with HEW's Vorstand (company management). This includes Manfred Timm, Günther Kwaschnik, Joachim Lubitz, Hans-Joachim Reh. Berndt-Olof Helzén, currently director of the Electricity Networks business area, will be appointed to HEW's Vorstand by the board.

### **Electricity Generation Nordic Region**

This profit centre will be responsible for generation in the Nordic region and sales to other profit units within Vattenfall and to Nordpool. It will also be responsible for common issues within Sweden and service for other units in Sweden. The profit centre will be headed by Alf Lindfors, currently director of the Electricity Generation business area.

### **Electricity Networks Sweden**

This profit centre will be headed by Per Hallberg, currently deputy-director of the Electricity Networks business area with responsibility for Sweden.

#### Electricity Networks Finland

This profit centre will be headed by Hannu Kostiainen, currently deputy-director of the Electricity Networks business area with responsibility for Finland.

#### Sales Sweden

This profit centre will be headed by Jan Åke Karlsson, currently head of the Sweden organisation of the Energy Market business area.

#### Sales Finland

This profit centre will be headed by Maija-Liisa Friman, currently Managing Director of Vattenfall OY and Sähkömyynti OY.

#### Sales Norway

Acting head of this profit centre will be Sigge Eriksson, currently acting Managing Director of Oslo Energi.

#### Mega

Acting head of this profit centre will be Jörgen Josefsson, currently acting head of the Mega unit of the Energy Market business area.

#### Trading

This profit centre will be headed by Erik Hagland, currently head of the Energy product area of the Energy Market business area.

#### Heat

This profit centre will be headed by Göran Hindemark, now head of Energy Services and Acquisitions in the Energy Market business area.

#### Services

This profit centre will be made up of the present Services business area together with Vattenfall Utveckling AB. It will be headed by Gunnar Axheim, currently director of the Services business area.

#### Poland

The acting head of this profit centre will be Jan Edberg, currently vice-chairman of the Supervisory Board of Elektrociepłownie Warszawskie in the Electricity Generation business area.

#### New Business

This profit centre will cover business and operations within Connection AB, Sensel

AB, Arrowhead AB, Abonnera.com and Innovation Center, as well as Group business and product development.  
Interim head will be Jan C Johansson.

#### Group Staffs

There will be the following Group staffs in the new organisation:

Economy and Finance (recruitment underway),  
Group Strategy (Lennart Billfalk),  
Legal Affairs and Acquisitions (Mats Fagerlund),  
Human Resources (Lisbeth Holm),  
Communication (Rune Borg, acting, recruitment underway) and  
Internal Auditing (Lars Segerstolpe).

Issued by Vattenfall's Press Office, telephone +46 8 739 50 10.

For further information, please contact:

Karl-Erik Olsson, press manager, Vattenfall, telephone 08-73975 83, mobile 070-538 81 38.

Vattenfall is one of the largest energy companies in Europe, accounting for 25 percent of total electricity sales in the Nordic region. The total electricity generation is 85 TWh. Vattenfall is a leading operator of regional and local distribution networks. About 2.4 millions customers get their energy solutions or other services from Vattenfall. The Group also conducts operations in the areas of heating and natural gas, as well as transmission services and consulting for the energy sector. Vattenfall's biggest customers are energy companies, industrial enterprises, and retail customers in the Nordic region. Vattenfall is also active in the Baltic countries, Germany, the Netherlands and Poland