



Diversity & Inclusion at Metso

Metso

Metso's diversity & inclusion statement

At Metso, we are committed to building a workplace where **diversity**, **equity**, and **inclusion** are embedded into our culture and everyday behaviors.

We believe everyone should feel seen, heard, and valued for who they are and what they bring, be able to share ideas freely, and feel empowered to contribute.

By providing equal opportunities and empowering every **Metsonite** to thrive, we grow stronger together and drive shared success – both as individuals and as a business.



Our diversity & inclusion strategic priorities and objectives

Foster an inclusive and diverse working environment

- Build a psychologically safe and inclusive workplace
- Strengthen the capability to work inclusively and lead diverse teams

Create equal opportunities and empower every Metsonite to thrive

- Ensure fair and transparent hiring and compensation practices across all levels
- Increase the visibility and influence of diverse talent through role-model stories and employer brand actions
- Strengthen the attraction, development and progression of women to improve representation



A man and a woman are standing in an office environment, looking at a tablet together. The man is wearing a maroon polo shirt and has tattoos on his arms. The woman is wearing a pink top. They are both smiling. The background shows a staircase and office furniture.

How we measure success

Ensure our **inclusion score** in the **Our voice** engagement survey remains within the global top 10% benchmark

Ensure our **equal opportunity** score in the Our voice engagement survey remains within the global top 10% benchmark

Ensure **at-hire pay setting** is fair and continue to minimize unexplained pay gaps

Achieve a **gender ratio of 30% female to 70% male** in **mid-senior management** by 2030