



Metso Diversity & Inclusion Statement & Targets 2025

Metso 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 and Inclusion strategic priorities

We want to

- Create and foster an inclusive culture
- Increase diversity across our business
- Create equal opportunities for career development

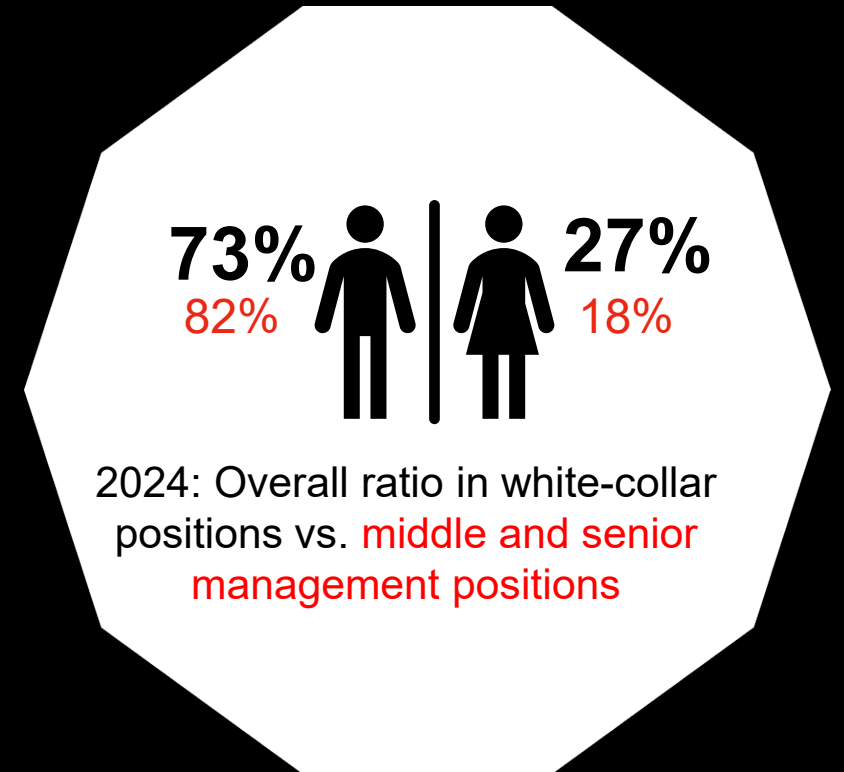
We do it by

- Listening to our people's needs and further building psychological safety
- Removing barriers and bias from our processes
- Ensuring we hire and engage the most suitable talent



How do we measure progress?

- **Inclusion score** in Our voice engagement survey
 - Target: Ensure we stay within global top 10% benchmark
 - **Situation 2024: Global top 5%**
- **Gender ratio** in middle and senior management
 - Target for 2030: 30% female / 70% male
 - **Situation 2024: 18% females, 82% male**
- Ensure at-hire pay setting is fair and continue to act on any upcoming unexplained pay gaps



2024: Overall ratio in white-collar positions vs. **middle and senior management positions**

Metso

Partner for positive change



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