Metso

Sustainability statement 2025

Metso

Sustainability statement

How to read Metso's Sustainability statement

This guide is designed to help navigate Metso's Sustainability statement 2025, understand its structure and locate key information.

Metso's Sustainability Statement 2025 outlines the company's strategic approach, performance, value creation and commitments across environmental, social and governance (ESG) topics. It is structured according to the overall sections of the European Sustainability Reporting Standards (ESRS): "General," "Environment," "Social" and "Governance" and integrates the TCFD framework. Most of the ESRS disclosures can be found in these sections. However, some of the disclosures from the cross-cutting standard ESRS 2 are best suited for other sections of the report and therefore have been *incorporated by reference*.

The structure of the statement

Section 1 "General information" covers Metso's strategy and business model, including an overview of Metso's sustainability agenda, integration of sustainability into the business strategy, and a description of the value chain and global footprint. Additionally, it includes sustainability governance and stakeholder engagement parts.

Sections 2–4 present material sustainability topics, aligned with ESRS, including:
- Environmental: Climate change, water and marine resources, biodiversity and ecosystems, resource use and circularity, Metso Plus as an entity-specific topic as well as EU Taxonomy
- Social: Own workforce and workers in the value chain
- Governance: Responsible business conduct

Each topic includes the following information presented in the same order, where possible:
- Materiality assessment and impacts, risks and opportunities (IROs) throughout the value chain
- Processes to identify and assess material impacts, risks and opportunities (IROs)
- Targets and progress on targets
- Relevant policies
- Most impactful 2025 actions
- Future developments
- ESRS datapoints
- Reporting principles

Each material sustainability topic contains a visual summary that shows how identified impacts, risks and opportunities (IROs) relate to Metso's business. This summary indicates whether the IRO is a positive or negative impact, risk or opportunity, whether it is actual or potential, and where it occurs in the value chain. The relevant time horizon (short, medium, or long term) is also presented. This helps in understanding how sustainability topics are embedded in our operations and decision-making.

This statement includes forward-looking information based on disclosed current assumptions and expectations. Actual outcomes may differ, as future events often unfold differently than anticipated. The data draws on both internal and external sources and is continuously refined to enhance accuracy and transparency. Metso remains committed to transparency and will keep its stakeholders informed about progress on its sustainability journey. This statement has been externally assured by Ernst & Young following ISAE 3000 (Revised) standards.

An index of the ESRS disclosure requirements and codes can be found from the *Annexes to the Sustainability statement* and the definition of terms from the Abbreviations used in the Board of Directors' report and financial statements.

Sustainability statement

1. General information

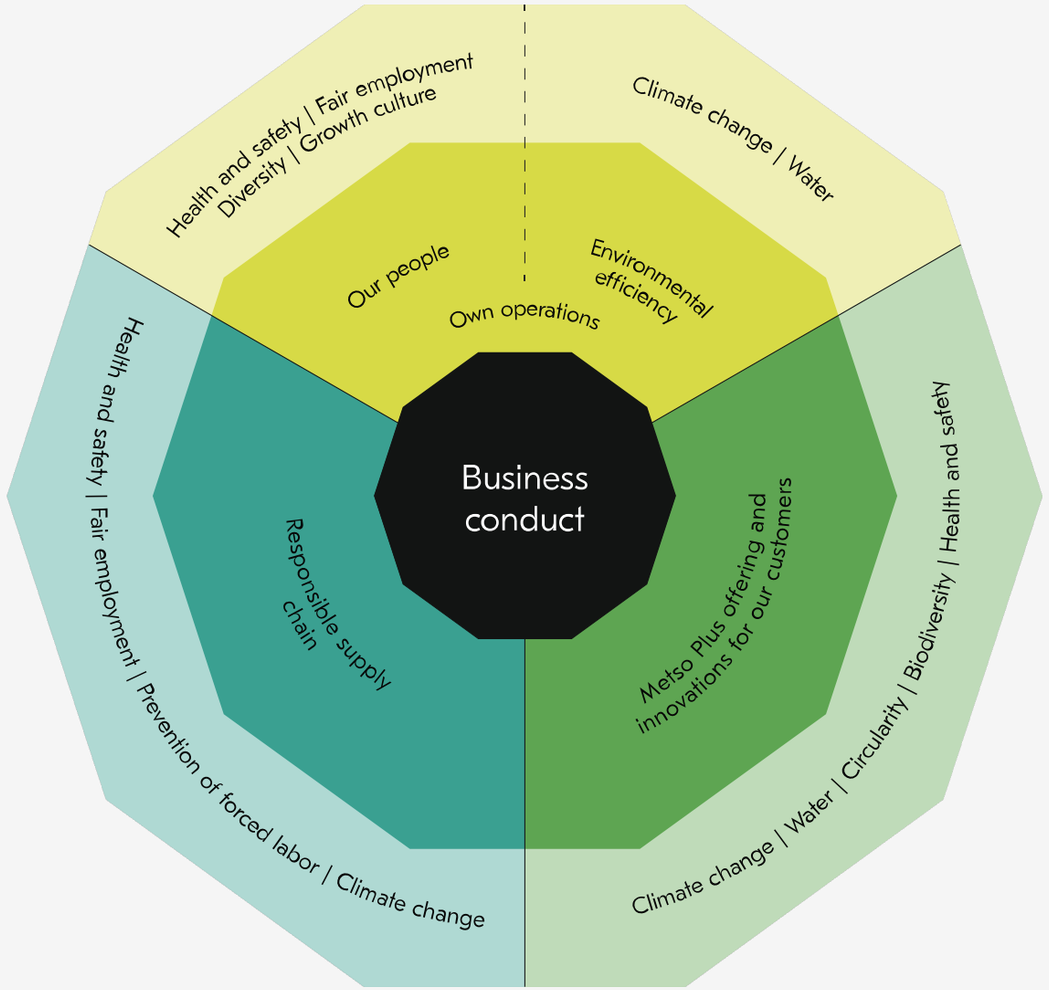
Metso, headquartered in Finland, has a global presence in around 50 countries and delivers sustainable technologies, end-to-end solutions and aftermarket parts and services, for the aggregates, minerals processing, and metals refining industries.

Metso has defined sustainability as a strategic priority. Specifically, Metso has committed to contribute to limiting the increase in global average temperatures to 1.5 °C in alignment with the Paris Agreement. This is reflected in Metso's sustainability agenda that focuses on the key sustainability topics, as assessed in a 2023 double materiality assessment, reviewed in 2024 and updated in 2025. More details about the double materiality assessment are available in section *1.1. Material sustainability related impacts, risks and opportunities* of this statement.

Metso's sustainability agenda comprises the following focus areas: Metso Plus offering and innovations for our customers, our people, environmental efficiency in own operations, and responsible supply chain. Responsible business conduct is the foundation of Metso's sustainability approach.

Metso is in the process of cascading its new sustainability agenda, based on a double materiality assessment, throughout the organization and is evaluating the local impacts of climate change adaptation on its own operations and the biodiversity impacts on its own and customers' operations.

Metso's sustainability agenda



**Fair employment includes adequate wages, working time, work-life balance, prevention of discrimination and harassment, as well as freedom of association and collective bargaining.*

Metso

Metso's overriding priority in sustainability is on working together with its customers, suppliers and communities to make aggregates and minerals processing more sustainable industries. This includes offering solutions that advance the energy transition being at the core of Metso's innovation.

Legislation and stakeholder expectations to reduce carbon emissions are driving the sustainable energy transition. This shift demands large investments in renewable power generation, transmission infrastructure and battery technologies. As a result, the supply of key metals, such as nickel, copper, lithium, zinc, and manganese, must increase rapidly and significantly. Therefore, Metso's focus on supporting its customer industries in achieving significant and needed productivity improvements also supports their sustainability agendas.

Metso's approach includes technological innovations, such as offering equipment that is more energy- and water-efficient and designed to operate reliably with renewable electricity. Metso also focuses on retrofitting and incorporating new technologies into existing minerals processing and aggregates flowsheets and on decreasing the carbon footprint and use of virgin materials in consumables. In addition, circularity and carbon capture methods are essential. In this regard, Metso focuses on providing technology and solutions, for example, on efficient recycling of e-waste and construction waste.

Metso is committed to helping customers accelerate the development and adoption of sustainable solutions across industries through close collaboration. The Metso Plus portfolio and the method of measuring and providing proof of the sustainability performance of Metso's offerings has proven to be a useful framework for customers and other stakeholders. This portfolio emphasizes the potential value delivered to customers through Metso's products and services across the entire value chain.

Metso is committed to achieving the greenhouse gas emission reduction targets approved by the Science Based Targets initiative (SBTi), with the goal of significantly decreasing the carbon footprint of its own operations, as well as those of its customers and supply chain.

This Sustainability statement presents Metso's approach and performance on material sustainability topics, structured according to the ESRS reporting framework in sections 2–4 (Environmental, Social and Governance) and summarized in the table below. In addition to the ESRS topics and subtopics, Metso has included information on the entity-specific topic of Metso Plus offering and innovations for customers.

Material sustainability topics

Metso sustainability agenda theme	ESRS topic	ESRS subtopic	Materiality	Value chain element	Target set
Environmental efficiency in own operations Metso Plus offering and innovations for our customers	E1 Climate change	Climate change adaptation	Impact and financial	Own operations Supply chain and Customers	Yes
		Climate change mitigation	Impact and financial		Yes
		Energy	Impact and financial		Yes
Environmental efficiency in own operations Metso Plus offering and innovations for our customers	E3 Water and marine resources	Water (in own operations)	Impact	Own operations and Customers	Yes
		Water (in customer operations)	Impact and financial		No
Metso Plus offering and innovations for our customers	E4 Biodiversity and ecosystems	Direct impact drivers of biodiversity loss: Land-use change, fresh water-use change, sea-use change	Impact	Customers	No
		Impacts on the extent and condition of ecosystems	Impact		No
		Impacts and dependencies on ecosystem services	Impact		No
Metso Plus offering and innovations for our customers	E5 Resource use and circular economy	Resource outflows related to products and services	Financial	Customers	No
Metso's people	S1 - Own workforce	Working conditions:		Own operations	
		• Health and safety	Impact and financial		Yes
		• Working time	Impact		Yes
		• Discrimination and harassment	Impact		Yes
		• Freedom of association and collective bargaining	Impact		Yes
		Equal treatment and opportunities for all:			
		• Diversity	Impact		Yes
		• Training and skills development (Growth culture)	Impact		Yes
Responsible supply chain	S2 - Workers in the value chain	Working conditions:		Supply chain	
		• Health and safety	Impact		Yes
		• Working time	Impact		Yes
		• Adequate wages	Impact		Yes
		• Secure employment	Impact		Yes
		• Work-life balance	Impact		No
		• Discrimination and harassment	Impact		Yes
		• Forced labor	Impact		Yes
		• Freedom of association and collective bargaining	Impact		Yes
Responsible business conduct	G1 - Business conduct	Corporate culture	Impact and financial	Own operations and Supply chain	Yes
		Corruption and bribery • Prevention and detection, including training • Incidents	Impact and financial		Yes
		Protection of whistle-blowers	Impact		Yes
		Management of relationships with suppliers, including payment practices	Impact		No

1.1. Material sustainability-related impacts, risks and opportunities

Metso updated its sustainability agenda in 2025 through a double materiality analysis. The purpose of the analysis was to understand the evolving operational environment of customers and to assess stakeholder expectations, covering impacts, risks and opportunities across the entire supply chain and all Metso's global operations. The assessment covered both financial materiality (environmental and societal impact on Metso's financial performance and value) as well as impact materiality (Metso's impact on people, environment and society) within its value chain. Surveys, interviews, meetings and reviews of current sustainability trends and relevant sustainability frameworks were part of this assessment and are considered as the input parameters according to ESRS 2 requirements. The stakeholders interviewed included Metso's employees, customers, investors, suppliers of goods and services, and NGOs.

In addition, the assessment incorporated the conclusions from a range of peer-reviewed and publicly available climate change impact studies, as well as results from a high-level human rights impact assessment. Based on the material collected, the impacts, risks and opportunities were prioritized in workshops that included specialists from across Metso.

The financial materiality of risks and opportunities to Metso's business was assessed based on potential financial impact, as defined by Metso's risk management process, and on their likelihood across short-term (less than one year), medium-term (1–5 years), and long-term (over 5 years) horizons. Additionally, impact materiality was assessed considering the scale, scope, remediability and likelihood of each event.

Topics with the highest scores were identified as Metso's most material sustainability topics. These form the foundation of Metso's sustainability reporting and agenda. Descriptions of impacts, risks and opportunities (IRO) are provided in this statement under each relevant standard. The IRO tables present Metso's impact assessment for all material topics, and, additionally, risks and opportunities for financially material topics.

While the assessment focused on individual risks, it should be noted that Metso's diverse business portfolio and global presence provide resilience, as risk impacts are expected to balance across Metso's different business and market areas.

For the Metso Plus offering and innovations for customers, Metso considers climate change, circularity, water, as well as health and safety in customer operations to be financially material. Climate change, health and safety, prevention of corruption and bribery, and corporate culture are the financially material topics in Metso's own operations. Currently, Metso has not identified financially material topics within its supply chain.

The double materiality assessment was updated during the reporting year as part of Metso's strategy process for years 2026–2030. The most significant change was the recognition of the circular economy as a financially material opportunity for Metso. Supporting circular economy is an important element in Metso's sustainable Metso Plus offering and innovations. This includes, e.g., recycling and reusing materials, providing equipment and services to extend product lifetimes, and developing technologies to support upcycling. The assessment results of the strategy work have been reviewed by the Metso Leadership Team and the double materiality assessment has been approved by the Board of Directors.

In addition, Metso has conducted a high-level evaluation of its activities in order to identify pollution-related impacts, risks and opportunities; no consultation was undertaken with local communities.

1.2. Basis for preparation

The scope of consolidation of this Sustainability statement is the same as for Metso's Financial Statements. The figures in this Sustainability statement are consistent with Metso's Consolidated Financial Statements 2025 and are based on data prepared in accordance with IFRS Accounting Standards. A detailed description of environmental data coverage is provided in section *2.3.10 Reporting principles*.

The Sustainability statement is published annually covering the same reporting period as financial reporting, from January 1 to December 31, and is released simultaneously with Metso's financial information. This is the Group's Sustainability statement.

Where applicable, Metso discloses regional figures, presented alongside metrics for specific topics. However, business area-specific environmental or employee figures are not disclosed. All Metso subsidiaries are included within the scope of this reporting.

Discontinued operations are not included in the Metso Plus sales or in the EU Taxonomy KPIs, and comparative figures for 2024 and 2023 have been restated accordingly. Other figures in this statement, such as environment, H&S and HR, include discontinued operations.

Possible restatements due to internal validation or due to changes in calculation methodology (Use of sold products) have been indicated in the relevant tables of ESRS topics. Further details of changes are provided in the relevant standards where restatements are indicated.

In compliance with ESRS 1 requirements, Metso has included disclosures pursuant to the EU Taxonomy regulation as a separate section in this Sustainability statement under section *2.2. EU Taxonomy*.

The ESRS 2 standard applies to several of Metso's sustainability topics and has guided the structure of sections *1.3. Metso's strategy, business model and value creation*, *1.4. Sustainability governance*, and *1.5. Stakeholder engagement*. References to cross-cutting topics and their locations in this statement are provided in the *ESRS index*.

This Sustainability statement also describes Metso's climate change-related governance, strategy, and risk management practices, aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). It includes metrics and targets for measuring impacts.

Furthermore, Metso's sustainability reporting incorporates indicators from the Global Reporting Initiative (GRI standards) and industry-specific indicators from the Sustainability Accounting Standards Board's (SASB) Industrial Machinery & Goods Standard. The GRI and SASB information, along with any deviations and omissions from requirements, are indicated in the GRI and SASB indexes published separately but simultaneously with the report on the Metso website. These indexes provide further details about the indicator-specific information.

This Sustainability statement and related sustainability claims have been externally assured (limited assurance) by Ernst & Young, following international standards (ISAE 3000 Revised). The scope of assured information is outlined in *the independent assurance report*. GRI indicators and the GRI index are not within the scope of this sustainability reporting assurance.

1.2.1. Disclosures in relation to specific circumstances

1.2.1.2. Time horizons

Metso assesses material impacts, risks and opportunities over the short, medium and long term, when feasible. Sustainability-related matters often unfold gradually, and their predictability depends on various factors.

For topics other than climate change, Metso defines time horizons in this Sustainability statement according to ESRS guidance as follows:
- Short term: 1 year
- Medium term: 1–5 years
- Long term: Over 5 years

In assessing climate change risks and opportunities, Metso follows TCFD guidance and has based its assessment of the following time horizons:
- Short term: 0–3 years
- Medium term: 3–10 years
- Long term: Over 10 years

1.2.1.2. Metrics and estimations of uncertainty

The reporting principles for metrics related to each standard and material topic are described under the relevant sections (Environment, Social and Governance), including accuracy levels and planned actions for improvement. Specific indicator scopes are provided in the Reporting Principles section under each relevant standard.

Metso's entity-specific metrics that address impacts, risks and opportunities in Metso's customers' operations are identified in the Targets and Progress in Targets tables. The ESRS index sets out any deviations, omissions, and relevant explanations regarding the indicator-specific information.

A number of metrics in this statement are based on estimates, averages and assumptions. Data sources include internal records and external data vendors. While Metso strives for accuracy, there is a risk of error in the data, particularly in the completeness of data and where several data sources have been combined or where data is manually processed.

Metso has not identified any metrics that are subject to a high level of measurement uncertainty. Metso's sustainability data is subject to continuous improvement. As sustainability-related regulations evolve, standardized data availability will improve. Metso is committed to transparency and will disclose any relevant changes in underlying data or assumptions in future Sustainability statements.

For each target disclosed in the Targets and Progress in Targets tables, Metso includes the methodologies and significant assumptions used to define the targets, including, where applicable, the selected scenario, data sources, alignment with national, EU or international policy goals, and how the targets consider the wider context of sustainable development and/or a local situation in which the impacts occur.

1.3. Metso's strategy, business model and value creation

Metso's purpose is to enable sustainable modern life. Metso's products and services are used in the aggregates, minerals processing and metals refining industries that produce critical raw materials. Metso launched a new 'We go beyond.' strategy for the 2026–2030 period in September 2025 including a new vision 'Industry benchmark'.

Metso's 2030 strategy, 'We go beyond.' drives transformation of the industry with the best customer value and service through game-changing sustainable solutions and cutting-edge technologies. Focus areas of the new strategy are Growth, Excellence and Metso #1.

The new vision includes an aim to become the definitive standard in the industry. By consistently delivering exceptional quality, innovations and reliability, Metso aspires to earn the trust of customers and other stakeholders. It encapsulates the commitment to excellence in all parts of the operations and underscores dedication to setting benchmarks that others strive to achieve.

The new strategy supports Metso's sustainability agenda through the sustainable Metso Plus offering and innovations, environmentally efficient own operations, and responsible supply chain management. Being the industry benchmark and sustainability frontrunner is particularly important, as the operations of Metso's customers in the aggregates and mining industries are energy and water intensive and typically have significant land footprints, often in environmentally sensitive areas where land disturbance and pollution can impact habitats and species, i.e. they may have biodiversity impacts.

Metso recognizes the rapid rate of change in its customer industries and has identified several megatrends impacting its strategy and business model

- Deglobalization and geopolitics: Drives minerals and aggregates industries to build stronger, local supply chains. While geopolitical risks may hinder investments they also offer opportunities for innovation and resilience.
- Sustainability transformation: Electrification is driving demand for metals, and the focus on recycling and sustainable construction is increasing. Decarbonization of operations drives demand for energy-efficient equipment.
- Digitalization, AI and automation: Demand for digital and AI-enabled solutions is revolutionizing the industry, impacting efficiency and innovation.
- Resource scarcity: Depleting ore grades and decreasing access to high-quality resources in optimal locations is driving the industry to innovate and adapt.

Metso's strategy aims to adapt and build on these trends, as set out in more detail below in section *1.3.1. Strategy*.

1.3.1. Strategy

Metso is committed to going beyond past performance through three strategic key focus areas and four strategic objectives aligned with stakeholder needs.

The three key focus areas are:

- Growth: Prioritizing through collaboration, focusing on segment thinking and investing in strategic priorities with the greatest potential for differentiation, market share, profitability or sales.
- Excellence: Elevating customer experience by providing an end-to-end customer experience that prioritizes quality, speed and responsiveness. This includes industry-leading service capabilities and presence with a focus on early capability development for new regions.
- Metso #1: Metso's ambition is to be the number one choice for customers, partners as well as current and future employees. Segment strategies for Aggregates and Minerals aim for industry leadership.

Strategic objectives in the 2030 strategy are: Best customer experience, increasing the aftermarket share, achieving financial excellence, and striving to be the frontrunner in sustainability and safety. Aligned in the strategy is the aim of being an industry frontrunner in sustainability and targeting net zero emissions in own operations by 2030. In 2025, Metso further strengthened its existing Science Based climate targets throughout the value chain, from suppliers to customers, and continued developing the Metso Plus offering that brings significant advantages to customers by delivering enhanced operational efficiency, reduced environmental impact and long-term cost savings.

Safety is an integral part of Metso's culture, and the new 'Start with safety' mindset focuses on preventing injuries and continuously improving safety performance. Metso actively engages employees and promotes stopping, talking and observing as well as sharing safety practices to foster proactivity in safety.

In addition to focus areas and objectives, the 2030 strategy has enablers that are people and culture related:

- Customer-centric growth culture includes:
  - Growth culture with safety, inclusion and wellbeing at the core.
  - Showing accountability, high ambition and collaboration to deliver quality and results to go beyond.
  - Strong performance management.
- Engaged Metsonites includes:
  - Employees who embrace a purpose-driven business agenda with an enterprise mindset and common ways of working.
  - Leaders who lead with courage, resilience and agility, enabling growth for the people and business in an accelerated AI and digital era.

- Industry-leading capabilities includes:
  - Attracting and retaining talent.
  - Building capabilities in the right locations.
  - Development through continuous learning and excellence in training.

With the 2030 strategy launch, Metso also announced new financial targets including a new sales growth target and an increased profitability target. These targets are to be achieved by the end of 2028:
- Annual sales growth (CAGR) of at least 7% (new target)
- Adjusted EBITA margin over 18% (previously over 17% over the cycle)
- Net debt to EBITDA ratio below 1.5 (new target replacing 'maintain investment-grade rating' target)
- Annual dividend of at least 50% of earnings per share (no change)

During recent years, Metso has successfully grown the business, strengthened its profitability and de-risked the operations. The further improvement of Metso's profitability towards the 18% EBITA margin target and 7% annual sales growth are driven by the prioritized actions defined in the 'We go beyond.' strategy supported by strong market outlook in both Minerals and Aggregates segments.

1.3.2. Business model

Metso has two reporting segments: Aggregates and Minerals. These segments are further organized into business areas and market areas. In the reporting year, significant business events for Metso's segments are discussed under Reporting segments. The reporting segments' financial performance in the reporting year is discussed in the Notes to consolidated financial statements, especially under Segment information.

Metso's 'We go beyond.' strategy was developed with a strong customer segment focus and through a collaborative effort involving customers, key stakeholders across business and market areas, as well as Group functions. The strategy was designed from a cross-business area perspective to ensure end-to-end customer focus and to maximize Metso's full potential.

In the Aggregates segment, the strategic choices include growing the aftermarket business, expanding regionally, leading in quarries, contractors and aggregates aftermarket, and strengthening the position in aggregates and infra-recycling. In the Minerals segment, the strategic choices include becoming the leading player in energy transition minerals, delivering added value to meet customer needs, and focusing on solutions that offer significant aftermarket business potential.

Metso's business areas are accountable for their performance in terms of orders and sales, operating profit and capital employed. They contribute to the company's strategy, including the sustainability agenda, through business-specific initiatives. The business areas, together with market area teams, are responsible for managing customer relationships, and information on customer satisfaction is regularly gathered to further improve customer processes and relationships.

Metso's seven market areas – North and Central America, South America, Europe and Central Asia, Africa, Middle East and India, Greater China, and Asia Pacific – facilitate effective cooperation between global and local activities, guided by clear roles and governance. Metso has a multichannel approach to its markets, with sales channels tailored for specific regions, customer industries and customer types. Metso's direct sales teams and experts provide competence in technologies and processes. Additionally, Metso works with distributors to enhance local presence and maintains digital sales channels for accessibility and ease of doing business.

Metso has a deep understanding of customer processes, product design and technology, and a comprehensive service portfolio ranging from spares and wears to advanced lifecycle services. Metso's value chain encompasses upstream procurement and logistics, own operations and downstream customers. Metso's global manufacturing and logistics network includes both in-house and outsourced warehouses, as well as production facilities across the main customer markets.

Key figures for 2025 include:
- Around 18,000 people in around 50 countries (the number of employees per country is described under *S1 – Own workforce*
- Around 3,500 service experts, offering field and service expertize in more than 50 countries
- 17 service centers, including three Performance Centers
- Around 45 research and development or testing locations geographically distributed across main markets
- 5 own foundries and several selected partner foundries
- 9 rubber and Poly-Met wear parts factories
- 9 pump and slurry handling factories and/or assembly centers
- 6 screen assembly centers
- Three filtration technology centers and one ceramics plate factory
- 15 aggregates equipment factories

Metso operates in an environment significantly impacted by changing regulations, particularly due to the energy, carbon, and water intensity of its customer industries. Metso's sustainability agenda, along with related action plans, targets and long-term goals, is therefore aligned with the United Nations Sustainable Development Goals (SDGs). Five SDGs have been identified as the most relevant areas where Metso aims to demonstrate impact during the 2026–2030 strategy period. This Sustainability statement also outlines Metso's progress toward these goals.

In line with the SDGs, Metso's offering helps its customers operate more sustainably by improving resource efficiency and adopting cleaner and more environmentally efficient technologies (SDG 9), including actions to combat climate change (SDG 13) through the use of Metso's technologies. Metso also addresses wastewater management in line with SDG 6 by increasing the efficiency of water use through the reduction of the amount of freshwater needed in Metso's operations and through increased recycling and the safe re-use of water.

Metso provides employment opportunities for people of all genders and ages as well as for those with disabilities, and applies standard employment practices across all locations. Furthermore, Metso is committed to achieving equal pay for work of equal value, safeguarding labor rights, and promoting a safe and secure working environment for all employees (SDG 8).

A significant portion of Metso's manufacturing is outsourced, emphasizing the importance of responsible procurement practices. By advocating sustainable practices throughout the supply chain, Metso also promotes the wider adoption of responsible management practices and the reduction of waste generation (SDG 12).

Climate change, urbanization, electrification and infrastructure investments continue to drive long-term commodity demand. Despite ongoing geopolitical and economic uncertainty, market fundamentals in Metso's customer industries present growth opportunities. Sustainability offers further opportunities within Metso's current and extended product portfolio. Rising raw material costs and availability challenges further increase the need for sustainable and circular solutions. Within this broad context, Metso's Minerals and Aggregates reporting segments have clear strategic priorities aimed at further improving both financial and sustainability performance. Metso is well-positioned in the fastest-growing metals and critical minerals, such as nickel, copper, lithium, zinc and manganese, with a comprehensive equipment and aftermarket offering and strong capabilities in full flowsheet offering.

In Minerals, the focus is on technology leadership in processing and smelting, particularly through Metso's sustainable equipment and aftermarket offering (Metso Plus offering). Metso's offering and process expertise cover the entire end-to-end mining process, from professional testing and piloting to early project support, and solutions across the flowsheet, including crushing and grinding, separation and filtration, and advanced tailings management.

Additionally, Metso's minerals offering includes material handling equipment and slurry pumps, as well as an extensive selection of spare and wear parts and services. Metso also provides comprehensive solutions and services for maintaining and optimizing processes and equipment performance through advanced digital solutions, intelligent automation and control systems. In the rapidly growing battery industry, Metso is well positioned to offer sustainable technology and equipment, covering e.g. lithium and nickel production, with project scopes ranging from equipment packages to complete plant deliveries, covering the entire value chain from mine to battery materials, as well as black mass recycling.

For metals refining customers, Metso offers a comprehensive portfolio of modern smelting solutions for the treatment of primary and secondary raw materials. For example, the Metso Plus flash smelting process is currently the most widely used copper smelting method globally, delivering high metal recovery at the lowest total cost of ownership as well as providing the most effective emissions control. The process enables high sulfur recovery with only one continuous high-strength SO_2 stream to the acid plant.

Metso's offering for aggregates customers includes crushers, screens, feeders, fixed and mobile crushing and screening plants, track-mounted equipment, spare and wear parts, and a wide array of services. Research and development activities concentrate on crushing technology, electrification of aggregates production, and environmental performance. A significant share of sales in the Aggregates business is carried out through distributors. The management and development of the global distributor network is the responsibility of a dedicated distribution management organization (DMO). The Aggregates business consists of products sold under the Metso brand, complemented by an additional product offering sold under the Diamond Z, Jonsson, Lippman, McCloskey, McCloskey Environmental, MWS Equipment, Powertrack, Saimu, Screen Machine Industries, Shaorui, Tedd Engineering and Tesab brands.

Metso places strong emphasis on the aftermarket and services, with a focus on customer experience and new digital capabilities to support both organic and inorganic growth. Key growth areas include products with high aftermarket captivity, the sustainable Metso Plus offering, automation, and digitalization. These are built on extensive expertise and the reliability of Metso's products, with additional benefits from synergies across a broad portfolio of services. Across its customers' industries, there is a large installed base of Metso equipment, and by introducing new digital services, Metso can serve the customers even better and provide efficiency solutions for the existing installed base. Metso's strategy leverages its aftermarket capacity to mitigate the inherent cyclicality of its customer industries and expansion into third-party installed bases.

Metso has differentiated sustainability-related goals for its business and market areas, taking into account the growth potential and possible business risks. Specific goals within each area contribute to achieving Group-level objectives. Safety targets are established globally, serving as common benchmarks that guide the more detailed target-setting process within each business area and market area. Targets are linked to external Key Performance Indicators, such as Total Recordable Injury Frequency, and internal targets for all employees to complete risk observations, safety conversations and several mandatory trainings. In addition, Metso sets targets related to specific initiatives, such as the work carried out during 2023–2025 to analyze and address gaps in the Group's safety management systems. Metso also sets individual role-based safety targets.

1.3.3. Value creation and value chain

Sustainability is an important value creation element for Metso. Metso's sustainability agenda, presented under *1. General information*, focuses on supporting the electrification and decarbonization of the mining and aggregates industries, while ensuring rapid increase in the production of energy transition minerals. Metso continuously develops its portfolio to meet its customers' growing needs for energy and emissions reductions, water resources management, resource efficiency, circularity and safety.

Metso's value chain

Upstream activities

~ 17,000 suppliers
+80 countries

Direct suppliers provide electronics, components, metal fabrications, castings, forgings, raw materials, polymers and composites.

Indirect suppliers support field services and logistics, including site installations, supervision, assembly, warehousing and packaging.

Own operations

~ 18,000 people
~ 3,500 service experts

Metso operates 5 foundries, 22 equipment factories for the Metso brand, and 9 for other brands, supported by a network of selected partner foundries.

17 service centers, including three Performance Centers, serve customers across key markets, while around 45 R&D and testing sites drive innovation globally.

Downstream activities

Metso's offering to mining and aggregates customers including over 100 Metso Plus solutions

Metso's mining customers include large global miners, major and mid-sized regional operators, as well as junior miners with an offering spanning the full mining value chain, from extraction and processing to recycling. The Aggregates segment serves quarry and contractor customers with offering to produce or recycle aggregates needed in construction and infrastructure projects.

A comprehensive service portfolio ranges from spares and wears to advanced lifecycle services.

Key inputs and what we depend on

Financial capital, people and know-how, brand and intellectual property and natural resources.

Workers in the value chain

Fundamental to Metso's value creation are its strong technological know-how, global operations and aftermarket footprint, as well as the competitive product offering, strong brand and continuous innovation. Digitalization serves as an additional key driver, enabling the development of new business models, improving efficiency and enhancing safety. Leveraging data and analytics allows Metso to optimize customers' equipment, processes and flowsheets, which can lead to significant productivity gains, cost savings and minimizing environmental impacts.

Metso's sustainable Metso Plus offering, along with innovations to further develop this portfolio, creates value for both Metso's customers and other stakeholders. The customer-focused Metso Plus portfolio includes more than 100 products that are meaningfully more sustainable than market benchmark products or previous technological generations, based on factors that also drive total lifetime cost of ownership, such as energy and water efficiency. As a result, these products typically offer commercial benefits both for both Metso and its customers.

Metso's technology strategy and R&D prioritize the development of products and services that can help customers achieve their own sustainability targets, e.g. carbon, energy or water efficiency. Metso Plus drives R&D efforts through a commitment to expand this portfolio. This work is built on the deep know-how of Metso's around 18,000 employees and around 45 locations with research and development or testing capabilities as demonstrated by 7,962 national technology patents. A more detailed explanation of the various environmental and sustainability benefits of Metso's offering is presented under the relevant sections: *E1 – Climate change*, *E3 – Water*, *E4 – Biodiversity* and *E5 – Resource use and circular economy*.

Metso's Research and Development (R&D) is guided by a segment-level Technology Strategy, which directs business area R&D plans. Each business area defines its R&D operating structure with dedicated R&D functions that manage the R&D and productization portfolio, Intellectual Property Management, research teams in test centers, and harmonization of engineering practices. Metso has a company-wide R&D process in place supported by tools to plan, execute and monitor the fulfillment of sustainability requirements associated with R&D.

R&D activities also take place within business lines and product groups, which own the product portfolio, technology and product roadmaps, as well as product engineering, support, and test centers. This operating model ensures a focus on long-term research and the continuous release of new sustainable products.

In addition, Metso collaborates closely with customers for testing and joint development. Research and test services include e.g. ore deposit evaluation, mineralogical characterization, feed material testing, sampling, materials selection, analytical chemistry and flowsheet development.

For aggregates customers, R&D efforts focus on electrifying mobile crushing and screening equipment. In minerals processing, the emphasis is on energy- and water-efficient solutions for preconcentration, comminution, separation, and tailings management. Additionally, Metso prioritizes the development of smart and connected equipment and processes. The sustainable development of metals-refining and smelting focuses especially on solutions for batteries, low-carbon steel production, circular economy, and copper processing technologies.

Metso's procurement spend was approximately EUR 3.6 billion in 2025 (2024: EUR 3.3 billion). Around 17,000 suppliers (2024: over 18,000) in 82 countries (2024: 98) benefit from long-term partnerships and Metso's responsible business practices. Metso contributes to local communities through cooperation with universities and other research institutes, as well as by participating in local community corporate social responsibility initiatives. In 2025, Metso paid EUR 1,169 million in wages (2024: EUR 1,089 million), EUR 150 million in taxes (on accrual basis) (2024: EUR 163 million), and EUR 315 million in dividends to its shareholders (2024: EUR 298 million).

1.3.4. Revenue breakdown

Metso's total sales in 2025 were EUR 5,240 million (2024: EUR 5,026 million). Minerals' sales accounted for 76% (2024: 76%) while the remaining 24% came from Aggregates (2024: 24%). Aftermarket businesses accounted for 54% of sales (2024: 57%). In 2025, Metso's regional sales split was as follows:

- Europe: 21% (2024: 19%)
- Asia Pacific: 18% (2024: 21%)
- North and Central America: 21% (2024: 22%)
- South America: 20% (2024: 23%)
- Africa, Middle East and India: 20% (2024: 15%)

Metso is involved in activities related to chemicals production (including the manufacture of other rubber products), and in 2025, sales were approximately EUR 279 million (2024: EUR 275 million). Metso does not operate in the weapons manufacturing or tobacco cultivation and production sectors.

Metso continues to serve customers in the coal industry, for both brown- and greenfield projects and for thermal as well as metallurgical coal. However, Metso will not make any investment in the research and development of products and services specific to the coal industry. Metso acknowledges that the coal industry is entering a prolonged ramp-down and phase-out in response to climate change initiatives. Metso's sales to the coal industry are less than 2% of total revenue (2024: less than 5%), and the emissions and impacts associated with this equipment are negligible in comparison with the emissions and impacts of sales to mining and aggregates industries.

Metso is committed to supplying the best available equipment and services during the coal ramp-down phase so that that the coal industry has access to safe and environmentally responsible technologies and solutions. A safe and profitable ramp-down of the business is a socially responsible business approach that follows government guidelines and recognizes that profits from the coal industry increasingly will be directed back to communities to support their transition to alternative industries, such as energy generation from renewables. Metso's sales from the fossil fuels sector – encompassing coal, oil, and gas – are not significant at less than 2% of revenue (2024: less than 5%) and therefore not reported. Metso's approach to the coal, oil and gas industry is reviewed periodically.

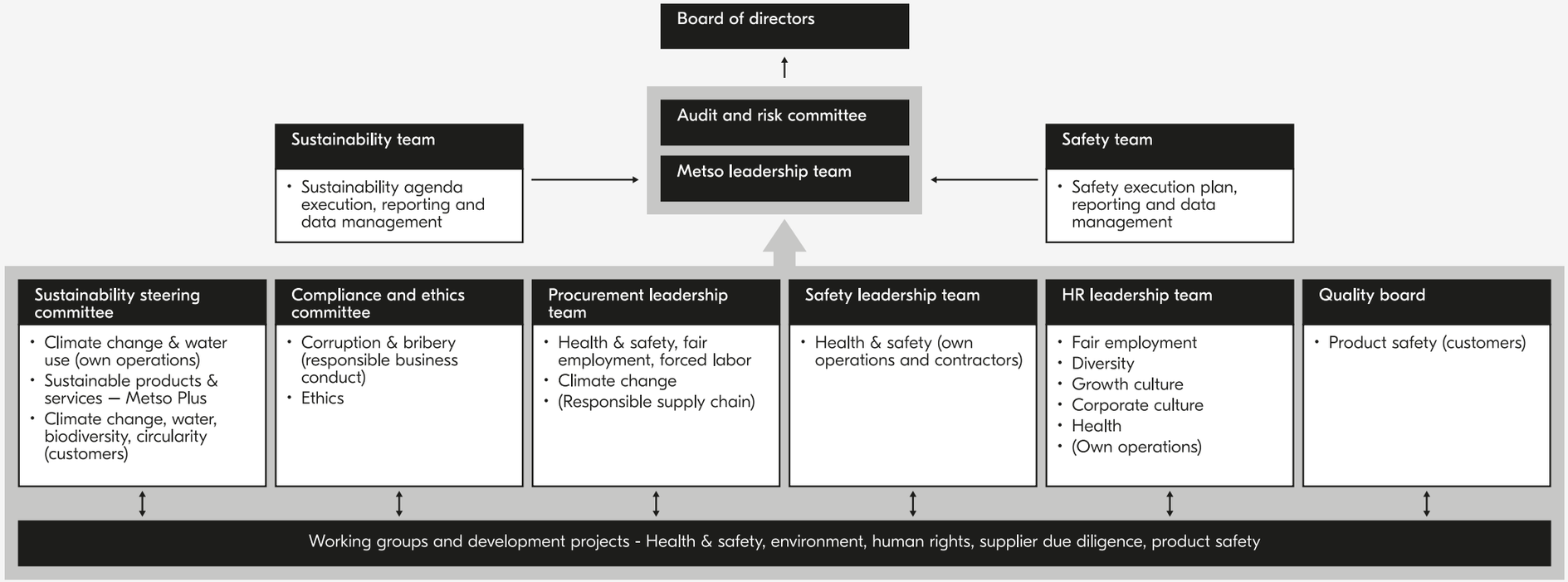
1.4. Sustainability governance

This Sustainability statement provides information about Metso's sustainability governance and outlines the overarching governance processes, controls and procedures implemented to monitor and manage sustainability matters at Metso. Further information about the general duties, composition, diversity and experience of the administrative and supervisory bodies, as well as the processes of internal control, internal audit and risk management, is available in the Corporate governance statement and Remuneration report published simultaneously with this statement.

Metso's administrative, management and supervisory bodies include:

- Metso's Board of Directors: The Board oversees the company's activities, and its two permanent Committees regularly report on their work to the Board.
- Audit and Risk Committee (ARC): Responsible for addressing audit- and risk-related matters, including sustainability reporting.
- Remuneration and HR Committee (RHRC): Focuses on remuneration and human resources topics.
- Metso Leadership Team: Comprises the President and CEO, business area presidents, Chief Financial Officer, and corporate function heads, i.e. Chief Growth Officer, Chief People Officer and General Counsel

Sustainability governance at Metso



1.4.1. Roles and responsibilities

Metso's Board of Directors, as the highest governing body for the Group, oversees Metso's sustainability governance and sustainability agenda execution. The Board approves the sustainability agenda, double materiality analysis, sustainability targets and policies, and the annual Sustainability statement. In addition, the Board oversees Metso's overall enterprise risk management, and health and safety. Metso's Board consists of non-executives and doesn't include representation of employees and other workers. The Board has delegated review of sustainability risks and opportunities, including climate-related and environmental risks, as well as oversights of the preparation of sustainability reporting to the Audit and Risk Committee.

The Board of Directors and Board Committees regularly review sustainability-related topics, presented by subject matter experts in sustainability and Quality, Environment, Health and Safety (QEHS). The reviews provide Board members with insights into Metso's material sustainability impacts, risks and opportunities, and the progress made against the company's sustainability targets. The reviews also ensure that the Board's understanding and competence is up to date in sustainability matters.

Metso's sustainability targets are considered in the Board of Directors' decision-making on matters such as investments. Metso's Board approves all major investments, acquisitions, mergers and divestments. Additionally, the Board of Directors reviews and approves significant sales transactions exceeding EUR 100 million and high-risk contracts valued above EUR 50 million, particularly those involving new technologies, first-time applications, or significant country or customer risks. Trade-offs are carefully considered by the Board when planning future sustainability-related actions and assessing their impacts, risks and opportunities.

The Audit and Risk Committee (ARC) reviews Metso's annual Sustainability statement prior to submission to the Board for final approval. In addition, the ARC monitors Metso's human rights-related actions and sustainability risks identified in Metso's enterprise risk management framework. The ARC's responsibilities, as defined in its Charter, include:

- Reviewing Metso's key policies and principles as well as changes in policies and practices relating to sustainability reporting
- Reviewing internal controls and monitoring the effectiveness of Metso's procedures for internal controls over sustainability reporting
- Monitoring the assurance of the annual Sustainability statement and reviewing the results of the assurance with the Sustainability statement assurance provider
- Reviewing Metso's annual Sustainability statement before submission to the Board for final approval, focusing particularly on:
  - Areas that require judgment calls
  - Significant adjustments resulting from Sustainability statement assurance findings
  - Compliance with sustainability reporting standards
  - Compliance with the requirements of applicable laws, regulations and stock exchange rules

The Remuneration and Human Resources Committee (RHRC) assists the Board in reviewing the programs related to key people development, succession planning and talent development. These programs, linked with the development of diversity and inclusion, mental wellbeing and fair employment, are integral to Metso's sustainability agenda and described in more detail in section *3.1 S1 Own workforce – Metso's people and culture*.

In addition, the RHRC prepares the Remuneration Policy and Remuneration report, evaluates the performance and compensation of the President and CEO, and, together with the Chair of the Board, prepares and makes proposals to the Board on the appointment and compensation of the CEO. Based on the recommendation of the CEO, the Committee also makes a proposal to the Board on the appointments of Metso Leadership Team members. The RHRC also assists the Board in setting and reviewing management incentive targets, including ESG-related metrics, which have been in use since 2021.

The shareholders' nomination board is a body comprised of representatives of Metso's major shareholders and is elected in accordance with its charter, available on Metso's website. The nomination board must ensure that the Board of Directors has a sufficient level and combination of competence and expertise for Metso's needs, and for this purpose prepares proposals for the Annual General Meeting on the election and remuneration of the members of the Board of Directors.

The President and CEO, assisted by the Metso Leadership Team, is responsible for delivering on Board-approved sustainability targets across the Group in accordance with applicable laws and regulations. The President and CEO also provides regular reports to the Board on material sustainability-related impacts, risks, and opportunities.

The Chief Growth Officer is responsible for sustainability at the Group level and chairs Metso's cross-business Sustainability Steering Committee. The Chief Growth Officer and the Sustainability team steer Metso's Group-level approach to material sustainability issues in cooperation with the business areas and other Group functions. This includes the development of the overall sustainability agenda, execution of strategic sustainability priorities, sustainability practices and sustainability communications, as well as the implementation of sustainability-related corporate policies. The Sustainability team also contributes to sustainability-related training, risk assessment and management, as well as external reporting in cooperation

with other Group functions. Additionally, the team proactively manages internal and external stakeholder expectations.

The Sustainability Steering Committee is responsible for supporting business areas in their initiatives and strategic plans, including considering sustainability impacts, risks and opportunities. The Sustainability Steering Committee includes leaders and subject matter experts from different business areas and corporate functions that provide expertise for the ARC and make proposals for review by the supervisory bodies.

The cross-business Sustainability Steering Committee meets once a month to assess overall progress related to the sustainability agenda, review performance against targets, and collaborate with business areas and market areas on sustainability matters, governance and action plans. The Human Resources Leadership and Safety Leadership teams manage their respective people topics. The Internal Audit function ensures that sustainability risks are managed according to the company's overall risk management framework. Further information on the governance of sustainability risks can be found in section *1.4.6 Risk management systems and policies* as well as under specific ESRS topics for *environmental information (E1 Climate change*, *E3 Water*, *E4 Biodiversity* and *E5 Circularity), social information (S1* and *S2),* and *governance information (G1)*.

The Metso Leadership team (MLT) is responsible for executing Metso's overall strategy and ensuring that the strategy addresses sustainability impacts, risks and opportunities. The MLT oversees the implementation of the sustainability agenda, regularly reviewing sustainability targets and monitoring the development of the Metso Plus portfolio, including sales of Metso Plus solutions and services. Based on the Group's sustainability targets, each business area's management team aligns their sustainability targets with the Group's targets and reports performance against these targets to the Metso Leadership Team on a quarterly basis.

Business area presidents are responsible for the strategy, financial development and position, operational performance, operating environment development, customer service, and competitive situation of their respective business areas. They are also responsible for implementing Group initiatives, policies and guidelines within their business areas, and for collaborating across business areas. Business area presidents are accountable for sustainability matters within their domains. Metso's extended leadership team includes market area presidents. Day-to-day implementation of the sustainability agenda falls to line management in the business areas, market areas, and corporate functions. All business areas have set sustainability targets for the strategy period 2026–2030.

1.4.2. Sustainability expertise of the Board, its committees and the Metso Leadership Team

According to the diversity principles defined by the nomination board, several factors influence the composition of Metso's Board. The overall aim is to ensure that the Board collectively possesses the necessary knowledge and experience related to business, social and cultural conditions in the markets most significant to Metso.

Furthermore, the members of the Board shall jointly have sufficiently diverse professional and educational backgrounds, strong industry knowledge, strong experience in international business, strategy development and implementation skills, experience in company leadership in various development phases, capital market understanding, knowledge of ESG development, balanced geographical and nationality backgrounds, sufficiently diverse age and gender distribution, an appropriate balance of decision-making capability, skills and experience, as well as other personal capabilities, such as innovation and constructive questioning, and sufficient time available for Board work.

Metso's Board and its committees and the Metso Leadership Team may occasionally seek assistance from internal or external subject matter experts. Preparatory sessions involving a broader group of stakeholders may precede discussions, reviews, and decisions within the Board's committees. However, the Board primarily relies on Metso's internal sustainability expertise, as explained in section *1.4.5. Internal controls over sustainability* and *1.4.6. Risk management systems and policies*, and it has not engaged external experts other than the sustainability assurance provider for sustainability matters in 2025.

Level of expertise by the Board of Directors

	Kari Stadigh	Klaus Cawén	Brian Beamish	Terhi Koipijärvi	Niko Pakalén	Reima Rytsölä	Anders Svensson	Eriikka Söder-ström	Arja Talma
Qualification and expertise									
Board experience [1)]	x	x	x	x	x	x		x	x
Executive committee experience [2)]	x	x	x	x		x	x	x	x
Experience in mining and/or aggregates industry [3)]	x	x	x				x		
International experience [4)]	x	x	x	x	x	x	x	x	x
Governance, compliance and auditing experience [5)]	x	x	x	x	x			x	x
Experience in sustainability [6)]	x	x	x	x	x		x	x	x
Additional information									
Year of birth	1955	1957	1956	1967	1986	1969	1975	1968	1962
Gender	Male	Male	Male	Female	Male	Male	Male	Female	Female
Nationality	Finnish	Finnish	British, South African	Finnish	Finnish, Swedish	Finnish	Swedish	Finnish	Finnish

[1)] The Board member has acted or is currently acting as a Chair or member of a Board (other than in Metso) in a public listed or large (private) company. A company is considered large if its annual revenue is in excess of EUR 1.5 billion.
[2)] The Board member has acted or is currently acting as a CEO, CFO or a member of an Executive committee in a public listed company or a large (private) company (as defined above).
[3)] The Board member has at least three years of experience within the past ten years from mining and/or aggregates industry as part of a Board or an Executive committee in a listed or large (private) company (as defined above).
[4)] The Board member has acted in an international management position for at least three years.
[5)] The Board member has acted in a leading position in governance, compliance or audit for at least five years.
[6)] The Board member has at least three years of experience in sustainability, as part of a Board or an Executive committee in a listed or large (private) company (as defined above).

The Metso Leadership Team reflects a diverse profile in terms of gender, backgrounds, and capabilities. In 2023, Metso set a new long-term target to increase the proportion of women in middle and senior management positions. The target is to achieve a ratio of 30% female/70% male for middle and senior management positions by the end of 2030. In 2025, the ratio was 19%/81%.

Sustainability-related expertise within the Metso Leadership Team includes:
- Social and people-related expertise and responsibility - Chief People Officer
- Governance expertise and responsibility - General Counsel
- Environmental, health and safety expertise and responsibility - Chief Growth Officer

Management diversity

Category		2025	2024	2023
Board of Directors	Executive members	0	0	0
	Non-executive members	9	9	9
	Independent of the company	100%	100%	100%
	Women to men ratio	0.5 : 1	0.5 : 1	0.5 : 1
Leadership Team	Executive members	8	9	9
	Non-executive members	0	0	0
	Women to men ratio	0.6 : 1	1.25 : 1	0.8 : 1

1.4.3. Sustainability focus areas in 2025

In 2025, the Board of Directors and its committees as well as the Metso leadership team undertook several key activities to oversee and advance Metso's sustainability agenda in alignment with strategic and regulatory expectations.

The sustainability-related activities of the Board of Directors and its committees included:
- Approving the Metso 2026–2030 strategy which embeds sustainability and safety leadership as a core strategic objective.
- Following up the execution of the 2023–2025 strategy, including progress against defined financial and sustainability targets and key performance indicators (KPIs).
- Monitoring safety performance and related improvement initiatives.
- Ensuring compliance with evolving regulatory frameworks, specifically the Corporate Sustainability Reporting Directive (CSRD), including approval of the double materiality assessment.
- Following up the development of Metso's sustainability reporting capabilities to meet future disclosure requirements.
- Monitoring activities related to compliance, ethical conduct and anti-corruption.
- Following up on employee engagement initiatives and culture-building actions.

The Metso Leadership Team's sustainability-related activities focused on the following:
- Approval of the safety execution plan 2026–2028, with initial deployment activities commencing in 2025. The plan places high focus on fatal accident prevention.
- Defining Metso's approach for safety conversations and risk observations, including the process for follow up on high-risk near misses, including the risk mitigation actions for identified risks.
- Approval of the key sustainability focus areas and execution plans for the 2026–2030 strategy period, ensuring alignment with long-term business objectives.
- Approval of updated sustainability targets, including new Science-Based Targets (SBTs) and associated net zero transition roadmaps (Scope 1 and 2).

- Review of investments to improve sustainability performance throughout the company.
- Execution of various global and local activities related to employee engagement (eNPS).
- Improving customer engagement activities through Net Promoter Score (NPS) development.
- Approval of a forward-looking compliance plan to ensure continued alignment with evolving sustainability-related regulatory requirements.

Safety and people topics are a standing agenda item at all Metso Leadership Team meetings, including monthly safety follow-up that consists of reviewing accidents, analyzing root causes and sharing lessons learned from incidents.

1.4.4. Integration of sustainability-related performance in incentive schemes

The Board of Directors is responsible for determining and overseeing Metso's variable pay schemes, including both short-term (STI) and long-term incentive (LTI) schemes. These schemes are aligned with Metso's Remuneration Policy. Additionally, the Board sets and assesses the performance metrics for the STI and LTI programs for the President and CEO, as well as other leadership team members. The Remuneration and HR Committee reviews and updates global incentive schemes, ensuring alignment with strategy and sustainability goals. The operational schemes for broader employee groups are overseen by executive and HR leadership, following global governance principles.

Metso's commitment to sustainability is embedded in its 2026–2030 strategy as well as its longer-term vision. Metso actively supports customers to ensure equipment and/or service offerings take into consideration environmental performance and that social aspects are taken care of. Metso has made a strategic decision to incorporate ESG metrics into its LTI schemes, recognizing that sustainability is an ongoing responsibility. In addition to sustainability targets, Metso's LTI performance metrics include the company's share price development and profitability. Approximately 200 Metso executives and key employees, including the President and CEO and the leadership team, participate in the rolling 3-year LTI program.

Since 2021, Metso has incorporated ESG metrics into its LTI schemes to reinforce sustainability ambition. Beginning in 2022, Metso adopted a specific ESG performance metric focused on the sales growth of the Metso Plus portfolio, with an aim to incentivize the development and commercialization of a broader and more sustainable offering. It carries a 20% weighting within the overall LTI performance framework. The Metso Plus performance metric measures the share of the Metso Plus portfolio's overall sales and aims for a significant year-on-year increase. The performance threshold is set at +3 percentage points above the Group's total sales growth, supporting a shift in the sales mix toward more sustainable solutions.

ESG metrics are currently not included in Metso's STI programs, but sustainability-related targets may be included among strategic or operational objectives, depending on the role and business area. However, STI structures vary across employee groups, and financial metrics remain the primary focus.

Metso's remuneration principles and the overall remuneration of the President and CEO are described in more detail in the Remuneration report.

1.4.5. Internal controls over sustainability

The governance model for internal control is described in Metso's Corporate governance statement, published simultaneously with this Sustainability statement. Defining and adopting a full governance model and documented control framework for sustainability reporting is an ongoing development area.

Metso's Internal Control Policy, applicable across the organization and approved by the Board of Directors, aims to ensure an adequate and effective internal control environment in all Metso's operations. This includes corporate standards, policies, guidelines and instructions. The President and CEO, the Metso Leadership Team and the management of the business areas and market areas are responsible for compliance and maintaining an effective and efficient control environment. These measures ensure that management directives are effectively executed and that all necessary actions are taken to address sustainability risks. Additionally, Metso's sustainability reporting adheres to Group-level principles and processes for statutory reporting, risk management and internal control.

Metso's Code of Conduct, Supplier Code of Conduct, Anti-Corruption Policy, Human Rights Policy, and Donation & Sponsorship Policy, as well as the Quality, Environment, Health and Safety (QEHS), and Biodiversity Policies, as well as HR processes, described in more detail in section *3.1.4.1 People and culture*, define the basic requirements for meeting Metso's environmental, social and economic responsibilities. Detailed information about these policies and their relevance can be found under each relevant standard: *E1 Climate change*, *E3 Water*, *E4 Biodiversity*, *E5 Circularity and resource use*, *S1 Own workforce* and *S2 Workers in the value chain*.
Relevant policies are presented under the most applicable ESRS standard. Where a policy is primarily addressed in one standard, it is cross-referenced in others to ensure transparency and coherence. For example, the Supplier Code of Conduct is referenced in ESRS G1, although its primary relevance lies within ESRS S2. All policies are available on Metso's intranet pages and all policies, excluding the Sponsorships and Donations Policy, Consequences Directive, as well as the Diversity and Inclusion Strategy, are available also on Metso's external website.

Metso's policies referred to in this statement

	E1	E3	E4	E5	S1	S2	G1
Code of Conduct	x	x	x	x	x	x	x
Supplier Code of Conduct	x					x	x
Metso Procurement Policy				x		x	
Metso Human Rights Policy					x	x	x
Metso Anti-Corruption Policy					x	x	x
Metso Enterprise Risk Management Policy	x	x	x	x	x	x	x
Metso Internal Control Policy					x		x
Metso QEHS Policy	x	x	x	x	x	x	x
Metso Biodiversity Policy			x				
Metso D&I strategy					x		

Metso's Code of Conduct is the key corporate standard that outlines the fundamental principles, which are further detailed in the company's policies and guidelines. With the Code of Conduct, Metso commits to proper business conduct, sustainability, and compliance across all operations. It summarizes in a single document the topics that are important in terms of health and safety, human rights, sustainability, anti-corruption, anti-bribery, trade compliance, information disclosure and other relevant compliance areas. It aims to ensure that the same values and principles are followed wherever Metso has operations and that Metso's business partners follow the same principles. By adhering to these shared values and principles, Metso strengthens its corporate culture, employee engagement, and reputation. Everyone at Metso is expected to take ownership of compliance, ensuring that all business decisions and actions align and comply legally and ethically with Metso's Code of Conduct.

Metso's Anti-Corruption Policy underlines Metso's zero tolerance towards bribery and corruption. It commits Metso to proper business conduct and integrity in all business interactions. This policy applies to all Metso employees regardless of their position, responsibilities or location. Furthermore, Metso expects third parties to adhere to similar principles and share Metso's commitment to ethical business behavior.

The Metso Compliance Program seeks to ensure compliance with governance principles and the Code of Conduct within Metso units. The program is designed to create a coherent control environment by implementing appropriate internal control principles for business processes and sharing best practices related to internal control.

Metso also places significant emphasis on safe operational practices and fair employment standards within its supply chain. Ensuring continuous due diligence, risk identification and mitigation, and supporting the implementation of various climate change actions taken by suppliers are among Metso's priorities. In general, responsible suppliers, from Metso's perspective, prioritize and take action in alignment with Metso's Supplier Code of Conduct. Metso's approach to its supply chain is based on a systematic and risk-based due diligence process, which assesses partners' and suppliers' adherence to the Supplier Code of Conduct.

The sustainability reporting control environment reflects management's commitment to sustainable and responsible business conduct. The accuracy and completeness of information as well as the timing of the reporting have been identified as risks. Possible sources of data errors in sustainability reporting have been identified, and they are monitored during the process. They relate e.g. to data classification, weak estimates, faulty or outdated conversion factors, IT system integrations, and undocumented processes. Existing controls for data accuracy include e.g. indicator and time-based comparisons, IT system validation fields, data completion reviews, as well as documentation and training. The sustainability reporting process includes several layers of control in order to address these risks and to ensure that the disclosed information is accurate, complete, and timely.

The Sustainability team, coordinates sustainability reporting and reports on the process to the Audit and Risk Committee regularly (four times in 2025). Specialists in business operations, sustainability reporting, regulation, data, finance, and communications contribute to producing accurate and comprehensive sustainability reporting at Metso.

For sustainability reporting, indicators and key performance indicator owners at the Group level have been identified. Each indicator has a named process owner who oversees and is responsible for data collection. Systems used in data collection have built-in controls that enhance data integrity and thus the accuracy and completeness of reporting. Reporting is often based on several data sources, including manual data input and calculations. Therefore, indicator owners have a key role in ensuring the accuracy and completeness of the information. In addition to reviews performed by indicator owners, there are multiple review steps at the Group level to ensure the accuracy and completeness of disclosed information.

Metso has implemented new actions in 2025 to respond to increasing sustainability regulations and will continue to improve its management of sustainability matters and ensure that it implements regulatory changes to enhance its sustainability control framework.

1.4.6. Risk management systems and policies

The sustainability-related risks in this statement have been identified in accordance with the Finnish Accounting Act and are distinct from the financial risks identified in note 4.1. of the Consolidated Financial Statement.

Operating responsibly and promoting sustainability throughout the value chain is a high priority for Metso. Environmental, social or governance misconduct can significantly impact the company's reputation and lead to long-term financial and other consequences, including business interruptions and lost work hours. Metso

takes a systematic approach to managing sustainability-related risks. This includes implementing the appropriate policies, risk management practices, due diligence processes, and a risk-focused governance system and organization, as well as considering potential risks in mergers and acquisitions, investments and divestments.

The assessment of sustainability-related risks is part of Metso's systematic risk management process. This assessment encompasses, for example, regulatory, physical and climate-related risks across all operations. Risk prioritization is done based on assessed severity and likelihood. In addition to evaluating the probability and impact of these risks, the assessment also identifies opportunities. The aim of this process is to minimize the adverse impacts from strategic, financial and operational risks, and to remove or mitigate hazards and capitalize on opportunities.

A team of senior specialists across businesses and Group functions identifies risks, evaluates potential impacts, and determines mitigation strategies annually. Sustainability risks are then incorporated in the company's overall risk assessment and the enterprise risk review results are reported annually to the Metso Leadership Team, the Audit and Risk Committee and Metso's Board of Directors.

Certain sustainability risks are assessed at the sales project level in alignment with Metso's global project risk management process. Regular audits of Metso's main manufacturing sites evaluate business interruption risks, including climate-related factors such as natural events. Business continuity plans incorporate strategies to mitigate potential business interruptions, while the annual plan defines the activities and priorities for the coming year. Business line management is operationally accountable for managing the most relevant risks as part of their day-to-day activities.

1.4.7. Due diligence at Metso

Metso aligns its internal control practices with the risk management framework approved by the Board of Directors. An audit framework, including for example quality, environmental, health and safety audits, as well as supplier audits, is in place to support risk management by assessing compliance and facilitating continuous business development. The Internal Audit function annually assesses the effectiveness of Metso's operations and the adequacy of risk management, and reports risks and weaknesses related to internal control processes to management and to the Audit and Risk Committee. Metso's integrated management system adheres to international standards, with key units certified to ISO 9001 (quality), ISO 14001 (environment), and ISO 45001 (health and safety).

The company's due diligence approach aligns with the UN Guiding Principles for Business and Human Rights. Sustainability due diligence is embedded in Metso's governance, strategy, and business model. It encompasses the following aspects:

- Identifying, preventing, mitigating and accounting for potential negative impacts on people and the environment, particularly those of a systemic nature, integrating findings across functions and processes to take appropriate corrective action.
- Informing administrative, management and supervisory bodies about possible adverse sustainability impacts and corrective actions taken or planned.
- Incentive schemes related to sustainability matters.
- Evaluating the effect of sustainability impacts, risks and opportunities on strategy and the business model.

Metso uses various screening and assessment methods as part of its due diligence, covering the full value chain. This includes suppliers, logistics, own operations, business relationships, as well as Metso's products and services. Due diligence activities involve audits and inspections, conducted either as desktop assessments or on-site physical inspections, which often include a visit to the production facilities by Metso or a third party. Descriptions of Metso's due diligence practices can be found under each relevant standard in this statement.

Statement of due diligence

Core element of due diligence	Location in the Sustainability statement
Embedding due diligence in governance, strategy and business model	1.4.1. Roles and responsibilities 1.4.7. Due diligence at Metso
Engaging with affected stakeholders	1.5. Stakeholder engagement 3.1.5. Processes for engaging with own workers and workers' representatives 3.2.5. Processes for engaging with value chain workers about impacts
Identifying and assessing adverse impacts	3.1.5. Processes for engaging with own workers and workers' representatives 3.2.5. Processes for engaging with value chain workers about impacts
Taking action to address adverse impacts	3.1.6. Remediating negative impacts and feedback channels for own workers 3.2.6. Remediating negative impacts and feedback channels for value chain workers 3.2.7. Due diligence as part of Metso's sourcing process

1.5. Stakeholder engagement

Continuous interaction with stakeholders – entities or individuals that have an impact on Metso's business or are affected by Metso's activities, products and services – is important in defining Metso's approach to sustainability and adapting it to stakeholder expectations. Active dialogue with stakeholders aligns social, environmental and governance practices, enhancing decision-making and accountability for all parties involved. Metso's Chief Growth Officer, supported by the Sustainability team, is responsible for the proactive management of internal and external stakeholders' expectations. Metso's CFO is responsible for managing investor relations.

Metso has a systematic approach and processes for collecting, evaluating and processing employee, customer and investor feedback. As part of the double materiality analysis conducted in 2023, Metso redefined its key stakeholders, and the views of these stakeholders informed the definition of material topics. These views are also an important input into the annual strategy development cycle, in particular by helping to define investment priorities for reducing Metso's environmental impact and developing value propositions that address customers' sustainability challenges. Going forward, Metso will continue to engage with external stakeholders and consider their views as potential drivers for changes to the Group's strategy. This collaboration will improve the systematic identification and active engagement of key stakeholders, as well as the collection and processing of stakeholder feedback.

The Audit and Risk Committee is informed about the views of Metso's most important stakeholders, and these views are taken into account when sustainability-related issues are considered. The Board is informed about the views of stakeholders on a continued basis and more thoroughly when the CEO presents the strategy and Business areas their execution plans once a year.

Metso is committed to long-term value creation for its shareholders, and its sustainability performance is an important contributor to this. Metso follows the principle of equality in its investor communications by providing accurate, sufficient, and timely information, including sustainability-related information, to all market participants. The company's Disclosure Policy, approved by the Board of Directors, complies with the Market Abuse Regulation (MAR) and ensures consistent and reliable information dissemination.

Metso has active discussions with many of its customers to support them in reaching their sustainability targets and works with customers to make improvements to their processes, products and own operations. Metso regularly connects with its supplier base to support, advise and educate them on sustainability with an aim to improve performance. Metso's supplier base includes direct suppliers, indirect suppliers, field service suppliers, logistics suppliers and IT suppliers.

Regarding media strategy, Metso aims to provide easy access to clear, accurate information, case studies, and expert views through various channels. Metso also collaborates with several non-governmental organizations (NGOs). Community projects are based on local needs, defined through discussions with local communities, and aim to integrate volunteer work. Metso also collaborates with its customers on co-funded community projects. Metso also engages with authorities, regulators and governments, and emphasizes cooperation with universities and research institutes as a vital aspect of its sustainability and innovation approach.

Metso's engagement with key stakeholders in 2025

How we engage	Key topics and concerns discussed in 2025	Actions in 2025	Connection to strategy and business model
CUSTOMERS			
Metso has active discussions with many of its customers to support them in reaching their sustainability targets and works with customers to make improvements to their processes, products and own operations. Metso collaborates with customers in developing new sustainable technologies. More details about engagement are available under each relevant standard (*E1 Climate Change*, *E3 Water* and *E4 Biodiversity*).	• Supply chain emissions • Carbon footprint data of sold products • Supplier (Metso's suppliers) sustainability performance • Code of Conduct and human-rights related topics • Products and services with sustainability benefits • Health and safety at Metso and in the supply chain, as well as product safety	2025 key actions are described in detail under each relevant standard (*E1 Climate change*, *E3 Water* and *E4 Biodiversity*).	• Improving customers' safety by providing safer solutions and services • Supporting customers to reduce their environmental impact and meet their sustainability goals
SUPPLIERS			
Metso's approach to responsible supply chain management is rooted in due diligence. Key to this effort are the signed Supplier Code of Conduct and frequent internal and third-party supplier sustainability audits, especially in ESG high-risk regions, and encouraging suppliers to set their own ambitious climate targets. More details about engagement under sections *3.2.5.-3.2.7. Responsible supply chain processes, remediation, metrics and actions.*	• Climate change-related initiatives • Logistics and supply chain emissions • Scope 3 emissions data collection • Deforestation-related compliance • Human rights through audits • Health and safety	In 2025, Metso renewed its Supplier Code of Conduct and put more focus on the topic of human rights and regulatory compliance in the supply chain. Metso published key sustainability information in supply chain and pieces of supply chain legislations in Metso's scope externally on it's website. Key actions are described in more detail under section *3.2.8. Responsible supply chain metrics and actions.*	Metso is seeking to decarbonize its supply chain as part of Metso's commitment to the 1.5-degree scenario aligned with the Paris Climate Agreement. Offering sustainable solutions starts with finding sustainably and responsibly produced components.
EMPLOYEES			
Metso engages actively with employees locally through various formal and informal channels: town hall meetings between management and employees, various union and works council meetings in various countries. All employees have the opportunity to also give anonymous feedback to the company through the employee engagement survey. More details about engagement under *S1 Own workforce.*	• Safety, health and wellbeing at work • Diversity and inclusion • Proportion of women in the workforce • Psychological safety • Inclusive talent acquisition • Safety culture • Developing Metso's leaders • Internal collaboration • Scarcity of talent in particular expertise areas • Blue-collar worker engagement	Metso conducted four employee engagement surveys in 2025: two full surveys for all employees, and two shorter pulse surveys for white-collar workers. The results are discussed, and actions agreed within teams quarterly. Key actions in 2025 are described in more detail in sections *3.1.7-3.1.8. Metso's people and culture, and Health and safety actions.*	Metso's people and culture are the driving forces behind the ambitious strategic objectives and the business strategy. Strong, inclusive, and growth-oriented culture is essential to achieving our goals of Growth, Excellence, and Metso #1. To become the frontrunner in sustainability and safety is one of Metso's strategic objectives. Metso aims to be a frontrunner in safety performance and ways of working with proactive safety management. Metso's business areas together with the market areas are accountable for the safety performance in all locations.
INVESTORS AND SHAREHOLDERS			
Metso follows the principle of equality in its investor communications by providing accurate, sufficient, and timely information to all market participants through releases, in conference calls, meetings and Capital Market Days. This includes sustainability-related information.	• Metso's strategy • Organic and inorganic growth opportunities • Competitive environment • Financial and sustainability performance • Sustainable offering and value to customers • Shareholder returns	Key event in 2025 was the Capital Markets Day presenting Metso's new strategy. Other key actions in 2025 included releases, interim reports, analyst calls, investor roadshows and other meetings, investor seminars and conferences, site visits and investor website.	Sustainability is an essential part of Metso's equity story and a key part of Metso's strategy.

How we engage	Key topics and concerns discussed in 2025	Actions in 2025	Connection to strategy and business model
MEDIA			
Regarding media strategy, Metso aims to provide easy access to clear, accurate information, case studies, and expert views through various channels. The company focuses on trade media for press coverage and maintains both local and global interactions with media representatives and established trade media outlets. Metso's experts regularly meet trade press representatives at exhibitions and conferences.	• Metso's strategy and sustainability initiatives • Product offering and expansion of service and manufacturing capabilities	2025 actions included e.g. CEO interviews with Finnish and international media, subject matter interviews with trade media and local media, as well as media visits to Metso locations.	Creating clarity to stakeholders in enabling sustainable modern life, and in creating solutions that accelerate sustainability in the industries Metso operates in.
NON-GOVERNMENTAL ORGANIZATIONS			
Metso collaborates with several non-governmental organizations. Metso's sponsorships and donations primarily focus on environmental protection and conservation, safety programs, and natural disaster relief. These priorities are set in the Sponsorships and Donations Policy.	• Green steel	2025 actions included continuing to work to assess the technical viability of green steel and to help the development of this new sector, including engagement with steel mills and customers. Metso's participation in the Climate Leadership Coalition and Finnish Business & Society (FIBS) continued in 2025.	Understanding NGO priorities helps Metso assess the materiality of our strategic sustainability priorities and collaborate in sector-wide sustainability development efforts.
LOCAL COMMUNITIES			
As a responsible corporate citizen, Metso works closely with local communities around its operating sites and creates social value to local communities by providing employment opportunities and supporting corporate social responsibility projects that bring measurable benefits to them. Community projects are based on local needs, defined through discussions with local communities, and aim to integrate volunteer work. Metso also collaborates with its customers on co-funded community projects.	• Education for children and vocational education • School partnerships • Volunteer work • Support for local communities and indigenous people	Metso is committed to being socially accountable in the areas where it operates. In 2025, Metso had various corporate social responsibility (CSR) programs and Metso Volunteers activities ongoing around the world, managed and sponsored by Metso's local organizations.	Local projects for community development support execution of Metso's sustainability agenda.
AUTHORITIES, REGULATORS AND GOVERNMENTS			
Research and development collaboration with stakeholders occurs primarily through EU programs, Business Finland, and the EIT Raw Materials Knowledge and Innovation Community.	• Sustainable minerals and aggregates processing • Green energy transition and electrification • Resource efficiency • Automation and digitalized process optimization • Safety		Collaboration with regulators helps Metso assess the materiality of our strategic sustainability priorities and prepare for new sustainability requirements.
UNIVERSITIES AND RESEARCH INSTITUTES			
This collaboration takes various forms, including projects, technical collaboration, school visits, apprenticeship training, internships, and dissertation positions.	Tightening collaboration with select technical universities; university and student collaboration is seen as important in tackling talent challenges such as: • Shortage of workforce • Acquiring new diverse skills • Increasing gender diversity	2025 actions centered around strengthening the collaboration with select universities in key talent markets and implementing global guidelines for university and student collaboration.	These actions support Metso's strategy by building a future talent pipeline and driving innovation through research. The partnerships also help align education with business needs and foster long-term competitiveness.

2. E – Environmental information

Metso's transition plan to net zero is directly linked to the company's purpose of enabling sustainable modern life. Metso's most significant environmental impacts result from customer use of its products and processes.

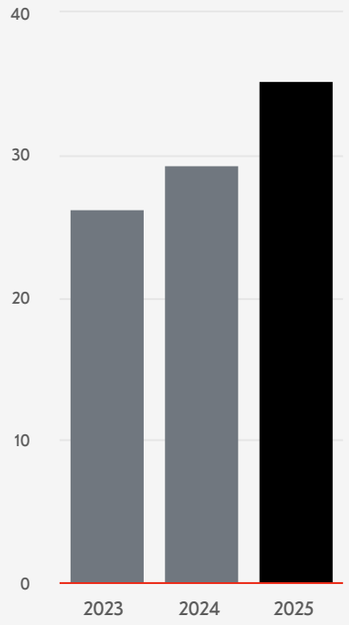
METSO PLUS SALES
EUR million

1,458

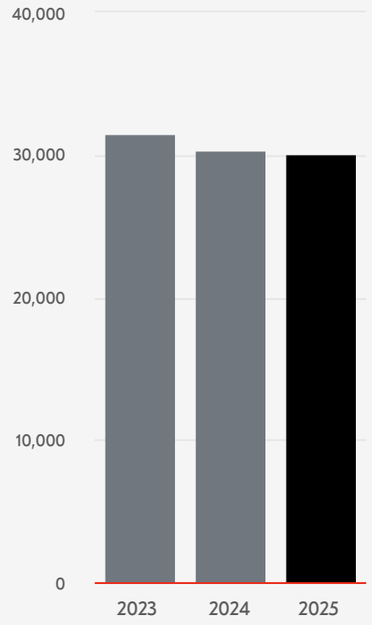
CUSTOMERS WITH SBT TARGETS, %

15.1

Suppliers with SBT targets, %



CO_2 emissions (Scope 1 and 2), tCO_2e



Environmental information consists of:

- Metso Plus
- EU Taxonomy
- E1 Climate change
- E3 Water and marine resources
- E4 Biodiversity and ecosystems
- E5 Resource use and circularity

2.1. Metso Plus offering and innovations for our customers

Metso's most significant environmental impacts result from customer use of its products and processes. The Metso Plus offering and innovations are important in managing these impacts. It is essential for equipment and services suppliers like Metso to support the mining and aggregates industries in the transition towards more sustainable operations and decarbonization while enabling increased production of minerals, such as copper, lithium and nickel, to support global electrification and the sustainable energy transition.

Metso's customer industries will always have an environmental impact. The mining, metals refining, and aggregates industries face increasing demands to reduce their use of energy and water resources, and to mitigate dust, noise and biodiversity impacts, as well as to comply with increasingly stringent environmental legislation. Developing innovative solutions that are more energy efficient is one of the key priorities for the mining industry where the comminution process, consisting of crushing and grinding, is the most energy-intensive stage of minerals production. Given the decreasing grade of ore bodies, which requires even more processing of ore to achieve the same volume of metal, improving processing efficiency is vital. Improvements in comminution efficiency and ore pre-sorting solutions can result in significant energy savings, reduce plant operating costs, increase resource efficiency, and reduce greenhouse gas emissions.

Metso's products, processes and services are designed to help customers operate safely, achieve higher productivity, and reduce their resource intensity. The Metso Plus offering includes solutions that offer improvements in reducing energy and carbon intensity, water use, pollution, and embedded carbon compared to an industry baseline or benchmark technology. In addition, these products are required to perform at the same or preferably higher level than the industry benchmark in terms of their health and safety, pollution, and biodiversity impact. Electric solutions are an important part of the portfolio; Metso's offering for the mining and metals refining industries allows customers to choose renewable energy sources. For example, Metso's offering in aggregates is currently around 46% electric and includes dual power source products such as the Lokotrack EC range. Though most of our mining offerings are purely electric today, some industrial operations still primarily use fossil fuels. In those cases, we are developing cleaner alternatives.

Metso Plus sales in 2025 were EUR 1,458 million, which represents 28% of total sales. Metso aims to grow Metso Plus sales faster than overall sales and to have a Metso Plus product in every part of the customer value chain where Metso operates. To achieve this, Metso targets to spend 80% of its R&D spend on the sustainable Metso Plus portfolio by 2030 and 100% of its annual R&D project spend on projects with sustainability targets for energy efficiency, emissions reductions, water efficiency, circularity, or safety improvements. In 2025, Metso Plus sales development was also part of Metso's long-term management incentive plans.

Metso's R&D program is the basis for future growth and competitive advantage – turning technology breakthroughs into new or improved products. It also enables Metso to further support customers in achieving their sustainability objectives, since these may require new technologies. In 2025, Metso spent EUR 122 million on R&D in-house, in addition to participating in a number of joint technology ventures with customers and external research partners, e.g. the below-mentioned DRI smelting pilot.

The Metso Plus offering related to the material environmental topics of climate change, water, biodiversity and circularity are discussed in more detail in sections *E1 Climate change*, *E3 Water*, *E4 Biodiversity* and *E5 Resource use and circular economy*.

Key actions in 2025 related to the Metso Plus offering and innovations for customers included:

- The DRI Smelting Furnace test campaign in Pori, Finland, successfully completed hot commissioning of the pilot furnace. This milestone contributed to the core process design and technology for the Green Metal Project in Australia. The project aims to demonstrate the production of high-purity green metal using renewable energy for hydrogen-based reduction and smelting technologies, enabling further downstream steel processing. Metso is now in a good position to start more future customer trials with DRI smelting. DRI smelting can replace traditional blast furnaces used in iron and steel making, which generate most of the CO_2 emissions in steel production.
- Metso Plus orders included complete flotation flowsheet beneficiation and dewatering equipment for a copper-gold project in Pakistan, key equipment for the first greenfield copper concentrator of this scale in Australia, a portable plug-and-play High Pressure Grinding Roll (HPGR) circuit for gold operation in Australia, a comprehensive suite of minerals processing equipment for two strategic projects in Malaysia, key process equipment for high-grade gold projects both in Co-operative Republic of Guyana (South America) and Namibia (Africa), key process equipment for a greenfield iron ore concentrator plant and for a copper concentrator plant in Oman as well as orders for key process equipment for a greenfield critical minerals greenfield project in the US.
- Opening of a new separation laboratory and pilot area at Pori, Finland, that supports Metso's strategy as a leading partner in developing advanced flotation and beneficiation solutions for the global minerals industry. The latest development at the Pori Research Center is the new coarse particle flotation (CPF) cell, which introduces a novel deep-froth pneumatic design that eliminates the need for fluidized beds. It is set for launch in 2026 following industrial-scale testing. Metso Plus technologies, such as the Concorde Cell and FloatForce®+, were validated at Pori before their launch. Both are today referenced globally across a range of commodities.
- Launch of 3rd generation OKTOP Cooling Tower developed to address key customer challenges in demanding slurry and electrolyte cooling duties especially in brownfield installations. It minimizes downtime and maintenance costs, and simplifies transportation and on-site assembly to reduce capital expenses.

2.2. EU Taxonomy

The EU Taxonomy is a classification system that translates the EU's climate and environmental objectives into criteria for assessing economic activities for investment purposes. Companies that fall under the scope of the Corporate Sustainability Reporting Directive (CSRD) must disclose to what extent their activities meet the criteria set out in the EU Taxonomy. This system gives an indication of the extent to which Metso is succeeding in providing environmentally beneficial offerings to its customers, and the resources Metso has allocated to this area.

The EU Taxonomy includes six environmental objectives: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems. Economic activities that make a substantial contribution to at least one of the Taxonomy's environmental objectives are recognized as environmentally sustainable, as long as they do not significantly harm any of the other environmental objectives and they meet minimum social safeguards.

Metso, as a technology company serving the aggregates, minerals processing and metals refining industries, aims to support its customer industries' energy transition towards net zero and decarbonization in line with the overall Taxonomy objectives. More specifically, Metso has assessed which of its activities are included in the EU Taxonomy and have the potential to contribute to climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems objectives. For the 2025 reporting period, the share of Taxonomy-eligible and Taxonomy-aligned activities (revenue, capex and opex) as well as qualitative information for these objectives are disclosed.

2.2.1. Assessment of Taxonomy eligibility

For the eligibility assessment, Metso's products mainly fall under the Taxonomy activities for Climate mitigation *'3.6 Manufacture of other low-carbon technologies'* (mining and aggregates machinery), *'3.9 Manufacture of iron and steel'* (consumables), *'8.2 Data-driven solutions for GHG emissions reductions'* (digital solutions), and *'9.1 Close to market research, development and innovation'* (test work and technical services). In addition, some of Metso's products fall under the Taxonomy activities for Circularity *'3.3 Demolition and wrecking of buildings and other structures'* and *'5.1 Repair, refurbishment and remanufacturing'*. These circularity activities fall below the newly introduced materiality threshold for revenue, capex and opex and are therefore not assessed or reported in 2025.

Some services provided by Metso, whilst enabling process optimization and lifetime extensions through modernizations and upgrades, fall outside the scope of activities included in the EU Taxonomy and are therefore classified as non-eligible. When Metso sells parts purchased from a subcontractor without altering or modifying them in any way or without owning the design of those parts, those parts also fall outside of the scope of the EU Taxonomy.

2.2.2. Substantial contribution

In 2025, Metso assessed whether its eligible products meet the Taxonomy alignment criteria regarding 'substantial contribution,' 'do no significant harm' (DNSH) for Climate mitigation, as well as 'minimum social safeguards.' The conclusion was that many of Metso's products have the potential to substantially contribute to the climate change mitigation objective of the EU Taxonomy. These products are considered to be enabling activities, as they enable GHG emission reductions in other sectors of the economy (mining sector) (products in activity 3.9 being transitional).

'Substantial contribution' was assessed on a product or product group level, while the DNSH criteria and 'minimum social safeguards' were assessed on a Group level (with some exceptions where DNSH criteria were assessed on a product level). The 'substantial contribution' assessment of the share of Taxonomy-aligned economic activities for each eligible activity was based on the Taxonomy technical screening criteria.

The alignment assessment of eligible products in activity *'3.6 Manufacture of other low-carbon technologies,'* which requires a life-cycle calculation of GHG emission, has been completed for several Metso Plus products and will be continued in 2026. The results of this assessment are shown in the tables below. In 2025, 18% of Metso's products and aftermarket offering in terms of revenue were assessed as EU Taxonomy-aligned activities.

2.2.3. Do no significant harm

Metso also assessed whether its eligible products that substantially contribute to Climate change mitigation objective meet the DNSH criteria. Metso has concluded that its activities are in line with the criteria laid out in the EU Taxonomy. Specifically, Metso has established and implemented procedures to minimize any adverse impacts of its operations on the environment, and the company complies with all relevant environmental requirements applicable to its operations. Key units of Metso are certified to the ISO 14001 (environment) standard, and all required sites also have permits that comply with national legislation.

With regard to outsourced products, compliance with the criteria was justified based on Metso's Supplier Code of Conduct, where Metso's suppliers are encouraged to have a systematic approach to protecting the environment and to continually look for ways to minimize waste, emissions and discharge from their operations, products and services, and to using energy and raw materials resources efficiently, including water especially in water scarce regions, and preventing deforestation. Environmental practices and compliance with

laws and regulations are covered by Metso's third-party supplier audits, supplier self-assessments and Metso's internal supplier sustainability audits. Metso also confirmed compliance with the DNSH criteria for outsourced products directly with the suppliers.

2.2.4. Minimum social safeguards

Metso has reviewed the EU Taxonomy's 'minimum social safeguards' concerning human rights, corruption, taxation and fair competition, and concluded that it meets the principles of each of the EU Taxonomy's 'minimum social safeguards.' Specifically, Metso supports and operates according to the principles described in the OECD Guidelines for Multinational Enterprises. In addition, Metso is committed to respecting human rights and the United Nations (UN) Guiding Principles on Business and Human Rights. Metso is also committed to the UN Global Compact Initiative and its principles, as well as to the principles of the Universal Declaration of Human Rights, and the International Labor Organization's Declaration of Fundamental Principles and Rights at Work. Metso's Code of Conduct, Supplier Code of Conduct, Human Rights Policy and Anti-Corruption Policy are the key policies that define the required measures for Metso's employees, customers, agents, suppliers, distributors and other business partners. More information about human rights, bribery and anti-corruption is provided in section *3.2. Workers in the value chain*.

2.2.5. Revenue, Capex and Opex

Identification of Taxonomy-eligible and Taxonomy-aligned revenue was based on Group-level reporting, and capital expenditure (capex) and operating expenditure (opex) are allocated as a percentage of sales of that business area. In addition, revenue related to each aligned activity is based on reported external revenue and is presented as relevant under only one contribution criteria and Taxonomy activity to avoid double counting. Metso recognizes revenue from contracts with customers and reports under two segments: Minerals and Aggregates. Revenue for 2025 was EUR 5,240 million, of which EUR 3,974 million is attributable to Minerals, and EUR 1,266 million attributable to Aggregates. Taxonomy-aligned activities accounted for 18.0% of turnover. The reported figures are in line with Metso's 2025 Consolidated financial statements and have been prepared in accordance with International Financial Reporting Standards (for further details, see note 1.2. Sales in the Consolidated financial statements).

Capex includes investments in intangible assets and property, plant and equipment (EUR 196 million), as well as in right-of-use assets (EUR 39 million). In total, taxonomy-aligned activities covered 12% of capex. Taxonomy-aligned capex for 2025 includes additions of EUR 3.9 million in intangible assets, EUR 21.1 million in property, plant, and equipment, as well as EUR 2.7 million in right-of-use assets. This included investments in the new Aggregates Technology Center in Finland, as well as in new service centers in North America and a manufacturing center in Romania. For the Taxonomy eligibility assessment, the capex of each business area is allocated according to the eligible percentage of sales of that business area. In addition, for the Taxonomy alignment assessment, the capex of each business area is allocated according to the aligned percentage of sales of that business area. Metso has not identified any capex that would fall under categories c) or b) of section 1.1.2.2 in the Delegated Acts, and therefore all Taxonomy-eligible capex is classified as a) "investments in assets or processes associated with Taxonomy-eligible or Taxonomy-aligned economic activities." The reported figures are in line with Metso's Consolidated financial statements 2025 and are based on data prepared in accordance with IFRS Accounting Standards (for further details, see notes 3.1. Goodwill and intangible assets, 3.2. Property, plant, and equipment, and 3.3. Right-of-use-assets in the Consolidated financial statements.

Opex is defined as expenses related to research and development, building renovation measures, short-term leases, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment as well as right-of-use assets that are necessary to ensure the continued and effective functioning of such assets. All indirect costs, such as oil, electricity, real estate tax, have been excluded. For the Taxonomy eligibility assessment, the opex of each business area is allocated according to the eligible percentage of sales of that business area. In addition, for the Taxonomy alignment assessment, the opex of each business area is allocated according to the aligned percentage of sales of that business area. Taxonomy-aligned opex for 2025 includes EUR 79.4 million in research and development expenditure, and EUR 19.1 million in other opex disclosed previously, accounting for 55% of total opex. This included research and development expenditure in copper and battery minerals. Metso has not identified any opex that would fall under categories c) or b) of section 1.2.3.2 in the Delegated Acts; therefore, all Taxonomy-eligible opex is classified as a) "expenditure related to assets or processes associated with Taxonomy-eligible or Taxonomy-aligned economic activities." The reported figures are in line with Metso's Consolidated financial statements 2025 and are based on data prepared in accordance with IFRS Accounting Standards.

Proportion of turnover, CapEx, and OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – summary KPIs

Financial year (N)	2025														
KPI (1)	Total (2)	Proportion of Taxonomy eligible activities (3) [1]	Taxonomy aligned activities (4)	Proportion of Taxonomy aligned activities (5)	Breakdown by environmental objectives of Taxonomy aligned activities						Proportion of enabling activities (12)	Proportion of transitional activities (13)	Not assessed activities considered non-material (14)	Taxonomy aligned activities in previous financial year 2024 (15)	Proportion of Taxonomy aligned activities in previous financial year 2024 (16)
					Climate change mitigation (6)	Climate change adaptation (7)	Water (8)	Circular economy (9)	Pollution (10)	Biodiversity (11)					
Text	*EUR m*	*%*	*EUR m*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*EUR m*	*%*
Turnover	5,240	87.8%	944	18.0%	18.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.9%	8.1%	0.2%	1,039	21.0%
CapEx	235	70.6%	28	11.8%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	3.7%	8.1%	0.1%	31	13.0%
OpEx	179	88.8%	98	55.0%	55.0%	0.0%	0.0%	0.0%	0.0%	0.0%	43.3%	11.7%	0.2%	101	63.0%

[1] *Includes products where Metso owns the design of the products, although the products might be manufactured by subcontractors.*

Proportion of turnover from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities

Reported KPI	Turnover
Financial year (N)	2025

Economic activities (1)	Code (2)	Taxonomy eligible KPI (Proportion of Taxonomy eligible Turnover) (3) [1]	Taxonomy aligned KPI (monetary value of Turnover) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned Turnover) (5)	Environmental objective of Taxonomy aligned activities						Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)
					Climate change mitigation (6)	Climate change adaptation (7)	Water (8)	Circular economy (9)	Pollution (10)	Biodiversity (11)			
Text		*%*	*EUR m*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*(E where applicable)*	*(T where applicable)*	*%*
Manufacture of other low carbon technologies	CCM3.6	73.8%	313	6.0%	6.0%	0.0%	0.0%	0.0%	0.0%	0.0%	E		8.1%
Manufacture of iron and steel [2]	CCM3.9	9.5%	425	8.1%	8.1%	0.0%	0.0%	0.0%	0.0%	0.0%		T	85.3%
Close to market research, development and innovation	CCM9.1	3.9%	206	3.9%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	E		99.8%
Sum of alignment per objective					18.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total turnover		**87.8%**	**944**	**18.0%**	**18.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**9.9%**	**8.1%**	**20.5%**

[1] *Includes products where Metso owns the design of the products, although the products might be manufactured by subcontractors.*

[2] *In its alignment assessment of the products allocated to Taxonomy activity 3.9, Metso included products where steel was manufactured in electric arc furnaces or in induction furnaces, which is a more energy-efficient technology than an electric arc furnace, and where the steel scrap input relative to product output is not lower than 70% to produce high-alloy steel.*

Proportion of CapEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities

Reported KPI		CapEx											
Financial year (N)		2025											
Economic activities (1)	Code (2)	Taxonomy eligible KPI (Proportion of Taxonomy eligible Turnover) (3) [1]	Taxonomy aligned KPI (monetary value of Turnover) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned Turnover) (5)	Environmental objective of Taxonomy aligned activities						Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)
					Climate change mitigation (6)	Climate change adaptation (7)	Water (8)	Circular economy (9)	Pollution (10)	Biodiversity (11)			
Text		*%*	*EUR m*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*(E where applicable)*	*(T where applicable)*	*%*
Manufacture of other low carbon technologies	CCM3.6	59.8%	6	2.6%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	E		4.4%
Manufacture of iron and steel [2]	CCM3.9	9.5%	19	8.1%	8.1%	0.0%	0.0%	0.0%	0.0%	0.0%		T	85.3%
Close to market research, development and innovation	CCM9.1	1.2%	3	1.1%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	E		90.9%
Sum of alignment per objective					11.8%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total KPI (CapEx)		**70.6%**	**28**	**11.8%**	**11.8%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**3.7%**	**8.1%**	**16.7%**

[1] *Includes products where Metso owns the design of the products, although the products might be manufactured by subcontractors.*

[2] *In its alignment assessment of the products allocated to Taxonomy activity 3.9, Metso included products where steel was manufactured in electric arc furnaces or in induction furnaces, which is a more energy-efficient technology than an electric arc furnace, and where the steel scrap input relative to product output is not lower than 70% to produce high-alloy steel.*

Proportion of OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities

Reported KPI		OpEx											
Financial year (N)		2025											
Economic activities (1)	Code (2)	Taxonomy eligible KPI (Proportion of Taxonomy eligible Turnover) (3) [1]	Taxonomy aligned KPI (monetary value of Turnover) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned Turnover) (5)	Environmental objective of Taxonomy aligned activities						Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)
					Climate change mitigation (6)	Climate change adaptation (7)	Water (8)	Circular economy (9)	Pollution (10)	Biodiversity (11)			
Text		*%*	*EUR m*	*%*	*%*	*%*	*%*	*%*	*%*	*%*	*(E where applicable)*	*(T where applicable)*	*%*
Manufacture of other low carbon technologies	CCM3.6	72.0%	71	39.7%	39.7%	0.0%	0.0%	0.0%	0.0%	0.0%	E		55.2%
Manufacture of iron and steel [2]	CCM3.9	13.0%	21	11.7%	11.7%	0.0%	0.0%	0.0%	0.0%	0.0%		T	89.8%
Close to market research, development and innovation	CCM9.1	3.7%	6	3.6%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	E		97.8%
Sum of alignment per objective					55.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total KPI (OpEx)		**88.8%**	98	**55.0%**	**55.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**43.3%**	**11.7%**	**61.9%**

[1] *Includes products where Metso owns the design of the products, although the products might be manufactured by subcontractors.*

[2] *In its alignment assessment of the products allocated to Taxonomy activity 3.9, Metso included products where steel was manufactured in electric arc furnaces or in induction furnaces, which is a more energy-efficient technology than an electric arc furnace, and where the steel scrap input relative to product output is not lower than 70% to produce high-alloy steel.*

In addition to the activities listed in the previous tables, Metso also has products in Taxonomy activity '*8.2 Data-driven solutions for GHG emissions reductions.*' These products are often sold as part of another product, and their sales are therefore not recorded or reported separately.

2.3. E1 Climate Change

Metso's transition plan to net zero is directly linked to the company's purpose of enabling sustainable modern life by creating manufacturing operations that have low or zero carbon emissions and by gradually paving the way for products and solutions that make it possible for Metso's customers to reduce or eliminate carbon in their operations. Metso released a new strategy for 2026-2030 in September 2025. Being a sustainability frontrunner is one of four key objectives for the next strategy period, as described in more detail in section *1.3. Metso's strategy, business and value creation*.

In 2025, Metso renewed its science-based targets (SBTs) and going forward continues to commit to reduce absolute Scope 1 and 2 GHG emissions by 100% by 2030 from the 2019 base year. Metso also commits to reduce Scope 3 GHG emissions from use of sold products by 51.6% per EUR value added by 2030 from the 2024 base year. Metso further commits that 40% of its customers by revenue, covering downstream transportation and distribution and use of sold products, will have science-based targets by 2030 and that 40% of its suppliers by spend, covering purchased goods and services and upstream transportation and distribution, will have science-based targets by 2030. In addition, Metso's long term commitment for Scopes 1, 2 and 3 is to reach net zero by 2050. The Science Based Targets Initiative has validated these climate targets.

Previous science-based targets set in 2020 included also reducing emissions from logistics by 20% by 2025, and the supplier engagement target was previously 30%. In 2021, Metso further strengthened its commitment by setting a new target to reach net-zero CO_2 emissions in its own operations by 2030 and this target is now also Science Based Targets Initiative approved.

For Metso's own operations, achieving net-zero CO_2 emissions by 2030 will mainly result from equipment electrification, using renewable energy sources, and optimizing the energy, water consumption and waste efficiency of individual production processes. For Metso's value chain, net-zero CO_2 emissions by 2050 will mainly come from supplier engagement around climate change mitigation actions, working with logistics service providers on transportation mode optimization towards decarbonization, and from helping customers to decarbonize their production processes through the development and commercial availability of sustainable products and solutions.

2.3.1. Material impacts, risks and opportunities

Impacts	Actual / potential (+/-)	Risks	Opportunities	Time horizon	Key management methods
CLIMATE CHANGE MITIGATION					
Metso's operations and its value chain contribute to greenhouse gas emissions across Scope 1, Scope 2, and Scope 3, resulting in a negative environmental impact.	Actual (-)	Future sustainability-related requirements will influence market expectations and lead to completely new or alternative technology solutions and processes. Inability to meet these requirements threatens business continuity in the long term.	New services and products across the value chain will help the mining and metals refining industries respond to a more volatile environment and sustainability-related requirements with increasing demand for sustainability solutions. This will create new business opportunities for Metso.	Short Medium Long	• Metso has net-zero targets and a transition plan to achieve the targets, as described in more detail in section *2.3.5. Environmental efficiency in own operations*. • Metso Plus offering – over 100 products and services that are more energy-efficient than an industry benchmark or a previous-generation product in the market. Metso aims to keep expanding and improving this offering to have the sustainable alternative in every part of its customers' value chain. • Furthermore, Metso targets to spend 80% of its R&D spend on the sustainable Metso Plus portfolio by 2030 and 100% of its annual R&D project spend on projects with sustainability targets for energy efficiency, emissions reductions, water efficiency, circularity, or safety improvements. • Metso requires its suppliers to demonstrate continuous environmental improvement, such as developing CO_2 emissions reduction plans and setting their own CO_2 reduction targets.
Metso supports the transition to a low-carbon economy by providing technologies and services that enhance energy efficiency and reduce emissions in the mining and aggregates sectors.	Actual (+)	Climate change will impact the physical and business environment; emerging technologies and the transition to a lower carbon economy may change business models and customer demand. Shifts in customer demand and general market requirements may challenge companies to adapt to these changes. Inability to meet the new demand is a threat to business.	Electrification will increase the demand for certain metals, such as copper and other battery metals, which will strengthen the demand for minerals and hence the outlook for mining and Metso's business.	Short Medium Long	
CLIMATE CHANGE ADAPTATION					
		Climate change impacts the physical environment. Metso will need to adapt its operations to deal with rising temperatures, water shortages, floods, storms, and other extreme weather. These changes will require additional resources.		Short Medium Long	• A high-level analysis of direct climate impacts on Metso's manufacturing locations as well as the Group's ability to adapt to changes now and in the coming 5-10 years.
ENERGY					
Metso uses energy, and its production generates greenhouse gas emissions (Scope 1 and Scope 2).	Actual (-)	Availability of energy, especially clean energy, will become increasingly important. However, affordable access to clean energy might be restricted, particularly in remote customer locations, and with significant differences between countries. This can increase operating costs and decrease profitability.	Companies, such as Metso, developing and offering clean energy solutions and demonstrating increased energy efficiency will have a competitive edge in markets transitioning toward cleaner energy systems.	Short Medium Long	• Metso has a net-zero target for own operations and a transition plan to achieve the target, as described in more detail in section *2.3.5. Environmental efficiency in own operations*. • Metso has solutions to track and reduce energy consumption of Metso's products in customer operations.

Climate change-related impacts, risks and opportunities, as well as their potential financial impacts are described in more detail in section *2.3.7 Risks, opportunities and anticipated financial effects* and in note 1.2. Sales in the Consolidated financial statements.

2.3.2. Processes to identify and assess material impacts, risks and opportunities

Material impacts, risks and opportunities related to climate change have been identified in a double materiality assessment. The materiality assessment is discussed in section *1. General information*.

2.3.3. Targets and progress on targets

Sustainability topic	Target for 2025	Long-term goal	2025	2024	Progress
CO_2e emissions: Scope 1 & 2 (market based)	Decrease CO_2e emissions by 76% compared to 2019 baseline (tCO_2e)	Net zero by 2030	38,159	37,657*	1% (-69%[1)])
CO_2e emissions: Scope 1 & 2 (market based), with use of GAS-RECs	Decrease CO_2e emissions by 76% compared to 2019 baseline (tCO_2e)	Net zero by 2030	30,111	30,399*	-1% (-76%[1)])
CO_2e emissions: Logistics [2)]	Decrease CO_2e emissions by 20% compared to 2019 baseline (tCO_2e)	Decrease CO_2e emissions from logistics by 20% by 2025	160,452	152,332	5% (-8%[1)])
Suppliers with CO_2 targets	30% of direct procurement spend is with suppliers that have set an SBTi-approved CO_2e emission target [3)]	30% of direct procurement spend is with suppliers that have a science-based CO_2e emission target (SBTi-approved) by 2025 [4)]	34.0%	29.1%*	Above target
Metso Plus portfolio [5)]	Grow sales of Metso Plus portfolio faster than overall sales	Grow sales of Metso Plus portfolio faster than overall sales	EUR 1,458 million	EUR 1,418 million*	Below target
R&D projects with sustainability targets [5)]	100% of R&D project spend on projects with energy efficiency, emissions, circularity, water or safety target	100% of R&D project spend on projects with energy efficiency, emissions, circularity, water or safety target	98.8%	97.5%	On target
R&D spend on Metso Plus portfolio development [5)]	80% of R&D product development spend on Metso Plus portfolio	80% of R&D product development spend on Metso Plus portfolio by 2030	60.1%	78.1%	Below target
Customers with CO_2 targets [6)]	New target	40% revenue is with customers that have a science-based CO_2e emission target (SBTi-approved or equivalent) by 2030	15.1%	5.8%	Not applicable, new target

** Restated due to internal validation.*

[1)] Compared to 2019 baseline.
[2)] CO_2 emissions from logistics have been calculated using VTT LIPASTO emission factors. With GLEC factors, CO_2e emissions in 2025 were 153,937 tCO_2e.
[3)] Coverage of procurement spend available was 91.4% in 2024 and 75.4% in 2025 however reported figure is calculated from total spend (100%), where 24.6% in 2025 has been scaled with 91.4% coverage. % of procurement spend for all suppliers that have committed to SBT target was 33.9% (2024: 28.3%) and to SBT or equivalent target was 35.3% in 2025 (2024: 29.3%).
[4)] New supplier target: 40% of all procurement spend is with suppliers that have a science-based CO_2e emission target (SBTi-approved) by 2030.
[5)] Entity-specific disclosures.
[6)] Coverage of revenue available in 2025 was 98.9% however reported figure is calculated from total revenue (100%).

Internal stakeholders, such as business area representatives, were consulted when setting the ambition level for climate targets.

2.3.4. Policies

Metso's policies on Quality, on Environment, Health and Safety (EHS), and on Biodiversity define the basic requirements for meeting Metso's environmental responsibilities, including climate change. Metso's EHS Policy states that Metso protects the environment throughout the value chain, aiming to minimize pollution, protect biodiversity, and reduce the use of natural resources and energy. The policy outlines Metso's commitment to compliance with applicable laws and regulations and strives to exceed these by:

- Clear target setting for EHS
- Continuously developing management systems and ways of working to decrease Metso's environmental impact
- Actively consulting with employees regarding environmental topics and encouraging employees' regular participation in environmental activities
- Thoroughly managing hazards and reducing risks to provide environmentally efficient working conditions in the value chain

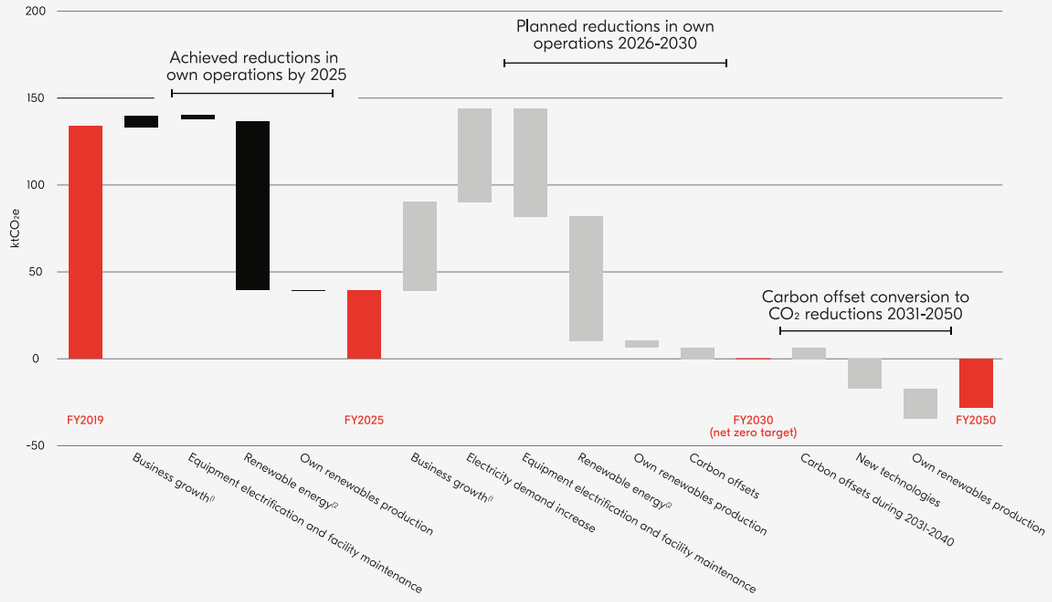
While the President and CEO and the Metso Leadership Team are ultimately responsible for implementing the EHS Policy, all employees work to apply it. By empowering everyone to speak up and take action, Metso aims to ensure full compliance with the policy. The full EHS Policy is available on the Metso website.

2.3.5. Environmental efficiency in own operations

Metso has committed to reach net zero in its own operations by 2030 for Scope 1 and 2, and progress is closely monitored through key performance indicators (KPIs) as set out in section *2.3.3. Targets and progress on targets*.

Metso's climate change transition plan

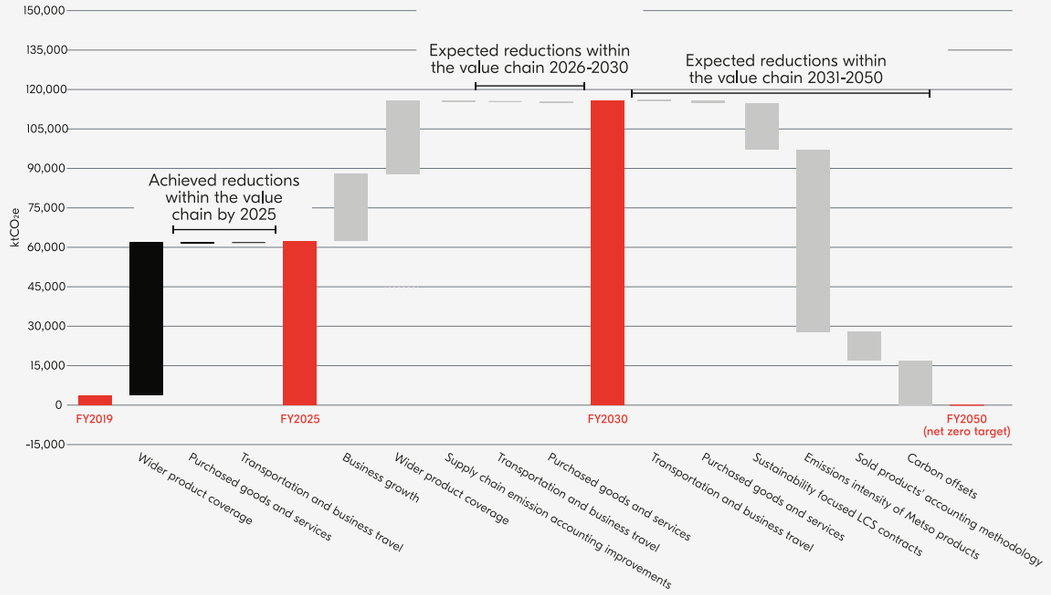
Metso's Scope 1 and 2 CO_2 reductions in 2019-2025 and a projection for 2026–2050



1) includes discontinued operations 2) includes local renewable energy agreements, biofuels and green district heat

Metso's climate change transition plan outlines the company's pathway toward net-zero Scope 1 and 2 emissions by 2030 and net-zero in whole value chain by 2050. The waterfall graphs illustrate our emissions trajectory from the 2019 base year, through actions already taken by 2025, and projected future reductions. Metso's climate transition plan is aligned with EU Paris-aligned Benchmarks. Metso does not have any locked-in emissions.

Metso's Scope 3 CO_2 reductions in 2019–2025 and a projection for 2026–2050



To reach the net zero goal in its own operations, Metso is actively pursuing decarbonization initiatives across its operations.

These actions fall under three main decarbonization lever types:

- Energy efficiency: Optimizing processes at manufacturing sites to reduce energy consumption and improve overall efficiency
- Electrification: Electrifying equipment and transitioning to cleaner energy alternatives
- Renewable energy sourcing: Producing renewable energy on-site and securing local renewable energy agreements

These levers have already contributed to emission reductions. However, business growth during the same period has led to a slight increase in overall emissions.

Progress toward Metso's value chain net zero target requires advancements in three main areas: reducing carbon embedded in products procured by Metso, reducing the carbon footprint of logistics, and reducing the carbon emissions from Metso equipment used by customers. Reducing embedded carbon is pursued largely through engaging with suppliers and encouraging them to set their own science-based emission targets.

In 2020, Metso set a target to reduce absolute logistics related CO_2 emissions by 20% by 2025. While the target was not fully met – primarily due to increased business volumes – substantial progress was made through optimized transport modes, improved packaging design, and streamlined supply chain operations. Work continues with logistics service providers to align with the Science Based Targets initiative, reinforcing Metso's long-term commitment to climate action.

Equipment-related Scope 3 decarbonization actions are tied to Metso's energy- and carbon-efficient Metso Plus offering as well as to Metso's collaboration with its customers and other stakeholders in developing new technologies. The Metso Plus offering and approach to innovations for the decarbonization of Metso's customer industries are described in section *2.1. Metso Plus offering and innovations for our customers*.

When new decarbonization solutions emerge — such as those related to logistics and supply chains — Metso is committed to promptly investigating their feasibility and aims to have the time and resources in place to investigate the possibilities to implement them. However, Metso is dependent in this regard on policymakers and energy market development in individual countries where Metso's customers operate and where it has suppliers.

Metso's transition plans currently include offsetting 5% of Scope 1 and 2 emissions, and 10% of Scope 3 emissions. The approach for neutralizing residual greenhouse gas (GHG) emissions is annually reviewed and evaluated by Metso based on available and scientifically sound commercial solutions. The review in 2025 identified several potential solutions for Metso's greenhouse gas offsetting in coming years, including biodiversity objectives-aligned carbon sinks. However, it was identified that further assessment of these options is required due to rapid development of the carbon offset market and related climate change science.

2.3.6. Actions

Metso aims to allocate sufficient resources to deliver its Scope 1 and 2 decarbonization actions for its transition plan. In 2025, Metso invested over EUR 1.4 million (2024: EUR 0.7 million) in capital projects to reduce its CO_2 emissions. Metso expects to spend around EUR 40-100 million during 2025–2030. The final cost impact will depend on the current price level of the solutions used, the carbon market price, the development of low-carbon technologies and the equation of solutions needed. In 2025, operational costs associated with climate change mitigation were around EUR 423,000 (2024: EUR 275,000).

The achieved GHG reductions from actions implemented are presented below. As of 2025, the company remains on track with its decarbonization transition plan. Key Performance Indicators as required under the Commission Delegated Regulation (EU) 2021/2178 are available in section *2.2. EU Taxonomy*.

Reduction of GHG emissions

Accumulated reduction of GHG emissions, tCO_2e	2025	2024	2023
Reduction of emissions Scope 1, tCO_2e	18,309	17,101*	15,301
Reduction of emissions Scope 1, tCO_2e with use of GAS-RECS	26,356	24,359*	23,979
Reduction of emissions Scope 2, tCO_2e	68,990	61,149*	70,183*

** Restated due to internal validation.*

GHG emissions from Scope 3 use of sold products per EUR gross profit was 35,920 tCO_2e/EUR million in 2025.

Business area- and market area-specific environmental roadmaps were approved in 2025; going forward, these roadmaps and budgets will be reviewed annually to ensure that timelines are met.

Metso's most significant planned investments in decarbonizing its own operations focus on electrifying foundries and metal casting processes within its facilities in China and India. Specific climate mitigation actions completed in 2025 include:

- Energy-efficient upgrades to industrial furnaces and heating systems in Brazil, China and India
- Installations of solar panels at manufacturing locations in Australia, China and Mexico
- Change from diesel to electric tow-trucks and company vans in India and Ireland and installing electric vehicle charging stations in Finland
- Installation of automated shutdown control for air conditioning to reduce energy and cooling gas waste in Brazil

Metso continues to develop its Life Cycle Services (LCS) contracts toward more sustainable solutions by creating performance-based and product-as-a-service business models. These models deliver environmental improvements e.g. by optimizing resource efficiency, increasing circularity and reducing material waste. In addition, LCS contracts incorporate environmental initiatives such as electrifying on-site transportation and optimizing routes, replacing diesel generators with solar panels or grid electricity, using biodegradable solvents, as well as offering repair and exchange services. Recycling activities, including rubber and filter cloth materials, are also part of the environmental initiatives in the LCS contracts.

2.3.7. Risks, opportunities and anticipated financial effects

Climate change affects many aspects of Metso's business, and the company regularly analyzes climate change-related risks and opportunities and their potential impact on the business. Transitional and physical risks and opportunities resulting from climate change are reported in this Sustainability statement, in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

As a company with a global presence, the impacts of climate change on Metso's own operations as well as on its customers' and suppliers' operations will not be the same everywhere. Regional variations in climate change and the impacts on operations require individual assessment of issues to address them correctly and effectively. An assessment of climate change-related risks and opportunities across various time horizons is conducted as part of Metso's regular corporate risk assessment process and is included in Metso's strategy work. In assessing climate change impacts, Metso considers a time horizon of 0–3 years to be the most relevant for assessing the short term, 3–10 years the medium term, and 10 years and beyond the long term. All climate change-related risks, with an estimate of their probability and possible impact relative to annual sales, are noted and assessed.

The most significant risks and opportunities identified for Metso include the ability to develop environmentally efficient products to meet customers' future needs and the ability to operate in a changing business and external environment. Additionally, environmental legislation, customer energy supply, the global regulatory environment, and political and social unrest are considered material factors. The potential risks and opportunities identified based on the assessment and their estimated potential financial impacts are presented in the following tables.

Climate change related risks

Category	Description	Financial impact	Time horizon
Transitional risks			
Technology	Future sustainability-related requirements will influence market expectations and lead to completely new or alternative technology solutions and processes. The inability to meet these requirements threatens business continuity in the long term.	High	Short – Long
	Non-optimal choices in R&D expenditure may affect the speed and quality of the development of Metso's product and services offering. Inability to develop the innovations needed for the increasing commodity supply required for the energy transition is a risk.	Intermediate	Medium
Markets	Climate change will impact the physical and business environment. Emerging technologies and the transition to a lower-carbon economy may change business models and customer demand. Shifts in customer demand and general market requirements may challenge companies to adapt to these changes. The inability to meet the new demand is a threat to business.	High	Short – Long
	The Metso Plus portfolio may be more sensitive to the business cycle than the overall portfolio, which may result in loss of value during industry downturns. Increased market volatility may result in value chain challenges.	Intermediate	Short – Medium
	The availability of energy, especially low-carbon energy, will become increasingly important. However, access to affordable low-carbon energy might be restricted, particularly in remote customer locations and with significant differences between countries. This can increase operating costs and decrease profitability.	Intermediate	Medium
Reputation	Stigmatization of the industry and a negative perception of companies may adversely affect Metso's or its customers' reputation and social acceptance.	Intermediate	Medium
	Metso's or the industry's negative reputation can adversely impact investors' decisions. This may affect industry structures and Metso's ability to serve carbon-intensive segments.	Intermediate	Medium
Policy & Legal	Climate change concerns are likely to generate new, stricter regulations and legislation. Environmental and emissions reporting obligations will increase.	Intermediate	Short

Climate change related risks

Category	Description	Financial impact	Time horizon
Physical risks			
Chronic	Customers' access to inputs, e.g. water, can be hindered by chronic changes in the environment. For some customers, this may result in reduced business and, consequently, decreased sales. The increasingly visible impacts of climate change may lead to social and political disruption, which may affect Metso's customers' ability to operate.	Intermediate	Medium – Long
	Chronic risks, e.g. access to water, responding to higher temperatures and heatwaves, will require adaptations in Metso's own operations.	Low	Short – Long
Acute	Increased frequency and severity of various natural hazards (floods, storms, heatwaves, etc.), including the follow-on social impacts. May cause disruption at Metso locations.	Low	Short – Long

Climate change-related opportunities

Category	Description	Financial impact	Time horizon
Products and services	New services and products across the value chain will help the mining and metals refining industries respond to a more volatile business environment with increasing demand for sustainability solutions. This will create new business opportunities.	High	Medium
	Continuous development of new environmentally efficient products or services, and optimizing existing products and services for increased energy, carbon and/or water efficiencies through R&D and innovation to meet customers' future needs.	High	Short – Medium
Resilience	Global operations, with sufficient presence in all key regions, and strong business development capabilities enable a solid foundation to adapt to and profit from changes in the market environment.	Intermediate	Short – Medium
	Being the preferred partner with a good reputation and wide social acceptance will improve customer and investor confidence and financing opportunities.	Low	Medium
Energy source	Companies developing and offering clean energy solutions and demonstrating increased energy efficiency will have a competitive edge in countries that are still developing their green energy sectors.	Low	Short – Medium
Markets	Electrification will increase the demand for certain metals, such as copper and other battery metals, which will strengthen the demand for minerals and, consequently, the outlook for the mining industry and Metso's business.	High	Short – Long
	More stringent regulatory development may increase the demand for Metso Plus solutions.	Intermediate	Medium
Resource efficiency	Environmental efficiency, for example low-carbon raw materials and/or a small footprint in own operations, will become increasingly important and can add to the attractiveness of Metso's technologies.	Low	Short – Long

The previous tables largely highlight short- and medium-term risks and opportunities. To form a better perspective on the long term, and as part of the TCFD reporting, Metso also analyzed the organization's strategy and resilience against different future scenarios:

- a future where the global average warming will be limited to 1.5 degrees, which is also Metso's strategic target (the 'Right way' scenario)
- a scenario where we risk warming of 4 degrees, i.e. where little has been done to fight climate change (the 'No way' scenario)
- a middle-of-the-road scenario describing a future between these two extremes (the 'Half way' scenario)

The initial analysis was conducted in 2021 and was updated in 2023 and 2024. The scenarios are based on the information and data provided by widely recognized organizations, such as the Intergovernmental Panel on Climate Change (IPCC), the International Energy Agency (IEA), and the World Bank.

In the 'Right way' scenario, tighter regulation favors Metso's solutions for customers, enabling them to retain their license to operate and to operate efficiently. Renewables and electrification would create strong demand for copper and battery metals, and spending on infrastructure accelerates. In addition to this being the best climate change outcome, the diversity of Metso's businesses as well as its focus on and investment in enabling technologies would likely result in increased business opportunities, and it is therefore considered to be the most desirable future outlook for Metso. This also enables Metso to adjust or adapt its strategy and business model to climate change.

In the 'Half way' scenario, tighter regulations are still expected to create greater demand for water recycling and water efficiency solutions. Renewables and electrification would also create demand for copper and battery metals, although to a lesser extent than in the 'Right way' scenario. In addition, opportunities would arise from an increase in spending on highways, railways, and elevations for buildings and roads. As discussed in more detail below, in this scenario adapting to the impacts of climate change becomes an important driver of strategy.

By contrast, in the 'No way' scenario, significant spending on infrastructure would be expected as a response to physical environmental hazards. Water scarcity may create difficulties, but at the same time it could also result in increased demand for water-efficient technologies. The risks set out in the 'No way' scenario are the most material for Metso, and additional measures and expenditure could be needed to ensure its resilience in this scenario. Due to the diversity of Metso's businesses, its technologies can provide solutions to tackle future challenges in all these scenarios as well as maintain resilience.

Finally, given the reality of climate change that is already happening, Metso conducted a high-level analysis of direct climate impacts on its manufacturing locations as well as of its ability to adapt to changes now and in the coming 5–10 years. Based on external databases and interviews with local HSE managers, the most

relevant impacts of current and future climate change were identified. Thirty manufacturing locations were included in this assessment, which started in 2023 and was finalized in 2024. Key hazards that were identified as likely to become significant issues in the future included:

- Heatwaves – several Metso locations are experiencing consequences of increased and prolonged heatwaves. Mitigation actions and plans to cope with this hazard are already in place.
- Flooding (caused by increased precipitation) – several locations are in areas prone to flooding, and action plans are in place.
- Water scarcity – several locations are in water scarce areas.
- Wildfires – wildfires are also relevant for several of Metso's locations, though the impacts are not direct.

Additionally, several of Metso's locations have already experienced the effects of climate change and have implemented effective upgrades to manage related risks, such as increased heat stress and heatwave risks. In response to the widespread nature of climate-related risks across our operations, Metso has initiated the development of a standardized climate risk and adaptation assessment template to support location-level self-assessments. This new template builds upon Metso's existing risk assessment framework and integrates insights from external research conducted during the 2024 risk assessment. It includes the most relevant climate-related natural hazards with the potential to affect operations and encourages each location to evaluate the specific risks these hazards may present locally, while also adding their own observations. The risk assessment work will continue in the coming years.

The assessment so far identified potential gaps in Metso's current management systems if climate change goes beyond 1.5 degrees. Metso is in the process of integrating these findings into its risk management system to develop plans for climate change adaptation.

2.3.8. Integration of sustainability-related performance in incentive schemes

Metso's LTI performance metrics currently include metrics related to share-price development, profitability and sustainability. The sustainability element of the current plan aims to incentivize the development of a broader and more sustainable product and service offering for customers and to ensure that the share of overall sales that come from the Metso Plus offering increases. For the 2023–2025 PSP, the performance threshold for the Metso Plus portfolio has been set at Group sales growth of +3 percentage points. Detailed information on the sustainability-related performance in incentive schemes is provided in section *1.4.4. Integration of sustainability-related performance in incentive schemes*.

2.3.9. Metrics

Energy consumption and mix

Energy consumption and mix	2025	2024	2023
(1) Fuel consumption from coal and coal products (MWh)	0	0	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	40,431	40,764*	44,339
(3) Fuel consumption from natural gas (MWh)	134,078	117,835*	131,597*
(4) Fuel consumption from other fossil sources (MWh)	0	0	0
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	24,163	29,806*	27,743*
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	198,671	188,404*	203,680*
Share of fossil sources in total energy consumption (%)	51%	52%	51%
(7) Consumption from nuclear sources (MWh)	7,322	10,126*	18,533
Share of consumption from nuclear sources in total energy consumption (%)	2%	3%	5%
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	1,016	1,865	7,922*
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	172,682	157,250*	164,589*
(10) The consumption of self-generated non-fuel renewable energy (MWh)	7,976	6,384	5,177
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	181,673	165,499*	177,688*
Share of renewable sources in total energy consumption (%)	47%	45%	44%
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	**387,667**	**364,029***	**399,900***

** Restated due to internal validation. Total energy consumption increased less than 1%.*

Energy intensity based on net revenue

	2025	2024	% Change
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors[1)] (MWh / EUR million)	84.6	87.8*	-4%

[1)] See note 1.2. Sales in the Consolidated financial statements.

** Restated due to internal validation. Energy intensity increased less than 1%.*

Gross Scopes 1, 2, 3 and Total GHG emissions

	Retrospective				Milestones and target years		
	2025	2024	2019	% Change	2025	2030	Annual % target / Base Year
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions tCO_2eq	36,442	33,245*	37,870	10%	Decrease Scope 1 & 2 CO_2 emissions by 76% compared to 2019	Net Zero Scope 1 & 2	12.7%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions (tCO_2eq)	84,534	77,789*	81,632*	9%	Not applicable	Not applicable	Not applicable
Gross market-based Scope 2 GHG emissions (tCO_2eq)	1,717	4,412*	85,954*	-61%	Decrease Scope 1 & 2 CO_2 emissions by 76% compared to 2019	Net Zero Scope 1 & 2	12.7%
Significant Scope 3 GHG emissions							
Total Gross indirect (Scope 3) GHG emissions (tCO_2eq)	61,301,358	62,452,170*	2,552,091*	-2%	Not applicable	Not applicable	Not applicable
Purchased goods and services	770,249	746,040*	688,000	3%	Not applicable	Not applicable	Not applicable
Fuel and energy-related activities (not included in Scope 1 or Scope 2)	32,527	29,350*	19,692*	11%	Not applicable	Not applicable	Not applicable
Business travel	27,884	26,603	29,000	5%	Not applicable	Not applicable	Not applicable
Upstream transportation [1)]	86,965	94,446	127,312	-8%	Decrease logistics CO_2 emissions by 20% compared to 2019	Not applicable	3.3%
Downstream transportation [1)]	73,487	57,886	47,088	27%	Decrease logistics CO_2 emissions by 20% compared to 2019	Not applicable	3.3%
Use of sold products	60,310,246	61,497,844*	1,641,000	-2%	Not applicable	Not applicable	Not applicable
Total GHG emissions							
Total GHG emissions (location-based) (tCO_2eq)	61,422,334	62,563,203*	2,671,593*	-2%	Not applicable	Not applicable	Not applicable
Total GHG emissions (market-based) (tCO_2eq)	61,339,517	62,489,826*	2,675,916*	-2%	Not applicable	Not applicable	Not applicable

[1)] CO_2 emission factors used are VTT LIPASTO factors.

** Restated due to internal validation and changes in methodology. Total location-based GHG emissions increased by 58,437,881 tCO_2e and total market-based GHG emissions increased by 58,436,848 tCO_2e. The increase is mainly due to a change in the calculation methodology of Use of sold products. For Scope 1, the difference was due to the wrong energy unit used by one site.*

GHG intensity per net revenue

GHG intensity per net revenue	2025	2024	% Change
GHG intensity based on net revenue, tCO_2e / EUR million (location-based) [1)]	11,722	12,867*	-9%
GHG intensity based on net revenue, tCO_2e / EUR million (market-based) [1)]	11,706	12,852*	-9%

[1)] See note 1.2. Sales in the Consolidated financial statements.

** Restated due to internal validation and changes in methodology. Location-based GHG intensity increased by 12,019 tCO_2e and market-based GHG intensity increased by 12,018 tCO_2e.*

2.3.10. Reporting principles

Environmental data has been collected through Metso's HSE24 reporting system. The principle applied in defining the scope for which environmental data is collected is financial control, and leased assets are included in the reported figures.

This data is available for Metso's largest business units and has been collected from all our manufacturing units, research centers, service centers, assembly shops and warehouses with more than 50 employees. It includes energy use, water use, waste, and VOC emissions. In addition, energy data is collected from offices with more than 100 employees.

Metso's smallest offices, typically with fewer than 100 employees, and the smallest service centers, assembly shops and warehouses with fewer than 50 employees, are not included in the environmental reporting. This is because they are often located in large office facilities together with other companies. They typically pay a monthly lump sum to the office space providers, and therefore it is not possible to determine their specific electricity, heat or water consumption. We have estimated that the impact of these locations individually is not material for Metso's total figures. An estimate of emissions in locations excluded due to not having energy-intensive operations has been added into reported emissions. The estimated emissions are based on emission factor of emissions per headcount in Metso's largest office locations included in the energy reporting. Then the headcount in locations excluded from the reporting has been multiplied with this emission factor. These estimates have been added for all the reporting years and the historical figures are therefore restated.

Metso has set its emission reduction targets and calculated its Scope 1, 2, and 3 greenhouse gas emissions in line with the GHG protocol methodology. The targets are fully aligned with the boundaries used in the GHG inventory. Both the targets and the inventory are based on the same organizational and operational boundaries and cover all relevant emission sources. In addition, the targets are validated by the SBTi, which requires alignment between inventory boundaries and target boundaries. Close monitoring of environment-related indicators enables Metso to continuously improve management of environmental data and performance. The average annual percentage reduction is calculated using the target year of 2025 as the reference and the 2019 baseline year as the starting point. The 2019 baseline was selected after the merger in 2020 when the new company first set SBTi targets. The baseline is aligned with Metso's SBTi commitment. For the target to reduce Scope 3 GHG emissions from use of sold products by 51.6% per EUR value added by 2030 the base year is 2024.

In Metso's case, the term 'high-impact sector' refers to the manufacturing sector. NACE codes were utilized to allocate revenue from this 'high-impact' sector. For 2025, 87% of Metso's total revenue originates from the high-impact sector (2024: 85%). The total sales number was used as the overall revenue figure.

2.3.10.1. Scope 1 and 2 emissions

Scope 1 and Scope 2 emissions are calculated in accordance with the GHG Protocol. Reported emissions are based on invoicing and are converted from MWh to CO_2e emissions using standard conversion factors (SI). The source for emission factors is the IEA "CO_2 Emissions from Fuel Combustion" 2023 edition. In calculations for Scope 2 market-based emissions, we used supplier-specific emission factors.

Renewable gas certificates are included in Scope 1 emissions (if specifically stated), and contractual instruments (Renewable Energy Certificates (RECs) and Guarantees of Origin (GOs)) are included in Scope 2 market-based calculations. In 2025, contractual instruments covered 97% of Metso's Scope 2 electricity consumption (2024: 95%). Out of the contractual instruments, 15% was bundled and 85% unbundled (2024: 15% and 85%). Metso's biogenic emissions totaled 259 tCO_2/MWh for Scope 1 and 4,111 tCO_2/MWh for Scope 2 (2024: 11 tCO_2/MWh and 4,607 tCO_2/MWh). The reduction of CO_2e emissions includes accumulated emission savings from environmental actions.

83% of electricity from nuclear sources has been estimated. The estimates are based on the information provided in the energy providers' websites.

2.3.10.2. Other indirect (Scope 3) GHG emissions

Metso has conducted an analysis of all Scope 3 emission categories. Based on that analysis, six material emission categories were identified: purchased goods and services, fuel-and energy-related emissions, upstream transportation, business travel, downstream transportation, and use of sold products.

Metso has assessed its Scope 3 emissions based on the GHG Protocol's Corporate Value Chain Accounting and Reporting Standard. Metso refers to item, energy use, or emission data collected directly from the emission source (for example, a supplier) as primary data. On the contrary, cases where Metso receives production method information, logistics, or weight data directly from the supplier but uses emission factors for calculations are considered secondary data.

Purchased goods and services Scope 3 emissions cover direct and indirect spend. The emissions are calculated with a 100% secondary data (2024: 100%) using a weight-based approach, or a spend-based approach when weight information is not available. The weight-based emissions are calculated based on the weight and material of purchased goods using emissions factors from the Ecoinvent 3.7 database. The spend-based emissions are based on the monetary value of purchased goods and services by supplier type and country and is carried out using the environmentally extended input-output matrices from EXIOBASE. The spend-based emissions covered 67% of total spend.

Fuel- and energy-related Scope 3 emissions include emissions that are not included in Scope 1 or Scope 2 (production of fuels and energy purchased: diesel, LPG, natural gas, electricity, steam, district heating). The

calculations use a 100% secondary data (2024: 100%) and the coverage is 100% (2024: 100%). The emission factor source is: www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2016. Metso currently monitors and reports Scope 3 emissions stemming from business travel, covering 98.5% (2024: 99.5%) of the workforce. The calculations are made with a 64% primary data directly sourced from travel providers (2024: 61%).

Upstream transportation emissions are based on CO_2 data provided by logistics service providers (LSPs), the distance provided by the LSPs and gross weight. Coverage of primary data received from service providers is 72% (2024: 60%), and the remaining share is estimated based on extrapolation of this data. Upstream transportation CO_2 emissions take into account transportation between Tier-1 suppliers and own operations, and transportation between Metso units.

Downstream transportation emissions are based on CO_2 data provided by logistics service providers (LSPs), the distance provided by the LSPs and gross weight. Coverage of primary data received from service providers is 72% (2024: 60%) and extrapolation using spend is made for the remaining share. Downstream transportation CO_2 emissions take into account transportation of products from Metso units to customers and transportation from suppliers to customers.

Use of sold products' emissions are calculated based on annual hours of operation and baseline operating conditions per product. Emissions were calculated using IEA World average emission factors for electricity and IPCC factors for fuels. An average lifetime of 20 years was used to estimated life cycle emissions. The data used is 100% secondary (2024: 100%).

2.3.10.3. Metso Plus offering

Metso Plus products and aftermarket offering need to meet the sustainability performance criteria set by Metso. The products and aftermarket offering included in the Metso Plus portfolio are distinctive from a sustainability point of view, address Metso's customers' sustainability needs, and build on our competitive advantages. Metso Plus products are demonstrably more energy or water efficient than the industry benchmark or Metso's previous generation of the product in the market, help our customers cut their CO_2 emissions, and/or achieve other sustainability priorities such as reducing other emissions and waste.

Metso defines the required level of performance to qualify as a Metso Plus product or service. Metso Plus qualification requirements and threshold levels for qualifying have been defined by looking for such performance improvement level that would be consistent with Metso's customers achieving their own publicly stated climate change and other environmental targets, e.g. for reducing their carbon footprint. Metso compares all Metso Plus products with industry benchmarks and uses concrete data as evidence of the sustainability performance and related performance claims such as energy-efficiency improvements.

This evidence includes one or more of the following:
- Performance improvements compared to an industry benchmark or a previous generation product in the market
- Performance analytics and simulations
- Comparisons using product calculators

To qualify for the Metso Plus label, a product must meet at least one of the set threshold levels in relation to the market benchmark:
- Minimum above threshold level % more energy efficient
- Minimum above threshold level % reduction in use phase or total life cycle CO_2 emissions
- Minimum above threshold level % less embedded carbon in the product (further information about the metrics below)
- Minimum above threshold level % reduction in water usage or pollution
- Electric products where the market standard is non-electric
- Digital products – minimum above threshold level % improvement across the metrics listed above
- Services - minimum above threshold level % improvement across the metrics listed above

Embedded carbon in a product can be minimized in multiple ways, and the following factors are included in the Metso Plus assessment:
- Less raw material for the same performance (% reduction)
- Increase in output for constant raw materials (% improvement)
- Decreased carbon raw material for the same performance (% reduction)
- Extending equipment life (% increase in average life)
- (%) recycled materials used as input (% compared to market average)
- Enabling recycling of waste output (% recycled)
- Lower logistics emissions (% reduction)

The Metso Plus designation for Services follows the same logic as for capital equipment and consumables. When using services to improve existing equipment, it is an ongoing process to make incremental improvements, i.e. there are many opportunities to progressively accumulate benefits over the lifetime of the flowsheet. In addition, implementing sustainable upgrades to existing equipment reduces waste.

Additionally, a Metso Plus piece of equipment or consumable needs to be as good as, or preferably better than, the industry benchmark product(s) in terms of health and safety, pollution, and biodiversity impact.

Metso does not yet have metrics to measure and verify its biodiversity performance. A high-level biodiversity assessment, conducted in 2024, as well as collaboration with customers to prevent biodiversity loss by identifying products and solutions in the Metso Plus portfolio that may have a biodiversity risk-reducing impact will help inform the definition of appropriate metrics and targets for biodiversity going forward. More information is available in *2.5.5. Environmental efficiency in own operations – actions* and *2.5.6. Metso Plus offering and innovations to customers – actions*.

If Metso Plus recognition is applied for a product, consumable or solution, the following steps are taken:
- R&D project manager fills in the Metso Plus assessment in the R&D reporting tool.
- R&D project manager notifies the sustainability team contact so that a review process can start.
- Sustainability team and project manager together with the team go through the case and evidence.
- Calculations are completed to confirm that the threshold levels for Metso Plus are met.
- Metso Plus product application is sent for approval to the Technology board.
- Technology board approves or rejects the product as a new Metso Plus product.

Metso Plus sales are recorded as part of Metso's sales reporting. For projects that include components that are not classified as part of the Metso Plus offering, the Metso Plus share of the sales is taken into account using estimates or assumptions based on product prices or costs.

The results and the Metso Plus Performance Claims are based on average performance across multiple use cases, and as such are intended as guidance only and not guaranteed. The Metso Plus Performance Claims may not be applicable to specific configurations in some use cases, or the base data may have become out of date and new calculations may be required. The actual performance of a Metso Plus product or service in a specific application may be affected by external factors or circumstances that are unrelated to the technical properties the Metso Plus Performance Claim is based on. Some Metso Plus products or aftermarket offering may have limited availability or may not be available in some countries.

2.4. E3 Water and marine resources

Metso's operations can affect water resources, both directly at its manufacturing sites and indirectly through its equipment when used by customers. Water management is a growing challenge for mines and quarries because they are often located in water-scarce areas. In addition, energy transition and battery metals tend to be water-intensive to produce. Finally, water quality is also important where mines return surplus water to the environment. Water quality can also impact the recovery and grade of the metal concentrate produced. Using lower quality water resources can create challenges for mineral processing. Therefore, technologies are needed to ensure that commercially viable and sustainable mineral processing targets are achieved.

2.4.1. Material impacts, risks and opportunities

Impacts	Actual / potential (+/-)	Risks	Opportunities	Time horizon	Key management methods
WATER USE IN METSO'S OPERATIONS					
Several of Metso's locations are situated in water-scarce areas in India, China, Chile and Mexico, which increases demand for local water resources.	Actual (-)			Short Medium Long	• 8 of Metso's locations are located in water-scarce areas (2024: 8). Metso's operations are designed to minimize water withdrawal. Each of these locations has water management action plans in place to decrease water consumption. • Process development and the adoption of new technologies reduces water use and increases water recycling in the production process, decreasing the need to withdraw more raw water.
WATER USE AT CUSTOMER OPERATIONS					
Customer sites are often located in water-scarce areas. In addition, energy transition and battery metals tend to be water-intensive to produce and therefore increase the burden on water resources.	Actual (-)	Customers' access to inputs, e.g. water, can be hindered by chronic climate changes in the environment. For some customers, this may mean reduced business and therefore decreased sales. As the demand for demand for energy transition and battery metals increases, the demand for water will also increase.	Water scarcity may result in increased demand for Metso's water-efficient technologies.	Short Medium Long	• The Metso Plus offering has around 40 solutions that address water-related challenges and that are considered better than the market benchmark or previous-generation product. Metso aims to keep expanding and improving this offering to be able to offer water-efficient technologies to its customers. • All Metso's R&D projects must have sustainability targets, and Metso targets 80% of the R&D spend is on Metso Plus portfolio development by 2030.
Mines located in areas subject to heavy rainfall and flooding are at risk of leakage from tailings ponds. Leakage from tailings ponds may cause environmental issues and damage to the surrounding areas.	Potential (-)			Short Medium Long	• Metso offers water- and energy-efficient products for dry tailings stacking and tailings dewatering by filtration. • Metso water treatment solutions help to keep process and effluent waters free of toxic elements.

2.4.2. Processes to identify and assess material impacts, risks and opportunities

The material impacts, risks and opportunities related to water have been identified in a double materiality assessment. Marine resources have not been found to be material to Metso's own operations. Additional information about the materiality assessment is presented in section *1. General information*.

2.4.3. Targets and progress on targets

Sustainability topic	Target for 2025	Long-term goal	2025	2024	Progress
Water index	To reduce annual water consumption per employee by 5% in water-scarce locations, compared to 2021 baseline (34.4 m^3 per employee)	To reduce annual water consumption per employee by 15% in water-scarce locations, compared to 2021 baseline (34.4 m^3 per employee)	23.8	26.8	-11% (-31% [1])

[1] *Compared to 2021 baseline.*

2.4.4. Policies

Metso's Quality, Environment, Health and Safety (EHS), and Biodiversity policies define the basic requirements for fulfilling the company's environmental responsibilities.

The EHS Policy requires that Metso protects the environment throughout the value chain, aiming to minimize pollution, protect biodiversity, and reduce the use of natural resources, including water and energy. Metso consistently emphasizes high EHS standards when interacting with customers, suppliers and other stakeholders, setting clear expectations for them to adhere to the same standards. Further information about the EHS Policy is available in section *2.3.4. Policies*. In the upcoming years, Metso aims to extend its EHS and Biodiversity policies to more thoroughly address water treatment as well as prevention and abatement of water pollution.

Metso is committed to ensuring its products meet all water-related customer requirements, regardless of whether it's a standard product or a customer-specific combination of technologies and/or services. Legal requirements, standards and directives, such as EN ISO, OSHA and CE, underpin the approach to product development that takes into account regulations, customer requirements, Metso's product specifications, and water safety risk analyses. These requirements also extend to procurement and manufacturing processes, as well as product installation and commissioning. Final compliance checks are done at the customer site, including those in water-scarce areas.

2.4.5. Environmental efficiency in own operations – actions

Metso is committed to reducing water consumption in its own operations in water-scarce locations and to fulfilling all local environmental legislation requirements for water consumption and effluent quality management in accordance with local environmental permits. Metso's definition of water-scarce areas comes from the Aqueduct water risk atlas, which identifies high-risk and extreme-risk regions. Metso uses this information to guide its water management efforts. Metso does not currently hold consultations with affected communities where it operates. Internal stakeholders have been involved in setting the water targets.
As a result of water efficiency measures, water consumption was reduced by approximately 36,000 m^3 in Metso's operations in 2025.

Key actions in water-scarce locations in 2025 included:
- Reduced water waste by reusing filtered-out water from the purification system and relocating cooler to cut pipeline losses in India
- Implementation of a rainwater harvesting solution in India
- Implementation of small-scale water-saving and water infrastructure maintenance measures across multiple sites

2.4.6. Water-efficient offering for customers – actions

Metso's products can help customers manage their water footprint, and water efficiency is one of the qualifying criteria for the Metso Plus products and aftermarket offering portfolio. Metso defines the level of performance needed to qualify to ensure that designated products and services in this portfolio can make a meaningful contribution to customers' efforts towards reaching their climate and other environmental targets, including water conservation. Metso's water-efficient solutions can address environmental, health and safety, and societal risks in customer operations involving water. Water efficiency, increasing recoveries and decreasing pollution can be managed through digitalization using sensors, analytics and optimization.

2.4.6.1. Tailings management solutions

Traditional tailings storage poses long-term environmental risks, including dam failures and water contamination. Metso's technologies can help de-risk tailings storages by minimizing water usage, and thereby transforming existing mining operations.

Metso Tailings Management Solutions integrate dewatering, safe and sustainable slurry transportation, material handling and reprocessing of existing tailings. Metso's tailings filtration portfolio and approach emphasizes dry stacking as an ecologically promising approach, challenging conventional cost assumptions with filtered tailings and stacking. Reprocessing older tailings facilities can yield significant value from residual minerals. This approach can transform tailings ponds from liabilities into revenue-generating assets, often more cost-effectively than from processing virgin material. Metso's dewatering technologies, such as paste

thickening and filtration, can enhance water recovery from tailings. The same applies to technologies that change the way the ore is processed, such as Metso's ore sorting and separation processes that reduce the proportion of fine tailings.

Metso's solutions can reduce the industry's water-related liabilities and minimize the financial risks associated with potential environmental damage and costly cleanup efforts.

2.4.6.2. Filtration solutions

High-pressure filtration can reduce water content in tailings, decreasing storage volume and environmental impact. Metso's larger filters increase material processing capacity and therefore increase overall productivity.

Metso's filtration expertise ensures reliable, efficient systems with minimal downtime and maintenance costs. The thickener and clarifier feed system ensures low flocculant usage, bringing additional environmental and cost efficiencies to customer operations. Water efficiency can also be improved by reducing the amount of waste that is in contact with water. Metso offers a range of technologies to achieve this, such as dry processing alternatives across many elements in plant production facilities.

Key actions in 2025 included:

- Celebration of 10 years of innovation at the Metso Dewatering Technology Center (DTC) in Lappeenranta, Finland. Established in 2015, the DTC has grown into a unique hub for R&D, pilot testing, and process optimization. The center's work has contributed to more sustainable and efficient filtration practices across industries - over 90% of Metso's filters are part of the Metso Plus offering thanks to their energy, emissions and water efficiency.
- Orders for the delivery of filtration technology to mining projects in Indonesia and India. These deliveries include a total of 22 fast-opening Larox® FFP3512 filters equipped with membrane technology, hole-less filter cloths, and corrosion-resistant components. These solutions enhance moisture reduction, operational efficiency, and sustainability.
- Repeat orders in concentrate and tailings filtration, The majority of the orders are for filter modernizations and upgrades. Orders in concentrate and tailings filtration modernizations total approximately EUR 60 million in 2025.
- Launch of Symons® HydroLoop upgrade that is designed to eliminate the open-loop water sealing method used in traditional Symons crushers. This closed-loop recirculation system captures, filters and reuses over 99% of sealing water, helping operations dramatically reduce water waste, lower operating costs and improve ESG performance.

2.4.7. Metrics

Water consumption

	2025	2024	2023
Total water consumption, m^3	303,729	326,086*	372,823
Total water consumption in areas at water risk, including areas of high water stress, m^3	104,798	108,615*	94,436*
Total water recycled and reused in m^3	54,273	49,637	41,361
Water intensity based on net revenue, m^3 / EUR million [1)]	58.0	67.1*	69.1

1) See note 1.2. Sales in the Consolidated financial statements.

** Restated due to internal validation.*

2.4.8. Reporting principles

Water consumption includes municipal, groundwater, tank truck, rainwater and surface water. Water consumption is based on invoicing or other measurement data.

2.5. E4 Biodiversity and ecosystems

Metso's operations can affect biodiversity, both directly at its manufacturing sites and indirectly through the use of its equipment by customers and in the manufacturing of raw materials and components used in Metso's equipment. However, the greatest opportunity for Metso to contribute to biodiversity is through its customers, as Metso's own biodiversity footprint is relatively small. Metso largely buys manufactured goods from suppliers, and Metso's equipment manufacturing sites, assembly and service workshops are typically located in industrial parks zoned for industrial use. These areas have limited biodiversity sensitivity, and compliance with environmental permits mitigates potential impacts on biodiversity and endangered species.

By providing solutions, products and services to its customers, Metso has the potential to minimize risks on biodiversity. These solutions include, for example:

- Tailings management: Providing solutions that minimize harmful effects of tailings and decrease risks of leakages
- Water conservation: Minimizing water consumption and pollution
- Noise and dust reduction: Mitigating noise and dust pollution in immediate surroundings of customer sites

2.5.1. Material impacts, risks and opportunities

Impacts	Actual / potential (+/-)	Risks	Opportunities	Time horizon	Key management methods
DIRECT IMPACT DRIVERS OF BIODIVERSITY LOSS (LAND-USE CHANGE, FRESH WATER-USE CHANGE AND SEA-USE CHANGE) IMPACTS ON THE EXTENT AND CONDITION OF ECOSYSTEMS IMPACTS AND DEPENDENCIES ON ECOSYSTEM SERVICES					
Metso's operations contribute to greenhouse gas emissions that drive global climate change, which affects biodiversity. Additionally, certain local emissions and waste generated by production activities may have direct impacts on surrounding ecosystems and species.	Actual (-)	Climate risks and opportunities are discussed in sections *2.3.1. Material impacts, risks and opportunities* and *2.3.7. Risks, opportunities and anticipated financial effects*.		Short Medium Long	• Metso has targets in place for sites to reduce water use and waste to landfill. • Management methods for climate change are discussed in section *2.3.1. Material impacts, risks and opportunities*.
The operations of Metso's customers in the aggregates and mining industries typically have significant land footprints, often in environmentally sensitive areas, where land disturbance and pollution can impact habitats and species. If not properly manufactured, used and maintained, Metso's products have the potential to harm the biodiversity surrounding its customers' sites. If the impacts are not well managed, Metso's customers may be limited in their ability to operate in ecologically sensitive areas in future.	Actual (-)			Short Medium Long	• Metso designs and sells products and processes and collaborates with customers to develop new technologies to minimize the release of effluents and atmospheric emissions. • In addition, Metso's solutions include products and services that may reduce the risk of negative impact on biodiversity in customer operations.
Tailings dam failures can have large impacts on biodiversity. Due to an increase in demand and reductions in ore grades, the footprint of copper and other energy transition materials is likely to increase rapidly. Decreasing ore grades will require larger operational footprints, resulting in larger amounts of tailings.	Potential (-)			Short Medium Long	• Metso's solutions include dry processing, which reduces the risk of contamination and the resulting impacts on biodiversity. • Metso offers efficient solid-liquid separation with pressure filtration, which is needed to recover more water and increase the solid content of tailings streams.

2.5.2. Processes to identify and assess material impacts, risks and opportunities

The material impacts, risks and opportunities related to biodiversity and ecosystems were identified in a double materiality assessment in 2023. In 2024, Metso also completed a high-level biodiversity assessment that will help inform the definition of appropriate metrics and targets going forward. The materiality assessment is discussed in section *1. General information*.

2.5.3. Targets and progress on targets

Sustainability topic	Target for 2025	Long-term goal	2025	2024	Progress
Biodiversity	No target, evaluation of own operations' dependencies and impacts on biodiversity	To set up a biodiversity framework in own operations and for products sold to Metso customers	-	-	Not applicable

2.5.4. Policies

Metso's Quality, Environment, Health and Safety (EHS), and Biodiversity policies establish essential requirements for achieving long-term biodiversity goals. These policies apply to operational sites owned, leased, or managed by Metso near biodiversity-sensitive areas. Metso's responsibility also includes contractors, suppliers or other third parties visiting or working at its premises or working under Metso's supervision at customer sites.

The Biodiversity Policy approved by the Metso Leadership Team requires compliance with applicable legal requirements and standards, as well as taking care of the company's environmental, economic and social responsibilities concerning biodiversity. Metso's Biodiversity Policy outlines specific actions:

- Environmental protection: Minimizing air and noise pollution, reducing waste generation, and conserving natural resources and energy
- Sustainable product and aftermarket offering: Helping customers mitigate or eliminate biodiversity impacts resulting from their operations
- Risk management: Identifying and managing biodiversity-related environmental risks and opportunities at Metso's locations and throughout the Metso supply chain, particularly in areas of high ecological value, and operating in a manner that prevents and minimizes biodiversity loss
- Awareness and training: Promoting biodiversity awareness and best practices
- Supplier collaboration: Striving to work with suppliers of raw materials, finished products and packaging materials that demonstrate their commitment to good biodiversity management practices

Metso's top management is required to demonstrate leadership, accountability and active commitment regarding Metso's biodiversity impact. In 2025, Metso continued assessing the biodiversity impact in its own operations, supply chain and those of its customers. This assessment has led to the development of Metso Biodiversity roadmap for 2025–2030.

2.5.5. Environmental efficiency in own operations – actions

In 2024, Metso carried out an initial biodiversity assessment to gain a better understanding of the biodiversity impacts across the value chain. Biodiversity loss affects Metso's value chain differently based on geographic locations, but, in general, the findings of the assessment were in line with Metso's current sustainability approach – reducing greenhouse gas emissions, efficient water use, and a sustainable product and services offering for customers are all useful ways to address biodiversity challenges.

Within Metso's own operations, the best way to improve biodiversity is indirectly, through effective management of water use and waste. These management practices can significantly impact local biodiversity. Therefore, Metso's existing strategies and targets related to water efficiency and waste management serve as the foundation for addressing biodiversity challenges in Metso's own operations. All Metso sites comply with local rules and regulations, operate under required environmental permits, and follow Metso's general principles to minimize environmental impacts in own operations, logistics and procurement. In addition, all Metso sites must demonstrate compliance with local biodiversity regulations and good practices.

Metso regularly assesses the potential biodiversity impacts of its sites through the Natura 2000 network, Key Biodiversity Areas (KBAs), and UNESCO natural heritage sites lists. As part of this ongoing assessment, an analysis conducted in 2025 identified four sites located less than 1 kilometer from biodiversity-sensitive areas, as well as 14 other manufacturing or office sites located within 1–5 kilometers of biodiversity-sensitive areas, covering a total of approximately 23 hectares for all 18 locations. Currently, the material impacts of these sites on biodiversity and ecosystems change have not been assessed or identified. Metso has also investigated, but is currently not able to review own operations' proximity to biodiversity-sensitive areas through a hydrological connection.

The four sites closest to biodiversity-sensitive areas have management methods in place to protect biodiversity in accordance with local requirements. As Metso's activities may negatively affect these areas, Metso is currently evaluating its activities to identify any biodiversity-affecting issues and determine whether further mitigation measures are needed. Metso does not currently use biodiversity offset instruments but is evaluating its activities related to sites located in or near biodiversity-sensitive areas.

Metso's sites less than 1 km from a biodiversity-sensitive area

Location [1)]	Type of location	Surface area (ha)	Nearest biodiversity-sensitive area
Örnsköldsvik, Sweden	Manufacturing	6	Moälven river (Natura 2000 area)
Mâcon, France	Manufacturing	3.3	Val de Saône (KBA)
Kalajoki, Finland	Manufacturing	2.4	Rahja archipelago (KBA)
West Perth, Australia	Office	0.03	Northern Swan Coastal Plain (KBA)

[1)] 2024 locations: Örnsköldsvik, Sweden and Mâcon, France.

Key actions related to biodiversity in 2025 included:
- Developing a biodiversity roadmap for 2025–2030
- Review of Metso's own site locations, including new sites in 2025, in relation to biodiversity-rich or protected areas
- Continued identification of Metso's key suppliers' sites that are located near biodiversity-rich or protected areas for the planning of the next biodiversity-related actions in the value chain
- Piloting the TNFD framework LEAP approach for one location in Lappeenranta, Finland

Metso's planned biodiversity-related actions for the upcoming years include the following:
- Training for employees on the topic of biodiversity impacts, risks and opportunities
- Updated site management policies, mainly facility management directives, to incorporate new biodiversity considerations
- Collaboration with customers to support biodiversity loss prevention efforts by identifying the products and solutions in the Metso Plus portfolio that may have a biodiversity risk-reducing impact
- Collaboration with suppliers to prevent biodiversity loss e.g. through scrap treatment, rubber and polyurethane reuse, diverse and recyclable packaging materials, local energy production, and closing the energy loop in processes

2.5.6. Metso Plus offering and innovations for customers – actions

As a responsible partner, Metso aims to support biodiversity loss prevention and mitigation actions taken in its supply chain and by its customers. Metso does not support illegal mining activities or activities that violate national or international nature conservation laws and regulations.

Biodiversity management is a high-priority issue for mining and aggregates companies. Mining can have an impact on biodiversity across several dimensions and throughout the life of the mine, from exploration to closure via deforestation, pollution to air, water and soil, dust and noise, as well as water scarcity.

Metso's technological focus is on several areas related to customer biodiversity impacts, e.g. closed water loops, raw material efficiency, tailings management, non-toxic processing options, and emissions management systems. These technologies can help in reducing land-use impacts, preventing pollution, and reducing groundwater consumption. They also contribute to minimizing the amount of raw materials needed as inputs in customer operations.

Metso offers various solutions to help reduce biodiversity loss in customer industries:
- Tailings treatment and dry stacking
- Process water treatment and biotreatment of mine waters
- Stockpile remediation
- Recyclability of spare parts and process media
- Ore pre-sorting
- Energy-, water-, and chemical-efficient processing
- Liner and grinding media recycling
- SOx capture in sulfuric acid production
- Effluent quality-control analyzers
- Low-energy and electrical equipment
- Concentrator plants with small environmental footprints

Metso has determined that most of its Metso Plus portfolio could help reduce the risk of biodiversity loss in customer operations. Future plans include defining a customer-specific biodiversity target linked to these identified products and services. Before setting customer-specific biodiversity targets , Metso continues to discuss the topic with customers and follow the progress of biodiversity-related reporting frameworks.

Key actions in 2025 included:
- Identification of Metso's key customers' sites that are located near biodiversity-rich areas for the planning of the next biodiversity-related actions in the value chain

2.6. E5 Resource use and circular economy

At Metso, the circular economy is not only a sustainability imperative, but also a strategic business opportunity. Metso's technologies and services help customers reduce waste, extend product lifetimes and optimize resource use. Additionally in most cases Metso's circularity solutions also help customers to improve their cost competitiveness. Global trends, such as urbanization, population growth and the sustainable energy transition, increase resource demand, while resource scarcity drives more efficient use of raw materials.

Through circularity, Metso helps customers meet regulatory expectations, reduce environmental impact and unlock long-term value. Circularity at Metso goes beyond recycling. It includes reuse, remanufacturing, refurbishment, upgrades, predictive maintenance, and innovative business and commercial models such as product exchange and service-based transactions. Circularity is also one of the core elements of Metso Plus since this offering supports resource efficiency by optimizing energy and water use without compromising performance, contributing to circularity by lowering resource intensity and ensuring more efficient use of natural inputs across customer operations.

Metso's own operations are designed to minimize waste and keep materials in circulation for as long as possible. Metso's resource outflows from the production processes include finished products, by-products and waste streams such as metal scrap and foundry sand. Most materials leaving the production processes are collected and reused in new manufacturing cycles.

In Metso's foundry operations, more than 80% of all raw materials come from recycled sources, reflecting the high circularity of the process. All metal scrap generated during production is recovered and remelted internally. Likewise, used molding sand is continuously regenerated and reused, significantly reducing the need for virgin materials. Only a limited fraction of sand is disposed of due to technical and operational constraints, and all residual waste is managed in compliance with environmental standards. Disposed foundry sand from Metso's foundries is mainly supplied to companies in the construction sector where it is reused for example as ground cover material, such as filling uneven land.

2.6.1. Material impacts, risks and opportunities

Material opportunities arise through Metso's customer industries. Metso supports its customers in advancing circularity by enabling the recycling of waste materials, improving resource efficiency, and extending product life cycles. These efforts contribute to reduce resource consumption and enhance sustainability performance throughout the value chain.

Impacts	Actual / potential (+/-)	Risks	Opportunities	Time horizon	Key management methods
CIRCULARITY IN CUSTOMER OPERATIONS					
			Metso's customers increasingly demand value chain transparency, and there is increasing competitive pressure to offer recycled/circular products and recycling services. This provides a business opportunity for Metso.	Short Medium Long	• Metso has products and services supporting circular economy in its portfolio and circular economy is part of Metso Plus criteria • The circular economy is also an essential part of Metso's research and development work, which develops new solutions for resource efficiency, material recycling and extending the life cycle of products. In addition, the circular economy is taken into account in the development of the business model.

2.6.2. Processes to identify and assess material impacts, risks and opportunities

The double materiality assessment was updated during the reporting year as part of Metso's strategy process for 2026–2030. The most significant change was the recognition of the circular economy as a financially material opportunity for Metso.

Material impacts, risks and opportunities related to circularity have been identified in Metso's double materiality assessment and in the strategy process during 2025. The circularity has not been found to be material in Metso's own operations. The materiality assessment is discussed in section *1. General information*.

2.6.3. Targets and progress on targets

Sustainability topic	Target for 2025	Long-term goal	2025	2024	Progress
Circularity	No target, evaluation of own operations' dependencies and impacts on circularity	To set up a circularity framework in own operations and for products sold to Metso customers	-	-	Not applicable

Resource use and circularity are key focus areas for Metso, with initiatives underway across the operations to enhance material efficiency and support the transition to a circular economy. While Metso recognizes the importance of setting measurable targets, the topic remains complex due to the diversity of definitions, methodologies and data availability. At present, Metso does not have Group-level targets specifically for circularity and resource use.

However, Metso is actively developing its internal capabilities, including data collection, and expects to define relevant and actionable targets in the coming years, aligned with evolving regulatory frameworks and stakeholder expectations. As circularity is linked to multiple business areas, it is anticipated that several distinct metrics will be required to monitor progress effectively.

2.6.4. Policies

Metso's Procurement Policy outlines that all suppliers must meet acceptance criteria based on financial, sustainability, and quality requirements. Metso's approach to sustainability and quality in procurement is grounded in regular monitoring of key and high-risk suppliers through audits, internal KPIs, and external market data. While Metso's current procurement policy and Supplier Code of Conduct emphasize environmental performance, including CO_2 reduction plans and certifications such as ISO 14001, it does not yet explicitly address circularity or include provisions for sourcing raw materials based on circular economy principles or the use of renewable resources.
The most senior level accountable for implementing Metso's Procurement Policy are the heads of Business Area Procurement and Indirect Procurement. Each are responsible for ensuring the policy is effectively applied within their respective organizations. Oversight of procurement governance is provided by the Procurement Leadership Team, which includes Business Area Procurement Heads, the Vice President Corporate Procurement, and the Director of Procurement Excellence. The Policy is approved by the Metso Leadership Team.

At present, Metso does not have a standalone circularity policy or a defined framework for transitioning away from virgin resource use. Formal targets for increasing the share of secondary or recycled materials in procurement are not yet established. These gaps have been identified as part of the ongoing CSRD readiness work and are expected to be addressed in future policy updates.

The Environment, Health and Safety (EHS) Policy, discussed in more detail in section *2.3.4. Policies*, while not directly referencing circularity, includes several principles that are applicable to circular economy goals. These include e.g.:

- Protecting the environment throughout the value chain
- Minimizing pollution, safeguarding biodiversity, and reducing the use of natural resources and energy
- Offering sustainable products and services

These principles provide a foundation for expanding the scope of circularity within Metso's operational and strategic frameworks. Metso's responsible procurement guidelines already emphasize suppliers' environmental performance, including CO_2 reduction plans. While these EHS Policy and procurement guidelines reflect a growing emphasis on sustainability, they do not yet specify circularity-related procurement practices or targets.

2.6.5. Metso Plus offering and innovations for customers – actions

Circularity is a core element of the sustainable Metso Plus offering and innovations.

Metso's equipment is built from strong and durable materials, ensuring a long product life and minimizing the environmental impacts during its lifetime. To support long-term use, Metso offers a comprehensive portfolio of services and wear parts, including options for upgrading, repairing and refurbishing equipment with new parts. Long-term planning of energy consumption, maintenance, repairs, reuse, remanufacturing, refurbishment and recycling of parts are Metso's ways of minimizing the resources, waste and emissions required in the customers' processes.

Metso is also piloting in small scale with customers to recover worn-out parts such as mill and crusher liners, pump casings and wear components. These are returned to Metso, processed, and used as raw material in new castings, closing the material loop between Metso's production and the customers' operations in the most optimal way when possible, by following the zero-waste concept.

For rubber-metal composite liners, new recycling methods have been piloted to separate and recover both materials, diverting previously landfilled waste into valuable secondary materials. Metso is also in the initial stages of exploring how to recover value from materials that are harder to recycle such as rubber-based components.

Other examples of Metso's offering supporting circular economy include e.g. water treatment solutions for minerals processing and crushing equipment for recycling demolition waste, construction waste and infrastructure materials.

Metso's circularity initiatives include the implementation of the Crushing as a Service model, which was presented at the World Circular Economy Forum in Brazil in 2025. This model integrates equipment provision, operations management and maintenance into a single contract, with Metso responsible for both the machinery and labor. In practice, the model enables the reuse of equipment and components across multiple contracts, reducing the consumption of virgin materials and minimizing waste. Some waste generated in these operations is reprocessed in Metso's foundry in Sorocaba, Brazil, contributing to closed-loop material flows.

Through Life Cycle Services (LCS) contracts, Metso can extend the lifetime of customer assets by combining maintenance, refurbishment, and facilitating the reuse of parts and components as well as continuous improvement programs. This reduces premature replacements and maximizes resource value, while minimizing waste. As an example, in 2025 Metso's Crushing as a Service operations in Brazil employed approximately 300 people and produced an estimated 24 million tons during the year. The model has demonstrated scalability and agility, with projects such as the LHG Mineração contract mobilized within 120 days and operating at an average capacity of 700 tons per hour. LCS contracts are also being considered for other stages of ore processing, such as filtration for ore recovery.

Metso's unique mill liner recycling service provides a solution for the disposal of worn mill liners. Reducing the amount of material sent to landfill and cutting CO_2 emissions helps to improve environmental efficiency and supports the industry's shift toward circular practices. It is facilitated by innovative technology that enables safe and efficient separation of different rubber and metal liner components, like cast inserts, wear plates, and backing plates. Composite liners, like Megaliner™, Poly-Met™ liners, as well as rubber mill liners, can be processed using this solution. At present, Metso provides mill liner recycling services in Chile.

The mill lining recycling service for worn mill liners was first piloted in Europe and extended to South American markets in 2024. Strategically located in Concón, Chile, the milling wear parts manufacturing facility features Metso's largest Poly-Met™ and Megaliner™ mill liner press in the world. The plant has an area of 48,000 square meters, in addition to 12,500 square meters in facilities. This infrastructure makes it possible to supply the entire American market with mill linings and their recycling. It is strategically located close to the 2024 inaugurated distribution center, which allows optimal service to mining customers in the Americas.

In 2025, Metso signed an agreement to acquire Finland-based TL Solution's recycling operations and induction heating technology development capabilities. The acquired technology strengthens Metso's recycling technology development capabilities based on induction heating and enables consistent delivery of recycling services to mill lining service contract customers.

3. S – Social information

Metso fosters a strong, growth-oriented culture where safety, inclusion and wellbeing of people are at the core. People and culture are the driving forces behind the ambitious company strategy.

eNPS
60

TRIF
2.5

People by geography

People by employee category

Social information consists of:

S1 Own workforce - Metso's people and culture

S2 Workers in the value chain – Responsible supply chain

3.1. S1 Own workforce – Metso's people

Metso's own workforce consists of over 21,000 people (2024: over 20,000), including around 18,000 employees (2024: 16,800) and 3,200 non-employee workers (2024: 3,700). Metso's experts represent over 100 nationalities (2024: over 100) in around 50 locations (2024: 50). Their expertise ranges from engineering and R&D to field service and technical support of customers' production facilities and equipment, sales, and factory operations. In 2025, Finland, India, Chile, Brazil and China were Metso's five biggest countries by employment (2024: Finland, Chile, India, Brazil and China), representing 55% of the company's total headcount (2024: 56%). In 2025, 15% of Metso's own workforce consisted of external contractors (2024: 18%). The employee categories were: 27% blue-collar workers (2024: 27%), 60% white-collar workers (2024: 59%), and 13% management (2024: 14%).

Metso is committed to providing a healthy and safe working environment for all its employees, contractors and other partners. Health and safety at Metso is everyone's responsibility – it is a requirement to understand and comply with all relevant health and safety regulations and instructions. To support this, Metso has a Safety execution plan outlining continuous actions to improve the safety of all employees, contractors and other stakeholders. Metso aims to continuously and actively mitigate process and occupational safety risks in its operations, with the focus on fatal accident prevention.

Metso's Health and Safety Directives set out the minimum safety requirements for the company and are used to develop local safety procedures, processes and work instructions. Metso's Life-Saving Rules provide for all employees and contractors those actions that need to be taken to protect themselves and their colleagues from fatalities and severe injuries. These rules complement Metso's Modus Operandi principles, which outline the behavior required for safe working. Metrics and targets underpinning Metso's health and safety approach are explained in more detail in section *3.1.3. Targets and progress on targets*.

Metso respects and is committed to operating consistently with internationally proclaimed human rights, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, the ILO's Declaration on Fundamental Principles and Rights at Work, as well as the OECD Guidelines for Multinational Enterprises. All employees are entitled to be treated fairly and with respect, and discrimination or harassment is not tolerated in any form. Metso does not accept or use any form of compulsory, forced or child labor, and respects all applicable laws and regulations regarding working hours and employee compensation. Metso offers work opportunities for all kinds of people without placing limitations on origin, gender, age, skin color or disabilities. Furthermore, Metso aims to achieve equal pay for work of equal value, as well as to respect labor rights and promote a safe and secure working environment for all employees.

The Diversity and Inclusion Strategy aligns the priority diversity and inclusion actions for the company, which increase diversity throughout the business, remove barriers and biases from its processes, and strengthen psychological safety in teams.

Metso has a strong and healthy culture, where safety, inclusion and wellbeing of employees are at the core. In September 2025, Metso published its new strategy for 2026-2030 and at the same time shared its ambition to build and foster a customer-centric growth culture to best support the new strategy. The behavioral foundation of the aspired culture starts with safety and is guided by common values, leadership principles, and commitment to diversity and inclusion. In addition to the long-term cultural foundation, Metso will drive cultural change through three key culture shifts aligned with the new strategy. These shifts represent the biggest changes needed in our ways of working in order to reach our strategic objectives. The shifts build on our strengths and focus on: customer value powering our business, crushing silos, rocking as one Metso, and going beyond fast and fearlessly.

Metso publishes guidelines and policies on its intranet that is accessible by white-collar employees. Most policies are available also on Metso's external website. For blue-collar employees, the main communication channels are at the site level, such as town hall meetings, face-to-face training, info screens, posters, and shared computers.

3.1.1. Material impacts, risks and opportunities

Impacts, risks and opportunities

Impacts	Actual / potential (+/-)	Risks	Opportunities	Time horizon	Key management methods
FAIR EMPLOYMENT (WORKING CONDITIONS): WORKING TIME, DISCRIMINATION AND HARASSMENT, FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING **THE FOLLOWING IMPACTS, RISKS AND OPPORTUNITIES ARE REPORTED FOR EMPLOYEES**					
Actions promoting fair employment practices, such as working time, prevention of discrimination and harassment, freedom of association and collective bargaining, have a positive impact on employees' engagement, wellbeing and ability to work. Inadequate employment conditions could weaken Metso's employees' quality of life, increase inequality, as well as reduce job satisfaction and commitment, resulting in a weakening in Metso's employer brand and performance and could negatively impact customer relations. Potential discrimination, harassment, and violations of workers' rights could result in legal action against the company.	Actual (+) Potential (-)			Short Medium Long	• Local legislation is followed in all operating countries • Human Rights Policy • Code of Conduct • Diversity & Inclusion Strategy • Environment, Health & Safety Policy • Whistleblower channel available to all employees • Topic-specific trainings for organization
CORPORATE CULTURE					
At Metso, company culture is a strategic priority, it is managed and developed systematically. Employees are more engaged in a culture where they are supported and encouraged to perform their best.	Actual (+)	Dissatisfied employees are more likely to leave the company, resulting in higher turnover rates. Dissatisfied employees often result in lower customer satisfaction, which can negatively affect business outcomes. A negative corporate culture makes it more challenging to attract top talent to the company. If Metso does not have skilled workers, development and production may face quality problems and delays.	Engaged employees are more likely to perform well and remain with the company. There is a strong correlation between engaged employees and satisfied customers, both correlate to good business results. Good employment conditions also strengthen Metso's reputation and employer brand, enabling Metso to retain and attract the best talent, which has a positive impact on business performance.	Short Medium Long	• Strong, inclusive growth culture is essential for achieving strategic objectives.. • Engagement surveys are conducted four times a year, their results are discussed, and actions agreed within teams quarterly. • Metso tracks the employee Net Promoter Score (eNPS) and has set the long-term target to be in the top 10% of the industry benchmark.
DIVERSITY AND INCLUSION					
At Metso, diversity and inclusion is embedded into the company culture, fostered and promoted; it increases engagement and promotes employee wellbeing. If diversity and inclusion would not be embedded, it could have a negative impact on employee engagement and wellbeing. It can impact hiring decisions, leading to a non-diverse workforce. It may also adversely impact a candidate's willingness to join Metso.	Actual (+)			Short Medium Long	• Diversity & Inclusion embedded in Metso's People and Culture agenda • Diversity and Inclusion Strategy • Target and KPI to increase the number of women in middle and senior management roles • Global inclusive talent acquisition practices • Inclusive talent acquisition training provided to all leaders

Impacts, risks and opportunities

Impacts	Actual / potential (+/-)	Risks	Opportunities	Time horizon	Key management methods
TRAINING AND DEVELOPMENT (GROWTH CULTURE)					
At Metso, training and development opportunities are available, employees can learn and grow, take on new responsibilities, and develop their careers inside the company. If Metso doesn't provide training and development opportunities, it can impact employees' learning, growth and career development negatively. It can also impact Metso's innovation and growth capabilities, and competitiveness. A lack of learning and development opportunities can lead to dissatisfaction among employees, and people may be more likely to seek job opportunities outside the company.	Actual (+) Potential (-)			Short Medium Long	• Internal hiring for open positions is promoted • Job rotation is provided and supported • Metso Academy offers Technical, Sales and Business, Distributor, Customer and People training • Learning Council • Growth dialogues between employee and manager • Strategic capability initiatives to identify critical skills needed for long-term business success • Local university collaboration and company's own trainee programs
HEALTH AND SAFETY					
Metso operates in an industry where there are high safety risks. Inadequate health and safety conditions could lead to fatalities or serious incidents that can negatively impact employees' physical and mental health. Safety is a key criterion in M&A evaluations. If the target company's safety culture aligns with Metso's, the impact is neutral; stronger safety practices may enhance Metso's performance, while weaker standards can require significant investment or lead to cancellation of the deal. Metso's safety requirements and practices can positively impact the health and work environment of employees.	Actual (-) Actual (+)	Inadequate health and safety conditions can seriously impact job satisfaction, psychological safety and commitment, as well as weaken performance and Metso's image as a responsible employer.	Good safety management and active promotion of health and safety at the workplace can positively impact employees' physical and mental health and working conditions. As a result, this can strengthen Metso's image as a responsible employer and improve Metso's performance.	Short Medium Long	• Environment, Health & Safety Policy • Safe working behavior model Modus Operandi • Fatality prevention program • Life-Saving Rules training program • Safety directives • ISO 45001 (health and safety) standard certification in key units • Long- and short-term safety targets • Global safety reporting tool and practices • Audits, inspections and management reviews • Safety systems investigated during due diligence process in M&A cases

3.1.2. Processes to identify and assess material impacts, risks and opportunities

The material impacts, risks and opportunities related to own workforce have been identified in a double materiality assessment. The materiality assessment is discussed in section *1. General information.*

3.1.3. Targets and progress on targets

To measure employee engagement and performance, Metso conducted four employee engagement surveys in 2025: two full surveys for all employees, and two shorter pulse surveys for white-collar workers. Metso uses the Employee Net Promoter Score (eNPS) to track employee engagement and has witnessed a positive trend throughout the years of measuring. The results are subsequently analyzed, teams discuss their respective results and make actions plans to improve areas that show concerns. The Metso Leadership Team identifies focus areas for each employee engagement survey and closely monitors the results.

With this systematic approach, Metso has been able to exceed its target and ranks in the top 5% compared to the industry benchmark on eNPS (end of 2025). In addition, health and wellbeing were maintained at a strong level in the engagement survey, remaining in the top 5% of the external benchmark. For inclusion, also measured in the employee engagement survey, Metso is ahead of the KPI target (long-term target in top 10% of industry benchmark) and ranks in the top 5%. In 2023, Metso set a new long-term target to increase the proportion of women in middle and senior management roles to 30% by the end of 2030 (from 17% in 2023). In 2025 Metso continued improving and the percentage was 19%.

Metso's engagement, inclusion and gender split targets are set annually with top management and are aligned with Metso's strategy. Targets are monitored internally on a quarterly basis. Also workforce representatives are systematically engaged throughout the target tracking and improvement processes through HR planning, Works Council discussions, and employee surveys. Employee survey results are regularly shared and discussed, and results and progress against targets are reviewed in a structured cadence with the European Works Council and local representatives.

In 2025, Metso participated in the International Women in Mining Mentoring Program, continued an internal mentoring program for female talent, completed an Inclusive Language platform pilot, and introduced Life Stages Campaign that explore the different phases of life and how these experiences shape our lives both in and outside of work. The Metso Women's Leadership Forum continued actively raising awareness in Metso's internal channels and hosted virtual events. Various diversity and inclusion themed webinars and events were also organized at Metso locations around the world.

Internal stakeholders, such as business and market area representatives, were engaged when setting safety targets for 2025. Safety targets are set annually and monitored internally on a monthly basis. Metso's key indicator for safety performance is total recordable injury frequency (TRIF), which was 2.5 in 2025, with a target of 2.0 having been set for the year. The scope of TRIF reporting covers employees and contractors working at Metso's premises and customer project sites under Metso's direct supervision.

All employees had a target to conduct safety conversations or make risk observations and to complete assigned safety trainings which helps Metso to achieve safety performance targets. Progress was continuously measured and communicated to leaders and employees. To align with industry standards, lost time injury frequency was tracked internally but excluded from annual reporting, as TRIF covers lost time injuries. Metso updated its long-term safety goal in the Safety execution plan (2026–2028), shifting from "Zero harm" to "Start with safety," reflecting a proactive mindset and a cultural commitment to embedding safety in everyday ways of working.

Sustainability topic	Target for 2025	Long-term goal	2025	2024	Progress
Health and safety	Continuous improvement in total recordable injury frequency (TRIF) [1]	Start with safety - safety embedded to ways of working	2.5	2.6*	In progress
Engagement	Employee Net Promoter Score (eNPS) to be in top 10% of the industry benchmark	Employee Net Promoter Score (eNPS) score in top 10% of the industry benchmark	Top 5%	Top 5%	Above target
Inclusion	Only long-term target	Inclusion score in top 10% of the industry benchmark (long-term target)	Top 5%	Top 5%	Above target
Gender split	Only long-term target	Gender ratio in middle and senior management to reach 30% female / 70% male by the end of 2030	19%/81%	18%/82%	In progress

[1] Includes employees and contractors.

** Restated due to internal validation.*

3.1.4. Policies

3.1.4.1. People and culture

Metso's Code of Conduct, approved by the Metso Leadership Team, is a globally applicable set of rules for all Metso's employees and business partners, ensuring consistent decision-making in the everyday working environment and making Metso a responsible and trusted business partner. Metso's Code of Conduct summarizes in a single document the topics that are important in terms of anti-corruption and anti-bribery, trade compliance, human rights, safety, sustainability, information disclosure and other relevant compliance and ethics related areas. The document is available on Metso's intranet and external website to ensure all stakeholders can access it. Additionally, Metso's Code of Conduct is reviewed annually. All Metso employees must complete the Code of Conduct training on an annual basis. 99.8% of Metso people completed the 2025 training by the year-end. Topic-specific compliance training on key risks is also conducted on a global and targeted basis.

The Human Rights Policy, approved by the Board of Directors and reviewed annually by the Metso Leadership Team, complements Metso's Code of Conduct and related policies, including the Supplier Code of Conduct. Metso is committed to operating in a way that human and labor rights are respected and supported across the value chain, including our own operations, suppliers, agents, distributors, and other business partners. This is clearly stated in Metso's Code of Conduct and the Supplier Code of Conduct to minimize the risk of forced and child labor in the value chain. Metso's Human Rights Policy also clearly states that the company does not use or tolerate any form of compulsory, forced or child labor, slavery or human trafficking. In the Human Rights Policy, Metso states that the company does not tolerate any form of discrimination, and the policy covers the grounds for discrimination. The most senior level accountable for implementing Metso's Code of Conduct and Human Rights Policy is Metso Leadership Team, which is responsible for ensuring the policies are followed.

Metso's Remuneration Policy is ratified at the Annual General Meeting, and it outlines the compensation principles and framework for the President and CEO, as well as for the Board of Directors. This policy also applies to any appointed Deputy CEO. Metso also has a Diversity and Inclusion Strategy that includes a statement and actions regarding Metso's commitment to promoting equal opportunities and fair treatment for all employees. Metso's Consequences Directive provides a framework for managing consequences in situations involving violations of Metso's Code of Conduct, health and safety, or IT security, and in which the appropriate investigations have been conducted. The most senior level accountable for implementing Metso's Remuneration Policy, Consequences Directive, and Diversity and Inclusion Strategy is the Chief People Officer, who is responsible for ensuring the policies are followed.

Metso also has clearly defined global processes, which ensure the equal treatment of its employees and that discrimination is prevented through clear and transparent governance. These processes are evaluated annually to ensure they support Metso's people and culture processes and the growth of employees. Some

examples of these processes include a global job leveling model, a structured approach toward short-term incentives, the Metso Growth dialogue (Metso's approach to performance and development discussions), and inclusive talent acquisition guidelines.

3.1.4.2. Health and safety

Metso's commitment to work safety is set out in its EHS and Quality Policies for which the Metso Leadership Team holds accountability. Both internal and external stakeholder interests were taken into consideration in the drafting of the policies.

Metso's EHS Policy applies to employees as well as contractors working at Metso premises or under Metso's direct supervision. This policy states Metso's intent to manage hazards and reduce risks to create a safe and healthy workplace, and to respect the human rights of its own employees, contractors and customers. The policy underlines Metso's expectations for clear target setting for health and safety and for continuously developing the management systems and ways of working to achieve better safety results. Local legal requirements set the performance thresholds for each site, which Metso strives to exceed.

In addition, Metso is committed through its Quality Policy to prevent and minimize safety incidents and environmental impacts at its own operations and from the products and services delivered to customers.

Metso's integrated management system follows best international practices and ISO standards: ISO 9001 (quality), ISO 14001 (environmental) and ISO 45001 (health and safety). It integrates all Metso's systems and processes into a single framework, enabling Metso to work as a single unit with unified objectives. Metso is externally audited by an independent third party on an annual basis to ensure that its operations meets legal, regulatory, Metso internal and ISO standard requirements

3.1.5. Processes for engaging with own workers and workers' representatives

3.1.5.1. People and culture

Metso engages actively with employees locally through various formal and informal channels: town hall meetings between management and employees, as well as union and works council meetings in different countries. Metso has agreements with its employees through the European Works Council and attends its meetings. In addition to local engagement, employees are encouraged to join discussions in global channels and forums via Teams and Viva Engage, as well as to take part in events and campaigns, such as Culture Talks and various campaigns around diversity, inclusion and wellbeing.

All employees have the opportunity also to give anonymous feedback to the company through the employee engagement survey; this feedback is reviewed regularly, both for positive comments and improvement ideas. The results of the engagement survey are an important input when determining the priorities for Metso's people strategy. The employee engagement survey is discussed in more detail in section *3.1.3. Targets and progress on targets*.

The growth of every employee is a fundamental part of Metso's culture. Metso's model for supporting the growth of its people, the Growth dialogue, combines the processes of leading performance and competence development. The growth discussions take place throughout the year and focus on target setting, performance evaluation, and identifying strengths and development opportunities. Metso encourages all employees to have a minimum of four Growth dialogue discussions per year with their manager.

Metso measures the employees' overall wellbeing and job satisfaction with an employee engagement survey that is conducted four times per year. Questions related to mental wellbeing can provide insight into how employees experience their work-life balance. As one of the work-life balance metrics, Metso also measures the percentage of employees that are entitled to take family-related leave and the percentage of entitled employees that took family-related leave.

In 2025, Metso continued enhancing its Talent Acquisition practices by strengthening its global talent sourcing capabilities to enable a more proactive, inclusive and data-driven hiring process. Additionally, capabilities to understand the labor market were strengthened.

Metso actively engages with employees through various local unions and works councils, including collaboration with Metso's European Works Council (EWC). In these meetings, topical business and people updates and any employee-related change proposals or modifications are discussed and/or negotiated. This forum also serves as a channel for employee representatives to present ideas, questions and concerns. Typically, local business management is represented; in Finland, this usually involves representation from the Metso Leadership Team. Heads of regional human resources are responsible for ensuring the local and regional interaction with works councils.

3.1.5.2. Health and safety

Metso is committed to ensuring worker consultation and participation at all relevant levels and functions, in alignment with the ISO 45001 standard. Metso emphasizes the importance of safety leadership and personal commitment to safety. Safety-related programs are implemented with audience-specific materials and through a train-the-trainer approach to ensure the entire organization is involved. The programs are part of local procedures and practices, including reporting practices.

Consultation with stakeholders and interested parties is a crucial aspect of health and safety development at Metso. Working groups, comprising employees from different functions and levels, focus on important health and safety issues and drive Metso's key safety initiatives. From internal safety forums and safety committees to the global safety leadership team, collaboration and involvement across different organizational levels and

functions is ensured. The global safety leadership Team, led by the Vice President of Safety, holds operational responsibility for ensuring employee engagement. The CEO, and the business and market area Presidents are accountable for monitoring and promoting employee engagement across the organization. Health and safety topics are also integrated into employee engagement surveys.

Risk observations are a proactive measure to prevent injuries in the workplace. To reinforce the importance of these observations and to improve their quality, Metso has a mandatory company-wide training on risk observation and management, with a focus on improving hazard identification skills and stronger situational awareness. Training is available as eLearning for non-operational employees and face-to-face for operational employees.

Safety conversations are another essential proactive tool to improve safety. Safety conversations enable everyone to influence and build the safety culture in their teams. To support this, Metso has a mandatory safety conversation training that focuses, e.g., on raising safety awareness, as well as on identifying and fixing unsafe practices, procedures and conditions in a psychologically safe environment. The aim is to lead by example and to acknowledge one's own behavioral styles and biases. In addition to the training, in 2025, new support materials were shared company-wide to help facilitate safety conversations about psychological safety.

In 2025, all employees and managers were expected to complete risk observation and safety conversation trainings unless they had already done so in 2024. In addition, all employees without subordinates were expected to report four risk observations or safety conversations during the year. All managers with subordinates were expected to complete eight risk observations or safety conversations during the year. By year-end, 93% of employees and managers had completed the trainings. In addition, 79% of employees and managers had reached their safety conversation and risk observation target.

3.1.6. Remediating negative impacts and feedback channels for own workers

3.1.6.1. People and culture

Metso's business and governance model for human resources is based on a dual reporting structure, with reporting lines both to the local business and to Metso Group. This structure makes it possible to take into account local requirements and employment laws and ensure global compliance.

Metso has an external whistleblower channel enabling confidential reporting of any suspected violation of Metso's Code of Conduct that could cause direct or indirect financial or other damage to Metso or Metso's employees. The channel can be accessed from the main page of both Metso's external website and intranet and reports can be submitted using several methods, including web-based reporting, QR code access or telephone numbers available in multiple countries. Global and local communication campaigns are organized to increase awareness of the channel and the whistleblower process is a part of Metso's annual Code of Conduct training. The awareness campaigns specifically highlight that the channel can be used for topics including fraud or human rights-related matters such as safety, working conditions, harassment, and discrimination. The whistleblower channel and how incidents are investigated and remediated are described in more detail in section *4.1.6. Responsible Business Conduct and prevention and detection of corruption and bribery* as well as in section *3.2.6 Remediating negative impacts and feedback channels for value chain workers*. Over the past few years, whistleblower channel cases have tended to be related to financial and HR issues. More recently, the whistleblower channel has been increasingly used to report issues other than financial-related misconduct; the reported incidents are evaluated and investigated following a similar process.

In the engagement survey, Metso regularly measures how confident the employees are of not being discriminated against at Metso. In the engagement survey, employees can also leave anonymous comments and questions, which can be addressed through the survey tool.

3.1.6.2. Health and safety

Metso's ways of working and processes allow all employees to raise safety concerns and show their personal commitment to safety. All safety concerns or needs are reported into a global safety reporting system, ensuring transparency and continuous improvement. Proactive measures, such as risk observations, are expected at all levels of the organization with particular emphasis on blue-collar workers, who face the most risks in their daily work. In addition, all employees are expected to have periodic safety conversations to promote safety in a positive manner.

All employees and contractors not only have the right but also the obligation to refuse and to report any unsafe work. The safety reporting tool is accessible via both a mobile application and a desktop version. Its availability to blue-collar workers is through the use of QR codes and by providing digital tools for reporting. The new mobile application enables employees also to report using their personal mobile devices. Feedback on the tool's usability and trustworthiness is collected continuously. Awareness of the tool is monitored by tracking the number of users. Reported events are followed and evaluated regularly. Metso emphasizes the incident investigation process and corrective actions and follows the completion rate for both. All serious accidents are reviewed by top management to ensure proper investigations and corrective actions are completed. Internal and external audits to monitor the level of safety are also conducted.

3.1.7. Metso's people and culture – actions

Metso's People and Culture agenda has three focus areas that act as enablers for driving the business strategy: Customer-centric growth culture, Engaged Metsonites, and Industry-leading capabilities. With these focus areas, Metso is building a future-proof organization where its employees continuously learn and grow and where Metso is able to attract and retain talent globally. Metso values good leadership and develops leaders who role model the company's leadership principles and support and enable the growth and success of its employees and business.

Specific actions taken in 2025 include:
- Four employee engagement surveys
- Global employee engagement around the launch of the new Metso strategy in September 2025. Thousands of employees joined the launch event virtually and celebrated at local watch parties in over 80 offices around the world.
- Series of global virtual events, webinars and training sessions in safety, psychological safety, wellbeing, diversity and inclusion, and culture development.
- Leadership programs offered to all Metso leaders.
- Company's talent acquisition process strengthened; improving the speed, quality and cost-effectiveness of recruitment.

3.1.8. Health and safety – actions

Metso improved its safety performance in 2025 compared to the previous year. Although the ambitious targets set for the year were not reached, performance was closely monitored and supported by continuous improvement initiatives. Improving safety performance remained as a cornerstone of Metso's long-term safety ambition. For 2025, four safety focus areas were identified: safety culture, sharing best practices, contractor safety, and safety directive gap analysis. The annual safety theme, "Humanizing Safety," was launched at an internal event, which was attended by over 2,200 employees, and was cascaded throughout the company with new supporting materials for safety conversations.

A new Safety execution plan for 2026-2028 was created together with key stakeholders. The new plan was aligned with the new 'We go beyond.' strategy. The plan includes a new, proactive safety key message, "Start with safety," which was also embedded as one of the key elements in Metso's culture. The safety focus areas for the next three years include projects and improvement initiatives aimed at fatal accident prevention, learning from experience, enabled operational safety leaders, contractor safety, asset integrity reviews, and continuous compliance.

One of the main focus areas of Metso's health and safety approach is the ongoing Fatality prevention program. The purpose of the program is to prevent fatalities and severe injuries through a standardized approach to control critical safety risks. These risks are mitigated in a range of ways, including with safety equipment and tools, working procedures, continuous training, and leadership involvement. The fatality prevention program includes high-level safety directives that set out detailed health and safety requirements for all businesses. In 2025, the work continued in identifying gaps between local operations and the requirements of the health and safety directives. All identified gaps are required to have actions in place to ensure compliance with directives. An ongoing review program is incorporated into Metso's audit program, and this work continues in 2026.

Metso's Life-Saving Rules are non-negotiable and specifically address ten identified critical operational risks. All employees and relevant contractors are required to complete mandatory Life-Saving Rules training every 3 years.

Modus Operandi describes Metso's safe way of working, setting out the core expected behaviors related to health and safety, not only for employees, but also for supervisors, managers and the business itself. Modus Operandi training is provided to all employees and contractors on a regular basis.

Metso verifies the performance and continuity of its safety management system through annual internal audits conducted across the organization. In 2025, a total of 41 internal QEHS audits were carried out (2024: 50). Findings were documented, analyzed and corrective actions defined. Management of the findings takes place in a globally used QEHS reporting tool. Metso systematically monitors key risks and recurring issues through the management review process.

The most important safety actions taken in 2025:
- Safety execution plan 2026–2028
- New safety key message "Start with safety" was introduced
- Safety theme for 2025: Humanizing safety
- Safety directive gap analysis
- Risk observation and safety conversation trainings and targets

3.1.9. Metrics

S1-6 – Characteristics of the undertaking's employees by gender

	Number of employees (headcount)		
Gender	2025	2024	2023
Male	14,318	13,410	13,867
Female	3,664	3,422	3,267
Other [1)]	0	0	0
Not reported	0	0	0
Total employees	17,982	16,832	17,134

[1)] Gender as specified by the employees themselves.

S1-6 – Breakdown by country

	Number of employees (headcount)		
Country	2025	2024	2023
Finland	2,991	2,881	2,790
India	1,911	1,778	1,659
Chile	1,898	1,909	2,353
Brazil	1,792	1,664	1,696
China	1,268	1,113	1,058

These five countries represent 55% of employees.

For the corresponding consolidated employee number, refer to the Consolidated financial statements, note 1.5. Personnel expenses and number of personnel.

		Reporting period		
	Gender	2025	2024	2023
Number of employees (headcount)	Female	3,664	3,422	3,267
	Male	14,318	13,410	13,867
	Other [1)]	0	0	0
	Not disclosed	0	0	0
	Total	17,982	16,832	17,134
Number of permanent employees (headcount)	Female	3,235	3,058	2,923
	Male	12,786	12,238	12,417
	Other [1)]	0	0	0
	Not disclosed	0	0	0
	Total	16,021	15,297	15,340
Number of temporary employees (headcount)	Female	429	364	344
	Male	1,532	1,172	1,450
	Other [1)]	0	0	0
	Not disclosed	0	0	0
	Total	1,961	1,536	1,794
Number of non-guaranteed hours employees (headcount)	Female	0	0	63
	Male	5	7	137
	Other [1)]	0	0	0
	Not disclosed	0	0	0
	Total	5	7	200
Number of full-time employees (headcount)	Female	3,484	3,250	3,100
	Male	14,103	13,197	13,643
	Other [1)]	0	0	0
	Not disclosed	0	0	0
	Total	17,587	16,447	16,743
Number of part-time employees (headcount)	Female	180	172	104
	Male	215	206	87
	Other [1)]	0	0	0
	Not disclosed	0	0	0
	Total	395	378	191

[1)] Gender as specified by the employees themselves.

Turnover	2025	2024	2023
Leavers (number of employees)	2,671	3,441	3,679
Turnover rate	15 %	20 %	21 %

Total number of leavers, excluding divestments, divided by average monthly headcount.

S1-7 – Characteristics of non-employee workers in the undertaking's own workforce

	2025	2024	2023
Workers who are not employees	3,224	3,720	4,776

Non-employee workers work for Metso and are supervised by Metso, but they do not have a work contract with Metso and Metso does not pay their salary. Service providers who are not managed or supervised by Metso are not included in non-employee workers.

S1-8 – Collective bargaining coverage and social dialogue

	Collective Bargaining Coverage		Social dialogue
Coverage rate	Employees – EEA* (For countries with >50 employees representing >10% total employees)	Employees – Non-EEA (Estimate for regions with >50 employees representing >10% total employees)	Workplace representation (EEA only) (For countries with >50 employees representing >10% total employees)
0-19%		Asia, Middle East, India (0%) North and Central America (14%)	
20-39%		South America (39%)	
40-59%	Rest of EEA (57%)		
60-79%			
80-100%	Finland (96%)	Asia Pacific (84%)	Finland

**European Economic Area (EEA)*

Collective bargaining coverage globally 97%

In 2024, collective bargaining coverage for EEA employees was 96% for Finland and 58% for the rest of EEA. The coverage for non-EEA employees was 88% for Asia Pacific, 39% for South America, 13% for North and Central America, and 1% for Asia, Middle East, and India. Social dialogue workplace representation was 80-100% for Finland.

S1-9 – Diversity metrics

Category			2025	2024	2023
Board of Directors	**By gender**				
	Female	Number	3	3	3
		% of total	33%	33%	33%
	Male	Number	6	6	6
		% of total	67%	67%	67%
	By age group				
	<30	Number	0	0	0
		% of total	0%	0%	0%
	30-50	Number	1	1	1
		% of total	11%	11%	11%
	>50	Number	8	8	8
		% of total	89%	89%	89%
Metso Leadership Team	**By gender**				
	Female	Number	3	5	4
		% of total	37%	56%	44%
	Male	Number	5	4	5
		% of total	63%	44%	56%
	By age group				
	<30	Number	0	0	0
		% of total	0%	0%	0%
	30-50	Number	5	4	4
		% of total	63%	44%	44%
	>50	Number	3	5	5
		% of total	37%	56%	56%
Employees	**By gender**				
	Female	Number	3,664	3,422	3,267
		% of total	20%	20%	19%
	Male	Number	14,318	13,410	13,867
		% of total	80%	80%	81%
	By age group				
	<30	Number	2,715	2,527	2,685
		% of total	15%	15%	16%
	30-50	Number	11,640	10,930	10,738
		% of total	65%	65%	63%
	>50	Number	3,627	3,375	3,711
		% of total	20%	20%	22%

S1-13 – Training and skills development metrics

Percentage of employees receiving regular performance and career development reviews:

Category		2025	2024	2023
By gender	Female	97%	98%	97%
	Male	97%	96%	98%
	Other [1)]	0	0	0
By employee category	Professional	96%	95%	97%
	Middle management	98%	99%	99%
	Senior management	97%	100%	98%

[1)] Gender as specified by the employees themselves.

Includes only white-collar employees.

Average hours of training per year per employee

Category		2025	2024	2023
By gender	Female	10.05	9.77	7.15
	Male	12.47	10.46	9.89
	Other [1)]	0	0	0
By employee category	Blue collar	7.15	4.95	4.81
	Professional	13.67	12.73	11.55
	Middle management	13.59	12.01	11.97
	Senior management	19.27	7.97	9.56
Total average hours		**11.97**	**10.32**	**9.38**

[1)] Gender as specified by the employees themselves.

Includes global mandatory classroom trainings and eLearnings.

S1-14 – Health and safety metrics

	2025	2024	2023
% Employees covered by an occupational health and safety management system	100%	100%	100%
% Employees covered by an occupational health and safety management system that has been internally audited	100%	100%	100%
% Employees covered by an occupational health and safety management system that has been audited or certified by an external party	60%	62%*	54%

** Restated due to internal validation.*

Includes own and external employees.

S1-14 Work-related injuries and fatalities

OWN EMPLOYEES

Fatalities		2025	2024	2023
	Number of fatalities	0	0	0

Total recordable injury frequency (TRIF)		2025	2024	2023
By region	Europe	1.8	2.0*	2.2
	North and Central America	1.8	4.8	2.1
	South America	1.7	1.9	1.7
	Asia-Pacific	3.4	3.4	5.5
	Africa, Middle East and India	0.4	1.5	1.2
	Total	**1.8**	**2.5***	**2.3**

** Restated due to internal validation. Total TRIF increased around 2% from 2024.*

Number of recordable injuries		2025	2024	2023
By region	Europe	19	21*	23
	North and Central America	8	20	9
	South America	14	17	16
	Asia-Pacific	16	15	22
	Africa, Middle East and India	2	7	5
	Total	**59**	**80***	**75**

** Restated due to internal validation. Total number of injuries increased less than 2% from 2024.*

The total number of fatalities for own and external employees was 0. The total recordable injury frequency (TRIF) for own and external employees was 2.5. TRIF and number of recordable injuries include lost time, restricted work, and medical treatment incidents. The total number of recordable injuries for own and external employees was 106.

Number of days lost		2025	2024	2023
By region	Europe	245	323*	Not available
	North and Central America	4	1,000	Not available
	South America	438	677*	Not available
	Asia-Pacific	2	31	Not available
	Africa, Middle East and India	3	46	Not available
	Total	**692**	**2,077***	**Not available**

** Restated due to internal validation. Total number of days lost increased less than 3% from 2024.*

Number of days lost reflects the total number of calendar days lost due to injuries that resulted in an absence of at least one workday.

NON-METSO EMPLOYEES – CONTRACTORS AND SUPERVISED WORKERS

Fatalities		2025	2024	2023
	Number of fatalities	0	0	0

Fatalities include also value chain workers working at Metso's sites.

Total recordable injury frequency (TRIF)		2025	2024	2023
By region	Europe	6.9	4.0*	7.6
	North and Central America	6.7	6.2*	12.9
	South America	6.0	5.7*	5.8
	Asia-Pacific	14.9	1.7*	13.6*
	Africa, Middle East and India	2.2	2.1*	3.6*
	Total	**4.7**	**3.3***	***5.4****

** Restated due to internal validation. Total TRIF decreased around 17% from 2024 and increased around 2% from 2023.*

Number of recordable injuries		2025	2024	2023
By region	Europe	11	5	12
	North and Central America	1	1	2
	South America	16	12	9
	Asia-Pacific	8	1	6
	Africa, Middle East and India	11	10*	17*
	Total	**47**	**29***	**46***

** Restated due to internal validation. Total number of recordable injuries increased around 4% from 2024 and around 2% from 2023.*

Total recordable injury frequency (TRIF) and number of recordable injuries include lost time, restricted work, and medical treatment incidents.

Number of days lost		2025	2024	2023
By region	Europe	155	310*	Not available
	North and Central America	0	21	Not available
	South America	273	119	Not available
	Asia-Pacific	2	0	Not available
	Africa, Middle East and India	11	377	Not available
	Total	**441**	**827***	**Not available**

** Restated due to internal validation. Total number of days lost increased around 51% from 2024.*

Number of days lost reflects the total number of calendar days lost due to injuries that resulted in an absence of at least one workday.

S1-15 Work-life balance metrics

	2025		2024	
Country	Percentage of employees entitled to take family-related leave	Percentage of entitled employees that took family-related leave	Percentage of employees entitled to take family-related leave	Percentage of entitled employees that took family-related leave
Finland	100%	7%	100%	7%
India	100%	4%	100%	4%
Chile	100%	5%	100%	3%
Brazil	100%	5%	100%	4%
China	100%	4%	100%	1%
United States	100%	13%	100%	6%
Australia	95%	37%	96%	31%
Peru	100%	3%	100%	5%
Mexico	100%	6%	100%	2%
Sweden	100%	20%	100%	16%
Canada	100%	5%	100%	3%
South Africa	100%	14%	100%	3%
United Kingdom	100%	0%	100%	3%
Lithuania	100%	66%	100%	71%
Germany	100%	3%	100%	2%
France	100%	22%	100%	23%
Indonesia	100%	6%	100%	3%
Kazakhstan	100%	2%	100%	3%
Saudi Arabia	100%	3%	100%	5%
Ghana	100%	18%	100%	2%
Türkiye	100%	29%	100%	15%
Poland	100%	26%	100%	3%
Romania	100%	0%	-	-
Norway	100%	2%	100%	2%
Czech Republic	100%	0%	100%	7%
Austria	100%	5%	100%	3%
United Arab Emirates	100%	0%	100%	10%
Switzerland	100%	0%	-	-
Spain	100%	8%	100%	0%
Zambia	100%	9%	-	-

Romania, Sambia and Switzerland are not included in 2023 reporting due to a small headcount (<20). Family-related leaves reported in countries having over 20 employees at the end of 2025. Data is collected from local HR.

S1-16 – Compensation metrics (pay gap and total remuneration)

	2025				2024			
	Blue collar	Professional	Middle Management	Senior Management	Blue collar	Professional	Middle Management	Senior Management
Finland	0.96	0.93	1.00	0.95	0.95	0.97	0.95	1.01
Brazil	0.78	0.63	0.94		1.19	0.95	0.71	
China	1.04	0.74	0.97		0.81	1.00	0.78	
Chile	0.82	0.64	0.89		0.77	0.92	0.69	
India		0.91	1.16			0.92	0.92	

Ratio is not provided if the number of employees is small.

Gender pay gap per employee category in Metso's five biggest countries. Finland, Chile, Brazil, India and China are Metso's five biggest countries by headcount. They represent about 55% of Metso's total headcount (2024: 56%). The figures reflect unadjusted pay gaps based on aggregate employee data, without controlling for role or other factors. A value above 1 indicates that females are paid more than males.

	2025	2024	2023
Total remuneration ratio	24.4	35.3	Not available

The annual total remuneration ratio of the highest paid individual to the average annual total remuneration for all employees. Total remuneration includes annual salary, performance and one-time bonuses.

S1-17 Incidents, complaints and severe human rights impacts

There was 1 incident of discrimination reported externally in 2025 (2024: 0). There were 25 complaints (2024: 27) related to discrimination and harassment reported through Metso's whistleblower channel in 2025. The total amount of material fines, penalties and compensation for damages related to these complaints was 71,488 euros (2024: 0). See note 1.3 Selling, general, and administrative expenses in the Consolidated financial statements. No severe human rights issues and incidents connected to Metso's own workforce occurred in 2025.

3.1.10. Reporting principles

3.1.10.1. Metso's people and culture

Metso's people and culture data is collected from global systems used in all Metso companies or collected from local HR if separately mentioned.

Data of employees and workers who are not employees is collected from the global HR master system PeoplePoint, where Metso stores data on all employees and workers who are not employees. Data is collected on the last day of the year and the numbers are reported as headcount.

Training data is collected from the global LearningPoint system, where data on global mandatory trainings and e-learnings are stored and managed. Training data is mapped against employee background data from the global HR master system. Training data covers the whole reporting year, from January 1 to December 31, 2025.

Employee engagement (eNPS) and inclusion data are collected from the Peakon tool, which is an employee survey tool. Employee surveys are conducted and reviewed internally several times a year. The results published in this statement are from a survey in November, which is the last survey of the year and targeted for all Metso employees.

Industry benchmark is defined as a comparative standard that allows organizations to evaluate their employee engagement and feedback metrics against similar companies within their industry. This benchmarking process utilizes a vast dataset, drawing from over half a million data points, to provide insights into how Metso's performance stacks up against its peers.

Incidents, complaints and severe human rights impacts are collected from the local HR. The number of complaints is collected from Metso's whistleblower channel.

3.1.10.2. Health and safety

Metso's global safety reporting tool was changed in 2025 to another commonly used tool at Metso. The tool is used to collect safety data and to monitor progress towards common health and safety targets across all Metso operations. The safety management system and reported indicators cover employees as well as workers who are not employees but whose work or workplace is controlled by Metso.

Metso has implemented a health and safety management system to comply with local statutory requirements and to support an integrated management approach aligned with standards such as ISO 45001 and ISO 9001. The system and reported indicators cover both employees and contractors engaged by Metso to perform physical work at our locations or at customer sites.

All work-related injuries are reported in the safety reporting system. Each injury is investigated, with findings documented and managed in the system. Incidents involving injuries are reviewed with management, and appropriate corrective and preventive actions are identified during the investigation. All reported injuries are classified as either a "lost-time incident," "restricted work," or "requiring medical treatment" and are included as recordable injuries. Injuries requiring first-aid are also recorded. Fatalities are categorized separately.

If the number of external hours worked per month are not reported for the past 3 months, they are estimated as the average of the past 14 months, given that hours are available for at least 3 out of the past 6 months (else not estimated and remain 0). External hours for earlier months and years are not estimated but actual reported is used. Hours worked are not made public but are used only to calculate frequency rates. Only the rate is reported so that reporting is concise. Hours for non-employees are not reported because they are business-sensitive information and would add little value to information about injury frequency rates.

Non-Metso employees includes supervised workers, contractors and workers in the value chain.

3.2. S2 Workers in the value chain – Responsible supply chain

Metso's workers in the value chain that could be impacted by Metso's operations include workers both upstream and downstream of the company. Upstream value chain workers include, for example, direct suppliers, logistics providers and indirect service providers. Downstream value chain workers consist of customers' employees at customer sites, as well as distributors and logistics service providers responsible for transporting products from Metso units to customers and from suppliers to customers.

Value chain workers are both blue- and white-collar workers. The most common roles of value chain workers are technicians, blue-collar workers working for Metso subcontractors. White-collar workers are represented, for example, by site managers and engineers involved in specific projects. In 2025, Metso's procurement spend was approximately EUR 3.6 billion (2024: EUR 3.3 billion), and the company collaborated with around 17,000 suppliers in 82 countries (2024: over 18,000 and 98).

The most vulnerable workers in Metso's value chain are those not directly employed by Metso, i.e. contracted workers in certain countries. These contracted workers may face the risk of sudden termination of contract and may have limited opportunities to voice their concerns due to fear of non-renewal of contract.

Adherence to operational health and safety and fair employment practices in Metso's supply chain, continuous supplier due diligence and risk identification, as well as climate change actions taken by suppliers are a priority for Metso. The main ways to address responsibility in the supply chain in 2025 focused on obtaining more reliable data on most of the key suppliers and streamlining internal reporting for advanced supply chain analysis.

3.2.1. Material impacts, risks and opportunities

Impacts, risks and opportunities

Impacts	Actual / potential (+/-)	Risks	Opportunities	Time horizon	Key management methods
HEALTH AND SAFETY					
Considering the nature of the industry, working at customer sites exposes workers to multiple health and safety risks. In many of the countries where Metso has suppliers, the enforcement of health and safety laws is poor, unsafe conditions are common, and the rate of accidents high. Especially among lower tiers of the supply chain, poor implementation of health and safety measures is common, as are unsafe conditions, lack of personal protective and safety equipment, inadequate knowledge, limited training, and poor hygiene. Inadequate health and safety requirements or their implementation may negatively affect the suppliers' and customer's employees' physical and mental health, as well as increase accidents. Metso's safety requirements and practices can positively impact the health and work environment of suppliers' employees.	Actual (-) Potential (+)			Short Medium Long	• The Supplier Code of Conduct includes requirements for health and safety. Suppliers are expected to provide a safe and healthy working environment and to take all reasonable steps to prevent injuries, safety incidents, and health hazards. • Supplier sustainability audits • The Product Compliance Management process ensures that products designed and supplied by Metso worldwide meet all applicable safety requirements throughout the product life cycle. • Metso's Quality Policy • Compliance training for suppliers including Metso's commitment to human rights and health and safety as part of that commitment.
WORKING CONDITIONS: WORKING TIME, ADEQUATE WAGES, SECURE EMPLOYMENT, WORK-LIFE BALANCE, DISCRIMINATION AND HARASSMENT, FORCED LABOR, FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
A violation of work-related rights in Metso's supply chain may cause adverse human rights impacts and inequality. In some instances, Metso may unknowingly support operations that do not align with its values, principles and Supplier Code of Conduct, which may result in weaker working conditions, job satisfaction and commitment to Metso on the part of suppliers' employees. Metso's requirements for its suppliers and the control mechanisms in place may have a positive impact on the working conditions of suppliers' employees.	Potential (-) Potential (+)			Short Medium Long	• Metso's Supplier Code of Conduct includes requirements for fair employment practices. • Compliance with the Supplier Code of Conduct is ensured, e.g. through supplier sustainability audits and assessments. • The Human Rights Policy sets out Metso's commitment to human rights. • The supplier onboarding process includes a range of internal controls, e.g. suppliers are required to sign the Supplier Code of Conduct. • Anonymous whistleblower channel. • Compliance training for suppliers including Metso's commitment to human rights.
Metso's supply chain extends to many low-income countries. Expansions of sourcing to low-income countries to improve cost-efficiency may increase the risk for wages that are not adequate. Workers in the supply chain might be required to work long shifts to meet production demands, and workers based in remote locations may be more vulnerable to exploitative practices, such as long working hours without sufficient rest, as these are subject to less oversight from inspection and monitoring. Metso purchases components from suppliers in some countries where there is a risk of forced labor. There is also a risk of child labor relating to procuring natural rubber in certain countries in Southeast Asia.	Potential (-)			Short Medium Long	

3.2.2. Processes to identify and assess material impacts, risks and opportunities

The material impacts, risks and opportunities related to workers in the value chain have been identified in a double materiality assessment. The materiality assessment is discussed in section *1. General information*.

3.2.3. Targets and progress on targets

Sustainability topic	Target for 2025	Long-term goal	2025	2024	Progress
Responsible supply chain	146 supplier sustainability audits per year conducted in higher-risk areas	Continuous improvement and alignment with sustainable procurement initiatives	185	179	Above target
Corrective actions closing rate based on supplier sustainability audits	70%	To close all corrective actions identified in supplier sustainability audits	62%	61%	Below target

The previously reported '% of procurement spend with suppliers that have signed the Supplier Code of Conduct' KPI is not included in the 2025 reporting. Metso will review its approach to supplier sustainability in 2026 and select the most appropriate KPI's for measuring this going forward.

Internal stakeholders, customers and investors were consulted when setting targets. Targets are set annually and are monitored internally on a quarterly basis. If required, potential issues can be escalated to the Procurement Leadership Team and the Sustainability Steering Committee.

3.2.4. Policies

Metso is committed to respecting human rights and the United Nations (UN) Guiding Principles on Business and Human Rights. Metso also adheres to the UN Global Compact Initiative and its principles, as well as to the principles of the Universal Declaration of Human Rights, and the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work. These commitments are incorporated into Metso's Code of Conduct, Supplier Code of Conduct, and its Human Rights, HR, Quality, and EHS policies. In addition, the Metso Modern Slavery Statement outlines practices and actions to mitigate the risk of modern slavery or human trafficking in Metso's own business and supply chain. Metso also supports and operates according to the principles described in the OECD Guidelines for Multinational Enterprises. Metso does not accept any form of compulsory, forced, or child labor, slavery or human trafficking, unlawful employment terms, unsafe working conditions or unlawful environmental impacts within its own operations, including investment decisions related to mergers, acquisitions, and divestments, and it has zero tolerance for any such activity in its supply chain.

Due to the cyclical nature of its customer industries, Metso outsources a significant proportion of its manufacturing. Metso expects its suppliers to follow its Supplier Code of Conduct, which is based on Metso's Code of Conduct and established international best practices. The Supplier Code of Conduct is aligned with the published Human Rights Policy. Non-compliance with Metso's Supplier Code of Conduct is addressed with the supplier to agree on improvements and alignment with the expected commitments. During the reporting period, no cases (2024: 0) of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises involving value chain workers in our upstream or downstream value chain were reported.

In 2023, Metso's Board of Directors approved a Human Rights Policy that sets out Metso's commitment to human rights. Metso is committed to regularly reviewing its due diligence practices and human rights policies and procedures. Metso requires that business partners, including suppliers and other stakeholders, also follow similar standards. Processes to report any suspected misconduct or non-compliance are in place, such as an anonymous whistleblower channel that is available to employees and external parties. Based on the investigation outcome, appropriate improvement measures are implemented. As a last measure, Metso can terminate the supplier agreement.

3.2.5. Processes for engaging with value chain workers about impacts

Human rights-related topics, including health and safety and labor rights, are regularly reviewed within Metso's own operations and through a risk-based approach in its supply chain. Human and labor rights, environmental and safety practices, compliance with laws and regulations, and anti-bribery provisions are covered by third-party supplier sustainability audits, supplier self-assessments and Metso's internal supplier sustainability audits. Key supplier requirements are also incorporated into contract obligations, and a contract breach can result in consequences, such as follow-up on agreed improvements on action plans and, if not addressed in a satisfactory manner, potential termination of a supplier relationship.

Heads of business areas are responsible for ensuring that non-conformities and findings are considered in decision-making, and ongoing engagement with suppliers is maintained. Metso has established metrics associated with supplier engagement on sustainability topics, with annual targets and monthly follow-up, including the number of audits and closed corrective actions.

Sustainability risk mapping within the existing supplier base allows a focus on suppliers with the highest potential sustainability risks in their operations. This risk mapping is based on a country-level supplier assessment of the following categories:

- child labor
- forced or involuntary labor
- discrimination in the workplace
- rule of law
- corruption risk index
- respect for property rights
- freedom of association and collective bargaining index
- health and safety risk as well as environmental regulatory framework

Onboarded suppliers and other business partners are screened and constantly monitored using a third-party screening tool for compliance, adverse media, enforcements related to e.g. environmental or labor right violations or sanctions. Following screenings, specific corrective actions are agreed with suppliers and monitored within the agreed time schedule. Significant aspects that could not be rectified may lead to a supplier potentially being excluded from consideration by Metso.

As part of Metso's ongoing procurement processes, new supplier assessments evaluate all new direct suppliers in high-risk countries against Metso's sustainability criteria. Based on the assessments of existing and new suppliers, the need for third-party or internal supplier sustainability audits as well as any further actions are determined. Supplier sustainability audits are conducted in high-risk countries by both Metso procurement teams and a third-party auditor. In 2025, 185 supplier sustainability audits were conducted, and all of them included human rights topics in their scope. During the audit process, the supplier's personnel could be interviewed directly, and suppliers are expected to remedy any non-conformities identified without delay. After an audit, suppliers receive the audit findings, and Metso follows up on the implementation of planned corrective actions according to the agreed schedule. Subsequent re-audits may be conducted.

To further support its suppliers' sustainability actions and create awareness, Metso educates and advises its suppliers regarding to sustainability. Metso offers a variety of supplier e-learning courses about its supplier sustainability expectations regarding, e.g., human rights, safety, Science Based Target (SBT) methodology, and reducing CO_2 emissions in the supply chain.

Metso's general conditions of purchasing include specific compliance requirements, including those related to modern slavery. Any breach of these requirements by the supplier entitles Metso to terminate the relevant contractual relationship with immediate effect. Commitment to the Metso Supplier Code of Conduct is part of Metso's supplier onboarding process.

Metso actively engages in discussions with many of its customers to support them in reaching their sustainability targets and proposes improvements to the customers' processes. Additionally, Metso collaborates on co-funded community projects with its customers. Metso strives to develop a shared understanding with suppliers across the areas of innovation, cost efficiency, health and safety, quality and sustainability to effectively manage risks associated with outsourcing.

3.2.6. Remediating negative impacts and feedback channels for value chain workers

Supplier sustainability internal and third-party audits, corrective actions, the external whistleblower channel, and case investigations are the primary methods to prevent, mitigate or remediate material negative impacts on value chain workers. Metso acknowledges that the current approach largely represents a compliance level of performance and this will be evaluated in the next 2–3 years.

Metso's employees or any external party can confidentially report suspicions of financial or other misconduct, including environmental, social or governance misconduct, via the anonymous whistleblower channel, maintained by an independent third party. In cases of potential misconduct, Metso encourages its suppliers to report it to their Metso contact person or to use the externally available whistleblower channel. Metso's Supplier Code of Conduct also requires suppliers to provide their employees with access to a protected mechanism to report possible violations of the principles outlined in Metso's Supplier Code of Conduct.

Metso's Compliance and Risk function determines how matters of potential misconduct will be investigated and reports the alleged misconduct to the Board's Audit and Risk Committee. To ensure effective and efficient investigation and remediation, roles and responsibilities are defined in an internal Metso directive. Metso is committed to remediation and to implementing relevant improvement actions to prevent reoccurrence. The responsible management executes the remediation measures with support from Human Resources if the misconduct or non-compliance leads to employment-related actions. Furthermore, the Compliance and Risk function monitors the remediation implementation. In 2025, there were 0 reported severe human rights issues or incidents in Metso's supply chain (2024: 0).

Currently, Metso does not regularly evaluate the efficiency of existing processes in remediating negative impacts in the value chain. The plan for the coming years is to gradually increase understanding of externally available ESG datapoints for Metso's supplier base, focusing initially on filling in data gaps for key and direct vendors with a risk-based approach. Based on data availability, a more effective process and remediation approach will be developed.

3.2.7. Due diligence as part of Metso's sourcing process

Metso works in close collaboration with suppliers to uphold clear sustainability standards and ensure responsible sourcing practices. By prioritizing safety, quality and compliance across the global supply chain, Metso aims to reduce risks, strengthen resilience, and create long-term value.

At Metso, each procurement organization tailors its strategy to the needs of each business area, while remaining aligned with the company's overall sustainability and operational goals. To ensure consistency and accountability, all procurement activities are governed by the global Supplier Code of Conduct, standardized contract templates and terms, and Metso's Procurement policy. These shared principles provide a strong foundation for both long-term supplier strategy and daily purchasing decisions.

Metso's responsible sourcing model

As part of Metso's supplier onboarding process, detailed information is collected through standardized questionnaires and compliance checks are conducted to ensure alignment with Metso's ethical, legal and sustainability standards. In critical areas, such as direct procurement, audits for new suppliers are carried out prior to approval. Any improvement needs identified during these audits must be addressed with corrective actions before suppliers are accepted into Metso's supply base.

Sustainability and risk management are integrated into Metso's tendering (RFx) processes across business areas, reinforcing the commitment to responsible sourcing and enabling assessment of suppliers' ESG performance and climate-related actions. This includes evaluating supplier emissions data and alignment with climate targets, such as SBTi, in line with CSRD and CBAM requirements.

Each procurement organization monitors supplier performance through tailored reporting systems, using key performance indicators to manage supplier performance and drive continuous improvement. This structured approach strengthens supply chain resilience, reduces risks, and ensures that Metso delivers sustainable, long-term value to the company itself as well as to its stakeholders.

3.2.8. Responsible supply chain – metrics and actions

Metso requires its suppliers to demonstrate continuous environmental improvement, such as developing CO_2 emissions reduction plans and setting their own CO_2 reduction targets. Metso especially encourages suppliers to commit to the Science Based Targets initiative (SBTi) and climate-related target setting. Metso aims for 30% of its direct procurement spend to be with suppliers who have committed to science-based emissions reductions by 2025. In 2025, Metso renewed its science-based targets (SBTs) and going forward commits that 40% of its suppliers by spend will have science-based targets by 2030. Metso's supplier engagement program began in 2020; in 2025, 34.0% of the direct supplier spend was with those committed to SBTi.

In addition, to acknowledge the efforts of suppliers who have set ambitious climate targets not covered by SBTi commitments, these are included in a separate KPI (0.9% in 2025). Some suppliers have highlighted that they are already benefiting from energy consumption reductions and optimization of their operations. The supplier engagement program is therefore mutually beneficial, especially for smaller companies that would not have their own science-based emissions targets programs without Metso's support. In addition, Metso has interviewed customers in order to understand the requirements of upstream value chain emissions reporting and to understand how value chain workers should be engaged for setting Metso's supplier-related targets.

In 2025, Metso's spend on suppliers that are local to the purchasing operations amounted to 73% of total supply spend. Metso is committed to supporting local communities by sourcing products locally where economically feasible, and by training and recruiting local people, and supporting local economic development.

Through its Supplier Code of Conduct, responsible business practices, audits, and assessments of new direct suppliers from high-risk countries, Metso aims to ensure that its practices do not cause or contribute to material negative impacts on value chain workers. Metso is transparent about its requirements and encourages safe working practices in the supply chain.

Based on the human rights impact assessment conducted in 2023, Metso assessed its existing human rights due diligence processes and risks and identified priority areas, including health and safety and prevention of discrimination and harassment across the whole value chain. Other focus areas identified are secure employment, working time, adequate wages, freedom of association and collective bargaining, as well as prevention of forced labor. These are areas where actual or potential impacts are recognized in several or

some parts of the value chain. The assessment identified different groups of value-chain workers that may be particularly vulnerable to impacts.

In 2025 Metso evaluated the need to update the human rights impact assessment and determined that the 2023 human rights impact assessment findings are still relevant for Metso's value chain. In 2025, Metso continued a risk-based focus on its supply chain with regard to human rights by, for example, conducting supplier audits in the high-risk countries. Metso continued to improve its human rights governance and due diligence processes by, e.g., providing trainings for internal and external stakeholders in high-risk countries, internal communication, assessing and developing its grievance mechanisms, enhancing due diligence governance in its own operations, and further developing and implementing risk-based due diligence and human rights risk assessments for supply chain sustainability. In recognizing that the human rights impacts may change over time as the operations and value chains evolve, Metso acknowledges that embedding human rights due diligence across our business is an ongoing process.

An important safety priority is ensuring that products and services are safe to use and maintain; thus, the safety of operation and maintenance is considered in the early phases of product development. The Product Compliance Management process ensures that products designed and supplied by Metso worldwide meet all applicable safety requirements.

Metso manages incidents, hazards, and development initiatives through its QEHS management and product compliance management systems, as well as through customer feedback collected after each major delivery and in customer surveys.

Key global actions in 2025 included:
- Supplier-related categorization and ESG data collection improvements
- Tracking supplier onboarding and Supplier Code of Conduct signage
- Active supplier engagement on climate change actions
- Monthly monitoring of supplier SBTi commitments
- Contract re-negotiations with logistics suppliers, prioritizing those with clear climate change mitigation strategies and plans
- Improving visibility of supplier audit findings for management
- Awareness building on human rights in Metso’s procurement organizations in high-risk countries, including training for suppliers
- Awareness building on Metso’s human rights impact through increased employee communication

Key local actions in 2025 included:
- Conducting 172 internal and 13 third-party supplier audits, and ensuring timely closure of identified corrective actions with 62% e.g. in high ESG risk countries: Brazil, India, China, South Africa, Türkiye and Mexico
- Engaging suppliers on the topic of the EU Deforestation Regulation (EUDR) and carrying out natural rubber and wood supply chain due diligence activities
- Engaging suppliers on the topic of the Carbon Border Adjustment Mechanism (CBAM) and collecting in-depth production-related CO_2 emissions quantitative and qualitative data from suppliers importing to the EU.

Metso will continue to strengthen human rights due diligence processes in 2026 with the following focus areas:
- Ensuring the safety of own employees and those in the value chain remain a strategic priority
- Monitoring legislation and external requirements, and reviewing policies and guidelines to support robust Human rights due diligence practices
- Designing a supplier management platform to enable risk-based supplier due diligence processes
- Developing and piloting a customer sustainability engagement framework

4. G – Governance information

Metso endorses responsible business practices and complies with national and international laws and regulations. The company has zero tolerance for corruption.

CODE OF CONDUCT TRAINING

99.8%

SUPPLIER SUSTAINABILITY AUDITS

185

Governance information consists of:

G1 Responsible business conduct

4.1. G1 Responsible business conduct

A strong growth culture is essential for achieving Metso's strategic objectives, and ensuring responsible business conduct. The focus areas for people and culture in the strategy period 2026-2030 are customer-centric growth culture, engaged Metsonites and industry-leading capabilities. Corporate culture and the agenda are discussed in more detail in section *3.1. Own workforce*.

Metso endorses responsible business practices and complies with national and international laws and regulations. The company has zero tolerance for corruption.

4.1.1. Material impacts, risks and opportunities

Impacts, risks and opportunities

Impacts	Actual / potential (+/-)	Risks	Opportunities	Time horizon	Key management methods
BUSINESS CONDUCT AND CORRUPTION AND BRIBERY					
Insufficient processes and control mechanisms for preventing corruption and bribery could lead to non-compliance with Metso's Code of Conduct and applicable laws.	Potential (-)	Corruption and bribery may have significant financial consequences and weaken Metso's reputation and brand.	When stakeholders perceive Metso as a responsible and trusted partner, it improves Metso's reputation, brand and competitiveness.	Short Medium Long	• Metso's Code of Conduct, Supplier Code of Conduct, and Anti-Corruption Policy • A range of internal controls • Metso's internally and externally available whistleblower channel • Mandatory and yearly Code of Conduct training
MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS AND PAYMENT PRACTICES					
Metso's sourcing decisions can influence working conditions, human rights, and environmental performance in the supply chain. If Metso is not seen as a responsible partner, its relationships with its suppliers may suffer and therefore lead to loss of some of the long-term partnerships.	Potential (+) Potential (-)			Short Medium Long	• Supplier Code of Conduct • Supplier sustainability audits • Compliance checks on suppliers, customers and other business partners are conducted using third-party screening tools and data portals

4.1.2. Processes to identify and assess material impacts, risks and opportunities

The material impacts, risks and opportunities related to business conduct and corporate culture have been identified in a double materiality assessment. The materiality assessment is discussed in section *1. General information*. Corporate culture is discussed in more detail in section *3.1. Own workforce*.

4.1.3 Targets and progress on targets

Sustainability topic	Target for 2025	Long-term goal	2025	2024	Progress
Code of Conduct training	All active employees, including blue-collar workers, trained annually in Code of Conduct. Excludes external workforce	All active employees (including blue-collar workers) trained annually on Code of Conduct every year. Excludes external workforce	99.8%	99.0%	On target

4.1.4. Policies

Metso is committed to respecting human rights and the United Nations (UN) Guiding Principles on Business and Human Rights. Metso is also committed to the UN Global Compact Initiative and its principles, as well as to the principles of the Universal Declaration of Human Rights, the International Labor Organization's Declaration of Fundamental Principles and Rights at Work as well as the OECD Guidelines for Multinational Enterprises. These commitments are incorporated in Metso's Code of Conduct and Supplier Code of Conduct, and in its Human Rights, HR, Quality and EHS Policies, described in more detail in section *3.1.4.1. People and culture* and section *2.3.4. Policies*. In addition, Metso is registered in the European Union's Transparency register as well as the Finnish Transparency register and any potential lobbying will be reported in accordance with relevant requirements.

4.1.5. The role of Metso's administrative, management and supervisory bodies

The Board of Directors oversees the management and operations of Metso. It also decides on significant matters related to strategy, investments, organizational structure and finances. The Audit and Risk Committee's task is to ensure that established principles for financial reporting, risk management and internal control are followed. The Audit and Risk Committee reviews Metso's annual Sustainability statement before submission to the Board for final approval. The President and CEO, with assistance from the Internal Audit function, is responsible for maintaining an effective control environment and for the ongoing work on internal control regarding financial reporting.

Under the direction of the Board of Directors, Metso takes a systematic approach to managing sustainability matters, including implementing appropriate policies, risk management, due diligence processes, governance and organization. Metso's Code of Conduct, approved by the Board of Directors, sets out the company's expectations for business conduct.

The expertise of the Board of Directors and its committees is described in section *1.4.1. Roles and responsibilities*.

4.1.6. Responsible business conduct and prevention and detection of corruption and bribery

Metso works to prevent corruption in all its forms and requires its suppliers and business partners to follow the same principles and to fully comply with all applicable anti-corruption laws. Metso's Code of Conduct, Supplier Code of Conduct, and Anti-Corruption Policy are the key policies that define the anti-corruption measures required from Metso's employees, customers, agents, suppliers, distributors and other business partners.

Metso conducts compliance checks on customers, suppliers, and other business partners through third-party screening tools, data portals that are linked to Metso's customer relationship management systems, and supplier data management systems. All sales agents, distributors and other representatives are further required to confirm their compliance with the company's Code of Conduct requirements.

Metso's anti-corruption policy is publicly available to all stakeholders. Anti-corruption principles are also embedded within Metso's Code of Conduct, where regular training is provided, alongside other compliance trainings, where anti-corruption is one of the key components. This helps raise awareness and ensures a shared understanding of Metso's anti-corruption policy across the organization.

Anti-corruption training is also offered to third-party sales representatives such as distributors, agents and other intermediaries, during the onboarding process. They are also required to sign an anti-corruption certificate, committing to comply with Metso's anti-corruption expectations, as a part of the due diligence process. For suppliers, anti-corruption requirements are outlined in the Supplier Code of Conduct. The Metso Leadership Team is accountable for the implementation of the policy

Metso's employees have a responsibility for ensuring compliance with anti-corruption and anti-bribery measures. A range of internal controls are in place, and employees are strongly encouraged to report any suspected misconduct to their supervisors, to management, or to the Risk and Compliance team or to Internal Audit. Additionally, Metso employees or any external party can report suspicions of financial and other misconduct confidentially via the anonymous whistleblower channel, which is maintained by an independent party. All reports are treated as confidential and anonymous, and Metso commits to ensuring that there are no negative repercussions for the reporting person. The report can be submitted in several languages via the Internet, by phone or by email, and anonymously, if necessary. Information about the whistleblower channel is included in the Code of Conduct and in the mandatory annual training for the Code of Conduct. Other mandatory training includes antitrust, cyber security and privacy e-learning courses, and depending on an employees' duties, they are further required to complete e-learning courses related to other policies such as, procurement, contract and other legal training.

The President and CEO, the Metso Leadership Team, and the management of the business areas, market areas and Group companies are responsible for driving compliance. Suspected misconduct is investigated thoroughly and confidentially without undue delay. The Risk and Compliance team determines how the matter will be investigated and reports the alleged misconduct to the Audit and Risk Committee. The Legal & Compliance and Human Resources functions together implement any measures resulting from possible misconduct. The VP, Compliance and Risk Management regularly reports to the General Counsel and to the Audit and Risk Committee regarding compliance cases and corrective actions taken.

To mitigate risks and to ensure compliance with the company's Code of Conduct, Metso provides regular compliance training. In 2025, the Code of Conduct training focused on anti-corruption and anti-bribery, ESG, human rights, antitrust, and other relevant compliance areas. All third parties involved in sales are required to complete specific anti-corruption training to ensure a common understanding of Metso's zero-tolerance for corruption and bribery. In addition, specific trade compliance training was arranged for business area and market area sales and procurement teams.

Employees are required to complete the Code of Conduct training annually. 99.8% of employees had completed the 2025 Code of Conduct training within the given timeframe. Metso's Board of Directors also completes the training annually, demonstrating a strong commitment from the top. The Code of Conduct training is also a mandatory part of the induction program for new employees.

4.1.7. Incidents of corruption or bribery

In 2025, 58 reports of suspected financial misconduct (2024: 60) and 96 reports of suspected non-financial misconduct (2024: 67) were received by Metso's Compliance department. The cases of misconduct were reviewed by the Audit and Risk Committee. None (0) (2024: 0) of the cases had a significant impact on Metso's financial results.

Several lawsuits, legal claims and disputes based on various grounds related to, among other things, Metso's products, projects, other operations, and customer receivables are pending against Metso in various countries. There have been no (0) (2024: 0) judgments or fines for violation of anti-corruption or anti-bribery laws. Appropriate actions have been identified to address and mitigate risks associated with breaches of anti-corruption and anti-bribery procedures and standards.

4.1.8. Management of relationships with suppliers and payment practices

Metso expects its suppliers to follow its Supplier Code of Conduct, which is based on Metso's Code of Conduct, as well as established international best practices. The assessment of new suppliers is part of Metso's procurement function's ongoing processes; the aim is to evaluate all new direct suppliers in high-risk countries against Metso's sustainability criteria.

Human and labor rights, environmental and safety practices, compliance with laws and regulations, and anti-bribery provisions are verified through third-party supplier audits, supplier self-assessments, and Metso's internal supplier sustainability audits. Key supplier requirements are also incorporated into contract obligations, and a contract breach can result in consequences, including potential termination of a supplier relationship.

The maturities of trade payables are largely determined by trade practices and individual agreements between Metso and its suppliers. Metso has a Global Payment Directive that outlines the payment practices at Metso. The objective of this directive is to establish global uniform instructions for internal and external payments across all Metso legal entities. It also states that supplier invoices are paid once a week.

Due to Metso's diverse business footprint and various types of business, it has a significant number of different payment terms. The table below presents the average realized payment terms with and without a purchase order for non-SMEs (small- and medium-sized enterprises) and SMEs. Metso applies, on average, payment terms of 14-120 days in its contracts with suppliers and, as standard, payments are made according to the due date. Contracts with suppliers and respective payment terms may vary due to Metso's diverse geographical business footprint and various types of business as well as suppliers. The percentage of payments aligned with these standard terms cannot be calculated due to the variety of payment terms in use.

Average payment terms

	2025		2024	
Average realized payment term in days	With purchase order	Without purchase order	With purchase order	Without purchase order
Non-SME	46	35	51	38
SME	54	37	57	34
Total	**50**	**36**	**54**	**37**

Metso was not party in any (0) legal proceeding due to late payments at the end of 2025 (2024: 1).

4.1.9. Actions

Key actions in 2025 included:

- Annual Code of Conduct training
- Focused compliance training for business line and market area sales and procurement teams on selected topics, including trade compliance, anti-corruption and human rights
- Implementing Regional Compliance & Ethics Committees in all market areas
- Continued development and systematic monitoring of compliance screening processes
- Development of internal investigation and grievance processes, including ensuring that remediation is implemented in case of issues or gaps (ongoing)
- Defining the process for heightened due diligence in relation to human rights and other ESG-related matters
- Development of regulatory governance

4.1.10. Reporting principles

The supplier master data was used to identify active suppliers and to identify those classified as SMEs. The realized payment term is calculated from the creation date, when the invoice has been received in Metso invoice processing system, to the payment confirmation date, when the payment has been made and received. An SME was defined as a company with fewer than 250 employees and an annual turnover of less than EUR 50 million or a balance sheet below EUR 43 million.

5. Annexes to the Sustainability statement

The annexes published at the same time as the Sustainability statement include:

- ESRS content index
- Index of disclosure requirements and data points derived from other EU legislation

5.1 ESRS content index

ESRS	Disclosure requirement	Location	Additional information
ESRS 2 General disclosures			
BP-1	General basis for preparation of the Sustainability statement	1.2. Basis for preparation 1.3.2. Business model	
BP-2	Disclosures in relation to specific circumstances	1.2. Basis for preparation 1.2.1. Disclosures in relation to specific circumstances	
GOV-1	The role of the administrative, management and supervisory bodies	1.4.1. Roles and responsibilities 1.4.2. Sustainability expertise of the Board, its committees and Metso Leadership Team 1.4.3. Sustainability focus areas in 2025 1.4.5. Internal controls over sustainability 1.4.6. Risk management systems and policies 1.4.7. Due diligence at Metso	
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	1.4.1. Roles and responsibilities 1.5. Stakeholder engagement	
GOV-3	Integration of sustainability-related performance in incentive schemes	1.4. 4. Integration of sustainability-related performance in incentive schemes 3.1.4.1. Policies - People and culture	
GOV-4	Statement on due diligence	1.4.7. Due diligence at Metso	
GOV-5	Risk management and internal controls over sustainability reporting	1.4.5. Internal controls over sustainability 1.4. 6. Risk management systems and policies	
SBM-1	Strategy, business model and value chain	1.3.1. Strategy 1.3.2. Business model 1.3.3. Value creation and value chain 1.3.4. Revenue breakdown	
SBM-2	Interests and views of stakeholders	1.4.2. Sustainability expertise of the Board, its committees and Metso Leadership Team 1.5. Stakeholder engagement	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	1.1. Material sustainability-related impacts, risks and opportunities 1.3. Metso's strategy, business model and value creation 1.3.1. Strategy 1.3.2. Business model 1.3.3. Value creation and value chain	SBM-3 48 d). No significant risks or material adjustments identified for the next year.

ESRS	Disclosure requirement	Location	Additional information
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	1.1. Material sustainability-related impacts, risks and opportunities 1.2.1. Disclosures in relation to specific circumstances 1.4.5. Internal controls over sustainability 1.4.6. Risk management systems and policies 1.4.7. Due diligence at Metso 2.3.3. Targets and progress on targets 3.2.3. Targets and progress on targets	
IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	5.1. ESRS Content index 5.2. ESRS Appendix B index	
E1 Climate change			
E1-1	Transition plan for climate change mitigation	2.3. Climate change 2.3.3. Targets and progress on targets 2.3.6. Actions 2.3.5. Environmental efficiency in own operations 2.2. EU Taxonomy	
E1-2	Policies related to climate change mitigation and adaptation	2.3.4. Policies	
E1-3	Actions and resources in relation to climate change policies	2.3.6. Actions 2.3.5. Environmental efficiency in own operations 2.3.9. Metrics	
E1-4	Targets related to climate change mitigation and adaptation	2.3.3. Targets and progress on targets 2.3.9. Metrics 2.3.7. Risks, opportunities and anticipated financial effects	E1-4 34 e), 16 a) Metso's greenhouse gas emission reduction targets are not derived using a sectoral decarbonization pathway.
E1-5	Energy consumption and mix	2.3.9. Metrics 2.3.10. Reporting principles	
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	2.3.9. Metrics 2.3.10. Reporting principles	E1-6 48 b) Metso does not engage in regulated emission trading schemes.
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	2.3.7. Risks, opportunities and anticipated financial effects	More information will be reported in the upcoming years.
E1-GOV-3	Integration of sustainability-related performance in incentive schemes	2.3.8. Integration of sustainability-related performance in incentive schemes	
E1-SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.3.1. Material impacts, risks and opportunities 2.3.7. Risks, opportunities and anticipated financial effects	
E1-IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	2.3.2. Processes to identify and assess material impacts, risks and opportunities 2.3.7. Risks, opportunities and anticipated financial effects	
E3 Water and marine resources			
E3-1	Policies related to water and marine resources	2.4.4. Policies	Metso has a QEHS Policy that covers water management at a general level. No policy specifically for water management exists.
E3-2	Actions and resources related to water and marine resources	2.4.5. Environmental efficiency in own operations - actions 2.4.6. Water-efficient offering to customers - actions	
E3-3	Targets related to water and marine resources	2.4.3. Targets and progress on targets 2.4.4. Policies	E3-3 23 a) Target not based on conclusive scientific evidence. E3-3 25) Metso's water-related target is not based on legislation.

ESRS	Disclosure requirement	Location	Additional information
E3-4	Water consumption	2.4.7. Metrics 2.4.8. Reporting principles	
E3-IRO-1	Processes to identify and assess material water and marine resources-related impacts, risks and opportunities	2.4.2. Processes to identify and assess material impacts, risks and opportunities 2.4.1. Material impacts, risks and opportunities	E3-IRO-1 8 b) Metso has not conducted consultations with affected communities on water and marine resources.
E4 Biodiversity and ecosystems			
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	2.5. Biodiversity and ecosystems	E4-1 13 a) A study on the resilience of Metso's business model and strategy in relation to biodiversity and ecosystems was done in 2025 as part of the development of Metso's biodiversity roadmap.
E4-2	Policies related to biodiversity and ecosystems	2.5.4. Policies	E4-2 23 b, c) The Biodiversity Policy's relation to material biodiversity and ecosystems-related impacts, dependencies and material physical and transition risks and opportunities will be evaluated in 2026. E4-2 23 d) Metso does not currently have traceability of products, components and raw materials with significant actual or potential impacts on biodiversity and ecosystems along the value chain. In 2025, scoping work was conducted to prepare for upcoming sustainability regulations, including the EU Deforestation Regulation (EUDR). As a result, a suitable supply chain transparency IT solution has now been identified, with further implementation and evaluation planned for 2026. E4-2 23 f) Metso Biodiversity Policy currently does not address social consequences of biodiversity and ecosystems-related impacts. Further investigation on the topic is required as part of the biodiversity framework establishment for Metso.
E4-3	Actions and resources related to biodiversity and ecosystems	2.5.5. Environmental efficiency in own operations - actions 2.5.6. Metso Plus offering and innovations to customers - actions	E4-3 28 c) Local and indigenous knowledge and nature-based solutions have not been incorporated into biodiversity and ecosystems-related actions.
E4-4	Targets related to biodiversity and ecosystems	2.5.3. Targets and progress on targets	Metso is in the evaluation stage for biodiversity targets. Progress is expected in the coming years.
E4-5	Impact metrics related to biodiversity and ecosystems change	2.5.5. Environmental efficiency in own operations - actions	E4-5 38) Opening new sites and closing sites may have an impact on land-use change. The ecosystem impact of the openings and closings has not been assessed. In 2025, Metso did not open or close any sites.
E4-SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2.5.1. Material impacts, risks and opportunities	E4-SBM-3 16 b, c) Metso has not identified material negative impacts related to land degradation, desertification or soil sealing, or impacts of its own operations on threatened species. E4-SBM-3 17 a, b) Identification and assessment of actual and potential impacts and dependencies on biodiversity and ecosystems and their services at own site locations and in the value chain is in progress.
E4-IRO-1	Description of processes to identify and assess material biodiversity and ecosystem related impacts, risks and opportunities	2.5.2. Processes to identify and assess material impacts, risks and opportunities 2.5.5. Environmental efficiency in own operations - actions	E4-IRO-1 17 c, d, e) A high-level biodiversity assessment was done in 2023 but Metso recognizes the need for further investigation of transitional and physical risks and opportunities related to biodiversity and ecosystems and systemic risks to Metso's own business model and to society.
E5 Resource use and circular economy			
E5-1	Policies related to resource use and circular economy	2.6.4. Policies	
E5-2	Actions and resources related to resource use and circular economy	2.6.6. Metso Plus offering and innovations for customers - actions	
E5-3	Targets related to resource use and circular economy	2.6.3. Targets and progress on targets	

ESRS	Disclosure requirement	Location	Additional information
E5-5	Resource outflows	2.6.6. Metso Plus offering and innovations for customers - actions	
E5-IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	2.6. E5 Resource use and circular economy	
S1 Own workforce			
S1-1	Policies related to own workforce	3.1.4. Policies	
S1-2	Processes for engaging with own workers and workers' representatives about impacts	3.1.5. Processes for engaging with own workers and workers' representatives	S1-2 27 d) Metso currently has no Global Framework Agreements in place. S1-2 28 Metso reviews feedback from its employees from several channels, including employee engagement survey and whistleblower channel, and has open dialog with employee representatives and government bodies to get insight of people in its own workforce that may be particularly vulnerable to impacts and (or) marginalized.
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	3.1.6. Remediating negative impacts and feedback channels for own workers	
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	3.1.7. Metso's people and culture – actions 3.1.8. Health and safety – actions	
S1-5	Targets relating to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.1.3. Targets and progress on targets	
S1-6	Characteristics of the undertaking's employees	3.1.9 Metrics 3.1.10. Reporting principles	
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	3.1.9. Metrics 3.1.10. Reporting principles	For reporting year 2025, only the number of non-employees is reported. Other information regarding non-employees will be reported in the coming years.
S1-8	Collective bargaining coverage and social dialogue	3.1.9. Metrics	Information regarding non-employees will be reported when required.
S1-9	Diversity metrics	3.1.9. Metrics 3.1.10. Reporting principles	
S1-10	Adequate wages	3.1. Own workforce - Metso's people and culture 3.1.9. Metrics 3.1.10. Reporting principles	Metso pays salaries through local payrolls; in each country, it is the responsibility of HR to ensure compliance with all legislation stipulating minimum salary levels. S1-10 71) Information regarding non-employees will be reported when required.

ESRS	Disclosure requirement	Location	Additional information
S1-13	Training and skills development metrics	3.1.9. Metrics 3.1.10. Reporting principles	
S1-14	Health and safety metrics	3.1.9. Metrics 3.1.10. Reporting principles	S1-14 88 b) The number of fatalities reported as a result of work-related ill health will be reported when required. S1-14 88 c) The number of work-related accidents due to work-related ill health will be reported when required. S1-14 88 d) The number of cases of recordable work-related ill health of employees will be reported when required. S1-14 88 e) Number of days lost to work-related ill health and fatalities from ill health related to employees will be reported when required.
S1-15	Work-life balance metrics	3.1.9. Metrics 3.1.10. Reporting principles	
S1-16	Compensation metrics (pay gap and total compensation)	3.1.9. Metrics 3.1.10. Reporting principles	
S1-17	Incidents, complaints and severe human rights impacts	3.1.9. Metrics	
S1-SBM-2	Interests and views of stakeholders	1.5. Stakeholder engagement	
S1-SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.1.1. Material impacts, risks and opportunities	Impacts on workers that may arise from transition plans not considered material. No impacts relate to specific groups of people.
S2 Workers in the value chain			
S2-1	Policies related to value chain workers	3.2.4. Policies	
S2-2	Processes for engaging with value chain workers about impacts	3.2.5. Processes for engaging with value chain workers about impacts	S2-2 22 a, c, e) Information currently not available. Plan to obtain information during coming years. S2-2 22 d) Metso currently has no Global Framework Agreements in place. S2-2 23) Perspectives of value chain workers that may be particularly vulnerable to impacts and/or marginalized are currently being evaluated
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	3.2.6. Remediating negative impacts and feedback channels for value chain workers	S2-3 28) There is currently no process in place to assess whether value chain workers are aware of and trust structures or processes as a way to raise their concerns or needs and have them addressed. For a description of protection for individuals using the whistleblower channel, see section "Business conduct and prevention and detection of corruption and bribery."
S2-4	Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions and approaches	3.2.6. Remediating negative impacts and feedback channels for value chain workers 3.2.7. Responsible supply chain – metrics and actions	S2-4 34 b) Material opportunities in relation to value chain workers have not been systematically assessed. Work expected to commence in the coming years. S2-4 35) Potential material negative impacts of own practices on value chain workers have not been systematically assessed. Work expected to commence in the coming years. S2-4 38) Metso has not allocated resources to manage material impacts. Topic will be evaluated in the coming years. S2-4 AR 43) Metso currently has no measures in place to integrate managing materials risks into existing risk management processes. Topic will be evaluated in the coming years.

ESRS	Disclosure requirement	Location	Additional information
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.2.3. Targets and progress on targets	S2-5 42) Metso is currently addressing the IT infrastructure required for supply chain data collection. In 2025, scoping work was conducted to prepare for upcoming sustainability regulations, including the EU Deforestation Regulation (EUDR). As a result, a suitable supply chain transparency IT solution has now been identified, with further implementation and evaluation planned for 2026.
S2-SBM-2	Interests and views of stakeholders	1.5. Stakeholder engagement	
S2-SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.2.1. Material impacts, risks and opportunities	S2-SBM-3 13) Metso is planning an evaluation of for example security firms that survey our premises for human rights topics.
G1 Business conduct			
G1-1	Business conduct policies and corporate culture	4.1.4. Policies 4.1.1. Material impacts, risks and opportunities 4.1.6. Responsible business conduct and prevention and detection of corruption and bribery	G1-1 10 h) Metso has not defined functions at risk with respect to corruption and bribery.
G1-2	Management of relationships with suppliers	4.1.8. Management of relationships with suppliers and payment practices 4.1.1. Material impacts, risks and opportunities	
G1-3	Prevention and detection of corruption and bribery	4.1.6. Responsible business conduct and prevention and detection of corruption and bribery	G1-3 21 b) Metso Code of Conduct training is compulsory for all Metso employees regardless of function.
G1-4	Incidents of corruption or bribery	4.1.7. Incidents of corruption or bribery	
G1-6	Payment practices	4.1.8. Management of relationships with suppliers and payment practices	
G1-GOV-1	Role of the administrative, management and supervisory bodies	4.1.5. The role of Metso's administrative, management and supervisory bodies	
G1-IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	4.1.2. Processes to identify and assess material impacts, risks and opportunities	
Metso's entity-specific indicators			
Metso topic	**Disclosure**	**Location**	
Metso Plus portfolio	Metso Plus sales R&D spend on Metso Plus portfolio development Percentage of R&D projects that include a sustainability target	2.1. Metso Plus offering and innovations for our customers 2.3.3. Targets and progress on targets 2.3.10. Reporting principles	

5.2 Index of disclosure requirements and datapoints derived from other EU legislation

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Location
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		1.4. Sustainability governance, Management diversity
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		1.4. Sustainability governance, Management diversity
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				1.4.7. Due diligence at Metso
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator number 4 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		1.3.4. Sector revenue
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/181829, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14					2.3. Climate change 2.3.6. Actions 2.3.5. Environmental efficiency in own operations
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)			Delegated Regulation(EU) 2020/1818, Article12.1 (d) to (g), and Article 12.2		1.3.4. Revenue breakdown
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 6		2.3.3. Targets and progress on targets 2.3.9. Metrics, Gross Scopes 1, 2, 3 and Total GHG emissions
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator number 5 Table #2 of Annex 1				2.3.9. Metrics, Energy consumption and mix
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				2.3.9. Metrics, Energy consumption and mix

Metso

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Location
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				2.3.9. Metrics, Energy intensity based on net revenue
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		2.3.9. Metrics, Gross Scopes 1, 2, 3 and Total GHG emissions
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator number 3 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 8(1)		2.3.9. Metrics, GHG intensity based on net revenue emissions
ESRS E1-7 GHG removals and carbon credits paragraph 56					Not material
ESRS E1-9 Exposure of the benchmark portfolio to climate related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		ESRS E1-9 will be reported in the coming years according to requirements.
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).					ESRS E1-9 will be reported in the coming years according to requirements.
ESRS E1-9 Breakdown of the carrying value of its real-estate assets by energy-efficiency classes paragraph 67 (c).	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralized by immovable property - Energy efficiency of the collateral				ESRS E1-9 will be reported in the coming years according to requirements.
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		ESRS E1-9 will be reported in the coming years according to requirements.
ESRS E2-4 Amount of each pollutant listed in Annex II of the E PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1, Indicator numbers 1, 2 and 3 Table #2 of Annex 1				Not material
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				2.4.4. Policies
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table #2 of Annex 1				2.4.1. Material impacts, risks and opportunities 2.4.4. Policies
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				2.4.7. Metrics, Water consumption
ESRS E3-4 Total water consumption in m3 per net revenue of own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				2.4.7. Metrics, Water consumption
ESRS 2- SBM 3 - E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				2.5.5. Environmental efficiency in own operations - actions
ESRS 2- SBM 3 - E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				2.5.2. Processes to identify and assess material impacts, risks and opportunities
ESRS 2- SBM 3 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				2.5.2. Processes to identify and assess material impacts, risks and opportunities

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Location
ESRS E4-2 Sustainable land/agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Not material
ESRS E4-2 Sustainable oceans/seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Not material
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1				Not material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				Not material
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				Not material
ESRS 2- SBM3 - S1 Risk of incidents of forced labor paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				Not material
ESRS 2- SBM3 - S1 Risk of incidents of child labor paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				Not material
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				1.4.7. Due diligence at Metso 2.2.4. Minimum social safeguards 3.1. Own workforce - Metso's people and culture
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		3.1.4. Policies
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				3.1.4. Policies 3.2.4. Policies
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				3.1.4.2. Policies, Health and safety
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				3.1.6. Remediating negative impacts and feedback channels for own workers
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		3.1.9. Metrics 3.1.10. Reporting principles
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				3.1.9. Metrics 3.1.10. Reporting principles
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		3.1.9. Metrics, Remuneration metrics (pay gap and total remuneration)
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				3.1.9. Metrics, Remuneration metrics (pay gap and total remuneration)
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				3.1.9. Metrics, Incidents, complaints and severe human rights impacts
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		3.1.9. Metrics, Incidents, complaints and severe human rights impacts
ESRS 2- SBM3 – S2 Significant risk of child labor or forced labor in the value chain paragraph 11 (b)	Indicators number 12 and 13 Table #3 of Annex I				3.2.1. Material impacts, risks and opportunities

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Location
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				3.2.4. Policies
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator numbers 11 and 4 Table #3 of Annex 1				3.2.4. Policies
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		3.2.4. Policies
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		3.2.4. Policies
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				3.2.6. Remediating negative impacts and feedback channels for value chain workers
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not material
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Not material
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Not material
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				4.1.6. Responsible business conduct and prevention and detection of corruption and bribery
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				4.1.6. Responsible business conduct and prevention and detection of corruption and bribery
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		4.1.7. Incidents of corruption or bribery
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				4.1.7. Incidents of corruption or bribery

- In addition the following are available on *www.metso.com*:
- GRI content index
- SASB content index

Metso

Assurance Report On The Sustainability Statement (Translation of the Finnish original)

To the Annual General Meeting of Metso Corporation

We have performed a limited assurance engagement on the group sustainability statement of Metso Corporation (business identity code 0828105-4) that is referred to in Chapter 7 of the Accounting Act and that is included in the report of the Board of Directors for the reporting period 1.1.–31.12.2025.

Opinion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the group sustainability statement does not comply, in all material respects, with

1) the requirements laid down in Chapter 7 of the Accounting Act and the sustainability reporting standards (ESRS), and
2) the requirements laid down in Article 8 of the Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (EU Taxonomy).

Point 1 above also contains the process in which Metso Corporation has identified the information for reporting in accordance with the sustainability reporting standards (double materiality assessment).

Our opinion does not cover the tagging of the group sustainability statement with digital XBRL sustainability tags in accordance with Chapter 7, Section 22, Subsection 1(2), of the Accounting Act, because sustainability reporting companies have not had the possibility to comply with that requirement in the absence of requirements for the tagging of sustainability information in the ESEF regulation or other European Union legislation.

Basis for Opinion

We performed the assurance of the group sustainability statement as a limited assurance engagement in compliance with good assurance practice in Finland and with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information.*

Our responsibilities under this standard are further described in the *Responsibilities of the Authorized Group Sustainability Auditor* section of our report.

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

Other Matter

We draw attention to the fact that the group sustainability statement of Metso Corporation, prepared in accordance with Chapter 7 of the Accounting Act, has been prepared and assured for the first time for the financial year January 1–December 31, 2024. Our opinion covers the comparative information that has been presented in the group sustainability statement for January 1–December 31, 2024, but not any other comparative information. Our opinion is not modified in respect of this matter

Authorized Group Sustainability Auditor's Independence and Quality Management

We are independent of the parent company and of the group companies in accordance with the ethical requirements that are applicable in Finland and are relevant to our engagement, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

The Authorized Group Sustainability Auditor applies International Standard on Quality Management ISQM 1, which requires the Authorized Sustainability Audit 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.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director of Metso Corporation are responsible for:

- the group sustainability statement and for its preparation and presentation in accordance with the provisions of Chapter 7 of the Accounting Act, including the process that has been defined in the sustainability reporting standards and in which the information for reporting in accordance with the sustainability reporting standards has been identified,

- the compliance of the group sustainability statement with the requirements laid down in Article 8 of the Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088, and for
- such internal control as the Board of Directors and the Managing Director determine is necessary to enable the preparation of a group sustainability statement that is free from material misstatement, whether due to fraud or error.

Inherent Limitations in the Preparation of a Sustainability Statement

The preparation of the group sustainability statement requires a materiality assessment from the company in order to identify relevant disclosures. This significantly involves management judgment and choices. Group Sustainability reporting is also characterized by the fact that reporting of this type of information involves estimates and assumptions, as well as measurement and assessment uncertainty.

The determination of greenhouse gases is subject to inherent uncertainty due to the incomplete scientific data used to determine the emission factors and the numerical values needed to combine emissions of different gases.

When reporting future-related information in accordance with the ESRS standards, the company's management must present assumptions regarding possible future events and disclose the company's potential future actions related to these events, as well as prepare future-related information based on these assumptions. The actual outcome is likely to differ, as predicted events often do not occur as expected.

Responsibilities of the Authorized Group Sustainability Auditor

Our responsibility is to perform an assurance engagement to obtain limited assurance about whether the group sustainability statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our opinion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the group sustainability statement.

Compliance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) requires that we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- Identify and assess the risks of material misstatement of the group sustainability statement, whether due to fraud or error, and obtain an understanding of internal control relevant to the engagement in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the group's internal control.
- Design and perform assurance procedures responsive to those risks to obtain evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Description of the Procedures That Have Been Performed

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. The nature, timing and extent of assurance procedures selected depend on professional judgment, including the assessment of risks of material misstatement, whether due to fraud or error. 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.
Our procedures included for ex. the following:

- We have interviewed the management of the group as well as key personnel responsible for collecting and reporting of the information included in the group sustainability statement.
- Through interviews, we gained an understanding of the group's control environment related to the group sustainability reporting process.
- We evaluated the implementation of the company's double materiality assessment process in relation to the requirements of the ESRS standards, as well as whether the information provided from the double materiality assessment is in material respects in accordance with the ESRS standards.
- We assessed whether the group sustainability statement in material respects meets the requirements of the ESRS standards regarding material sustainability topics:
  - We have tested the accuracy of the information presented in the group sustainability statement by comparing the information on a sample basis to the documentation and records prepared by the company and assessed whether they support the information included in the group sustainability statement.
  - We have on a sample basis performed analytical assurance procedures and related inquiries, recalculations and inspected documentation, as well as tested data aggregation to assess the accuracy of the group sustainability statement.
- We conducted site visits at selected locations.
- Regarding EU Taxonomy data, we gained an understanding of the process by which a company has defined taxonomy-eligible and taxonomy-aligned economic activities, and we assessed the compliance of the information provided.

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