

GRI Content Index

Abbreviations

- BDR** Board of Directors report
- BO** Business overview
- FS** Financial statements
- CG** Corporate governance statement
- RR** Remuneration report

Abbreviations

- UNGC** United Nations Global Compact
- SDG** Sustainable Development Goals
- KPI** Key performance indicators section

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|-------------------------|---|
| Statement of use | Metso's sustainability reporting incorporates Global Reporting Initiative (GRI standards) indicators and industry-specific indicators from the Sustainability Accounting Standards Board's (SASB) Industrial Machinery & Goods Standard for the period January 1, 2025–December 31, 2025. |
| GRI 1 used | GRI 1: Foundation 2021 |

General disclosures

| GRI standard/ other source | Disclosure | Location | Additional information / Omission | Cross-reference UNGC SDG |
|--|--|---|--|-----------------------------|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | Location of operations: Metso in brief, BO, p. 5 FS p. 208 3.1.9. Metrics S1-6, Sustainability statement, BDR | Metso Corporation Location: Espoo, Finland Metso Corporation is a public company and its shares are listed on the Nasdaq Helsinki. | |
| | 2-2 Entities included in the organization's sustainability reporting | FS, p. 208 | All Group companies are included in the reporting. The figures for 2025 related to the consolidated statement of income are presented separately for the discontinued and the continuing operations. Comparative figures for 2023 and 2024 have been restated accordingly. More information is disclosed under Note 10. Discontinued operations. | |
| | 2-3 Reporting period, frequency and contact point | | January 1, 2025–December 31, 2025 (same for sustainability and financial data) Reporting cycle: Annual Reporting contact: satu.man@metso.com Date of most recent report: Metso's GRI supplement 2025 was published in March 2026. | |
| | 2-4 Restatements of information | | Any restatements have been identified in the Sustainability statement. | |
| | 2-5 External assurance | Assurance Statement, FS, p. 239 | Metso's Sustainability statement 2025 has been externally assured by EY. | |
| | 2-6 Activities, value chain and other business relationships | Metso in brief, BO, p. 5 Strategy, BO, p. 10 3.2. Workers in the value chain, Sustainability statement, BDR | | SDG 12 |
| | 2-7 Employees | 3.1.9. Metrics S1-6, Sustainability statement, BDR | The share of the organization's activities performed by workers who are not Metso employees is not significant. Metso did not have any significant variations in employment numbers during the reporting period. Employee data has been compiled from Metso's global HR information system. | UNGC Principle 6 SDG 8 |
| | 2-8 Workers who are not employees | 3.1.9. Metrics S1-7, Sustainability statement, BDR | | |
| | 2-9 Governance structure and composition | CG, p. 37 1.4. Sustainability governance, Sustainability statement, BDR | | |
| | 2-10 Nomination and selection of the highest governance body | Shareholder's Nomination Board, CG, p. 38 | Factors considered are included in the Corporate governance statement. | |
| | 2-11 Chair of the highest governance body | Metso Board of Directors, CG, p. 38 | | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Board and Board committees, CG, p. 40 2.3. Climate change, Sustainability statement, BDR | | |
| | 2-13 Delegation of responsibility for managing impacts | Metso's governance structure, CG, p. 37 2.3. Climate change, Sustainability statement, BDR | | |

| GRI standard/ other source | Disclosure | Location | Additional information / Omission | Cross-reference UNGC SDG |
|-------------------------------|---|---|---|-----------------------------|
| 2-14 | Role of the highest governance body in sustainability reporting | 1.4. Sustainability governance, Sustainability statement, BDR | | |
| 2-15 | Conflicts of interest | 2.3. Climate change, Sustainability statement, BDR | | |
| 2-16 | Communication of critical concerns | Insider transactions, CG, p. 49 | | |
| 2-17 | Collective knowledge of the highest governance body | Internal controls, CG, p. 46 | | |
| 2-18 | Evaluation of the performance of the highest governance body | 1.4. Sustainability governance, Sustainability statement, BDR | | |
| 2-19 | Remuneration policies | 3.1.9. Metrics S1-9, Sustainability statement, BDR | | |
| 2-20 | Process to determine remuneration | Board Charter section 9: Available on Metso's website Board and Board committees, CG, p. 40 | | |
| 2-21 | Annual total compensation ratio | Metso's Board composition and remuneration, CG, p. 40 Board remuneration, FS, p. 224 Remuneration of the Board of Directors, RR, p. 6 | | |
| 2-22 | Statement on sustainable development strategy | Remuneration and Company performance, RR, p. 4 | | |
| 2-23 | Policy commitments | Remuneration and Company performance, RR, p. 4 | | |
| 2-24 | Embedding policy commitments | From the CEO, BO, p. 6 | | |
| 2-25 | Processes to remediate negative impacts | 1.4.6. Risk management systems and policies, Sustainability statement, BDR 4.1. Governance information, Sustainability statement, BDR | Only partial information reported. | UNGC Principle 10 SDG 8 |
| 2-26 | Mechanisms for seeking advice and raising concerns | 1.4.6. Risk management systems and policies, Sustainability statement, BDR 4.1. Governance information, Sustainability statement, BDR | Omission: Information unavailable (c, d and e). Information collection is starting in the coming years. | UNGC Principle 10 SDG 8 |
| 2-27 | Compliance with laws and regulations | CG, p. 148 4.1.6. Responsible business conduct and prevention and detection of corruption and bribery, Sustainability statement, BDR | No significant instances of non-compliance with laws and regulations during the reporting period. | |
| 2-28 | Membership associations | Membership in associations, Available on Metso's website | | |
| 2-29 | Approach to stakeholder engagement | 1.5. Stakeholder engagement, Sustainability Statement, BDR | | |
| 2-30 | Collective bargaining agreements | 3.1.9. Metrics S1-8, Sustainability statement, BDR | | UNGC Principle 3 |

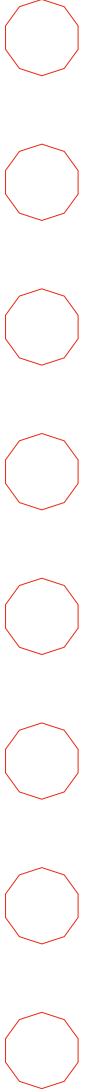


Material topics

| GRI standard/other source | Disclosure | Location | Additional information / Omission | Cross-reference UNGC SDG |
|--|---|--|--|-----------------------------------|
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | 1.1. Material sustainability-related impacts, risks and opportunities, Sustainability statement, BDR | | |
| | 3-2 List of material topics | 1. General information, Sustainability statement, BDR | | |
| Economic performance | | | | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Sustainability data tool, Available on Metso's website | | SDG 8, 9 |
| | 201-2 Financial implications and other risks and opportunities due to climate change | 2.3. Climate change, Sustainability statement, BDR | | SDG 13 |
| Procurement practices | | | | |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | 3.2. Workers in the value chain, Sustainability statement, BDR | | SDG 12 |
| Anti-corruption | | | | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | 4.1.6. Responsible business conduct and prevention and detection of corruption and bribery, Sustainability statement, BDR | | UNGC Principle 10 SDG 8 |
| Energy | | | | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | 2.3.9. Metrics – Energy consumption and mix, Sustainability statement, BDR | | UNGC Principle 7 SDG 8, 12, 13 |
| Water and effluents | | | | |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | 2.4. Water and marine resources, Sustainability statement, BDR 2.4.8. Reporting principles, Sustainability statement, BDR | | UNGC Principle 7, 9 SDG 6 |
| | 303-2 Management of water discharge-related impacts | 2.4. Water and marine resources, Sustainability statement, BDR 2.4.8. Reporting principles, Sustainability statement, BDR | | UNGC Principle 7, 9 SDG 6 |
| | 303-3 Water withdrawal | 2.4.7. Metrics – Water consumption, Sustainability statement, BDR | | UNGC Principle 7, 9 SDG 6 |
| Biodiversity | | | | |
| | 304-2 Significant impacts of activities, products and services on biodiversity | 2.5. Biodiversity and ecosystems, Sustainability statement, BDR | Omission: Only qualitative information reported. | |
| Emissions | | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | 2.3.9. Gross Scopes 1, 2, 3 and Total GHG emissions, Sustainability statement, BDR | Sustainability-linked finance framework KPI | UNGC Principle 7 SDG 12, 13 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 2.3.9. Gross Scopes 1, 2, 3 and Total GHG emissions, Sustainability statement, BDR | Sustainability-linked finance framework KPI | UNGC Principle 7 SDG 12, 13 |
| | 305-3 Other indirect (Scope 3) GHG emissions | 2.3.9. Gross Scopes 1, 2, 3 and Total GHG emissions, Sustainability statement, BDR | | UNGC Principle 7 SDG 12, 13 |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Sustainability data tool, Available on Metso's website | | |



| GRI standard/other source | Disclosure | Location | Additional information / Omission | Cross-reference UNGC SDG |
|---|---|---|--|-------------------------------|
| Waste | | | | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Sustainability data tool, Available on Metso's website | | UNGC Principle 7 SDG 6, 12 |
| | 306-2 Management of significant waste-related impacts | Sustainability data tool, Available on Metso's website | | UNGC Principle 7 SDG 6, 12 |
| | 306-3 Waste generated | Sustainability data tool, Available on Metso's website | | UNGC Principle 7 SDG 6, 12 |
| | 306-4 Waste diverted from disposal | Sustainability data tool, Available on Metso's website | | UNGC Principle 7 SDG 6, 12 |
| | 306-5 Waste directed to disposal | Sustainability data tool, Available on Metso's website | | UNGC Principle 7 SDG 6, 12 |
| Employment | | | | |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | 3.1.9. Metrics S1-6, Sustainability statement, BDR | | UNGC Principle 3, 6 SDG 8 |
| Labor/management relations | | | | |
| GRI 402: Labor/Management Relations 2016 | 402-1 Minimum notice periods regarding operational changes | Notice periods and the time period for the consultation process related to operational changes vary by country and region. Minimum notice periods are based on the local labor legislation of each country we operate in. | | UNGC Principle 3, 6 SDG 8 |
| Occupational health and safety | | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | 3.1.10. Reporting principles, Sustainability statement, BDR | | UNGC Principle 6 SDG 8 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 3.1. Own workforce, Sustainability statement, BDR | | UNGC Principle 6 SDG 8 |
| | 403-3 Occupational health services | 3.1.10. Reporting principles, Sustainability statement, BDR | | UNGC Principle 6 SDG 8 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 3.1.10. Reporting principles, Sustainability statement, BDR | Omission: Qualitative information only partially reported. | UNGC Principle 6 SDG 8 |
| | 403-5 Worker training on occupational health and safety | 3.1. Own workforce, Sustainability statement, BDR | | UNGC Principle 6 SDG 8 |
| | 403-6 Promotion of worker health | 3.1. Own workforce, Sustainability statement, BDR | | UNGC Principle 6 SDG 8 |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 3.1. Own workforce, Sustainability statement, BDR | | UNGC Principle 6 SDG 8 |
| | 403-8 Workers covered by an occupational health and safety management system | 3.1.9. Metrics S1-14, Sustainability statement, BDR | | UNGC Principle 6 SDG 8 |
| | 403-9 Work-related injuries | 3.1.9. Metrics S1-14, Sustainability statement, BDR | | UNGC Principle 6 SDG 8 |
| Training and education | | | | |
| GRI 404: Training and Education 2016 | 404-3 Percentage of employees receiving regular performance and career development reviews | 3.1.9. Metrics S1-13, Sustainability statement, BDR | Not reported by gender or employee category. | UNGC Principle 6 SDG 8 |



| GRI standard/other source | Disclosure | Location | Additional information / Omission | Cross-reference UNGC SDG |
|--|---|---|-----------------------------------|---------------------------|
| Diversity and equal opportunity | | | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | 3.1.9. Metrics S1-9, Sustainability statement, BDR | | UNGC Principle 6 SDG 8 |
| | 405-2 Ratio of basic salary and remuneration of women to men | 3.1.9. Metrics S1-16, Sustainability statement, BDR | | UNGC Principle 6 SDG 8 |
| Non-discrimination | | | | |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | 3.1.9. Metrics S1-17, Sustainability statement, BDR | | UNGC Principle 1, 2, 6 |
| Customer health and safety | | | | |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories | 3.1. Own workforce, Sustainability statement, BDR | | SDG 12 |

Metso topics

| Material topic | Disclosure | Location | Cross-reference UNGC SDG |
|---|---|---|-------------------------------|
| Metso topic: Sustainability targets set in R&D projects | Percentage of R&D projects that include a sustainability target | 2.3. Climate change, Sustainability statement, BDR | SDG 6, 12, 13 |
| Metso topic: Supplier sustainability | Number of supplier sustainability audits Suppliers' SBT CO ₂ emission targets | 2.3. Climate change, Sustainability statement, BDR Sustainability-linked finance framework KPI | UNGC Principle 4, 5 SDG 12 |
| Metso topic: Metso Plus | Metso Plus sales | 2.1 Metso Plus offering and innovations for our customers, Sustainability statement, BDR 2.3. Climate change, Sustainability statement, BDR Sustainability-linked finance framework KPI | UNGC Principle 8 SDG 9 |
| Metso topic: Customer sustainability | Customers' CO ₂ emission targets | 2.3. Climate change, Sustainability statement, BDR | SDG 13 |
| Metso topic: Employee engagement and satisfaction | Employee engagement survey | 3.1. Own workforce, Sustainability statement, BDR | SDG 8 |
| Metso topic: Code of Conduct training | Code of Conduct training participation rate | 4. Governance information, Sustainability statement, BDR | UNGC Principle 1 |

SASB Industrial Machinery and Goods -indeksi

| Topic | Accounting Metric | Unit of measure | Code | Page number/information/omission |
|---------------------------------------|---|-----------------------------|--------------|--|
| Energy Management | 1. Total energy consumed | Gigajoules (GJ) | RT-IG-130a.1 | 2.3.9. Metrics - Energy consumption and mix, Sustainability statement, BDR |
| | 2. Percentage grid electricity | % | RT-IG-130a.1 | 96% |
| | 3. Percentage renewable energy | % | RT-IG-130a.1 | 48 % |
| Employee Health and Safety | 1. Total recordable incident rate (TRIR) | Rate | RT-IG-320a.1 | 3.1.9. Metrics S1-14, Sustainability statement, BDR (per million hours worked) |
| | 2. Fatality rate | Rate | RT-IG-320a.1 | 3.1.9. Metrics S1-14, Sustainability statement, BDR (number of fatalities) |
| | 3. Near-miss frequency rate (NMFR) | Rate | RT-IG-320a.1 | 3.1.9. Metrics S1-14, Sustainability statement, BDR (per million hours worked) |
| Fuel Economy & Emissions in Use-phase | Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles | Gallons per 1,000 ton-miles | RT-IG-410a.1 | Information not available. |
| | Sales-weighted fuel efficiency for non-road equipment | Gallons per hour | RT-IG-410a.2 | Information not available. |
| | Sales-weighted fuel efficiency for stationary generators | Watts per gallon | RT-IG-410a.3 | Information not available. |
| | Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines | Grams per kilowatt-hour | RT-IG-410a.4 | Information not available and not applicable for marine diesel engines. |
| Materials Sourcing | Description of the management of risks associated with the use of critical materials | | RT-IG-440a.1 | Metso acknowledges the increasing concern related to the human rights issues of sourcing ores and metals from conflict areas and that conflict minerals must only be sourced in accordance with applicable laws, including but not limited to the Dodd-Frank Wall Street Reform and Consumer Protection Act and the EU Conflicts Minerals Regulations. Metso's procurement management tool has a follow-up if suppliers have systems and processes for managing the risks related to conflict minerals as required by the EU Conflict Minerals Regulation. Related to restricted substances, suppliers are asked to inform if the components provided by the supplier contain substances that are listed on the REACH list or if the supplier provides products that contain RoHS substances in concentrations over the limit. |
| Remanufacturing Design and Services | Revenue from remanufactured products and remanufacturing services | Reporting currency | RT-IG-440b.1 | Service and Consumables business' revenue from upgrades, modernizations and repairs in 2025 was EUR 446 million. |

