



# Metso Modern Slavery Statement 2025

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## 1. Message from CEO

Sustainability continues to be a key strategic priority for Metso. In September 2025, we launched our new 'We go beyond.' -strategy and set ourselves an ambitious target of becoming the sustainability and safety frontrunner.

During 2025, we also strengthened our science-based climate targets throughout the value chain from suppliers to customers. We continued to develop the Metso Plus offering and introduced a new 'Start with safety' mindset that drives injury prevention and continuous improvement every day, and in every action and decision.

We are committed to upholding the highest ethical standards. Metso has zero tolerance for any form of compulsory or forced labor, child labor, slavery, human trafficking, unlawful employment terms, unsafe working conditions, or unlawful environmental impacts — both within our own operations and across our supply chain. These principles guide every decision, including mergers, acquisitions, and divestments.

We continue to work together with our suppliers to ensure adherence to our sustainability commitments and progress on safe operational and fair employment practices, supplier due diligence, risk identification, and climate actions.

We are proud to present our Modern Slavery Statement 2025. Please do not hesitate to contact us with any queries or other feedback.

Espoo, Finland  
February 12, 2026  
Sami Takaluoma  
President and CEO

## 2. Introduction

Metso's Modern Slavery Statement is published in alignment with the requirements of the Australian Modern Slavery Act 2018, the United Kingdom's Modern Slavery Act 2015, the Norwegian Transparency Act 2021, the Californian Transparency in the Supply Chains Act as well as the Canadian Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff ("Canadian Modern Slavery Act") 2023.

This statement covers the period from January 1, 2025, to December 31, 2025 and entities set out in section 3: Organization. Metso Corporation is a publicly listed company with shares traded on the Nasdaq Helsinki.

Metso reports its economic, social and environmental performance annually in accordance with the European Sustainability Reporting Standards (ESRS) in the Sustainability statement included in the Board of Directors report. This includes a description of Metso's business model, impacts, risks and opportunities, as well as key performance indicators for environmental and social responsibility, human rights as well as anti-corruption and bribery, as required by the Finnish Accounting Act. Metso's Annual Report 2025, including the Sustainability statement 2025, will be published in March 2026.

Further information on Metso's business, strategy, offerings and approach to sustainability is available at [www.metso.com](http://www.metso.com).

This statement has been approved by the Board of Directors of Metso Corporation and by the following responsible persons in their capacity as directors in the governing bodies of Metso Corporation, Metso Australia Pty Ltd, Metso Canada Inc., Metso Norway AS, Metso UK Ltd. and Metso USA Inc., respectively, on February 12, 2026.

This statement has also been approved and signed as required by the laws and regulations referred to above, and for Canadian Modern Slavery Act, pursuant to Article 11 (4)(b)(ii).

Sami Takaluoma CEO Metso Corporation	Jessica Pringle Director Metso Australia Pty Ltd	Nina Kiviranta Director Metso Canada Inc. Metso USA Inc.	Mikko Vainikka Director Metso UK Ltd. Metso Norway AS
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Tea Maasalo Director Metso Norway AS	Tomas Ström Director Managing Director Metso Norway AS	Ann Fellows Director McCloskey International Limited Canada
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## Highlights of 2025

SUPPLIER SUSTAINABILITY AUDITS	EMPLOYEE CODE OF CONDUCT TRAINING PARTICIPATION RATE	OF DIRECT SUPPLIERS BY SPEND HAVE COMMITTED TO SCIENCE-BASED TARGETS
<b>185</b>	<b>99.8%</b>	<b>34.0%</b>

## 3. Organization

Metso is a frontrunner in sustainable technologies, end-to-end solutions, and services for the aggregates, minerals processing, and metals refining industries globally. Metso employs around 18,000 people, operating in around 50 countries.

Metso, headquartered in Espoo, Finland, has two customer and financial reporting segments:

- Aggregates, serving quarry and contractor customers by offering crushing and screening equipment and related services to produce aggregates needed in construction infrastructure projects as well as to aggregates and infra recycling.
- Minerals, serving mining industry customers by providing equipment, services and plant solutions for minerals processing, and hydrometallurgical and pyrometallurgical solutions and services for the recovery of metals.

Within these segments Metso operates through business and market areas. Metso has a market- and customer-specific supply chain network, with manufacturing optimized between in-house operations and purchases from suppliers.

The Minerals business area offers equipment for mining and metals refining as part of the Minerals segment. The Aggregates business area offers equipment to that segment. Metso has two aftermarket business areas serving both segments:

- Services, providing spare parts, refurbishments, repairs and professional services
- Consumables, providing a comprehensive range of wear parts.

The business areas are accountable for their own performance in terms of orders and sales, operating profit and capital employed, and they contribute to the company's strategy through their business-specific initiatives.

In addition to the business areas, Metso has seven market areas. Together with market area teams, business areas manage customer relationships. Market areas ensure effective cooperation between global and local activities based on clear roles and governance. The market areas are North and Central America, South America, Europe and Central Asia, Africa, Middle East and India, Greater China, and Asia Pacific.

A significant share of sales in the Aggregates business is through distributors. The management and development of the global Metso brand distributor network is handled by a separate distribution management organization (DMO). The Aggregates business includes products sold under the Metso brand, as well as additional product offerings sold under the following brands: Diamond Z, Jonsson, Lippman, McCloskey, McCloskey Environmental, MWS Equipment, Powertrack, Saimu, Screen Machine Industries, Shaorui, Tedd Engineering and Tesab.

For more information on the markets in which Metso operates, please see Metso's Annual Report 2025 including Business overview and Sustainability statement for 2025 in the Financial Statements' Board of Directors report.

This statement covers the following Metso legal entities in Australia, Canada, Norway, the United Kingdom and the United States:

### Australia

Metso Australia Pty Ltd  
Brouwer Engineering Pty Ltd  
Jindex Pty Ltd  
Outotec Pty Ltd

### Canada

McCloskey International Limited  
Metso Canada Inc.

### Norway

Metso Norway AS

### United Kingdom

McCloskey International Ltd  
Metso UK Ltd  
Tedd Engineering Ltd  
Tesab Engineering Ltd

### United States

Metso USA Inc

## 4. Supply chain

Suppliers are valuable partners for Metso. Metso works closely with them to ensure a socially, environmentally and economically responsible value chain.

Due to the cyclical nature of its customer industries, Metso outsources a significant portion of its manufacturing. Metso purchases various materials, goods and services globally, and has a supply base of around 6,000 direct suppliers (purchases for goods and services offered by Metso) as well as around 11,000 indirect suppliers (purchases for the operation of Metso's business). In total, Metso works with around 17,000 suppliers in 82 countries.

Metso's total procurement spend in 2025 was approximately EUR 3.6 billion. These purchases include materials and services for Metso's own manufacturing operations, as well as goods and services for project deliveries. Metso acknowledges that many of the suppliers themselves also rely on their own supply chains.

About 10% of Metso's spend with direct suppliers in 2025 consisted of purchases from its 10 largest suppliers. The most significant operations, based on spend volume, are in Finland, USA, China, India, Brazil, Australia, Sweden, Chile, Germany and Peru (70%). Metso defines 'local supplier' as one sourced from the same country as the purchasing plant or location, and 'significant locations of operation' as the largest countries for Metso procurement.

In 2025, spending on suppliers that are local to the purchasing operations amounted to 73% of the total supply spend. The main spend categories were metal fabrications, components, casting and forgings, direct external services, raw material, equipment and systems as well as electrical and automation.

Metso is committed to supporting local communities where it operates through local sourcing whenever economically and technically feasible, as well as through training and recruitment of local people and by supporting local economic development.



About 10% of Metso's spend with direct suppliers in 2025 consisted of purchases from its 10 largest suppliers.



## 5. Risk assessment

Risk management is an integral part of Metso's management system. It provides a structured approach to identifying, assessing, and managing risks to support effective planning and informed decision-making. Risk management covers all areas of the organization and addresses strategic, financial and operational risks, ensuring comprehensive coverage across business activities.

Metso assesses potential risks related to modern slavery and human rights across its own operations, project deliveries, and supply chain. These risks are classified by country and category using assessments from reputable organizations. High-risk categories, such as facility and construction site services, raw materials, electronics and labor hire or temporary contract employment, require more detailed due diligence.

Further information on Metso's due diligence, risk identification, avoidance and mitigation measures is provided in Section 7. Metso continues to refine its risk-classification process. Metso has not identified any modern slavery cases in its own operations and was not aware of any modern slavery cases in its supply chain during 2025. Consequently, no remediation measures have been taken, and Metso does not currently maintain a compensation plan for vulnerable families affected by forced or child labor. Metso actively monitors developments and evolving needs in this area.

Potential risks related to modern slavery and human rights are assessed for Metso's own operation, project deliveries and supply chain.



## 6. Policies

Metso's approach to modern slavery is anchored in the Metso Code of Conduct, Human Rights Policy, and Supplier Code of Conduct. It is further guided by Metso's commitment to the Ten Principles of the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Metso does not accept any forms of compulsory, forced or child labor; slavery or human trafficking; unlawful employment terms; unsafe or unlawful working conditions; or unlawful environmental actions within its own operation. Metso has a zero tolerance for such activities in its supply chain also.

The Metso Human Rights Policy provides detailed guidance on Metso's commitment and approach to human rights. The Policy was originally approved by the Board of Directors in 2022 and revised in 2023 following a high-level human rights impact assessment. In line with the policy, Metso's Human Rights Working Group defines the annual plan for Metso's human rights work, which is approved by the Metso Leadership Team.

Metso's Supplier Code of Conduct sets clear standards for suppliers and serves as the foundation for all supplier relationships. Compliance with this Code, including strict adherence to Metso's stance on modern slavery is mandatory for all new and existing suppliers, with a defined process for managing and approving cases with deviations. Supplier Code of Conduct was revised in 2024 to align with Metso's Human Rights Policy and certain new regulatory requirements.

The Metso Human Rights Policy sets out more in detail Metso's commitment and approach to human rights.



## 7. Due diligence

In addition to managing and enforcing the policies outlined in section 6, Metso applies comprehensive due diligence measures to identify, prevent and mitigate risks related to modern slavery. These measures are supported by a range of internal controls and include mechanisms for reporting suspected misconduct, such as Metso's anonymous whistleblower line, which is also available externally.

### 7.1. Sustainability risk mapping

Sustainability risk mapping within the existing supplier base enables a focus on suppliers with the highest potential ESG risks in their operations. The risk mapping is based on country-level supplier assessment of the following categories: child labor, forced or involuntary labor, workplace discrimination, rule of law, corruption risk, respect for property rights, freedom of association and collective bargaining, health and safety risks as well as environmental regulatory framework. Supplier sustainability audits are targeted to high-risk countries and conducted by Metso's procurement and quality teams as well as third-party auditors.

### 7.2. Supplier assessments

New supplier assessments are part of Metso's ongoing procurement processes, with the goal to evaluate all new direct suppliers in high-risk ESG countries against Metso's sustainability criteria. Based on assessments of existing and new suppliers, Metso determines the need for third-party or internal supplier sustainability audits and any further actions. Audit scope includes human and labor rights, environmental and safety practices, compliance with laws and regulations, and anti-bribery. These are reviewed through third party supplier audits, supplier self-assessments, and Metso's internal supplier sustainability audits.

After an audit, suppliers receive the findings and must implement an action plan to address them, reporting progress to Metso. If a third-party audit result is unsatisfactory, the supplier is re-audited the following year. In 2025, supplier audit findings mainly related to scope for improvements in the field of health and safety. Other human rights findings included deviations in payments and contracts as well as lack of written policies and/or employee trainings on human rights. 62% of these findings were corrected by the audited supplier in 2025.

### 7.3. Compliance assessments and suspected misconduct

Metso conducts compliance assessments of suppliers and other business partners using third-party screening tools and portals. When issues are identified, corrective action plans are agreed upon with the supplier and monitored within the agreed timeline. Significant non-compliance that cannot be resolved will result in supplier exclusion. Metso's General Conditions of Purchasing include specific compliance requirements, including those related to modern slavery. Any breach of these requirements gives Metso the right to terminate the contractual relationship immediately. Commitment to the Metso Supplier Code of Conduct is a mandatory part of the supplier onboarding process.

All Metso employees are encouraged to report suspected misconduct to their own supervisor, other management or directly to Compliance or Internal Audit functions. Additionally, employees and external parties can report suspicions of misconduct confidentially via the anonymous Whistleblower channel, managed by an independent third party. Reports can be submitted online, by phone or by email, in multiple languages.

All reported suspected misconduct is evaluated and where required investigated thoroughly and confidentially without undue delay. Metso's Compliance function determines how the matter will be investigated and reports the alleged misconduct to the Board's Audit and Risk Committee. To ensure effective and efficient investigation and remediation, the roles and responsibilities regarding evaluation, investigation and remediation are defined in Metso's internal procedure. Metso is committed to remediation and to implement relevant improvement actions to prevent re-occurrence. The relevant responsible management for the subject to an investigation implements the corrective and necessary risk mitigating measures, in collaboration with HR and Legal & Compliance where necessary.

### 7.4. Focus areas for 2026

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

## 8. Effectiveness assessment

Metso regularly reviews and constantly aims to improve the effectiveness of its modern slavery approach. These reviews include investigating, assessing and acting on reports and information received through the Metso whistleblower line, reviewing and assessing legislative developments in Australia, Canada, the EU, Norway, the United Kingdom, the USA, and other jurisdictions as well as assessing and acting on supplier sustainability audits and compliance reviews, depending on the assessment of the risk for specific suppliers and/or countries.

Metso is committed to transparency in communicating its approach, goals and actions related to sustainability. Achievements, including performance against key performance indicators, are reported in Metso's Annual Report, with extracts available on the Metso website.

In 2025, Metso conducted 185 supplier sustainability audits covering also human rights topics. To raise awareness of the Supplier Code of Conduct requirements, Metso provides supplier training on sustainability expectations, including human rights and modern slavery. Internally, awareness is promoted through specialized training for Procurement and Quality teams on supplier sustainability audits.

Metso's mandatory Code of Conduct training, which includes aspects related to modern slavery and human rights, is carried out annually. By the end of 2025, 99.8% (2024: 99.0%) of employees had completed the training. Code of Conduct training is also a mandatory part of onboarding for all new employees.

In a high-level human rights impact assessment conducted in 2023, Metso evaluated its human rights due diligence processes and risks, identifying key human rights focus areas such as health and safety, and prevention of discrimination and harassment throughout the value chain. In addition, secure employment, working time, adequate wages, freedom of association and collective bargaining, as well as prevention of forced labor were identified as priority areas. In 2025, Metso re-evaluated and confirmed that the conclusions from the 2023 assessment remain relevant across its value chain, supporting ongoing human rights due diligence processes and development.

Metso maintains a risk-based focus on its supply chain regarding human rights. In 2025, Metso conducted supplier audits in high-risk countries. Metso also continued to strengthen its human rights governance and due diligence processes by e.g. providing training for internal and external stakeholders in high-risk countries, assessing and developing grievance mechanisms, enhancing due diligence governance in its own operations, further developing and implementing risk-based due diligence and human rights risk assessments for supply chain sustainability, and improving internal communication and awareness on human rights and related due diligence.

Metso acknowledges that its human rights impacts may change over time, and therefore embedding human rights due diligence across the business will be an ongoing process.



## 9. 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 essential for defining and adapting Metso’s approach to sustainability, including human rights. Active dialogue with stakeholders helps align social and environmental practices and strengthens community involvement, enhancing decision-making and accountability for all parties.

Metso engages in active discussions with many of its customers to support them in achieving their sustainability targets and works collaboratively to improve processes, products, and operations. Metso partners with customers in developing new sustainable technologies and participates in co-funded community projects with its customers. Metso also strives to build a shared understanding with suppliers in areas such as innovation, cost efficiency, quality, and sustainability to manage outsourcing-related risks. 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, as well as encouraging suppliers to set ambitious climate targets.

In addition, Metso cooperates with several non-governmental organizations (NGOs). Understanding NGO priorities helps Metso assess the materiality of its strategic sustainability objectives and collaborate on sector-wide sustainability development efforts. Metso’s sponsorships and donations focus on environmental protection and conservation, safety programs, and natural disaster relief. Metso also runs various corporate social responsibility programs and Metso Volunteers initiatives worldwide, managed and sponsored by local organizations to encourage and engage employees in volunteering within their communities.

As a responsible corporate citizen, Metso works closely with local communities around its operating sites, creating social value by providing employment opportunities and supporting corporate social responsibility projects that bring measurable benefits. Community projects are based on local needs, defined through discussions with local communities and aim to integrate volunteer work wherever possible.



Continuous interaction with stakeholders is important in defining and adapting Metso’s approach to sustainability.

## 10. Looking forward

Sustainability is and will remain a strategic priority for Metso. Through the 'We go beyond.' - strategy Metso aims to be the industry frontrunner in safety and sustainability, targeting net zero emissions in own operations by 2030. The Metso Plus offering and innovations for customers and efforts in minimizing harmful environmental impacts in own operations and supply chain demonstrates the company's purpose to enable sustainable modern life. Safety is an integral part of Metso's culture, and the 'Start with safety' -mindset focuses on preventing injuries and continuously improving safety performance. Through partnerships with customers, suppliers and communities, company strives towards a more sustainable future. This includes addressing challenges such as modern slavery.

Metso acknowledges that modern slavery remains an ongoing challenge for the industry and is committed to reducing and ultimately eliminating such practices. Metso will continue to further develop and improve its approach to modern slavery in its own operations and in cooperation with its suppliers, as outlined in this statement and as otherwise required or deemed appropriate by Metso. Metso actively monitors developments in human rights due diligence requirements across jurisdictions and will regularly review its due diligence practices, Human Rights Policy and related procedures.

### Consultation

This statement has been prepared by an internal work group with representatives from various functions, including Procurement, Legal, Sustainability, Compliance, Risk Management, Business Analytics, and Communications, and with management representatives from the Australian, Canadian, Norwegian, United Kingdom and United States operations including the subsidiaries of the reporting entities, all under the guidance of Metso's General Counsel and Chief Growth Officer.



Metso is committed to reducing and ultimately eliminating risks of appearance of modern slavery.

## 11. Summary

The following table summarizes Metso's approach to meeting the requirements of the Australian Modern Slavery Act 2018, the United Kingdom's Modern Slavery Act 2015, the Norwegian Transparency Act 2021, the Canadian Modern Slavery Act 2023 and the Californian Transparency in Supply Chains Act 2012. Further details are provided in this statement as referenced below.

Modern Slavery Act 2018, Australia	Modern Slavery Act 2015, United Kingdom	Transparency Act 2021, Norway	Modern Slavery Act 2023, Canada	Transparency in Supply Chains Act, California, USA	Metso statement 2025
✓ Identify reporting entities			✓ Describe each entity subject to the report		✓ Refer to Section 3
✓ Describe structure, operations and supply chains	✓ Describe structure, business and supply chains	✓ Describe the structure of the enterprise and area of operations	✓ Describe the entities' structure, activities and supply chains		<ul style="list-style-type: none"> <li>✓ Metso operates through 5 business areas and in 7 market areas</li> <li>✓ Metso has a global base of direct and indirect suppliers.</li> <li>✓ Refer to Sections 3 and 4</li> </ul>
✓ Describe risks of modern slavery in operations and supply chains	✓ Describe parts of the business and supply chains with risk of slavery and human trafficking, as well as the steps to assess and manage risks	✓ Describe actual adverse impacts and significant risks of adverse impacts that the enterprise has identified through its due diligence	<ul style="list-style-type: none"> <li>✓ Describe the entities' parts of the business and supply chains that carry a risk of forced labor or child labor being used and the steps it has taken to assess and manage that risk</li> <li>✓ Describe measures taken to remediate forced labor or child labor</li> <li>✓ Describe measures taken to remediate the loss of income to the most vulnerable families that result from any measures taken to eliminate the use of forced labor or child labor in its activities and supply chains</li> </ul>	✓ Describe to what extent the company requires direct suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking	<ul style="list-style-type: none"> <li>✓ Metso acknowledges the risk of modern slavery in its industry and conducts regular risk assessments</li> <li>✓ Metso requires suppliers to rectify any findings in supplier audits.</li> <li>✓ Metso has not identified any modern slavery in its operations or its supply chain in 2025. Therefore, Metso has not taken remediation measures.</li> <li>✓ Refer to Sections 5 and 7</li> </ul>
✓ Describe actions taken to assess and address such risks, including due diligence and remediation processes	✓ Describe policies and due diligence processes	<ul style="list-style-type: none"> <li>✓ Describe guidelines and procedures for handling actual and potential adverse impacts on fundamental human rights and decent working conditions</li> <li>✓ Describe information regarding measures the enterprise has implemented or plans to implement to cease actual adverse impacts or mitigate significant risks of adverse impacts</li> </ul>	<ul style="list-style-type: none"> <li>✓ Describe the policies and due diligence processes in relation to forced labor and child labor</li> <li>✓ Report on the steps the entity has taken to prevent and reduce the risk of forced labor or child labor at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity</li> </ul>	✓ Describe the verification, audits, and internal accountability	<ul style="list-style-type: none"> <li>✓ Metso maintains specific policies and conducts specific due diligence measures.</li> <li>✓ Refer to Sections 5, 6, 7 and 8</li> </ul>

# Modern Slavery Statement 2025

Modern Slavery Act 2018, Australia	Modern Slavery Act 2015, United Kingdom	Transparency Act 2021, Norway	Modern Slavery Act 2023, Canada	Transparency in Supply Chains Act, California, USA	Metso statement 2025
<ul style="list-style-type: none"> <li>✓ Describe the assessment of effectiveness of actions</li> </ul>	<ul style="list-style-type: none"> <li>✓ Describe the effectiveness against performance indicators considered appropriate</li> </ul>	<ul style="list-style-type: none"> <li>✓ Describe the results and expected results of these measures</li> </ul>	<ul style="list-style-type: none"> <li>✓ Describe how the entity assesses its effectiveness in ensuring that forced labor and child labor are not being used in its business and supply chains</li> </ul>	<ul style="list-style-type: none"> <li>✓ Describe the assessment of the effectiveness of actions against slavery and human trafficking</li> </ul>	<ul style="list-style-type: none"> <li>✓ Metso regularly reviews its modern slavery approach and transparently reports its goals and achievements</li> <li>✓ Refer to Section 8</li> </ul>
<ul style="list-style-type: none"> <li>✓ Describe the consultation process</li> </ul>					<ul style="list-style-type: none"> <li>✓ Various functions and executive management have been involved in the preparation of this statement.</li> <li>✓ Refer to Sections 1 and 10</li> </ul>
<ul style="list-style-type: none"> <li>✓ Include other information considered relevant</li> </ul>					<ul style="list-style-type: none"> <li>✓ Stakeholder engagement</li> <li>✓ Areas of development for 2026</li> <li>✓ Refer to Sections 9 and 10</li> </ul>

Metso is a frontrunner in providing sustainable technologies, end-to-end solutions and services for the aggregates, minerals processing and metals refining industries globally. By helping our customers increase their productivity, improve their energy and water efficiency and environmental performance with our process and product expertise, we are the partner for positive change.

[metso.com](https://www.metso.com)