

Election and diversity of Metso Corporation's Board of Directors

Election of Board of Directors

The members of the Board of Directors are elected annually in the Annual General Meeting. According to Metso's Articles of Association, the Board of Directors consists of no fewer than five and no more than eight members. The proposal to the Annual General Meeting on the number of members and the composition is prepared and made by the Shareholders' Nomination Board, consisting of the representatives appointed by the four largest shareholders as of September 1 each year. The Nomination Board's proposal on Board composition will be submitted to the Board of Directors by January 31st at the latest each year in order to be incorporated into the Notice and on the Agenda of Annual General Meeting. Additional information is available in the Metso's Shareholders' Nomination Board Charter.

Board Composition Planning

When planning the composition of the Board of Directors, the Shareholders' Nomination Board takes into consideration the needs and development phases of the company's businesses and the competence areas required by the Board of Directors and by the committees of the Board of Directors. In the preparations for proposal on the Board's composition, long-term needs and successor planning are also taken into consideration by the Shareholders' Nomination Board. In addition, individuals elected as members of Metso's Board of Directors must be qualified for the position, good fit to Board's competence profile and be able to allocate enough time to carry out the responsibilities. The goal in selecting members to the Board of Directors is to ensure that the Board of Directors as a whole has a competence profile which supports the development of Metso's existing and future business.

Diversity

Diversity supports the overall goal that Board of Directors has optimal competence profile to support the Metso's existing and future business and is conceived as an integral part and a success factor enabling the achievement of Metso's strategic goals and the continuous improvement of customer-driven operations.

The diversity of the Board of Directors is examined from different perspectives. Important factors for Metso are the mutually complementary expertise of the members, their education and experience in different professional areas and industrial sectors, businesses in various stages of development, leadership experience, and personal capacities. The diversity of the Board of Directors is supported by experience in an international operating environment and various industries relevant to Metso as well as different cultures and by consideration to the age and gender breakdown.

Metso's long-term objective is to have a more balanced representation of both genders in the Board of Directors. As means to achieve the aforesaid objective, Shareholder's Nomination Board seeks to include representatives of both genders in the Board candidates search and evaluation process. The status of diversity and progress in achieving the aforesaid objective will be monitored by the Nomination Board's in its self-assessment discussion.