Metso

Annual report 2025



Metso

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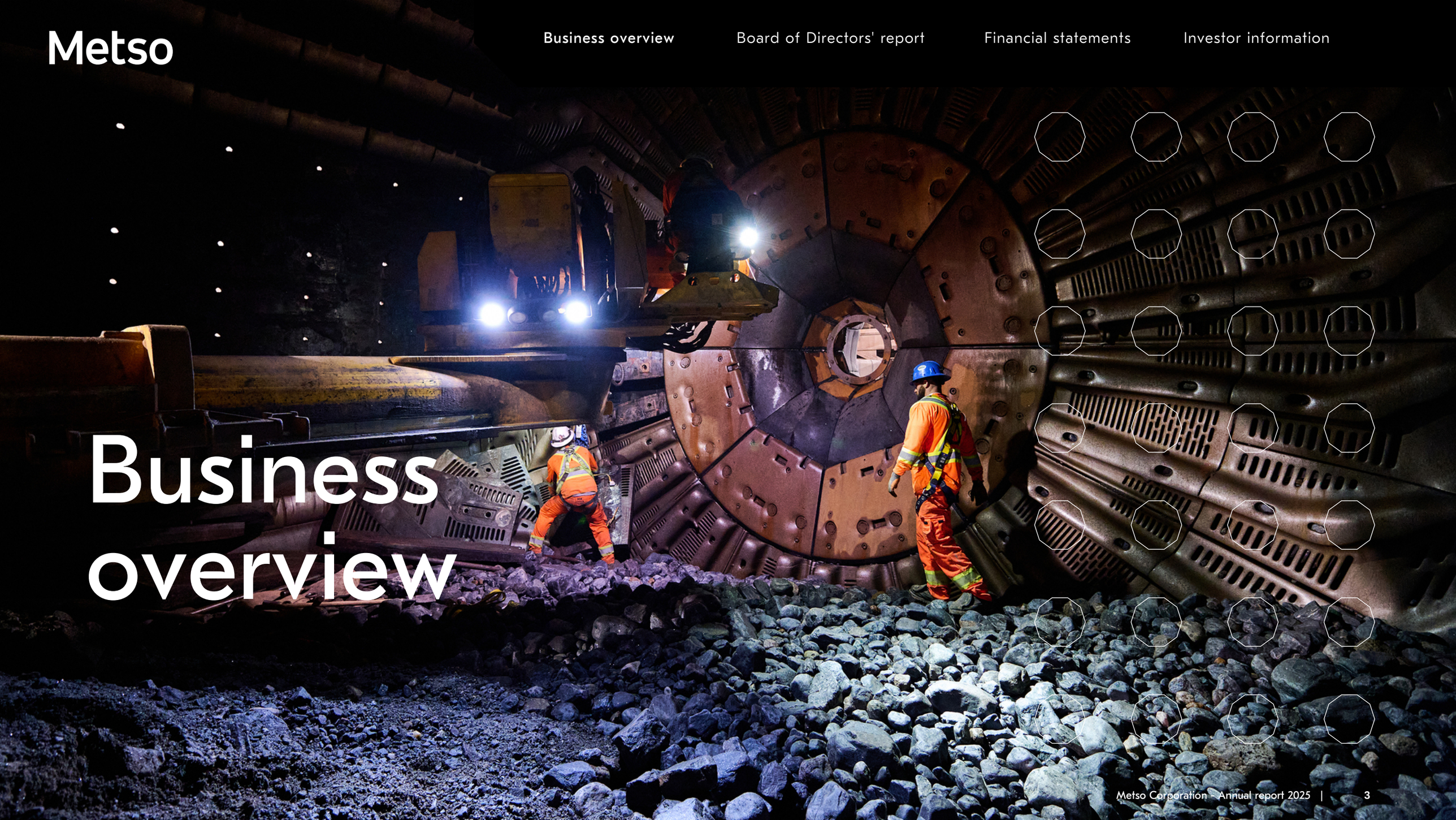
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Business overview

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Metso's strategy 2030:

We go beyond.

Read about our new strategy on pages 10-18.

Our year 2025

Orders received, EUR million

5,471

(2024: 5,278)

Adjusted EBITA, EUR million

829

(2024: 830)



Aftermarket sales 54%

Equipment sales 46%

Sales, EUR million

5,240

(2024: 5,026)

Adjusted EBITA %

15.8

(2024: 16.5)

Earnings per share from continuing operations, EUR

0.58

(2024: 0.61)

Metso in brief

Metso is a frontrunner in sustainable technologies, end-to-end solutions and services for the aggregates, minerals processing and metals refining industries globally. We improve our customers' energy and water efficiency, increase their productivity, and reduce environmental risks with our product and process expertise.

We are the partner for positive change.

~50 countries

100+ nationalities

~18k employees



From the CEO

Throughout 2025, I met with hundreds of investors and customers around the world. At these meetings, it became clear how highly our expertise is valued. We are seen as a reliable and knowledgeable partner with strong future potential. Confidence in our ability to meet the changing needs of the industry came up frequently in the discussions, and Metso's role as an industry leader is widely recognized.

Customer demand remained strong during the year, particularly in the Minerals segment, where investments in copper and gold as well as strong aftermarket demand supported growth. In the Aggregates segment, demand followed the typical seasonal variation but remained at a higher level than in the previous year, especially in Europe.

We strengthened our market position through acquisitions and successfully managed the impacts of market fluctuations and changes in tariff situations by leveraging our extensive international presence and supply chain. In addition, we advanced strategic initiatives, such as the divestment of the Ferrous business. We also completed a significant ERP system upgrade, which will provide us with long-term benefits.

At the end of the year, we announced a few significant mining equipment orders that had been in the works for a long time. I see this as a sign that, as an industry, we have learned to better adapt to the changing operating environment and to make bold investment decisions that enable us to meet the growing future demand for aggregates, minerals and metals.

Leadership in critical minerals and focus on aftermarket

Deglobalization, geopolitics, sustainability, digitalization, artificial intelligence, automation, and the depletion of mineral reserves all impact on our customers and their priorities, and Metso is in a key position to meet these needs and demands.

In 2025, we further strengthened our position as a technology leader in critical minerals and secured several significant deliveries around the world. Our expertise and innovative solutions keep us at the forefront of the rapidly evolving needs of the minerals sector.

We also developed our regional operating model by opening new service centers, expanding training opportunities, and investing in factories. With these actions, we can offer our customers even better and locally tailored services.

Developing a customer-centric growth culture

Employee engagement is a key success factor for us. In 2025, our employee engagement reached a new record. The culture of trust and caring that we have built together is evident in both employee engagement and our company results. Our customer-centric growth culture aims to break down any remaining silos that hinder collaboration, keep the focus on the customer, and build a culture where we boldly try new things and develop together.

Safety is a central part of our culture and way of working. In 2025, we launched our new "Start with safety" key message and made significant investments in proactive safety work.

Leader in sustainability

In 2025, we continued to develop our Metso Plus portfolio to deliver innovative solutions for energy efficiency, emission reduction, resource circulation, water savings and safety. With Metso Plus solutions, we help customers turn their sustainability goals into concrete results that improve efficiency and create long-term value for the entire industry.

The new climate targets we published in January 2026, validated by the Science Based Targets initiative, take Metso's ambition for sustainability to a new level. Our commitment to net zero across the entire value chain by 2050 and ambitious collaboration targets with customers and suppliers show that we are not just following change, we are leading it.

Launch of the new 'We go beyond.' strategy

One of the highlights of my first full year as CEO was when we redefined our company strategy and created the action plans that took effect at the beginning of 2026. The introduction of our 'We go beyond.' strategy for 2026-2030 energized the entire company and received an enthusiastic response from our external stakeholders, for example at our Capital Markets Day event in October.

In the Minerals segment, our strategy focuses on strengthening our technological leadership, particularly in the processing of energy and battery minerals such as copper. We are also focusing on building long-term partnerships and supporting our customers throughout the entire lifecycle of their operations by delivering consistent performance, reliability and support. In the Aggregates segment, our strategy emphasizes expanding services and expertise close to our customers, strengthening our aftermarket position and leveraging digital solutions to support our customers' business growth and efficiency.

We also updated our financial targets. We aim for at least seven percent annual sales growth and an adjusted EBITA margin of over 18 percent by 2028. Throughout 2025, we made determined progress toward our targets, despite uncertainties in our operating environment.

One of the goals of our 'We go beyond.' strategy is to increase the share of sales generated by our services and consumables businesses. Our aftermarket focus means that we operate strongly at the customer segment level, across business lines, and solve our customers' overall needs together. This work has got off to an excellent start and is also reflected in our orders, which include not only equipment deliveries but also multi-year maintenance and spare parts contracts.

Ready for the future

I am especially proud of what we achieved together with Metso's personnel, Metsonites, in 2025. The solid foundation we have built enables us to take on future opportunities and challenges. The demand for minerals such as copper is expected to remain high, and we are one of the pioneers in our field.

Thank you to our customers, shareholders, partners, and all Metsonites – thank you for your continued trust, collaboration and belief in our purpose.

Sami Takaluoma
President and CEO

"The solid foundation we have built enables us to take on future opportunities and challenges. The demand for minerals such as copper is expected to remain high, and we are one of the pioneers in our field."

Our businesses

Metso offers a broad range of products, services and digital solutions for customers in the aggregates, minerals processing and metals refining industries. Our extensive offering covers a wide range of equipment, parts and services to effectively meet the needs of our customers from pit to port all over the world. Metso operates in two customer segments through four business areas and seven market areas.

Metso operates

in **2** customer segments

through **4** business areas

and **7** market areas

Metso's business areas

- Aggregates
- Minerals
- Services
- Consumables

Metso's market areas

- North and Central America
- South America
- Europe and Central Asia
- Africa
- Middle East and India
- Greater China
- Asia Pacific

Our customer industries and offering

Aggregates



Our Aggregates segment serves quarry and contractor customers by offering crushing and screening equipment to produce or recycle aggregates needed in construction and infrastructure projects.

The global aggregates market consists of large international companies and numerous smaller, more regional or local ones running quarry operations or operating as contractors. Metso's offering for aggregates customers includes a broad variety of crushing and screening equipment and related services, such as crushers, screens, feeders, fixed and mobile crushing and screening plants, track-mounted equipment, spare and wear parts, and maintenance, refurbishments and Life Cycle Services.

Metso offers solutions through direct sales and also through a comprehensive network of about 250 distributors. In addition to Metso products, customers can select the equipment that best suits their needs from a large offering of independent brands that belong to Metso.

Minerals



Metso's mining customers include large global miners, major and mid-sized regional operators, junior miners and EPCM contractors (Engineering, Procurement, Construction Management). We offer equipment, process solutions and plant units, as well as a comprehensive scope of aftermarket services for minerals processing, and hydrometallurgical and pyrometallurgical solutions for the recovery and refining of metals.

Our unique offering combined with extensive process expertise for mining customers covers the entire end-to-end process, from professional testing and piloting support at the early stages of projects to complete solutions for the whole minerals processing process from crushing and grinding to separation and filtration, as well as advanced tailings management.

In addition, our offering includes material handling equipment and slurry pumps as well as an extensive selection of spare and wear parts and expert services. We also have comprehensive solutions and Life Cycle Services for maintaining and optimizing process and equipment performance with advanced digital solutions, intelligent automation and control systems.

For the battery industry value chain, Metso is in a unique position to provide sustainable technology and services covering, for example, lithium, nickel and cobalt production from the mine to battery chemicals, battery precursors and black mass recycling, with deliveries ranging from equipment packages to plant deliveries.

Metso's technology offering for the production of non-ferrous metals and ferroalloys covers a wide range of smelting processes for the treatment of primary and secondary raw materials. Metso is uniquely positioned in copper, with capabilities spanning the entire value chain all the way to finished anodes, complemented by precious metals and acid plant solutions. In addition, Metso offers smelting technology for the decarbonization of the iron and steel industry with DRI Smelting technology.

Metso offers a broad range of products, services and digital solutions for customers in the aggregates, minerals processing and metals refining industries.

Sales by geography



- Europe 21%
- North and Central America 21%
- South America 20%
- Asia Pacific 18%
- Africa, Middle East & India 20%

Sales by segment



- Minerals 76%
- Aggregates 24%

Metso's strategy 2030: We go beyond.

In September 2025, Metso introduced a new 'We go beyond.' strategy for 2026–2030. It encapsulates Metso's ambition to push boundaries, innovate and lead the industry.

'We go beyond.' focuses on business growth and improved profitability, customer-centricity, market leadership, and increasing the share of aftermarket sales. Our vision is to become the industry benchmark: the definitive standard in minerals and aggregates processing.

With the 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.

Executing the strategy

Our strategy is structured around four strategic objectives: delivering the best customer experience, increasing the aftermarket share of sales, being a frontrunner in sustainability and safety, and achieving financial excellence.

For implementing the strategy and achieving these objectives by 2030, we have defined three key focus areas:

- Growth: Accelerating growth through collaboration, segment-focused thinking and investing in strategic priorities with the highest potential for differentiation, market share, profitability or sales.
- Excellence: Elevating customer experience by providing end-to-end customer journeys that prioritize quality, speed and responsiveness. This includes industry-leading aftermarket capabilities and local presence with a focus on early capability development for new regions.
- Metso #1: Becoming the number one choice for customers, partners and talent. Segment strategies for Aggregates and Minerals aim for industry leadership.

Enablers for success

People and culture are at the heart of our new strategy, serving both as its driving force and as a key enabler. We believe that fostering a strong, inclusive, and growth-oriented culture is critical to achieving our objectives. These principles are embedded in our strategy through three strategic enablers: customer-centric growth culture, engaged Metsonites and industry leading capabilities.



We go beyond.

Best customer experience

Higher aftermarket share

Sustainability & safety frontrunner

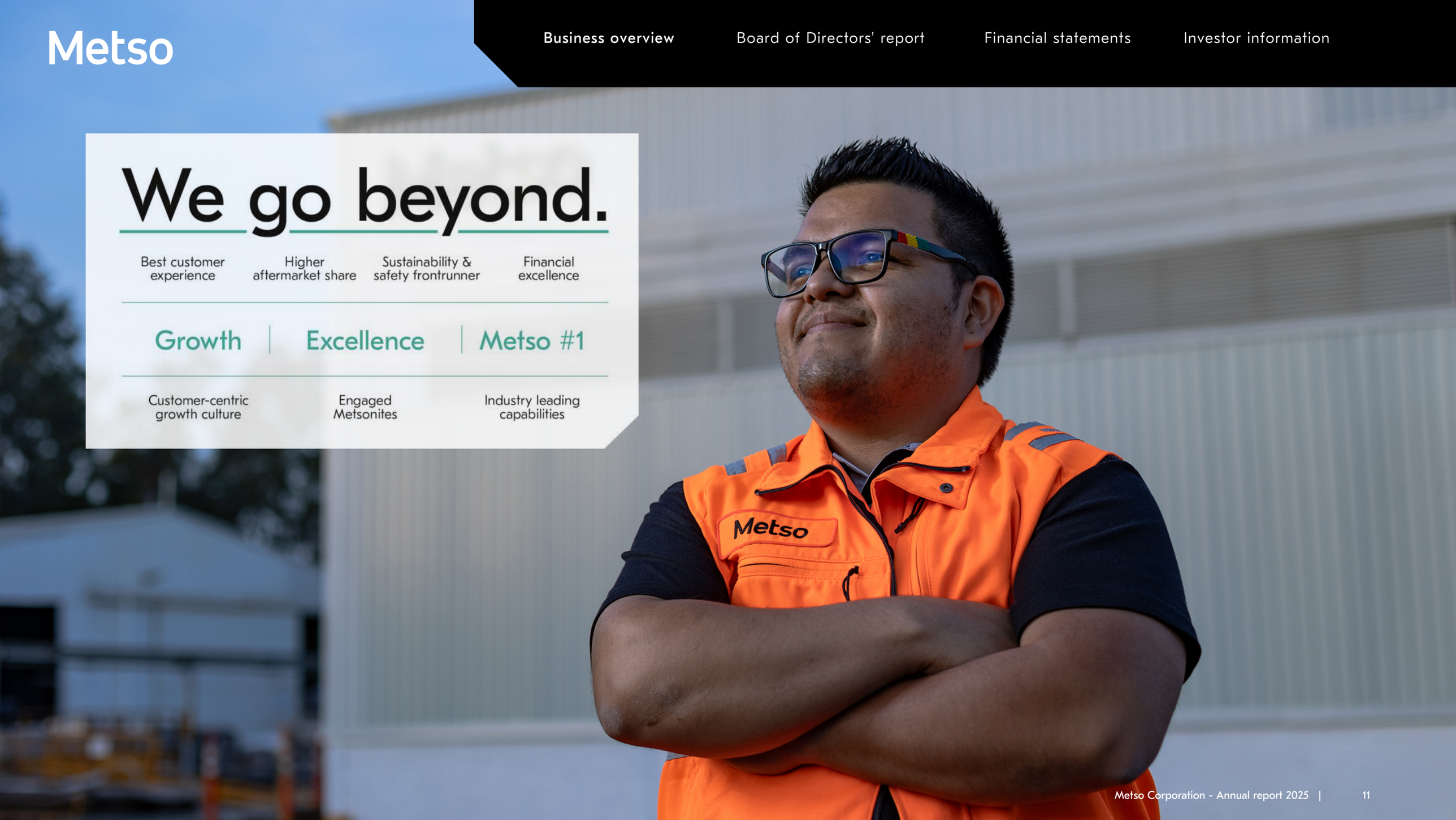
Financial excellence

Growth | Excellence | Metso #1

Customer-centric growth culture

Engaged Metsonites

Industry leading capabilities



Strategic objectives

Metso's purpose is to enable sustainable modern life. Our products and services are used in the aggregates, minerals processing and metals refining industries to produce materials that are needed to sustain our way of living. We deliver services, innovations and results – reliably and safely. We want to be a valuable and trusted partner for our customers and help them reach their goals.

We are building a company that transforms the industry with the best customer value and service through innovative sustainable solutions and cutting-edge technologies.

There are four strategic objectives in Metso's new strategy: best customer experience, a higher aftermarket share of sales, sustainability and safety frontrunner, and financial excellence.



Best customer experience



Higher aftermarket share



Sustainability and safety frontrunner



Financial excellence

Best customer experience

We aim to be the first choice for innovation, reliability and long-term value creation for our customers.

Metso's new strategy emphasizes our renewed commitment to customer-centricity. Our ambition is clear: to be the first choice for customers and partners, and to lead in innovation and long-term value creation. Achieving this requires a deep understanding of our customers' operations, challenges, and aspirations, and a renewed focus on providing best-in-class customer value.

Minerals processing and aggregates customers seek more than equipment or parts. They expect tailored support, integrated solutions and expert process guidance to enhance the performance of their plants. Metso's segment approach enables us to strengthen our ability to serve our customers holistically and to ensure we operate as one Metso.

We use Net Promoter Score (NPS®) to measure both relationship and transactional satisfaction of our end customers and distributors. In 2025, our relationship NPS continued to increase, reaching a new record. From the increasing volume and touchpoints for our transactional NPS we collect very actionable feedback, which drives continuous improvement of our business processes. The attributes we get continuously high scoring is our approach to safety and the technical expertise of our people.

Our comprehensive end-to-end solutions and services cater to our customers' whole ore to metals value chain. These capabilities are complemented with our industry-leading service expertise and extensive global network to ensure that we are always close to the customer and ready to provide support. We engage closely with our customers to understand their operational needs and deliver tailored solutions that drive performance. We support our customers throughout the lifecycle by delivering updated wear parts, performance-enhancing upgrades and advanced digital solutions for their key equipment.

In the Aggregates segment, we offer easy-to-buy and easy-to-use solutions that are designed to simplify crushing, screening, material processing and land clearing. In the Minerals segment, we support our mining and metals refining customers with industry-leading process expertise and cutting-edge equipment and services. From plant design to spare and wear parts and digital performance solutions, our broad portfolio is engineered to optimize throughput and maximize recovery at every stage.

We invest in R&D, digitalization and automation to help our customers improve energy and water efficiency, reduce emissions, and enhance circularity and safety across their operations. With our strong know-how and digital solutions, we can help our customers boost efficiency, minimize downtime and reduce maintenance costs.





Higher aftermarket share

The aftermarket business accounts for 60% of Minerals segment sales and 32% of Aggregates segment sales, while offering significant opportunities for growth. Metso's wide installed base, ability to service third-party equipment, and continuous investments into local service presence and technology strengthen our position and increase recurring revenue.

One of Metso's core strengths is our extensive service center footprint and close proximity to customers, an advantage we will continue to invest in and expand. By being close to our customers and supporting them in maintaining, optimizing and upgrading their equipment, we are well-positioned to capture the full aftermarket potential and achieve our growth ambitions. We currently have 17 service centers, including three Performance Centers in strategic locations globally. We will continue to invest, expand and strengthen our global presence.

Metso's equipment is engineered for aftermarket excellence. We combine industry-leading maintainability and upgradability with best-in-class total cost of ownership to support long-term customer success. In our new strategy, we are putting more emphasis on leveraging our existing installed base to grow our aftermarket. In addition, we aim to grow more in the third-party installed base to unlock wider market opportunities and deliver advanced solutions to customer sites faster. Our comprehensive offering of maintenances, refurbishments and Life Cycle Services, along with spare and wear parts designed for maximum wear life, delivers significant value to our customers through enhanced equipment reliability, greater production performance, and improved safety and sustainability.

Our key initiatives for securing and growing aftermarket captivity include investing heavily in digital innovation and AI, technology development and product management.

Sustainability and safety frontrunner

Being a sustainability and safety frontrunner is one of the core ambitions of our 2030 strategy 'We go beyond.'

We start with safety

Metso is committed to providing a safe working environment for all employees, contractors, and partners. Safety is at the core of Metso's customer-centric growth culture and a starting point for all our actions and decisions. In 2025, we reinforced this commitment by launching the new proactive safety key message and mindset, "Start with safety", which guides the daily operations and strategic direction for becoming a frontrunner in safety. We actively encourage employees to intervene in unsafe activities and share safety practices in order to foster safety proactively. These actions helped us achieve 287 safe days in 2025.

During 2025, our safety efforts focused on four key areas: safety culture, best practices, contractor safety, and gap analysis of new safety directives to identify safety improvements. The annual theme, "Humanizing safety", encouraged all Metsonites to continue building a psychologically safe culture. Safety conversations and risk observations were one of the key tools to engage employees in improving safety.

Metso's global health and safety directives define the minimum safety requirements and guide local implementation. The Life-Saving Rules address ten critical operational risks, establishing non-negotiable guidelines for each. The Modus Operandi sets out the core expected health and safety behaviors for all employees, supervisors, managers, and the business as a whole.

Safety execution plan guiding the first actions

The new 'We go beyond.' strategy sets the direction for the safety execution plan for 2026–2028. Our ambition is to start with safety, lead safety proactively, and improve safety performance. During these years, safety improvements will concentrate on six focus areas: contractor safety, enabled operational safety leaders, learning from experience, fatal accident prevention, asset integrity and continuous compliance review. There will be an increased focus on high-quality implementation, increased collaboration, and delivering long lasting results.



Setting new standards in sustainability

With our 'We go beyond.' strategy, we are setting new standards for environmental responsibility, innovation and stakeholder engagement. We are driving both operational excellence and long-term value creation, from suppliers to customers.

Our sustainability roadmap is built on three pillars to create impact:

- Ambitious net-zero journey, including the net zero by 2030 target in our own operations.
- Compliance and data-driven value with robust governance, transparency, and data enablement to support both growth and regulatory excellence.
- Beyond CO_2 initiative that inspires innovations in circularity, sustainable product development, and next-generation water strategies.

We are also investing in people. We are building sustainability expertise through training and engagement to empower teams to lead sustainability transformation.

Driving impact throughout the value chain

Our biggest sustainability impact takes place through our customers in energy- and water-intensive industries. That's why we focus on developing sustainable technologies in collaboration with customers and building responsible supplier relationships aligned with our ambition.

Solutions that advance the energy transition are at the core of our innovation. As global investments in renewables, transmission and battery technologies, as well as AI and datacenters grow, so does the need for energy transition metals. Our Metso Plus offering is designed to deliver customers more performance where it's most needed. Metso Plus delivers measurable sustainability improvements such as resource optimization, enhanced energy and water efficiency, and lower CO_2 emissions.

With Metso Plus, we're helping customers meet decarbonization and other sustainability goals while simultaneously advancing industry standards. In 2025, Metso Plus sales reached EUR 1,458 million.

Responsible supply chain through collaboration

With around 17,000 suppliers in 82 countries and EUR 3.6 billion in procurement spend, our supply chain is a major lever for change.

Our responsible supply chain approach includes a global supplier sustainability engagement program as well as encouraging suppliers to set science-based climate targets. Our procurement teams across the globe regularly engage with key suppliers to discuss business conduct and supply chain management priorities.

We arrange regular audits and assessments, especially in ESG (Environment, Social and Governance) high-risk regions, and require mandatory commitment to our Supplier Code of Conduct. We support and collaborate with suppliers of all sizes, especially local SMEs, to raise the bar together.

Walking the talk in our own operations

While our biggest impact is through our customers, we are equally committed to decarbonizing our own operations. To reach net zero by 2030, our focus is on optimizing processes at manufacturing sites, electrifying equipment and transitioning to cleaner energy alternatives, as well as increasing renewable energy sourcing.

In 2025, we completed several initiatives that contribute to our journey towards net zero, including:

- Energy-efficiency upgrades to industrial furnaces and heating systems in Brazil, China and India.
- Solar panel installations in Australia, China and Mexico.
- Switching to electric tow trucks and company vans in India and Ireland, and installing electric vehicle charging stations in Finland.

In 2025, our emissions reductions stood at -76% compared to baseline year 2019.

Raising our ambition with elevated targets

In 2025, the Science-Based Targets initiative (SBTi) approved our renewed greenhouse gas emissions targets, encompassing both short- and long-term goals.

Our commitment to net-zero greenhouse gas emissions across Metso's value chain by 2050 means we will need to take comprehensive measures to eliminate or offset emissions, not only within our own operations, but also throughout the entire supply chain and product lifecycle.



New climate targets:

- **Net zero in own operations by 2030:** Metso commits to reach net-zero greenhouse gas emissions from Scope 1 and 2 emissions by 2030 from the 2019 baseline year.
- **Customer engagement:** Metso commits that 40% of its customers by revenue will have science-based targets by 2030.
- **Increase of sustainable sales:** Metso commits to reduce Scope 3 GHG emissions from use of sold products 51.6% per EUR value added by 2030 from a 2024 baseline year.
- **Supplier engagement:** Metso commits that 40% of its suppliers by spend will have science-based targets by 2030.
- **Net zero across the value chain:** Metso commits to reach net-zero greenhouse gas emissions across the value chain by 2050.

Financial excellence

In connection with the 2030 strategy launch, Metso 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.

Metso's growth and profitability targets were elevated for the new strategy period, and they are set to be achieved by the end of 2028. The new financial targets include a sales growth target of at least 7% annually (CAGR). For profitability, Metso is targeting an adjusted EBITA margin exceeding 18%, in comparison to the previous target of 17%. The "maintain investment-grade rating" target was replaced with a target to maintain the net debt to EBITDA ratio below 1.5. The annual dividend target remains unchanged: at least 50% of earnings per share.

Opportunities for growth in both segments

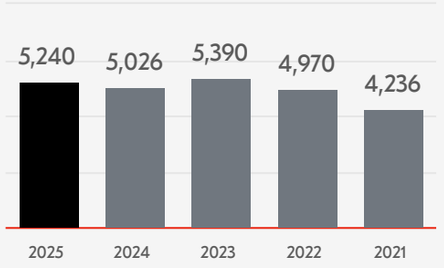
The new strategy is founded on positive market outlooks supported by market fundamentals, which are expected to increase the demand for Metso's products and aftermarket offering. Localization and geopolitics are driving the minerals and aggregates industries to build stronger, local supply chains. Competitive regional supply chains are one of Metso's key priorities. Geopolitical risks may hinder investments but also offer opportunities for innovation.

Market fundamentals in the industries we serve continue to offer opportunities for growth. Electrification drives demand for metals, as the global focus on sustainable construction increases and the decarbonization of operations drives demand for energy-efficient equipment. Copper production, in particular, is expected to grow, driven by electrification and the increase in data centers and renewable energy. The growing demand for digital and AI-enabled solutions is revolutionizing the industry, driving efficiency and innovation. At the same time, depleting ore grades and decreasing access to high-quality resources in optimal locations are forcing the industry to innovate and adapt. These fundamentals are driving long-term demand for innovative solutions, offering opportunities for Metso's growth.

Both our Minerals and Aggregates segments have clear strategic priorities to deliver growth. In the Aggregates segment, our strategic choices include focusing on growing the aftermarket business, expanding regionally, leading in quarries, contractors, and aggregates aftermarket, and strengthening our position in aggregates and infra recycling. In the Minerals segment, we aim to expand our position as the top player in the industry with an emphasized focus on energy transition minerals, value-driven customers, and solutions that offer significant aftermarket business potential.

Our key areas for growth include products with high aftermarket potential, a sustainable and safe offering, automation and digitalization. By developing customer experience as well as new digital and value-adding services, we can find new revenue streams from our existing installed base, as well as from the third-party installed base. In addition, mergers and acquisitions continue to play a central role in Metso's growth strategy.

Sales, EUR million*



**The figures for years 2024–2025 are comparable.*



Financial targets:

- Annual sales growth (CAGR) of at least 7%
- Adjusted EBITA margin over 18%
- Net debt to EBITDA ratio below 1.5
- Annual dividend of at least 50% of earnings per share

People and culture as our driving force

Our people and culture are the enablers behind the 'We go beyond.' strategy. We believe that a strong, inclusive and growth-oriented culture is essential to achieving our strategic focus areas of Growth, Excellence and Metso #1.

It's essential to evolve and adapt to the changing landscape. To go beyond and excel as one Metso, we put emphasis on enhancing collaboration, with increased focus on the customers' perspective. We have integrated these insights into our new strategy through three strategic enablers: customer-centric growth culture, engaged Metsonites, and industry leading capabilities.

Customer-centric growth culture

We foster a growth culture that places safety, inclusion, and wellbeing at the core. Our goal is to boost diversity across our business, eliminate biases in our processes, and create psychological safety in our teams. We promote collaborative and innovative ways of working and always aim for our customers' success. The values that guide our behavior are: High ambition - always; Customer in center; Getting it done - together; and Open and honest.

In today's fast-evolving world, cutting-edge technology alone is not enough. True impact comes from creating customer value together. Collaboration is already part of our DNA, but getting to the next level demands crushing existing silos and unlocking the full potential of our people and organization. We are already known for being steady and reliable, but the future requires us to be fast and fearless. We must be ready to seize opportunities so that we can succeed on multiple customer fronts. We foster an environment where accountability, high ambition and collaboration are present, and enable our teams to consistently deliver exceptional quality and results for our customers. A sharpened focus on strong performance management will help us achieve these goals.

Engaged Metsonites

Engaged Metsonites are individuals who champion a purpose-driven business strategy, guided by an entrepreneurial mindset and unified ways of working. Metsonites play an integral role in the success of our strategy, as we see a strong correlation between our customer and employee engagement. To reach our strategic objective of delivering the best customer experience and to retain talent, we need more focus on fostering employee engagement within the company.

We work every day to build a thriving culture that is inclusive and enables everyone to do their best and reach their full potential. We measure employee satisfaction through engagement surveys conducted several times a year. We have made commendable progress in this area in recent years, and in 2025 our employee engagement was at an all-time high of 60, exceeding our target and ranking among the top 5% in the industry.

At Metso, we value leadership that inspires and motivates while cultivating a culture of trust, collaboration and genuine appreciation. Our leaders play a key role in building our culture and success, in driving growth and wellbeing at work, and in delivering results. We want to empower our leaders to lead with courage, resilience, and agility so that they can enable growth for our people and business in an accelerated AI and digital era.

Industry leading capabilities

We want to be the number one choice for our customers, partners, and current and future Metsonites. Our ability to attract and retain top talent is key to reaching this position. We continue to build industry leading capabilities in the right locations, supported by a strong commitment to continuous learning and excellence in training. This focus ensures that our people are equipped to lead, innovate, and deliver value in a competitive global landscape.

Our goal is to create a workplace that fosters professional development and career growth. We believe that learning is most effective when it integrates seamlessly with daily work. Job rotation and other on-the-job experiences are our primary methods for learning, complemented by social learning opportunities, such as coaching and mentoring. Additionally, our formal training sessions also play a role in our continuous learning approach. We have a dedicated organization, Metso Academy, supporting the various training needs of the company and providing tailored training for our customers.



CASE

Humanizing safety - building a culture of care

Psychological safety and a human-centered approach are key drivers in enhancing both safety performance and a culture that starts with safety. In 2025, Metso recognized "Humanizing safety" as the safety theme of the year.

Humanizing safety means making safety and team interaction more empathetic, relatable and understandable for everyone. It promotes positive leadership in safety management by engaging people and encouraging commitment to safe behaviors. It also emboldens employees to improve safety practices through active listening and participation.

Culture talks - humanizing safety

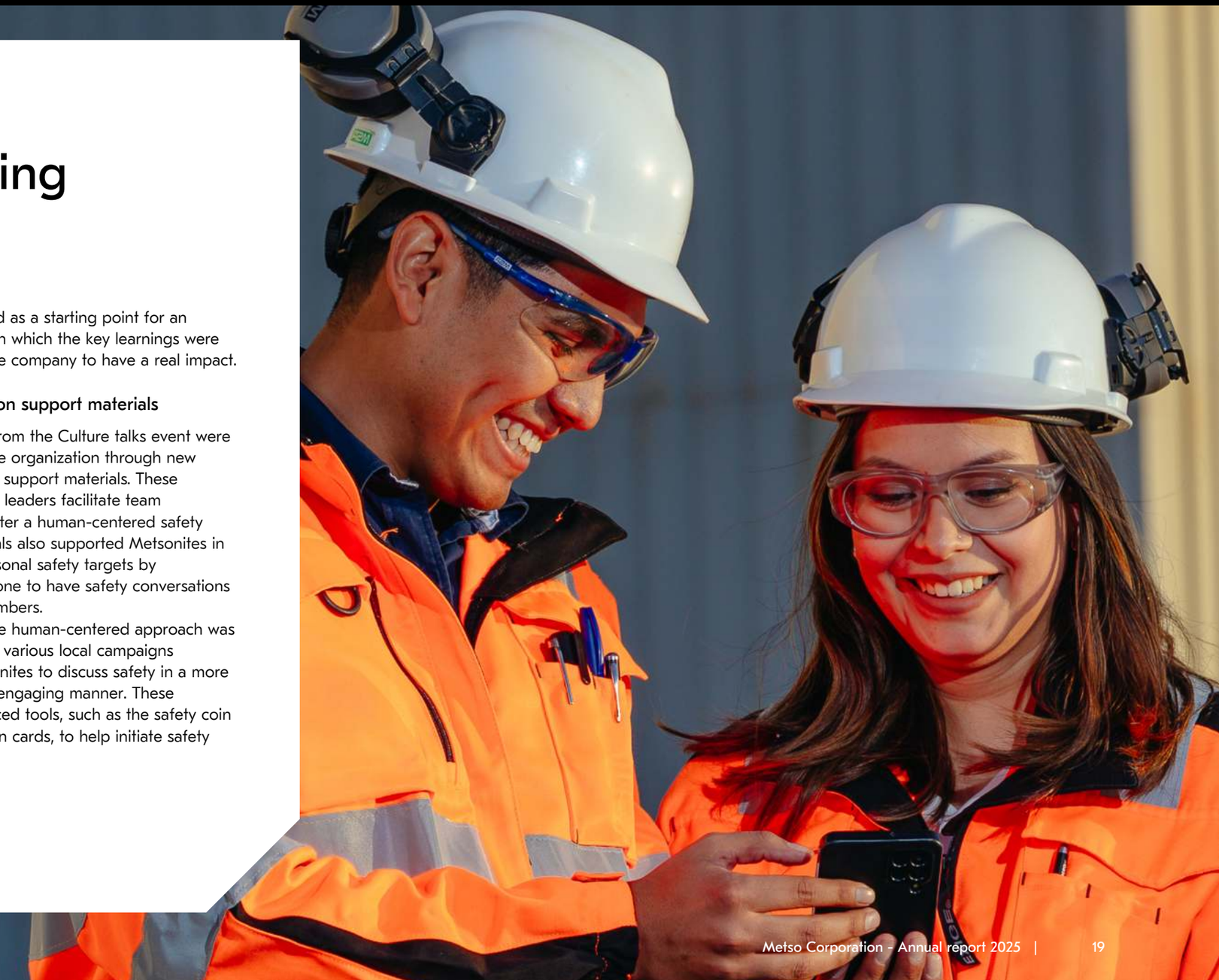
The Humanizing safety theme was introduced in a virtual Culture talks event that brought together over 2,200 Metsonites. Participants had the chance to learn more about the human-centered approach to safety from the CEO, various leaders and external keynote speaker. In addition, the children of employees shared on video what safety means to them. The video reminded that safety is not just about the workplace but also about the loved ones waiting at home.

The event served as a starting point for an internal campaign in which the key learnings were cascaded across the company to have a real impact.

Safety conversation support materials

The key learnings from the Culture talks event were cascaded across the organization through new safety conversation support materials. These materials helped all leaders facilitate team discussions that foster a human-centered safety culture. The materials also supported Metsonites in achieving their personal safety targets by encouraging everyone to have safety conversations with their team members.

Awareness of the human-centered approach was also raised through various local campaigns encouraging Metsonites to discuss safety in a more approachable and engaging manner. These campaigns introduced tools, such as the safety coin and safety reflection cards, to help initiate safety conversations.



CASE

Shaping the industry with energy efficient comminution technology

Comminution, the process of crushing and grinding ore, is essential to mining. However, it accounts for around 2% of the world's total energy consumption, highlighting the importance of developing new energy-saving technologies. In remote regions of the world, energy efficiency can even be a crucial factor for mining projects to secure grid access, and for operations with standalone power systems, it directly influences the cost of site setup.

In addition to minimizing environmental impact and reducing project start-up costs, energy efficiency contributes to substantial operational cost-savings for mining customers. For a typical plant processing 100,000 tons of ore per day, a 5% reduction in comminution energy can translate to as much as USD 3–5 million in annual savings. With the help of Metso's advanced technology, the savings can even exceed this benchmark.

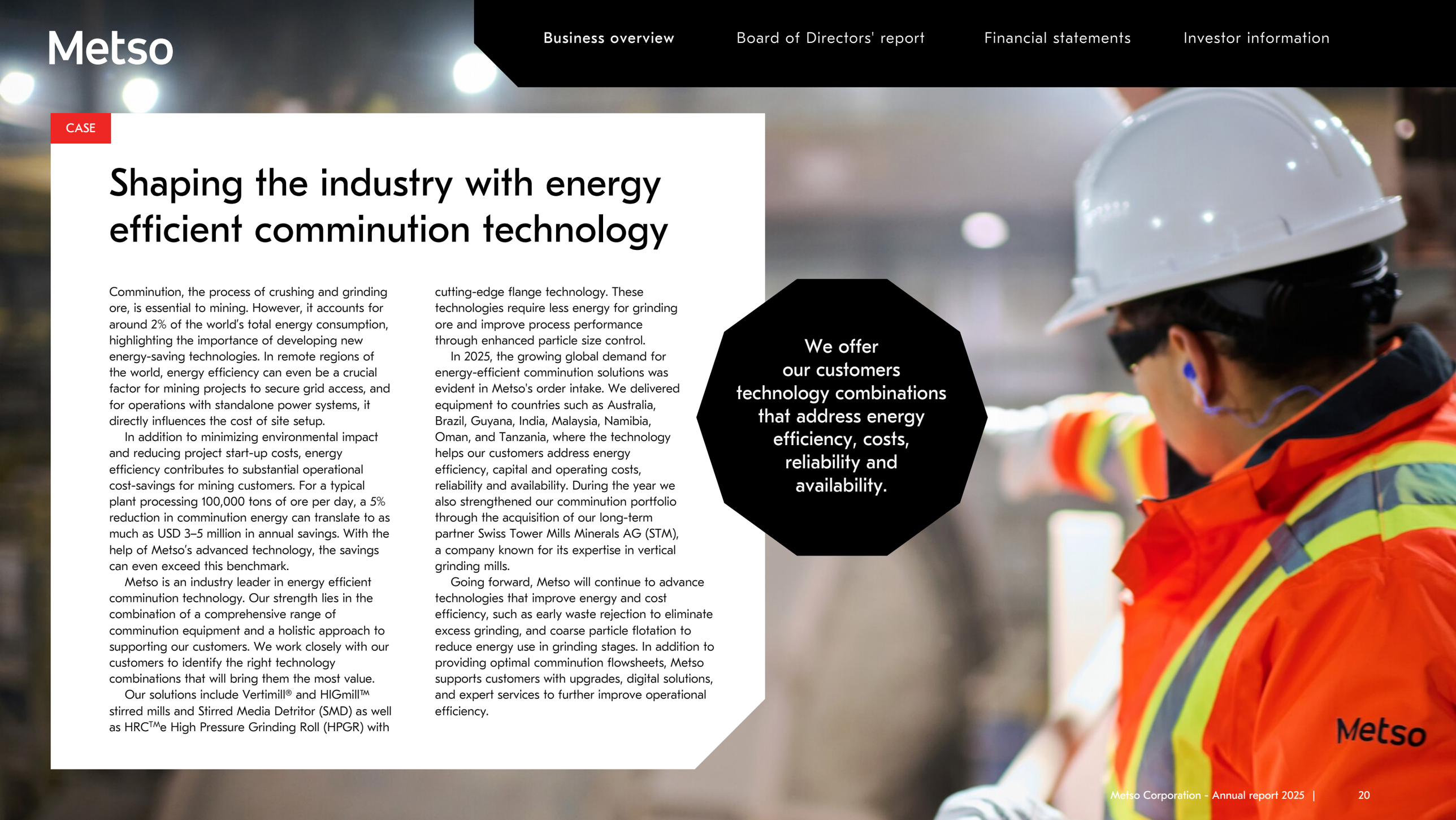
Metso is an industry leader in energy efficient comminution technology. Our strength lies in the combination of a comprehensive range of comminution equipment and a holistic approach to supporting our customers. We work closely with our customers to identify the right technology combinations that will bring them the most value.

Our solutions include Vertimill® and HIGmill™ stirred mills and Stirred Media Detritor (SMD) as well as HRC™e High Pressure Grinding Roll (HPGR) with cutting-edge flange technology. These technologies require less energy for grinding ore and improve process performance through enhanced particle size control.

In 2025, the growing global demand for energy-efficient comminution solutions was evident in Metso's order intake. We delivered equipment to countries such as Australia, Brazil, Guyana, India, Malaysia, Namibia, Oman, and Tanzania, where the technology helps our customers address energy efficiency, capital and operating costs, reliability and availability. During the year we also strengthened our comminution portfolio through the acquisition of our long-term partner Swiss Tower Mills Minerals AG (STM), a company known for its expertise in vertical grinding mills.

Going forward, Metso will continue to advance technologies that improve energy and cost efficiency, such as early waste rejection to eliminate excess grinding, and coarse particle flotation to reduce energy use in grinding stages. In addition to providing optimal comminution flowsheets, Metso supports customers with upgrades, digital solutions, and expert services to further improve operational efficiency.

We offer our customers technology combinations that address energy efficiency, costs, reliability and availability.



CASE

Solving customer challenges with our digital offering

Metso's digital solutions play a key role in solving operational challenges for our customers and contractors. In 2025, our focus in the Aggregates segment was especially on increasing equipment uptime, optimizing production performance, and enabling an enhanced customer experience.

Improved equipment uptime through AI-powered predictive maintenance

To help customers reduce unplanned downtime, Metso has introduced a scalable, AI-powered predictive maintenance service, which became fully operational in 2025. All newly delivered Metso equipment are digitally connected, enabling real-time monitoring of equipment performance and health. The connectivity allows us to provide our customers and distributors with timely, AI-generated maintenance recommendations, which can also be integrated into their digital platforms.

We offer superior service for our customers with features such as one-click ordering and a connected inventory network. Maintenance recommendations align with real-time stock availability and lead times, ensuring timely parts delivery and minimized equipment downtime for over 20,000 aggregates customers and distributors.

Increased throughput and reduced operational deviations with automation

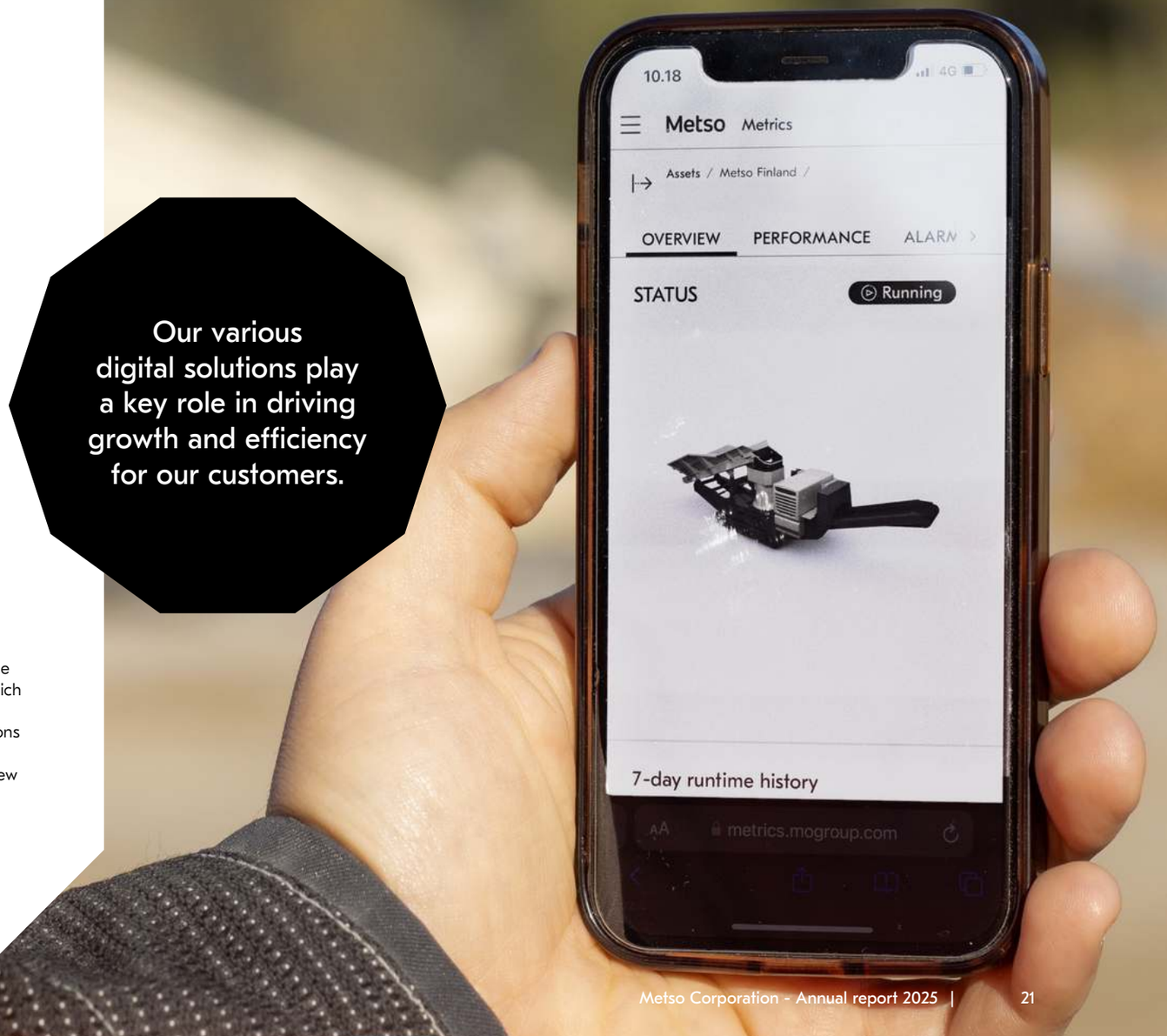
Metso has developed a software-based production optimization solution that autonomously balances Lokotrack® crushing operations. The system identifies the location of the Lokotrack® units in a train sequence, monitors production flow and adjusts settings in real time to eliminate production bottlenecks.

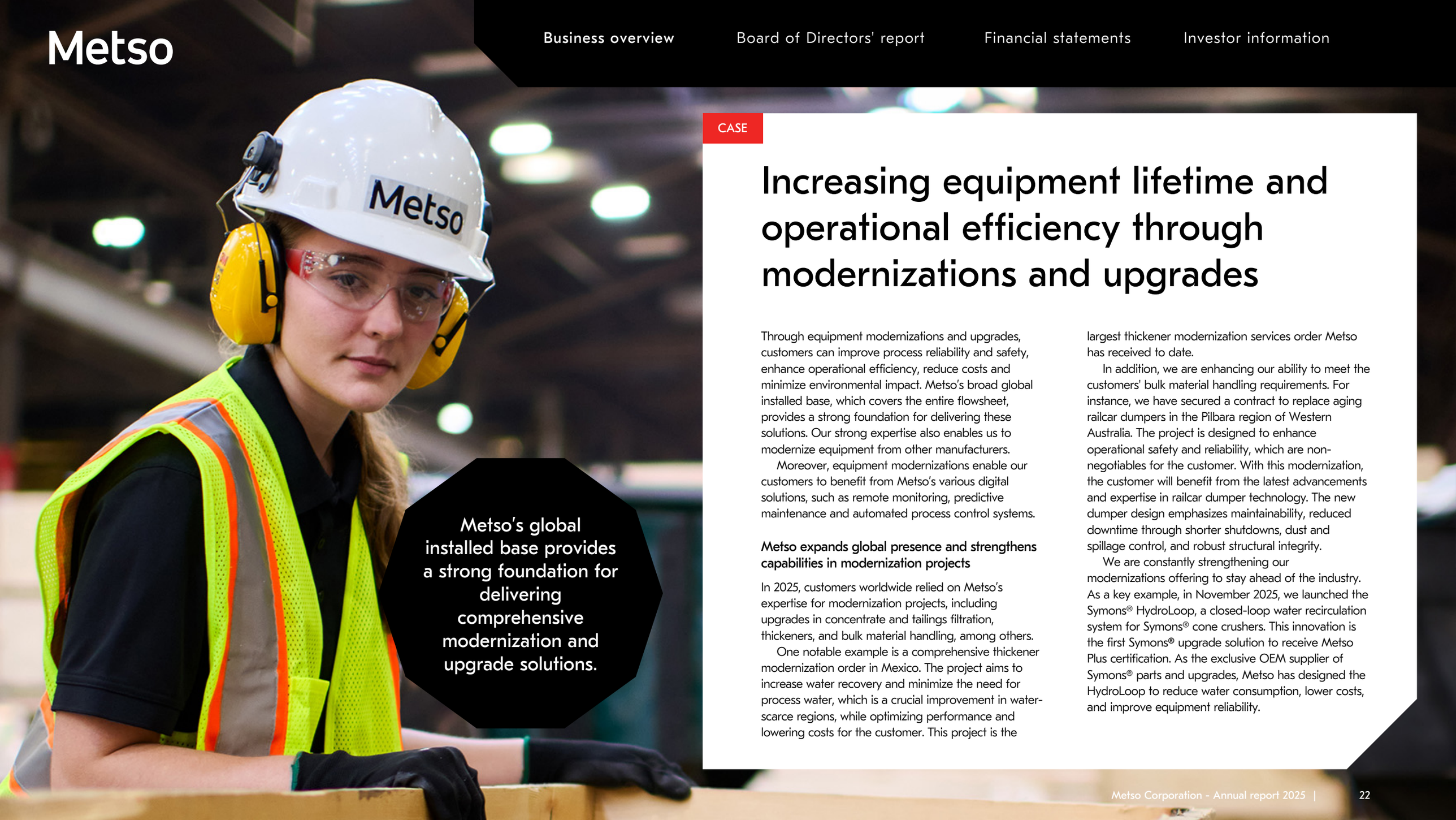
In 2025, we started selling the solution through a subscription model, and the feedback from customers has been very positive. The solution has led to clear results with some of our customers, including up to 10% increases in throughput and 80% reductions in operational deviations. Operators also benefit from enhanced safety and efficiency, with the ability to manage settings directly from the excavator cabin. Designed with scalability in mind, the software is pre-integrated into new Metso equipment, and customers can activate the service via subscription at any time.

Better customer experience through digital channel transformation

Metso is improving customers' and distributors' online experience in digital channels and tools. 2025 marked the successful go-live for our new e-commerce platform, which aims to drive maximized value and growth in our digital channels. The goal is to make buying and owning solutions intuitive and seamless. We aim to serve our customers better, faster, and with a lower cost footprint, and our new digital architecture is fully aligned with that ambition.

Our various digital solutions play a key role in driving growth and efficiency for our customers.





Metso's global installed base provides a strong foundation for delivering comprehensive modernization and upgrade solutions.

CASE

Increasing equipment lifetime and operational efficiency through modernizations and upgrades

Through equipment modernizations and upgrades, customers can improve process reliability and safety, enhance operational efficiency, reduce costs and minimize environmental impact. Metso's broad global installed base, which covers the entire flowsheet, provides a strong foundation for delivering these solutions. Our strong expertise also enables us to modernize equipment from other manufacturers.

Moreover, equipment modernizations enable our customers to benefit from Metso's various digital solutions, such as remote monitoring, predictive maintenance and automated process control systems.

Metso expands global presence and strengthens capabilities in modernization projects

In 2025, customers worldwide relied on Metso's expertise for modernization projects, including upgrades in concentrate and tailings filtration, thickeners, and bulk material handling, among others.

One notable example is a comprehensive thickener modernization order in Mexico. The project aims to increase water recovery and minimize the need for process water, which is a crucial improvement in water-scarce regions, while optimizing performance and lowering costs for the customer. This project is the largest thickener modernization services order Metso has received to date.

In addition, we are enhancing our ability to meet the customers' bulk material handling requirements. For instance, we have secured a contract to replace aging railcar dumpers in the Pilbara region of Western Australia. The project is designed to enhance operational safety and reliability, which are non-negotiables for the customer. With this modernization, the customer will benefit from the latest advancements and expertise in railcar dumper technology. The new dumper design emphasizes maintainability, reduced downtime through shorter shutdowns, dust and spillage control, and robust structural integrity.

We are constantly strengthening our modernizations offering to stay ahead of the industry. As a key example, in November 2025, we launched the Symons® HydroLoop, a closed-loop water recirculation system for Symons® cone crushers. This innovation is the first Symons® upgrade solution to receive Metso Plus certification. As the exclusive OEM supplier of Symons® parts and upgrades, Metso has designed the HydroLoop to reduce water consumption, lower costs, and improve equipment reliability.

CASE

Unlocking unmatched value through beneficiation

Beneficiation is a transformative force in mineral processing, turning ore into opportunities. By separating valuable particles from non-valuables, it unlocks hidden potential that drives profitability and sustainability. An optimally designed beneficiation process ensures the best possible yield, while reducing energy and water use, lowering CO_2 emissions, and delivering significant cost savings.

Metso is uniquely positioned to deliver value throughout the entire flowsheet. Flotation solutions bring benefits to grinding circuit design, and vice versa. Thanks to our holistic approach and end-to-end expertise, we can deliver solutions that maximize performance and sustainability throughout the process. In beneficiation solutions, Metso is the only player with a complete in-house flotation portfolio with unmatched reliability for customers.

A new era of separation technologies

In a market full of emerging technologies, Metso stands apart through rigorous new technology validation practices. Metso develops and models hybrid flowsheets, designed for each ore type, operational need and sustainability goal the customer may have. This applies also to beneficiation solutions. Whether copper, nickel, gold or other metals, Metso has the expertise and portfolio to select and integrate the right technologies.

A new Separation laboratory in Pori, Finland, opened in 2025, features a comprehensive scope of advanced flotation technologies like the Concorde Cell™ and the FloatForce®+ for TankCell® flotation cells. These innovations deliver higher recovery rates, optimize froth performance and reduce energy consumption.

The Metso Plus Concorde Cell™ is a high-intensity pneumatic flotation innovation that lowers water and energy use while cutting CO_2 emissions per ton of metal. It supports a wide range of minerals, such as copper, nickel, gold and platinum group metals, offering higher recovery rates, reduced tailings, and smaller plant footprints.

TankCell® flotation units, also part of the Metso Plus portfolio, are suitable for all flotation applications and mineral types. Their modular design supports flexible plant layouts and simplifies maintenance while delivering consistent performance, reliable metal recovery, low cost of ownership and easy maintenance, all contributing to long-term financial success.

New opportunities through coarse flotation

The future of minerals processing is transformative. Metso's latest innovation in flotation, a new coarse particle flotation (CPF) cell, 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. The proposed technology significantly simplifies the CPF process and brings substantial savings in water consumption. This enables the building of circuits that are more efficient, profitable and sustainable.

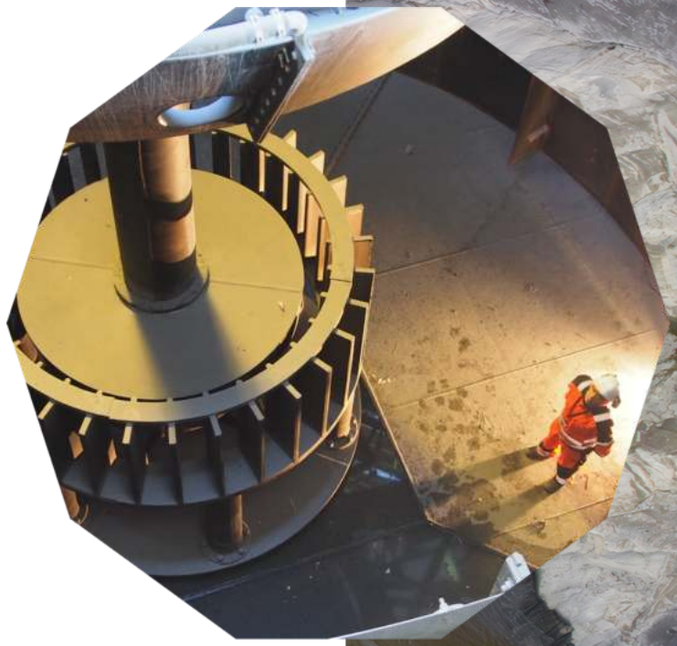
Aftermarket optimization with reliability

Customers choose us for our industry-leading experts and reliable technologies. Metso's support continues well beyond installation. Our lifecycle services, retrofits, and performance optimization programs ensure long-term value and operational excellence. Through upgrades we can extend equipment life, improve metallurgical performance, reduce energy consumption and support circularity.

Advancing separation for scalable impact

At Metso, separation is considered a strategic element of mineral processing. With advanced technologies, deep expertise and global presence, Metso enables better recovery, shaping the future of sustainable mining.

With research centers located in Pori and elsewhere around the world, Metso supports bench-to-pilot scale testing, process simulation, and flowsheet development. These capabilities make Metso a trusted partner in delivering scalable and sustainable solutions globally.



CASE

Strategy launch as a cultural milestone: Engaging Metsonites around the globe

In September 2025, Metso introduced the new 'We go beyond.' strategy, marking a significant step forward in our growth journey. Engaged Metsonites is one of the three enablers in our new strategy. Our employees are the driving force behind our success, building strong relationships with customers and partners to bring positive change. While the strategy itself sets a bold direction for the future, the launch event became a defining cultural moment for Metsonites, demonstrating the strength of employee engagement across the organization.

The global launch was designed to be inclusive and celebratory, consisting of two live webcasts to reach employees around the world. Behind the scenes, over 200 employees collaborated across functions and geographies to bring the launch to life. This cross-functional effort exemplified Metso's commitment to breaking silos and fostering a unified culture. The live event included engaging moments with Metso's top leaders representing businesses and market areas around the world, live videos from colleagues celebrating together, and a deep dive into the new strategy presented by CEO Sami Takaluoma.

More than 6,200 employees participated virtually, while over 4,000 joined in-person celebrations at local offices, reaching employees in over 80 locations. Metsonites actively contributed to the atmosphere of the launch, organizing watch parties to view the live webcast together, decorating offices, and sharing photos and messages both in internal channels and in social media. In Brazil, the teams created a custom mascot; in Finland, India, and Chile, cultural elements were woven into the celebrations, highlighting the diversity and creativity of our global workforce.

The webcast platform chat filled with over 500 employee interactions, reflecting a high level of enthusiasm and ownership. In social media, the new strategy video quickly became one of the most shared pieces of content on our channels, underscoring the resonance of the strategy both internally and externally.

"Our people are our greatest asset. The energy, creativity, and commitment Metsonites brought to this launch show exactly why Metso is ready to go beyond," said Sami Takaluoma, President and CEO.

The strategy launch was more than a corporate milestone, it was a celebration of Metso's values, culture and people. It set the tone for the new strategy era and reinforced the belief that our success is powered by our engaged and passionate Metsonites.

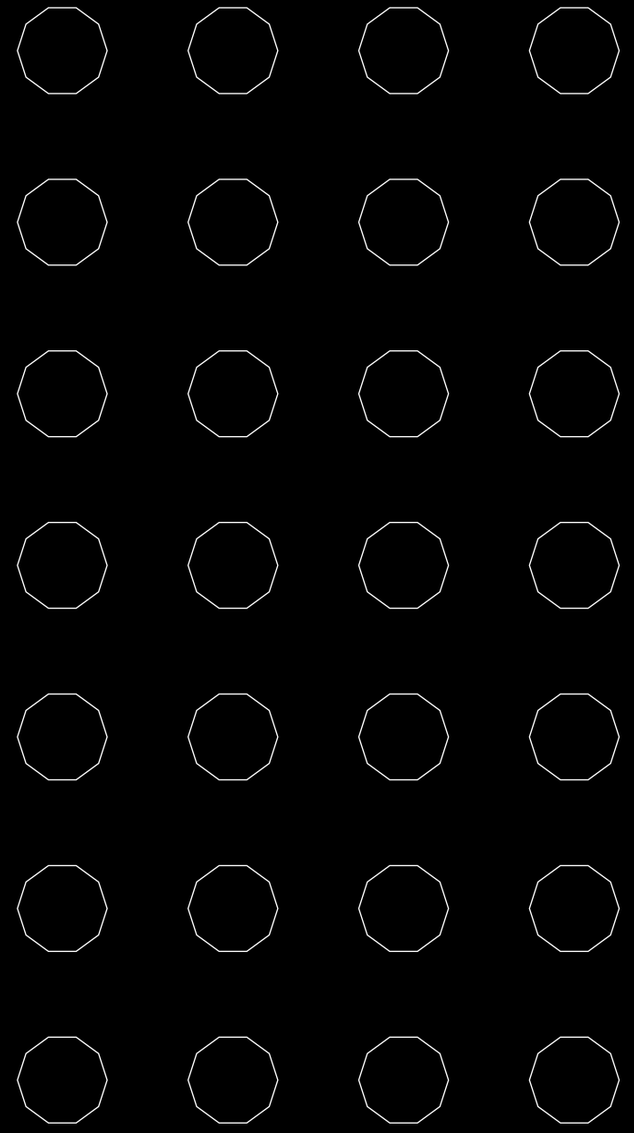




Board of Directors' report

Board of Directors' report

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Board of Directors' report

Financial year 2025

Figures in brackets refer to the corresponding period in 2024, unless otherwise stated. Comparative income statement, orders received and order backlog figures for the Group and Minerals segment have been restated following the reclassification of the Metals & Chemical Processing business as part of continuing operations since July 1, 2025.

Operating environment

Market activity in Metso's customer industries remained solid throughout 2025. However, tariffs and broader macro-economic uncertainty continued to slow some customers' investment decisions related to new equipment purchases.

In the Minerals segment, the number of requests for quotations stayed at a high level all year as customers actively planned to increase the production of metals needed for the electrification of society. This development was particularly supported by high market prices for copper and gold. Demand in the segment's aftermarket business remained strong throughout the year, driven by high utilization rates at mines. It was also positive that demand for services related to production efficiency and equipment renewals increased clearly compared to the previous year.

In the Aggregates market, the year was better than the previous one, especially in Europe. In North America, tariffs added uncertainty during the year, although market conditions were supported by the normalization of distributor inventory levels. In other regions, such as China and South America, activity remained broadly in line with the previous year.

Key figures

EUR million	2025	2024	Change %
Orders received*	5,471	5,278	4
Orders received by aftermarket business*	3,000	2,904	3
% of orders received*	55	55	–
Order backlog*	3,457	3,223	7
Sales*	5,240	5,026	4
Sales by aftermarket business*	2,805	2,846	-1
% of sales*	54	57	–
Adjusted EBITA*	829	830	0
% of sales*	15.8	16.5	–
Operating profit*	735	749	-2
% of sales*	14.0	14.9	–
Earnings per share, continuing operations, EUR*	0.58	0.61	-5
Earnings per share, total, EUR*	0.51	0.40	28
Cash flow from operations	974	576	69
Gearing, %	40.8	44.9	–
Net debt/EBITDA, last 12 months*	1.2	1.3	–
Personnel at end of period	17,982	16,832	7

**Comparative figures for 2024 have been restated. More information is available in note 5.5. discontinued operations.*

Financial performance

The Group's annual orders received increased by 4% and totaled EUR 5,471 million (EUR 5,278 million). Equipment orders increased by 4% and aftermarket orders increased by 3% year-on-year. The Group's sales grew by 4% to EUR 5,240 million (EUR 5,026 million). The order backlog at the end of the year was EUR 3,457 million (3,223 million).

The Group's adjusted EBITA was EUR 829 million (EUR 830 million) and adjusted EBITA margin was 15.8% (16.5%). Operating profit was EUR 735 million, or 14.0% of sales (EUR 749 million and 14.9%) including adjustments of EUR -14 million (EUR -14 million). Profit before taxes was EUR 636 million (EUR 670 million). The effective tax rate was 24% (24%). Earnings per share for continuing operations were EUR 0.58 (EUR 0.61).

Cash flow from operations was EUR 974 million (EUR 576 million).

Impacts from currency and structural changes on orders received

EUR million, %	Aggregates	Minerals	Total
2024*	1,231	4,046	5,278
Organic growth in constant currencies, %	6	6	6
Impact of changes in exchange rates, %	-3	-4	-4
Structural changes, %	4	0	1
Total change, %	**7**	**3**	**4**
2025	**1,317**	**4,154**	**5,471**

Impacts from currency and structural changes on sales

EUR million, %	Aggregates	Minerals	Total
2024*	1,207	3,819	5,026
Organic growth in constant currencies, %	4	6	6
Impact of changes in exchange rates, %	-3	-3	-3
Structural changes, %	4	1	2
Total change, %	**5**	**4**	**4**
2025	**1,266**	**3,974**	**5,240**

**Comparative figures for 2024 have been restated. More information is available in note 5.5. discontinued operations.*

Financial position

The Group's net interest-bearing liabilities were EUR 1,092 million at the end of December (Dec 31, 2024: EUR 1173 million). Gearing increased to 40.8% (Dec 31, 2024: 44.9%) and the debt-to-capital ratio to 35.4% (Dec 31, 2024: 35.9%). The equity-to-assets ratio was 41.6% (Dec 31, 2024: 41.5%).

The Group's liquidity position remained solid. Liquid funds, consisting of cash and cash equivalents, amounted to EUR 501 million (Dec 31, 2024: EUR 431 million), and there were no deposits or securities with a maturity of more than three months (Dec 31, 2024: EUR 0 million).

Metso has a committed syndicated revolving credit facility of EUR 700 million with a maturity in 2030. The facility includes sustainability performance targets impacting the cost of borrowing. At the end of the year, the facility was undrawn. The company has a EUR 600 million Finnish commercial paper program, which was not utilized at the end of December. At the end of December Metso had bonds outstanding EUR 1,060 million at carrying value (Dec 31, 2024: EUR 892 million).

During 2025, the company made several funding transactions:

- New EUR 700 million sustainability-linked revolving credit facility agreement maturing in 2030 which refinanced EUR 600 million facility
- The company structured its maturity profile by purchasing EUR 130 million of the outstanding bond maturing in 2027 through a voluntary tender offer. At the same time the company issued a new EUR 300 million bond with a coupon of 3.75% and maturity in 2032.

The average interest rate of loans and derivatives was 3.3%, on December 31, 2025. The duration of interest-bearing debt, excluding lease liabilities and the Aggregates Technology Center financing arrangement, was 2.5 years and the average maturity 3.6 years.

The sustainability KPIs in Metso's sustainability-linked bond (ISIN XS2717378231) issued in 2023 are scope 1 and 2 emissions (original sustainability-linked bond baseline year 2022: 48,944 tCO_2e), as well as spend with all suppliers that have committed to science-based emissions targets or have an equivalent verifiable emissions reduction target. In 2025, scope 1 and 2 emissions were 30,111 tCO_2e, a decrease of 38.5% from the original bond baseline and spend with all suppliers having the aforementioned target reached 35.3%. Metso therefore reached its 2025 target of 30%.

At the end of December, Metso had a 'Baa2' long-term issuer rating with positive outlook from Moody's Investor Service.

Reporting segments: Aggregates

Key figures

EUR million	2025	2024	Change %
Orders received	1,317	1,231	7
Orders received by aftermarket business	419	431	-3
% of orders received	32	35	–
Order backlog	433	439	-1
Sales	1,266	1,207	5
Sales by aftermarket business	403	419	-4
% of sales	32	35	–
Adjusted EBITA	196	198	-1
% of sales	15.5	16.4	–
Operating profit	169	179	-6
% of sales	13.4	14.8	–

Orders received grew by 7% to EUR 1,317 million. The growth was attributed to the North American and European markets. Orders in North America were supported by acquisitions, while activity in Europe was higher year-on-year. Sales grew by 5%, Equipment sales grew by 10%, while aftermarket sales were 4% lower year-on-year. Adjusted EBITA was EUR 196 million (EUR 198 million), corresponding to a margin of 15.5% (16.4%). The lower profitability was due to the higher share of equipment in the sales mix.

Reporting segments: Minerals

Key figures

EUR million	2025	2024	Change %
Orders received*	4,154	4,046	3
Orders received by aftermarket business*	2,581	2,473	4
% of orders received*	62	61	–
Order backlog*	3,024	2,784	9
Sales*	3,974	3,819	4
Sales by aftermarket business*	2,402	2,427	-1
% of sales*	60	64	–
Adjusted EBITA*	680	665	2
% of sales*	17.1	17.4	–
Operating profit*	616	570	8
% of sales*	15.5	14.9	–

**Comparative figures for 2024 have been restated. More information is available in note 5.5. discontinued operations.*

Orders received increased by 3% year-on-year, thanks to aftermarket and large equipment orders. Aftermarket orders increased by 4%, as activity - especially related to rebuilds and modernizations - was higher compared to 2024. Sales grew by 4% to EUR 3,974 million, thanks to the 13% increase in equipment sales, while aftermarket sales declined by 1%. Adjusted EBITA was EUR 680 million with the adjusted EBITA margin of 17.1% (EUR 665 million and 17.4%). The decline was primarily due to the equipment-weighted sales mix.

Capital expenditure and investments

Gross capital expenditure excluding right-of-use assets was EUR 196 million in 2025. The main investments were a new Aggregates Technology Center in Finland, new service centers in North America and a manufacturing center in Romania.

Research and development

R&D expenses including investments were EUR 122 million, or 2.3% of sales.

Inventions and patents

Pieces	2025	2024
Invention disclosures	215	175
Patent applications (including utility models)	2,107	2,116
Individual granted patents in force, as of December 31	7,963	7,924
Inventions protected by patents, as of December 31	1,070	1,058

Corporate governance and remuneration

Metso Annual General Meeting 2025

The Annual General Meeting (AGM) was held on April 24, 2025, in Helsinki. The AGM resolved to approve the Board of Directors' proposal to pay a dividend of EUR 0.38 per share from the financial year 2024 in two installments. The first dividend installment of EUR 0.19 per share was paid on May 6, 2025, and the second installment of EUR 0.19 per share was paid on October 31, 2025.

Metso Board composition and remuneration

The AGM resolved to elect nine members to the Board of Directors. From the current Board members Brian Beamish, Klaus Cawén, Terhi Koipijärvi, Niko Pakalén, Reima Rytsölä, Kari Stadigh and Arja Talma were re-elected and Anders Svensson and Eriikka Söderström were elected as new Board members for the term ending at the closing of the Annual General Meeting 2026. Kari Stadigh was re-elected as the Chair of the Board of Directors and Klaus Cawén as the Vice Chair of the Board of Directors for the term ending at the closing of the Annual General Meeting 2026.

The AGM resolved that the members of the Board of Directors will be paid the same fixed annual remuneration as in the previous term as follows:

- Chair: EUR 176,500
- Vice Chair: EUR 88,300
- Other members: EUR 71,500 each

and the additional remuneration to be paid for the members of the Board of Directors that are elected as members of the committees of the Board will be also unchanged as follows:

- EUR 26,300 for the Chair of the Audit & Risk Committee
- EUR 10,850 each for the other members of the Audit & Risk Committee
- EUR 13,0200 for the Chair of the Remuneration and HR Committee
- EUR 5,430 each for the other members of the Remuneration and HR Committee.

As a condition for the annual remuneration, the Board members are obliged, directly based on the AGM's decision, to use 20 or 40 percent of their fixed total annual remuneration for purchasing Metso shares from the market at a price formed in public trading. These purchases were carried out on April 28, 2025.

The AGM also resolved to approve the following meeting fees, unchanged from the previous term: EUR 900 for meetings requiring travel within the Nordic countries, EUR 1,800 for meetings requiring travel within a continent, EUR 3,000 for meetings requiring intercontinental travel, and EUR 900 for meetings with remote attendance.

Authorized public accounting firm Ernst & Young Oy was re-elected as Auditor for a term ending at the closing of the Annual General Meeting 2026. Ernst & Young Oy has appointed Toni Halonen, APA, as the principally responsible auditor. The remuneration to the Auditor was decided to be paid against the Auditor's reasonable invoice approved by the company.

The AGM approved the Board's proposals, which related to authorizing the Board to decide on the repurchase of an aggregate maximum of 82,000,000 of Metso's own shares (corresponding to approximately 9.9 percent of all shares) and authorizing the Board to decide on the issuance of shares and the issuance of special rights entitling to shares.

Appointments to the Metso Leadership Team

On January 7, Metso appointed Pasi Kyckling as the company's Chief Financial Officer (CFO) and a member of the Metso Leadership Team. Kyckling started in his role in April 2025.

On November 11, Metso appointed Teija Saari as the company's Chief People Officer (CPO) and a member of the Metso Leadership Team. Saari starts in her role on March 1, 2026.

After the appointments Metso's Leadership Team consists of the following members:
Sami Takaluoma, President and CEO
Pasi Kyckling, CFO
Markku Simula, President, Aggregates business area
Piia Karhu, President, Minerals business area
Heikki Metsälä, President, Services business area
Saso Kitanoski, President, Consumables business area
Claudia Genin, Chief Growth Officer
Hannele Järvistö, Interim Head of HR
Nina Kiviranta, General Counsel

Personnel

Metso had 17,982 employees (16,832 employees) at the end of December 2025.

Personnel by area

	Share, %
Europe	32
North and Central America	13
South America	26
Asia Pacific and Greater China	14
Africa, Middle East and India	15
Total	**100**

Other main events in 2025

Acquisition of screening business in China

On February 10, Metso announced the acquisition of the screening business, operations and key assets of the privately owned Selm (Beijing) Technology Co., Ltd. By combining the new offering with its existing expertise, Metso will strengthen its services for mining and aggregates customers in China. Selm's offering consists of mining and aggregate screens and technologies, including micro-sized screening solutions. It has around 180 employees and its operations are located in Shenyang, Northeast China. The acquisition closed in July.

Conveyance of own shares based on the long-term incentive plans

On March 20, a total of 409,427 of Metso's treasury shares were conveyed without consideration to 163 key persons based on the Performance Share Plan 2022–2024 and Restricted Share Plan 2022–2024. The transfer of shares was based on the authorization given to the Board by the Annual General Meeting 2024.

Annual report for 2024

On March 26, Metso published its Annual Report for 2024. The report consists of four sections: Business Overview, Financial Review, Corporate Governance Statement, and Remuneration Report.

Acquisition of Swiss Tower Minerals

On April 2, Metso completed the acquisition of its long-time partner Swiss Tower Mills Minerals AG (STM), of which it previously had a 15% minority ownership. The acquisition further strengthened Metso's position as a leading provider of crushing and grinding solutions for the mining industry.

New EUR 700 million revolving credit facility

On April 29, Metso signed a new EUR 700 million sustainability-linked revolving credit facility (RCF) agreement to refinance the existing EUR 600 million facility. The syndicated five-year facility has two one-year extension options, subject to the lender's approval, and it will be used as a backup for general corporate purposes.

Issuance of EUR 300 million bond

On May 21, Metso issued a senior unsecured bond under its EMTN (Euro Medium Term Note) program. The EUR 300 million bond, which will mature in May 2032, pays a fixed coupon of 3.750%. The bond is listed on the Luxembourg Stock Exchange. Proceeds were used to repay some of Metso's existing indebtedness in connection with a tender offer for its outstanding EUR 300 million 4.875% notes due 2027, announced on May 19, 2025, to refinance existing debt and for general corporate purposes.

Divestment of the Ferrous business

On May 30, Metso signed an agreement to sell its Ferrous business to SMS group, a global company providing technology and services in plant construction and mechanical engineering for the metals industry. Approximately 180 employees, primarily based in Germany, India and China, joined the SMS group at the closing of the transaction, which took place after the reporting period, on January 5, 2026.

New service center in Western Canada

On June 6, Metso announced the construction of a new service center in Western Canada. The center is expected to be fully operational by early 2026.

New screen manufacturing center in Romania

On July 3, Metso announced that it is expanding its stationary screen production footprint by establishing a new manufacturing center in Oradea, Romania. This investment will ensure the screening business growth strategy by increasing capacity and enhancing customer proximity and service capabilities for customers located in Europe, Central East Asia, and the Middle East.

Acquisition of TL Solution

On July 4, Metso announced that it is enhancing its innovative mill lining recycling technology development and customer service capabilities by signing an agreement to acquire TL Solution's recycling operations and induction heating technology development capabilities. TL Solution, a privately owned company based in Oulu, Finland, has previously worked with Metso to develop recycling technology.

Acquisition of Q&R Industrial Hoses

On September 16, Metso signed an agreement to acquire Q&R Hoses, a privately owned Australian company specializing in the manufacture of pinch valve sleeves, rubber hoses, and other products and linings.

Updated strategy and new financial targets

On September 24, the Board approved an updated strategy for the period 2026–2030. The Board also decided on new financial targets to be achieved by the end of 2028. Metso's new strategy, 'We go beyond.', focuses on business growth and improved profitability, customer-centricity, market leadership, and increasing the share of aftermarket sales. There are four strategic objectives: the best customer experience, a higher share of aftermarket sales, leadership in sustainability and safety, and financial excellence.

The approved financial targets include 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)

Capital Markets Day 2025

On October 2, Metso's Capital Markets Day was held in Helsinki and attracted strong participation from analysts, portfolio managers, and banking contacts.

Termination of S&P Global Ratings credit rating

On November 4, Metso determined that a credit rating from a single rating agency is sufficient. Following this assessment, Metso terminated its long-term issuer credit rating with Standard & Poor's Global Ratings. Metso continues to be rated by Moody's Investors Service.

Composition of the Shareholders' Nomination Board and its proposals

On December 4, Metso's Shareholders' Nomination Board published its proposals to the Annual General Meeting, planned to be held on April 22, 2026. The Nomination Board proposes that the Board of Directors would have nine members and that Klaus Cawén, Terhi Koipijärvi, Niko Pakalén, Kari Stadigh, Anders Svensson, Eriikka Söderström and Arja Talma would be re-elected. Brian Beamish and Reima Rytsölä have announced that they are not available for re-election. The Nomination Board will propose that Matts Rosenberg and Petra Sundström be elected as new members of the board. Their resumes are attached to this release. The Nomination Board will also propose that Kari Stadigh would be re-elected Chair of the Board and Klaus Cawén Vice Chair.

All the Board member candidates have given their consent to be elected and have been assessed to be independent of the company and its significant shareholders, except for Matts Rosenberg, who has been assessed to be independent of the company but not independent of its significant shareholders.

The Nomination Board will propose fixed annual remuneration to the Board members as follows (current remuneration in brackets):
- Chair EUR 181,000 (EUR 176,500)
- Vice Chair EUR 89,500 (EUR 88,300)
- Other members EUR 72,500 (EUR 71,500)

An additional remuneration will be proposed to be paid to the Board members that are elected as members of the Audit & Risk Committee and the Remuneration and HR Committee as follows (current remuneration in brackets):
- Chair of the Audit & Risk Committee EUR 27,000 (EUR 26,300)
- Members of the Audit & Risk Committee EUR 11,000 (EUR 10,850)
- Chair of the Remuneration and HR Committee EUR 13,500 (EUR 13,200)
- Member of the Remuneration and HR Committee EUR 5,500 (EUR 5,430)

The Nomination Board will propose that, as a condition for the annual remuneration, the Board members should be obliged, directly based on the Annual General Meeting's decision, to use 20% or 40% of their fixed total annual remuneration to purchase Metso shares from the market at a price formed in public trading and that the purchase be carried out within two weeks from the publication of the interim report for January 1 – March 31, 2026.

The Nomination Board will propose the following meeting fees to be paid for attending the meetings of the Board and its committees:
- EUR 900 for meetings requiring travel within the Nordic countries
- EUR 1,800 for meetings requiring travel within a continent
- EUR 3,000 for meetings requiring intercontinental travel
- EUR 900 for meetings with remote attendance

Metso's Board of Directors will include all the above-mentioned proposals in the notice of the Annual General Meeting of 2026.

Metso's Shareholders' Nomination Board comprises:
- Annareetta Lumme-Timonen (Investment Director, Solidium Oy) as Chair
- Philip Ahlgren (Partner, Cevian Capital Partners Ltd.)
- Risto Murto (President and CEO, Varma Mutual Pension Insurance Company)
- Mikko Mursula (President and CEO, Ilmarinen Mutual Pension Insurance Company)
- Kari Stadigh (Chair of Metso's Board of Directors)

The Shareholders' Nomination Board consists of the representatives of the four largest registered shareholders of the company based on the ownership situation as of August 15 annually, as well as the Chair of Metso's Board of Directors.

Kari Stadigh did not participate in the decision-making concerning the remuneration of the Board members.

Divestment of loading and hauling operations

On December 10, Metso signed an agreement to divest its loading and hauling business in Finland and Sweden to Miilux Oy. The agreement follows the strategic assessment announced in August 2025. Approximately 100 employees, mainly in Kokkola and Kalajoki in Finland and in Luleå in Sweden, along with the related assets and facilities, joined the new owner at the closing of the transaction, which took place after the reporting period in February 2026.

Commencement of new plan periods in long-term incentive plans targeted to Metso management and key employees

On December 17, the Board approved the commencement of a new plan period 2026-2028 in the following share-based long-term incentive programs for the company management and key personnel: The Performance Share Plan (also "PSP") and the Restricted Share Plan (also "RSP").

Short-term business risks and market uncertainties

The uncertainty in the global markets may affect Metso's market environment. Trade restrictions and tariffs pose risks for global economic growth and may affect both Metso's customers and suppliers. Metso has actively mitigated the impact of tariffs on its operations through its extensive geographical footprint, by passing tariffs on to customers through prices, and by optimizing its sourcing and supply chain. However, higher uncertainty may have a negative impact on customers' capex decision-making. There are also other market- and customer-related risks that could cause ongoing projects to be postponed, delayed, discontinued, or terminated.

Geopolitical tensions and related trade barriers may impact global supply chains and may affect Metso's ability to deliver on time and/or on budget. The financial position of suppliers may be at risk, due to working capital requirements and funding costs, which could also lead to challenges with on-time deliveries. If suppliers are unable to deliver and the company is unable to find alternative sources in the time required, it may lead to contractual penalties and/or obligations.

Uncertain market conditions could adversely affect our customers' payment behavior and increase the risk of lawsuits, claims, and disputes taken against Metso in various countries related to, among other things, Metso's products, projects and other operations.

Even though currency exposure of firm delivery and purchase agreements is hedged, exchange rate fluctuations may impact the company's financial position.

Information security and cyber threats could disturb or disrupt Metso's businesses and operations. Disputes related to delivery execution are a risk for Metso and can result in extra costs and/or penalties. In contracts related to the delivery of major projects, the liquidated damages attributable to, for instance, delayed delivery or non-performance may be significant. Even though provisions are made in accordance with accounting principles, the possibility of additional liabilities materializing cannot be excluded.

Metso is and may become involved in some disputes that may lead to or are in litigation and arbitration. Differing interpretations of international contracts and laws may cause uncertainties on the outcome of these disputes, including the legal basis and amounts of claims or liabilities relating to pending and past projects. The enforceability of contracts in certain market areas may be challenging or difficult to foresee.

Market outlook

According to the company's disclosure policy, Metso's market outlook describes the expected sequential development of market activity during the following six-month period using three categories: improve, remain at the current level, or decline.

Metso expects that the market activity in both Minerals and Aggregates will remain at the current level.

Corporate governance statement

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Corporate governance statement 2025

Metso's Corporate governance statement has been prepared in accordance with current laws and regulations and is issued as part of the Board of Directors' report.

Metso Corporation ("Metso" or "Company") follows the Finnish Corporate Governance Code 2025, ("Code") issued by the Securities Market Association, available at *www.cgfinland.fi*, and complies with the Code in its entirety. Metso's financial reports, including consolidated financial statements, are prepared in accordance with the International Financial Reporting Standards (IFRS), IFRIC Interpretations as adopted by the European Union, as well as the regulations issued by the Financial Supervisory Authority and the rules of Nasdaq Helsinki. This statement has been reviewed by the Board of Director's Audit and Risk Committee.

Important laws and policies that influence Metso's corporate governance

Significant regulations taken into consideration in the preparation of this statement:
- Finnish Companies Act
- Finnish Accounting Act
- Finnish Auditing Act
- Finnish Securities Markets Act
- Market Abuse Regulation ("MAR")
- Finnish Corporate Governance Code 2025; rules, regulations, and guidelines of Nasdaq Helsinki and the Finnish Financial Supervisory Authority

Significant internal rules and policies:
- Articles of Association
- Code of Conduct
- Corporate Governance Principles
- Metso Board Charter and Board Committee Charters
- Internal Audit Charter

More information about Metso governance is available on the *Metso website*.

Metso's governance structure

In accordance with the Finnish Companies Act, the General Meeting of Shareholders is the highest decision-making body of Metso. The Board of Directors ("Board") oversees the company's management and operations and decides on significant matters. The President and CEO, assisted by the Metso Leadership Team, is responsible for the management of the company in accordance with the strategy and targets set by the Board as well as the applicable laws and regulations. Metso's business areas, together with the market areas, are responsible for the Company's business operations. The business areas each have their defined targets, which are implemented by them or jointly with the market areas. The Board is responsible for ensuring compliance with good corporate governance principles.

General Meeting of Shareholders

The Board has the authority to convene the Annual General Meeting of Shareholders ("AGM"). The Board may decide to convene the AGM on its own initiative and has an obligation to convene an Extraordinary General Meeting ("EGM") at the request of the Company's auditor or shareholders holding at least ten (10) percent of all the shares in the Company. The AGM is held annually before the end of June. The AGM decides on the matters set out in the Finnish Companies Act and the Articles of Association, including the following:

- Approval of the financial statements
- Use of profit, such as dividends
- Election of the Chair, Vice Chair and other members of the Board and deciding on their remuneration
- Discharging the members of the Board and the President and CEO from liability
- Election of the Auditor and the sustainability reporting assurance provider and deciding on the Auditor's and the assurance provider's compensation
- Remuneration policy of the governing bodies, and Remuneration report (advisory resolution)
- Other proposals made by the Board or a shareholder, such as:
  - Amendments to the Articles of Association
  - Special authorizations to the Board (e.g., authorization to decide on payment of an additional dividend, on a share issue, or the repurchase of the Company's own shares)

The AGM decisions are primarily made by a simple majority vote. According to the Finnish Corporate Governance Code, the Chair of the Board, other members of the Board, and the proposed new members of the Board, as well as the CEO and the Auditor are required to be present at the AGM.

The notice of the AGM is published as a stock exchange release three weeks to three months before the AGM. Shareholders who are listed in Metso's shareholder register maintained by Euroclear Finland Ltd by the record date of the AGM have the right to participate in the AGM. Each share entitles its holder to one vote. Instructions for participation by nominee-registered shareholders are available in the notice of the AGM.

A general meeting can be held at the Company's domicile (Helsinki), Espoo, or Vantaa. In addition, a general meeting can be held without a meeting venue as a so-called remote meeting.

Shareholders are entitled to have an issue included on the AGM agenda if the matter requires a decision by the AGM, according to the Finnish Companies Act. The request must be submitted to the Board in writing and early enough to be included in the notice of the AGM. The latest possible date for submission is announced on the *Metso website*.

Metso's governance bodies



Annual General Meeting in 2025

The Annual General Meeting 2025 of Metso was held in Helsinki on April 24, 2025. The AGM 2025 was streamed online for the shareholders who had registered for the AGM, and the shareholders were also able to exercise their shareholder rights in connection with the AGM by voting in advance. A total of 2,186 shareholders, representing 71.8% of the Company's votes, participated in the AGM either in person or by proxy.

The AGM 2025 resolved to elect nine members to the Board of Metso Corporation: Kari Stadigh was re-elected as the Chair, Klaus Cawén as the Vice Chair, and Brian Beamish, Terhi Koipijärvi, Niko Pakalén, Reima Rytsölä, and Arja Talma as members of the Board, and Anders Svensson and Eriikka Söderström were elected as new members of the Board. The Board's term of office will end at the closing of the Annual General Meeting 2026. The AGM 2025 further decided to authorize the Board to decide on the repurchase of Metso shares as well as to issue shares and special rights entitling to shares.

More information on Metso's AGM 2025 is available on the *Metso website*.

Shareholders' Nomination Board

The Shareholders' Nomination Board is a permanent corporate body of Metso established by the AGM in 2013. The Nomination Board is responsible for preparing and presenting a proposal for the nomination of the members of the Board, the Chair and the Vice Chair of the Board, as well as proposals for the Board's remuneration and for successor planning of the members of the Board.

The Nomination Board consists of representatives nominated annually by Metso's four largest registered shareholders on August 15, as well as the Chair of the Board. The Chair of the Board convenes the first meeting of the Nomination Board after the annual nomination process and serves as its member. The person nominated by the largest shareholder shall act as the Chair of the Nomination Board, unless otherwise decided by the Nomination Board, and shall convene the Nomination Board meetings thereafter.

More information on the Nomination Board, including the full Nomination Board Charter, is available on the *Metso website*.

Nomination Board composition and competence

The Nomination Board composition was appointed as per share ownership on August 15, 2025, by the four largest registered Metso shareholders listed in the table below. In addition, the Chair of Metso's Board, Kari Stadigh, is a member of the Nomination Board.

The professional backgrounds of the Nomination Board members are:

Annareetta Lumme-Timonen

Investment Director at Solidium Oy
Education: M.Sc. (Eng.), D.Sc. (Tech.)
Investment Director at Solidium Oy since 2009.
Member of Metso's Nomination Board since 2020.

Philip Ahlgren

Partner at Cevian Capital AB
Education: M.Sc. (Finance)
Partner at Cevian since 2023.
Member of Metso's Nomination Board since 2023.

Risto Murto

President and CEO of Varma Mutual Pension Insurance Company
Education: Ph.D. (Econ.)
President and CEO of Varma since 2014.
Member of Metso's Nomination Board since 2020.

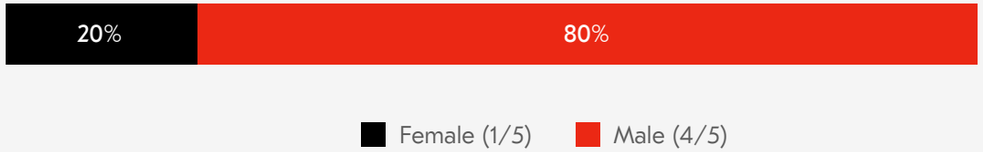
Mikko Mursula

CEO of Ilmarinen Mutual Pension Insurance Company
Education: MA (Econ.)
CEO of Ilmarinen since 2025, Deputy CEO at Ilmarinen 2018–2025.
Member of Metso's Nomination Board since 2020.

Kari Stadigh

Education: M.Sc. (Eng.), BBA
CV available in this report's section *Metso Board*
Member of Metso's Nomination Board since 2020.

Gender balance in the Nomination Board



Shareholders' Nomination Board in 2025

Shareholder	Share ownership on August 15, 2025	Representative	Position	Meeting attendance in 2025
Solidium Oy (Chair)	14.9%	Annareetta Lumme-Timonen	Chair	7/7
Cevian Capital Partners Ltd	7.8%	Philip Ahlgren	Member	7/7
Varma Mutual Pension Insurance Company	4.0%	Risto Murto	Member	7/7
Ilmarinen Mutual Pension Insurance Company	3.4%	Mikko Mursula	Member	7/7
-	-	Kari Stadigh	Member	7/7

Nomination Board Proposals for the AGM 2026

On December 4, 2025, the Nomination Board provided Metso's Board with its proposal for the Annual General Meeting to be held on April 22, 2026.

Metso's Board composition and remuneration

The Board's term of office will commence at the end of the Annual General Meeting and will expire at the closure of the next Annual General Meeting. The Nomination Board proposes to the AGM that the Board have nine members and the current members Klaus Cawén, Terhi Koipijärvi, Niko Pakalén, Kari Stadigh, Anders Svensson, Eriikka Söderström, and Arja Talma are proposed for re-election. Brian Beamish and Reima Rytsölä have announced that they are not available for re-election.

The Nomination Board further proposes the election of Matts Rosenberg and Petra Sundström as new Board members.

The Nomination Board also proposes that Kari Stadigh be re-elected as Chair of the Board and Klaus Cawén as Vice Chair.

All the Board member candidates have given their consent to be elected and have been assessed to be independent of the company and its significant shareholders, except for Matts Rosenberg, who is considered independent of the company but not of a significant shareholder.

The Nomination Board proposes fixed annual remuneration to the Board members as follows (current remuneration in brackets):
- Chair – EUR 181,000 (EUR 176,500)
- Vice Chair – EUR 89,500 (EUR 88,300)
- Other members – EUR 72,500 (EUR 71,500)

An additional remuneration is proposed to be paid for the Board members who are elected as members of the Audit and Risk Committee and the Remuneration and HR Committee as follows (current remuneration in brackets):
- Chair of the Audit and Risk Committee – EUR 27,000 (EUR 26,300)
- Members of the Audit and Risk Committee – EUR 11,000 (EUR 10,850) each
- Chair of the Remuneration and HR Committee – EUR 13,500 (EUR 13,200)
- Members of the Remuneration and HR Committee – EUR 5,500 (EUR 5,430) each

The Nomination Board proposes that, as a condition for the annual remuneration, the Board members will be required, directly based on the Annual General Meeting's decision, to use 20% or 40% of their fixed total annual remuneration for purchasing Metso shares from the market at the prevailing public trading price. The purchase would be executed within two weeks following the publication of the interim report for January 1–March 31, 2026.

According to the Nomination Board's proposal, the meeting fees for the Board and its committees would remain unchanged:

- EUR 900 for meetings requiring travel within the Nordic countries
- EUR 1,800 for meetings requiring travel within a continent
- EUR 3,000 for meetings requiring intercontinental travel
- EUR 900 for meetings with remote attendance.

Metso's Board of Directors will include all the above-mentioned proposals in the notice of the Annual General Meeting of 2026.

Kari Stadigh did not participate in decisions regarding Board member remuneration.

Board and Board committees

The general objective of the Board is to direct Metso's business and strategy in a manner that secures a significant and sustained increase in the value of the Company for its shareholders. The Board acts within the remit of the powers and responsibilities provided under the Finnish Companies Act and other applicable legislation. According to the Finnish Companies Act, the Board has general authority to decide and act on all matters not reserved by law or under the Articles of Association to other corporate governing bodies.

The Board oversees the management and operations of Metso. It also decides on significant matters related to strategy, investments, organizational structure, and finances. The Board's main responsibility is to evaluate the strategic direction of Metso, the effectiveness of Metso's operations, and the performance of management. The Board must always act in good faith with the best interests of Metso and all its shareholders in mind. The Board may not undertake actions that are likely to result in an unjust benefit to a shareholder at the expense of the Company or another shareholder.

The Board has two permanent committees: the Audit and Risk Committee as well as the Remuneration and HR Committee. The Board elects the members of these committees from among its members at its annual assembly meeting and monitors the activities of these committees during the year. The committees have Charters approved by the Board.

The Board conducts an annual evaluation of its operations and working methods, either as a self-assessment or through an external assessor, as deemed appropriate by the Board. The purpose of the evaluation is to review how the Board has executed its tasks during its term and to act as a basis for the development of the Board's work. The results of the evaluation are reported to the Nomination Board.

The Charter of the Board further specifies the duties of the Board and the individual members, as well as the Board's working methods. For the full Charter of the Board, see the *Metso website*.

Organization of Board work

Board of Directors

5–10 members (including Chair)
Majority independent of the Company
At least two are independent of significant shareholders

Meets regularly, ten times a year on average, according to a schedule decided in advance.
Has quorum when more than half of the members are present and one of them is the Chair or the Vice Chair.

Decisions are carried by a simple majority of votes. In case of a tie, the Chair has the casting vote.

Key responsibilities:

To decide on:
- Targets and strategy
- Investments, acquisitions and divestments
- Organizational structure and approval of the appointment and dismissal of Metso Leadership Team members
- Financial guarantees
- Principles for incentive plans
- Key corporate policies

To ensure:
- Supervision of accounting and financial matters
- Proper preparation of financial reports
- Adequacy of bookkeeping and financial planning, information and control systems, and risk management

Appointment, evaluation, remuneration and possible dismissal of the President and CEO.

Follow-up and evaluation of related-party transactions. The Board monitors and assesses related-party transactions and decides on transactions that do not fall within Metso's established business or are not fulfilled according to normal terms and conditions, as well as ensures that possible conflicts of interest are dealt with accordingly and are taken into consideration in the decision-making.

Remuneration and HR Committee

At least three members (including the Chair)
Majority independent of the Company

Key responsibilities:

To prepare and/or make proposals on:
- Remuneration policy for the governing bodies and related instructions for the Board, Remuneration report, as well as responsibility for answering related questions at the General Meeting
- Appointments and succession planning of Metso's CEO and Metso Leadership Team
- Development of personnel remuneration and talent management

To review and monitor:
- Competitiveness of remuneration systems

Audit and Risk Committee

At least three members (including Chair)
Majority independent of the Company
At least one member:
- Independent of significant shareholders
- With expertise specifically in accounting and auditing

Key responsibilities:

To review, monitor and assess:
- Financial reporting and management estimates, draft financial reporting
- Sustainability reporting, draft sustainability reporting
- Accounting, tax, treasury, as well as risk management policies and procedures
- Risk management system
- Legal disputes as well as Compliance reporting and related corrective actions
- ESG matters: sustainability targets and reporting, human rights policy and program, and corporate governance reporting
- Cybersecurity: audit findings and corrective actions

To approve:
- Internal and external audit plans
- External auditor's and sustainability assurance provider's fees
- Non-audit services and non-assurance related services provided by an external auditor/assurance provider

Key responsibilities also include mandatory duties regarding auditing and sustainability assurance and related to preparations for the selection of the auditor, follow-up on the services provided by the auditor, ensuring the quality of the audit control, and evaluating the independence of the auditors and sustainability assurance provider as well as the auditing and sustainability assurance process.

Diversity of the Board

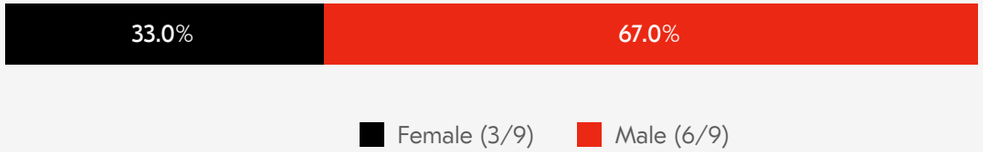
The Nomination Board and the Board approved the revised diversity principles in December 2022. The Board's diversity principles are described in detail in Sustainability statement under section *1.4.2. Sustainability expertise of the Board, its committees and the Metso Leadership Team*. Taking the diversity principles into consideration, the Nomination Board shall identify, evaluate, and propose candidates to be nominated for the Board. The Nomination Board's preparatory work aims to ensure that the diversity principles are taken into account when nominating the Board, that the Board functions well as a whole, and that the competence profile of the Board supports Metso's existing and future businesses and is consistent with Metso's strategic goals.

The Nomination Board prepares a proposal to the AGM regarding the Board composition, which shall always be ultimately decided based on the qualification and competence that each candidate would bring to the Board. In 2025, in line with its Charter, the Nomination Board has taken the diversity principles into account in its proposal for the composition of the Board to the AGM 2026, and the diversity principles have been reflected in the proposed Board's composition as a whole, including representation of both genders, in accordance with the recommendations of the Finnish Corporate Governance Code 2025. Out of the nine members of the Metso Board, representing three different nationalities, three are female (33%) and six are male (67%). The CVs of the Board are available in this report's section *Metso Board* and on the *Metso website*.

Metso's current Board composition, with both genders represented in the Board, is in compliance with the gender representation recommendation set out in the Finnish Corporate Governance Code 2020, which continues to apply until 30.6.2026, according to the Code 2025. As of 30.6.2026, the recommendation for a balanced representation of women and men shall apply to Metso's Board, as further specified in Code 2025. Metso's current Board composition does not yet reach the threshold for a balanced representation. However, if the AGM 2026 resolves to approve the Nomination Board's proposal for the composition of the Board, Metso' Board composition will have balanced representation of women and men in accordance with Code 2025.

More information on Board expertise available in the Sustainability statement section *1.4.2. Sustainability expertise of the Board, its committees and the Metso Leadership Team.*

Gender balance in the Board



Board and Committee work in 2025

In addition to the duties specified in the Board Charter, in 2025 the Board focused on Metso's updated strategy, 'We go beyond.', for 2026–2030, focusing on business growth, improved profitability, customer-centricity, market leadership, and increasing aftermarket share. Together with the strategy, the Board announced new financial targets to be achieved by end of 2028: at least 7% annual sales growth, adjusted EBITA margin over 18%, net debt to EBITDA ratio below 1.5, and annual dividend of at least 50% of earnings per share.

The Remuneration and HR Committee focused on the duties specified in its Charter, including preparing matters concerning the remuneration of the President and CEO and members of the Metso Leadership Team, preparing Metso's Remuneration report, as well as aligning short- and long-term incentive practices and priorities with the Company's new strategy.

In 2025, the Audit and Risk Committee focused on the duties specified in its Charter, including monitoring Metso's financial information, treasury, tax, compliance, and risk management development, as well as reviewing and approving internal and external audit plans and reports. Other topical agenda items included monitoring and overseeing progress in the company-wide ERP Business Program roll-out and continuing development in sustainability reporting related to the CSRD requirements.

The meeting attendance of Metso Board members in Board and Committee meetings from January 1–December 31, 2025, is presented in the following table.

Member		Position	Board	Audit and Risk Committee	Remuneration and HR Committee
Kari Stadigh	●	Chair	10/10	-	3/3
Klaus Cawén	●	Vice Chair	10/10	5/5	-
Brian Beamish	●	Member	10/10	-	3/3
Terhi Koipijärvi	●	Member	10/10	5/5	-
Niko Pakalén	●	Member	10/10	-	3/3
Ian W. Pearce	●	Member	2/2	2/2	-
Reima Rytsölä	●	Member	10/10	-	3/3
Emanuela Speranza	●	Member	2/2	2/2	-
Anders Svensson	●	Member	7/8	-	-
Eriikka Söderström	●	Member	7/8	3/3	-
Arja Talma	●	Member	10/10	5/5	-

Management structure

President and CEO, and Metso Leadership Team

The main responsibility of Metso's President and CEO, assisted by the Metso Leadership Team ("MLT"), is to lead the daily operations of Metso with the aim of securing a significant, sustained increase in the value of the company for its shareholders. The MLT consists of the President and CEO, business area Presidents, CFO, Chief Growth Officer, General Counsel, and Chief People Officer.

The CEO prepares matters for decision by the Board, develops Metso in line with the targets agreed upon with the Board, and ensures proper implementation of the Board's decisions. It is further the duty of the CEO to ensure that Metso's operations follow applicable laws and regulations. The Company may have one or more Deputy CEOs who will attend to the duties of the CEO if the CEO is prevented from doing so.

The role of the MLT is to manage Metso's business. The MLT members have extensive authority in their individual areas of responsibility and have the duty to develop Metso's operations in line with the targets set by the Board and the CEO. The MLT meetings are convened by the CEO on a regular basis and all decisions made are recorded in the meeting minutes. The MLT has no statutory role determined by law or by the Articles of Association; however, it has a significant role in Metso's management.

Out of the eight MLT members, three are female (37.5%) and five are male (62.5%). The CVs of the MLT members are available in this report's section *Metso Leadership Team* and on the *Metso website*.

In 2025, the MLT's special focus areas were successful strategy work for 2026–2030 and defining new financial targets. In addition, the MLT focused on product quality and safety, digital and AI opportunities, as well as customer and employee engagement.

Metso Leadership Team in 2025*

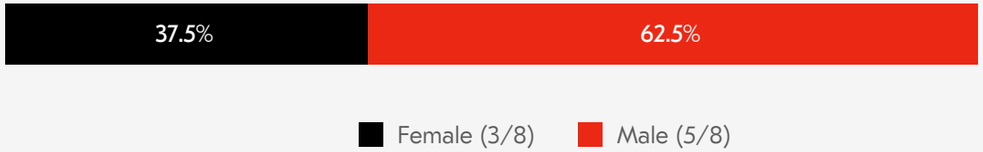
Metso Leadership Team, composition in 2025			
Sami Takaluoma	●	President and CEO	January 1–December 31, 2025
Markku Simula	●	President, Aggregates	January 1–December 31, 2025
Piia Karhu	●	President, Minerals	January 1–December 31, 2025
Heikki Metsälä	●	President, Services	January 1–December 31, 2025
Saso Kitanoski	●	President, Consumables	January 1–December 31, 2025
Pasi Kyckling	●	Chief Financial Officer	April 28–December 31, 2025
Eeva Sipilä	●	Chief Financial Officer	January 1–April 27, 2025
Claudia Genin	●	Chief Growth Officer	January 1–December 31, 2025
Nina Kiviranta	●	General Counsel	January 1–December 31, 2025
Carita Himberg	●	Chief People Officer	January 1–November 10, 2025

Changes in the Metso Leadership Team

Eeva Sipilä served as Chief Financial Officer (CFO) until April 27, 2025. Pasi Kyckling was appointed Chief Financial Officer (CFO) and a member of the Metso Leadership Team as of April 28, 2025.
Carita Himberg served as Chief People Officer (CPO) until November 10, 2025. Hannele Järvistö acted as interim Head of Human Resources as of November 11, 2025, until Teija Saari will join Metso as Chief People Officer and a member of the Metso Leadership Team on March 1, 2026. Hannele Järvistö was not a member of the MLT but participated in MLT work.

*) as per December 31, 2025.

Gender balance in the Metso Leadership Team



Compliance Management and Code of Conduct

Metso's Code of Conduct is the key corporate standard setting out the basic principles that are substantiated in the Company's policies and guidelines. With the Code of Conduct, Metso commits to proper business conduct, sustainability and compliance in all its operations. The Code of Conduct is a globally applicable set of rules for all Metso's employees and business associates, 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 health and safety, human rights, sustainability, anti-corruption and integrity, trade compliance, information disclosure, and other relevant compliance areas.

In addition, Metso is committed to the following global initiatives that guide compliance management:

- UN Global Compact
- OECD Guidelines for Multinational Enterprises
- ILO Declaration on Fundamental Principles and Rights at Work
- UN Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights

Metso's commitment to human rights is outlined in Metso's Human Rights Policy. Metso respects and is committed to operating in a manner consistent 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, and the ILO Declaration on Fundamental Principles and Rights at Work. 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's Anti-Corruption Policy underlines zero tolerance towards bribery and corruption. Compliance is everyone's responsibility at Metso, and a range of internal controls are in place to ensure compliance, as described in this report's section *Internal control*. Third-party agreements in place require that suppliers, business partners, and other stakeholders also follow similar standards.

Compliance management and the related policies are also discussed in the Sustainability statement section *G - Governance information*. More information about Metso's Code of Conduct and Human Rights Policy can be found on the *Metso website*.

Compliance management in 2025

Metso Code of Conduct training is carried out every year. By the end of the year, 99.8% (2024: 99.0%) of employees had completed the 2025 training. The annual Code of Conduct training is mandatory for all employees as well as a mandatory part of onboarding for all new employees. In addition, 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. We expect our suppliers to make every effort to comply with our Supplier Code of Conduct. In 2025, in addition to strengthening due diligence processes, the Compliance team provided customized compliance trainings with a risk-based approach for internal and selected external suppliers to raise awareness of topical and key areas in compliance, such as trade compliance, conflicts of interest and human rights.

Metso Compliance Program



Risk management

Risk management is an integral part of Metso's management system and internal control framework. It aims at assessing risks in a systematic way to facilitate planning and decision-making. Risk management covers all parts of the organization and captures risks, ranging from strategic and financial to operational risks, including project-specific risk management processes.

Risk management supports the achievement of Metso's strategic goals and business objectives. It ensures the continuity of operations and secures Metso's assets also in changing circumstances. Key risks and opportunities are identified and weighed against business targets, and they are an integral part of the businesses' long- and short-term planning. In principle, business areas are responsible for their own risk management. The risk management function has the ultimate oversight throughout the company to ensure the visibility of risks and risk management activities. Company's overall risk assessment includes, e.g., sustainability risks, 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.

To monitor Metso's risk management performance overseen by the Board, several assurance processes – both internal and external – are in place. In 2025, the focus areas for risk management included supporting the strategy planning process, further development of the Enterprise Risk Management (ERM) framework, strengthening operational risk management practices, and enhancing the corporate security culture across the organization. In addition, compliance risk management, including the human rights due diligence process, has been further strengthened.

Metso's short-term risks and market uncertainties are described in the Board of Director's report under *Short-term business risks and market uncertainties.*

Cybersecurity

Metso's Cybersecurity operations and development are a fundamental part of Metso's corporate security governance and risk management framework. The main objective of the Cybersecurity function is to protect and support Metso's business continuity as well as Metso's customers and other business partners. The Cybersecurity function provides stakeholders with real-time situational awareness, and activities are continuously reported on and developed.

The Information Security Policy and related directives define the mandatory requirements and restrictions for Metso employees and business partners on a global level when using Metso services and tools. The policy and directives support the implementation of Metso's business strategy and cybersecurity strategy work.

The Cybersecurity function oversees and implements external and internal security audits and is a mandatory part of various internal approval processes. All relevant and separately agreed security incidents, audit findings, and corrective actions are regularly reported to the Metso Leadership Team and Enterprise Risk Management function, as well as to the Board's Audit and Risk Committee.

Metso's IT function is audited by a third party against globally recognized information security frameworks, such as ISO27001. Information security training, which was updated in 2025, is mandatory for all employees and external partners who have access to Metso´s IT systems on a regular basis.

In 2025, the Cybersecurity function conducted the following initiatives and projects: implementing an EU-wide NIS2 directive, initiating the Cyber Resilience Act implementation project, an annual cybersecurity audit, a technical cybersecurity (Red Teaming) exercise, and a Metso Leadership Team crisis exercise. New Information Security policies and directives were published and implemented globally.

AI Governance

Artificial Intelligence (AI) at Metso is seen as an opportunity at all levels, from creating customer value to improving internal efficiency. To enable this, AI Governance at Metso aims to ensure responsible, transparent and compliant use of artificial intelligence across the Company. Metso's AI Policy, approved by the Metso Leadership Team in January 2025, establishes principles for regulatory compliance, risk management and ethical use of AI.

Metso maintains an inventory of AI systems, conducts risk assessments for new and existing AI solutions, and has integrated AI risk management into enterprise processes. Metso has also implemented an AI risk management tool to further strengthen risk assessment and compliance practices. In addition to the AI training launched in 2025 for all employees who have access to Metso´s IT systems, Metso offers tailored AI training programs internally. Relevant AI governance activities and compliance updates are regularly reported to the Metso Leadership Team.

In 2025, Metso established the Data, Analytics and AI (DAAI) Office within the Growth Function. In the context of AI enablement, DAAI Office aims to reinforce AI governance while accelerating AI adoption and learning across the Company. Metso also conducted its first internal audit on AI governance. The audit findings were reported to the Board's Audit and Risk Committee.

Internal control

Internal control help to ensure the reliability of financial and operational reporting, as well as Metso's compliance with laws, regulations, and operating principles. In addition, it safeguards Metso's assets and helps to ensure effective and efficient operations to meet the strategic, operational, and financial targets.

Main features of the internal control and risk management systems of the financial reporting process

Metso's internal control and risk management operating model related to financial reporting is designed to provide sufficient assurance regarding the reliability of the reporting and the preparation of financial statements in accordance with applicable laws and regulations, generally accepted accounting principles (IFRS), and other requirements for listed companies.

Metso's control standards are regularly updated to align with the Committee of Sponsoring Organizations (COSO) framework and Metso's business control environment.

The Board bears the overall responsibility for the internal control over financial reporting. The Board's Audit and Risk Committee ensures that the established principles for financial reporting, risk management, and internal control are followed. The President and CEO is responsible for maintaining an effective control environment and for the ongoing work on internal control regarding financial reporting. The Internal Audit function performs independent assessments on the effectiveness of the internal control environment according to the annual audit plan approved by the Audit and Risk Committee, provides support for the development of the internal control environment, and reports all relevant findings to the Audit and Risk Committee, the President and CEO, and the responsible members of Metso Leadership Team.

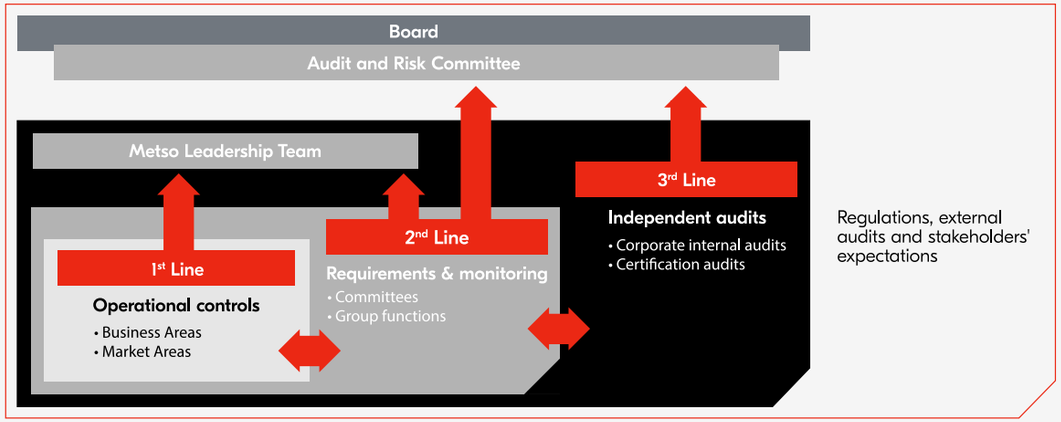
The internal steering instruments for the internal control of financial reporting at Metso primarily consist of:
- Metso's Code of Conduct
- Internal Control Policy and standards
- Treasury Policy
- Accounting policies and reporting instructions

The Audit and Risk Committee is regularly informed about the financial reporting control environment, including:
- information on the development of strategic risk areas;
- activities planned and executed for these risk areas; and
- other measures to mitigate risks.

Risk assessment

The purpose of assessing risks is to identify the most significant threats at the Group, business area, Group company, function, and process levels. Risk identification and assessment is a continuous process embedded in operational reporting, planning, and audit processes, and includes consideration for fraud and unlawful activities and loss or misappropriation of assets. Internal control requirements, accounting policies, and other guidance are regularly updated to align with identified risks.

Metso's Three Lines Model



Control environment

Metso's control activities are based on corporate standards, policies, guidelines, instructions and the Company's responsible leadership model to ensure that management directives are carried out and that necessary action is taken to address risks related to the achievement of financial reporting objectives. The Metso Compliance Program seeks to ensure compliance with our governance principles and with the Code of Conduct in all our units, as well as to ensure the correctness of our financial reporting. The program is designed to create a coherent control environment by implementing proper internal control principles for different business processes and by sharing internal control-related best practices.

The internal control standards define the minimum level of internal controls that all units must achieve. All units are required to perform regular self-assessments to ensure they are compliant with the minimum control standards. In addition, the Internal Audit function is responsible for evaluating the operating effectiveness of these controls according to the annual audit plan.

Information and communication

To secure an effective and efficient internal control environment, Metso's internal and external communication must be open, transparent, accurate, and timely. Accounting policies, financial reporting instructions, and the Disclosure Policy are available on the Company's intranet, and regular trainings regarding internal control issues and related tools are arranged for employees. The head of Internal Audit regularly reports to the Audit and Risk Committee on the results of internal control assessments. The observations, recommendations, and proposals for decisions and measures resulting from the Audit and Risk Committee's work are reported to the Board after every Audit and Risk Committee meeting.

Monitoring

The effectiveness of internal control related to financial reporting is monitored by the Board and the Audit and Risk Committee. The President and CEO, Metso Leadership Team, and the management of the business areas, market areas, and Group companies are responsible for compliance and maintaining an effective and efficient control environment. This includes follow-up of monthly financial reports and reviewing estimates, plans and reports from Internal and External Audit.

Internal Audit assesses the effectiveness of Metso's operations and the adequacy of risk management annually according to annual audit plan and reports the risks and weaknesses related to the internal control processes to the management and to the Audit and Risk Committee.

Reporting of suspected financial misconduct

Metso's guidelines on the prevention of financial and other misconduct define how suspected misconduct is reported, how it is investigated, and how it is handled thereafter. All employees are encouraged to report suspected misconduct to their own supervisors, to other management, or, if necessary, directly to the Compliance or Internal Audit functions. 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. The report can be submitted in several languages online, by phone, or by email, and anonymously, if necessary. Suspected misconduct is investigated thoroughly and confidentially without undue delay. The Compliance function determines how the matter will be investigated and reports the alleged misconduct to the Audit and Risk Committee. The Legal & Compliance and the Human Resources functions jointly implement any measures resulting from possible misconduct.

In 2025, 58 reports of suspected financial misconduct and 96 reports of suspected non-financial misconduct were received by Compliance & Risk. The cases of misconduct were reviewed by the Audit and Risk Committee in line with Metso's guidelines on reporting misconduct. None of the cases had a significant impact on Metso's financial results.

Audit

Internal Audit

Internal Audit assists the Board in supervising the Company. The role of Metso's Internal Audit function is to provide independent, objective assurance and advisory services that add value by contributing to the improvement of operations. Internal Audit offers a systematic and disciplined approach to evaluate and improve the effectiveness of the organization's governance, risk management, and internal control.

The operating principles of Internal Audit have been defined in the Internal Audit Charter, approved by the Board's Audit and Risk Committee. The Audit and Risk Committee also approves the Internal Audit plan, including audits and other activities to be carried out during the year. The Internal Audit plan is developed taking into consideration the corporate risk assessment, business area plans, and input from senior management and the Audit and Risk Committee. The plan is reviewed and revised when necessary. Audit observations, recommendations, and management corrective actions are reported regularly to the Audit and Risk Committee. The Head of Internal Audit reports functionally to the Audit and Risk Committee and administratively to the CFO.

In 2025, Internal Audit performed 20 audits covering selected key business processes, the internal control environment in selected Metso entities and market areas, and Group-level risk themes such as information security, health and safety, and selected compliance topics. Internal Audit continued to support the organization in current topics also in 2025, including advising the ERP Business Program in internal control topics, supporting the Compliance organization in Whistleblower and other investigations, and assisting the organization in sustainability-related topics, such as developing internal controls in sustainability reporting processes.

External Audit and sustainability assurance

In accordance with the Articles of Association, Metso has one auditor, which must be a firm of authorized public accountants. The aggregate duration of the consecutive terms of a principal auditor may not exceed seven years. Toni Halonen (Ernst & Young) was appointed as Metso's principal auditor following Mikko Järventausta (Ernst & Young) who acted as Metso's principal auditor until the end of the audit of the 2024 financial period.

Pursuant to the EU Statutory Audit Directive, the same audit firm can be engaged as the company's auditor for a maximum period of 10 consecutive years, after which the company must put its auditing out to tender. If the same audit firm is re-elected through tendering, it can be re-engaged as the auditor for up to 10 additional consecutive years, after which the audit firm must be changed. Ernst & Young started its term as the auditor of Metso during the financial period 2020.

The auditor's statutory obligation is to audit the Company's accounting, financial statements, and administration for the financial year. The Parent Company's auditor must also audit the consolidated financial statements and other mutual relationships between Group companies. In conjunction with the annual financial statements, the auditor submits the Statutory Auditor's Report to Metso's shareholders, which is available in the Financial statements section *Auditor's report.*

In 2025, under the EU Corporate Sustainability Reporting Directive, Metso's sustainability reporting was assured by Ernst & Young (limited assurance). The assurance process followed international standards (ISAE 3000 Revised). The assurance report is available in the Financial statements section *Assurance report on the Sustainability statement.*

The auditor reports regularly to the Audit and Risk Committee and at least once a year to the Board. The Audit and Risk Committee evaluates the performance and services of the auditors and sustainability assurance provider each year and annually prepares proposals to the Annual General Meeting on the auditor and sustainability assurance provider selection.

Metso's pre-approval policy ensures that the Audit and Risk Committee monitors and approves all non-audit-related services provided by the external auditor, including the scope and estimated fees for these services.

Audits and sustainability assurance in 2025

At the Annual General Meeting on April 24, 2025, Authorized Public Accountant Ernst & Young Oy was re-elected as the auditor of Metso, with Toni Halonen as the principal auditor. Ernst & Young Oy was also elected as the company's sustainability reporting assurance provider for the financial year 2025.

The fees related to the 2025 auditing work amounted to EUR 3.9 million (2024: 3.7 million), for assurance work EUR 0.4 million (2024: 0.4), and for tax and other services to EUR 0.1 million (2024: 0.1 million).

Metso

Auditors' fees, EUR million	2025	2024
Audit services	3.9	3.7
Assurance services	0.4	0.4
Tax services	0.0	0.1
Other services	0.0	0.0
Total	4.4	4.3

Insider management

The Board shall ensure that the Company always has in place proper policies governing the management of insider issues. These policies shall be in compliance with European Union and Finnish laws and regulations, Corporate Governance principles, as well as the rules and guidelines of Nasdaq Helsinki Ltd and the Finnish Financial Supervisory Authority (FIN-FSA).

Metso has determined, in accordance with the Market Abuse Regulation (MAR), that the members of the Board and the President and CEO are persons subject to notification obligation. In addition, Metso maintains project-specific insider lists in accordance with the MAR. An insider list is drawn up for all projects containing inside information. Insiders are given written notification of their status as insiders and instructions on the obligations that apply to insiders.

Metso observes a 30-day closed window period prior to the publication of financial reports. During this period, the members of the Board and the Metso Leadership Team, as well as pre-defined Metso employees who participate in preparing financial reports are not permitted to buy or sell Metso-issued securities. In addition, trading with Metso financial instruments is prohibited by a person who is in possession of inside information or is considered a project-specific insider, for the duration of the project until it is published or terminated.

A list of employees who have regular access to Metso's unpublished financial information based on their position, access rights, duties, or a service agreement is maintained and reviewed by the Legal & Compliance function.

Metso's Legal & Compliance function is responsible for controlling insider compliance and, among others, for the duties regarding insider management as follows:

- Controlling and assessing insider matters and monitoring regulatory changes
- Sharing information on insider matters and notifying management of their obligations, e.g. under MAR
- Organizing training on insider compliance topics to make sure insiders understand their responsibilities and restrictions related to inside information in their possession
- Drawing up and maintaining the insider list and a list of managers and their closely associated persons for use by both the Company, e.g. in managerial transaction notifications, and by the Financial Supervisory Authority, when so required by MAR or other regulations.

Insider transactions

Metso's insiders subject to notification obligation include the members of the Board as well as the President and CEO. Their closely associated persons include their spouse and other family members, as well as companies in which the insiders or their closely associated persons exercise control. Metso maintains a register of insiders as well as of their closely associated persons. Insiders and their closely associated persons are required to notify both the Company and the Finnish Financial Supervisory Authority of their transactions involving the securities of Metso. Metso publishes a stock exchange release on these transactions when the transactions reach a threshold of EUR 5,000 (without netting) on an annual level. Published management transactions are available on the *Metso website*.

Metso's disclosure practices

Metso's communications are based on facts and on communicating both positive and negative issues simultaneously to all stakeholders with an aim to give correct, sufficient, and relevant information about Metso's operations. Metso does not comment on market rumors, the development of its own or its competitors' share prices, the actions of specific competitors or customers, or analyst estimates.

Regulated disclosures include information about financial performance, which is released according to a schedule announced in advance. Metso discloses all information that may have significant effect on the price of Metso's financial instruments without undue delay and simultaneously to all stakeholders. However, if the conditions for delayed disclosure of the inside information are met in accordance with the applicable laws and regulations, disclosure may be delayed. More information about disclosure practices and the Metso Disclosure Policy is available on the *Metso website*.

Silent period

Metso observes a 21-day silent period prior to the publication of its financial results. During this time, Metso does not comment on the financial performance, markets, or outlook, nor does it meet with capital markets representatives or the financial media.

Transactions between Metso and its management or their related parties

To ensure that possible conflicts of interest are appropriately taken into consideration in all decision-making, the Company has Group-wide procedures in place to identify and define its related parties. The Audit and Risk Committee monitors and assesses how agreements and other legal acts between the Company and its related parties meet the requirements of ordinary activities and arm's-length terms in accordance with applicable laws and regulations.

Metso has published instructions regarding transactions between Metso and its management. Metso assesses and monitors these transactions to ensure that potential conflicts of interest are identified and adequately considered in the Company's decision-making. Metso's Board of Directors evaluates and follows these transactions and ensures that possible conflicts of interest are adequately considered in the decision-making.

The Group Controlling and Internal Audit functions monitor related-party transactions as part of the Company's normal reporting and monitoring procedures and report to the Audit and Risk Committee on a regular basis. The decision-making processes have been structured in order to avoid conflicts of interest. If the Company were to have related-party transactions that are not part of the Company's ordinary course of business or are not implemented under arm's-length terms, such transactions are to be handled by the Audit and Risk Committee and approved by the Board of Directors. Internal Audit is responsible for maintaining and updating the list of related parties. The principles and process concerning the monitoring and evaluation of related-party transactions have been established by the Audit and Risk Committee. Further information, regarding related-party transactions is provided in the Financial statements section *5.3. Associated companies_ and related party transactions.*

During the financial period 2025, Metso did not have material related-party transactions, transactions deviating from the Company's ordinary course of business, or transactions that were not made on customary commercial terms considering the market practices generally complied with and accepted in the field in which Metso operates.

The members of Metso's Board of Directors, the President and CEO, and the Metso Leadership Team members have confirmed that neither they nor their related parties have engaged in business transactions with Metso to be reported for the financial period 2025.

Metso Board



Kari Stadigh

Chair of the Board since 2021
Member of the Board since 2020
Member of the Remuneration and HR Committee
Nationality: Finnish
Born: 1955
Education: M.Sc. (Eng.), BBA
Independent of the company
Independent of significant shareholders
Main occupation: Several positions of trust, including Chair of the Board, Saxo Bank SA
Meeting attendance in 2025
10/10 Board meetings
3/3 Remuneration and HR Committee meetings
Shareholding on December 31, 2025*
89,258 Metso shares



Klaus Cawén

Vice Chair of the Board since 2021
Member of the Board since 2020
Member of the Audit and Risk Committee
Nationality: Finnish
Born: 1957
Education: LL.M.
Independent of the company
Independent of significant shareholders
Main occupation: Executive Advisor, KONE Corporation
Key experience: Executive Vice President, KONE Corporation
Several positions of trust:
Vice Chair of the Board, Sanoma Corporation
Vice Chair of the Board, A. Ahlström Corporation
Member of the Board, Toshiba Elevator and Building Systems Corporation
Member of the Board, China Office of Finnish Industries
Senior Advisor, DevCo Partners Oy
Meeting attendance in 2025
10/10 Board meetings
5/5 Audit and Risk Committee meetings
Shareholding on December 31, 2025*
49,275 Metso shares



Brian Beamish

Member of the Board since 2022
Member of the Remuneration and HR Committee
Nationality: British and South African
Born: 1956
Education: B.Sc. Mechanical Engineering
Independent of the company
Independent of significant shareholders
Main occupation: Board professional
Key experience:
Several executive positions, Anglo American plc, 2000–2013, including Group Director Mining and Technology, 2010–2013
Several positions of trust:
Board Member, Human Resources Committee Member, and Chair of the Social, Ethics, Transformation and Sustainability (SETS) Board Committee, Sappi
Meeting attendance in 2025
10/10 Board meetings
3/3 Remuneration and HR Committee meetings
Shareholding on December 31, 2025*
6,237 Metso shares

** No Metso shares or share-based rights were held by controlled companies.*



Terhi Koipijärvi

Member of the Board since 2022
Member of the Audit and Risk Committee
Nationality: Finnish
Born: 1967
Education: M. Sc. (Forestry)
Independent of the company
Independent of significant shareholders
Main occupation: Senior Advisor, Miltton Group
Key experience:
Director, Communications, Strategy and Responsibility, Metsähallitus, 2017–2022
Several executive positions in global corporate responsibility and sustainability, Stora Enso Ltd., 2010–2017
Several group leadership positions in environment and corporate responsibility, Metsä Group, 2000–2010
Several positions of trust:
Chair of the Board, FIBS
Member of the Board, Green Resources AS (East Africa)
Member of the Board, Ponsse Plc
Meeting attendance in 2025
10/10 Board meetings
5/5 Audit and Risk Committee meetings
Shareholding on December 31, 2025*
13,360 Metso shares



Niko Pakalén

Member of the Board since 2023
Member of the Remuneration and HR Committee
Nationality: Finnish and Swedish
Born: 1986
Education: M.Sc. (Econ.)
Independent of the company
Independent of significant shareholders
Main occupation: Partner, Cevian Capital
Several positions of trust:
Member of the Board, AB SKF
Chairman of the Board, Human Practice Foundation Sweden
Meeting attendance in 2025
10/10 Board meetings
3/3 Remuneration and HR Committee meetings
Shareholding on December 31, 2025*
6,172 Metso shares



Reima Rytsölä

Member of the Board since 2023
Chair of the Remuneration and HR Committee
Nationality: Finnish
Born: 1969
Education: M.Soc.Sc.
Independent of the company
Independent of significant shareholders
Main occupation: CEO, Kojamo Oyj
Several positions of trust:
Member of the Board, Stora Enso Oyj
Member of the Board, Nokian Tyres plc 2023-2025
Meeting attendance in 2025
10/10 Board meetings
3/3 Remuneration and HR Committee meetings
Shareholding on December 31, 2025*
9,904 Metso shares

** No Metso shares or share-based rights were held by controlled companies.*



Anders Svensson

Member of the Board since 2025
Nationality: Swedish
Born: 1975
Education: M.Sc. (Eng.)
Independent of the company
Independent of significant shareholders
Main occupation: President and CEO of Hexagon AB
Key experience:
President & CEO, Konecranes, 2022–2025
President, Sandvik Rock Processing Solutions, 2021–2022
President, Crushing & Screening Division, Sandvik Mining and Rock Technology, 2016–2020
President, Customer Services & SVP, Global Sales, Sandvik Construction, 2015–2016
Several leadership roles in Sandvik's Mining and Construction businesses, 2008–2015
Several leadership positions in Metso Minerals and Svedala, 2001-2008
Meeting attendance in 2025:
7/8 Board meetings
Shareholding on December 31, 2025*
3,110 Metso shares



Eriikka Söderström

Member of the Board since 2025
Member of the Audit and Risk Committee
Nationality: Finnish
Born: 1968
Education: M.Sc. (Economics)
Independent of the company
Independent of significant shareholders
Main occupation: Board professional
Key experience:
F-Secure, 2017–2021, CFO
Kone, 2013–2016, CFO
Vacon, 2009–2013, CFO
Nautor, 2008, CFO
Nokia Networks/Nokia Siemens Networks, 2006–2007, interim CFO/Corporate Controller.
Several positions of trust:
Member of the Board, Amadeus IT Group (Chair of audit committee)
Member of the Board, Bekaert (Chair of audit committee)
Member of the Board, Kempower (Chair of audit committee)
Member of the Board, University of Vaasa
Meeting attendance in 2025:
7/8 Board meetings
3/3 Audit and Risk Committee meetings
Shareholding on December 31, 2025*
3,582 Metso shares



Arja Talma

Member of the Board since 2020
Chair of the Audit and Risk Committee
Nationality: Finnish
Born: 1962
Education: M.Sc. (Econ.), eMBA; Authorized Public Accountant
Independent of the company
Independent of significant shareholders
Main occupation: Board professional
Key experience:
Several Executive positions, Kesko Corporation, 2004–2015, including CFO 2005–2011
Executive Vice President, Oy Radiolinja Ab, 2001–2003
Partner, APA, Auditor, KPMG Wideri Oy Ab, 1987–2001
Several positions of trust:
Chair of the Board and Member of the Audit Committee, Verkkokauppa.com
Member of the Board, Member of the Audit Committee, Nordea Bank Abp
Member of the Board, Chair of the Audit Committee, Glaston Corporation
Previous positions as Chair of the Audit Committee, e.g.:
Aktia Bank Plc, 2018–2022
Metso Corporation, 2016–2020
Posti Group Plc, 2016–2020
Sponda Plc, 2007–2017
Meeting attendance in 2025:
10/10 Board meetings
5/5 Audit and Risk Committee meetings
Shareholding on December 31, 2025*
41818 Metso shares

** No Metso shares or share-based rights were held by controlled companies.*

Metso Leadership Team



Sami Takaluoma

President and CEO
Nationality: Finnish
Born: 1973
Education: M.Sc. in Engineering
Member of Leadership Team since 2020
Key experience:
President, Services, Metso Corporation, 2021–2024
President, Consumables, Metso Outotec Corporation,
Member of Executive Team, 2020–2021
President, Minerals Consumables business area, Metso Corporation,
2017–2020, Member of Executive Team, 2018–2020
Vice President, market area Nordics, Metso Corporation, 2014–2017
General Manager, market area UK & Ireland, Metso Corporation, 2010–2014
Various management positions, Wears business line, Metso Corporation,
2003–2010
Key positions of trust: –
Shareholding on December 31, 2025*
134,538 Metso shares



Markku Simula

President, Aggregates business area
Nationality: Finnish
Born: 1966
Education: M.Sc. in Engineering
Member of Leadership Team since 2020
Key experience:
President, Aggregates Equipment business area,
Member of Executive Team, Metso Corporation, 2017–2020
Senior Vice President, Aggregates business line,
Metso Corporation, 2016–2017
Senior Vice President, Oil and Gas business line,
Metso Corporation, 2014–2015
President, Flow Control business unit, Metso Corporation, 2008–2014
Various international management positions, Metso Automation, Neles
Automation, Neles Controls and Neles-Jamesbury, 1991–2008
Key positions of trust:
Member of the Board, Vexve Armatury Group Oy, 2020–
Shareholding on December 31, 2025*
93,207 Metso shares



Piia Karhu

President, Minerals business area
Nationality: Finnish
Born: 1976
Education: Doctor in Business Administration
Member of Leadership Team since 2020
Key experience:
President, Metals business area, Member of Leadership Team,
Metso Corporation, 2022–2024
Senior Vice President, Business Development, Member of Executive Team,
Metso Outotec Corporation, 2020–2022
Senior Vice President, Customer Experience, Member of the Executive Board,
Finnair Corporation, 2016–2020
Various leadership positions, Finnair Corporation, 2013–2016
Previously Management consultant for 12 years
Key positions of trust:
Member of the Board, Member of the Audit Committee, Kesko, 2018–
Shareholding on December 31, 2025*
49,366 Metso shares

** No Metso shares or share-based rights were held by controlled companies.*



Heikki Metsälä

President, Services business area
Nationality: Finnish
Born: 1983
Education: M.Sc. in Mechanical Engineering
Member of Leadership Team since 2021
Key experience:
President, Consumables, Member of Leadership Team, Metso Corporation, 2021–2024
Senior Vice President, Mill and Chute Lining business line, Metso Outotec Corporation, 7/2020–2021
Senior Vice President, Grinding and Lining Consumables, Metso Corporation, 2019–2020
Senior Vice President, Mining Consumables, Metso Corporation, 2017–2019
Several management positions, Metso Corporation, 2010–2016
Development and Site Manager, Destia, 2007–2010
Key positions of trust: –
Shareholding on December 31, 2025*
17,547 Metso shares



Saso Kitanoski

President, Consumables business area
Nationality: Austrian/Macedonian
Born: 1974
Education: Master of Science in Engineering, Mechanical Engineering, MBA
Member of the Metso Leadership Team since 2024
Key experience:
President, market area Europe and Central Asia, Metso Corporation, 2020–2024
Senior Vice President, market area Europe and Middle East, Metso Corporation, 2019–2020
Vice President, market area East Europe and Middle East, Metso Corporation, 2017–2019
Several management positions, Metso Corporation, 2001–2017
Sales Representative, Svedala Industries, 1998–2001
Key positions of trust: –
Shareholding on December 31, 2025*
18,437 Metso shares



Pasi Kyckling

Chief Financial Officer
Nationality: Finnish
Born: 1978
Education: M.Sc. (Econ.)Member of Leadership Team since 2025
Key experience:
Acting CFO, Stora Enso, 2024–2025
Group Transformation Officer, Stora Enso, 2024–2025
SVP, Strategy, Controlling and IT, Growth Business Unit, Stora Enso, 2022–2023
Group Treasurer, Stora Enso, 2019–2021
Several other financial management leadership positions at Stora Enso since 2001
Key positions of trust: -
Shareholding on December 31, 2025*
9,000 Metso shares

** No Metso shares or share-based rights were held by controlled companies.*



Claudia Genin

Chief Growth Officer
Nationality: Romanian
Born: 1986
Education: M.Sc. Finance, Aalto University and Hanken School of Economics, 2010
Member of Leadership Team since 2024
Key experience:
Vice President, Business Development and Sustainability, Services business area, Metso Corporation, 2021–2024
Director, Business Development and Head of Business Analytics, Metso Corporation, 2020–2021
Senior Manager, Group Strategy and M&A and Head of Business Analytics, Outotec Corporation, 2018–2020
Several positions in Group Strategy, M&A and Integration at Outotec Corporation 2010–2017
Key positions of trust: –
Shareholding on December 31, 2025*
1,389 Metso shares



Nina Kiviranta

General Counsel
Nationality: Finnish
Born: 1964
Education: Master of Laws, trained on the bench
Member of Leadership Team since 2020
Key experience:
General Counsel, Member of Outotec Executive Board, Outotec Corporation, 2013–2020
Head of Corporate Legal and Chief Compliance Officer, Nokia Networks, 2006–2013
General Counsel; Vice President, Legal;
Legal Counsel, M-real Corporation/Metsä Group, 1996–2006
Associate, Attorney at Law Ahola, Pentzin, Rantasila & Sokka Oy, 1994–1996
Finnish Attorney, Attorneys at Law Smith, Gambrell & Russell Ltd, 1992–1994
Key positions of trust: –
Shareholding on December 31, 2025*
60,518 Metso shares

** No Metso shares or share-based rights were held by controlled companies.*

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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

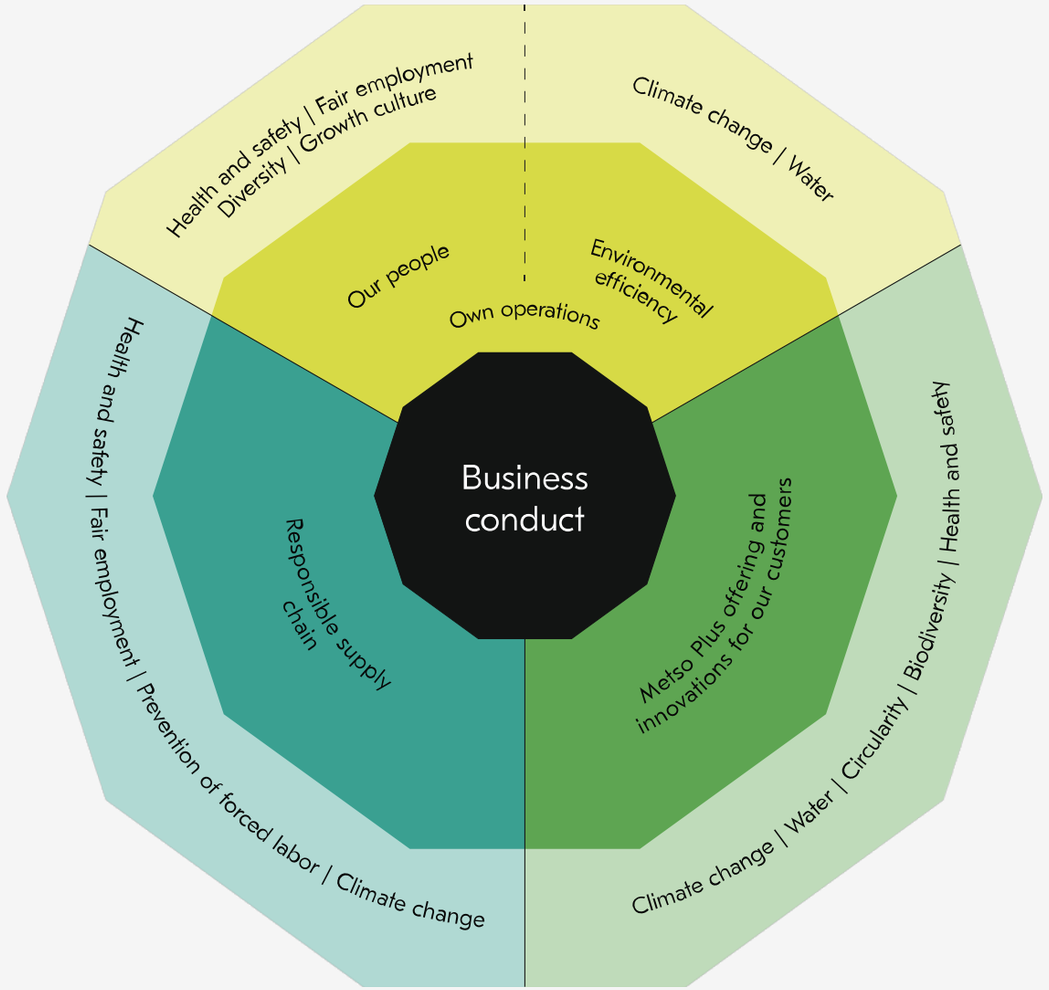
Metso, headquartered in Finland, has a global presence in around 50 countries and delivers sustainable technologies, end-to-end solutions and aftermarket parts and services, for the aggregates, minerals processing, and metals refining industries.

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'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.

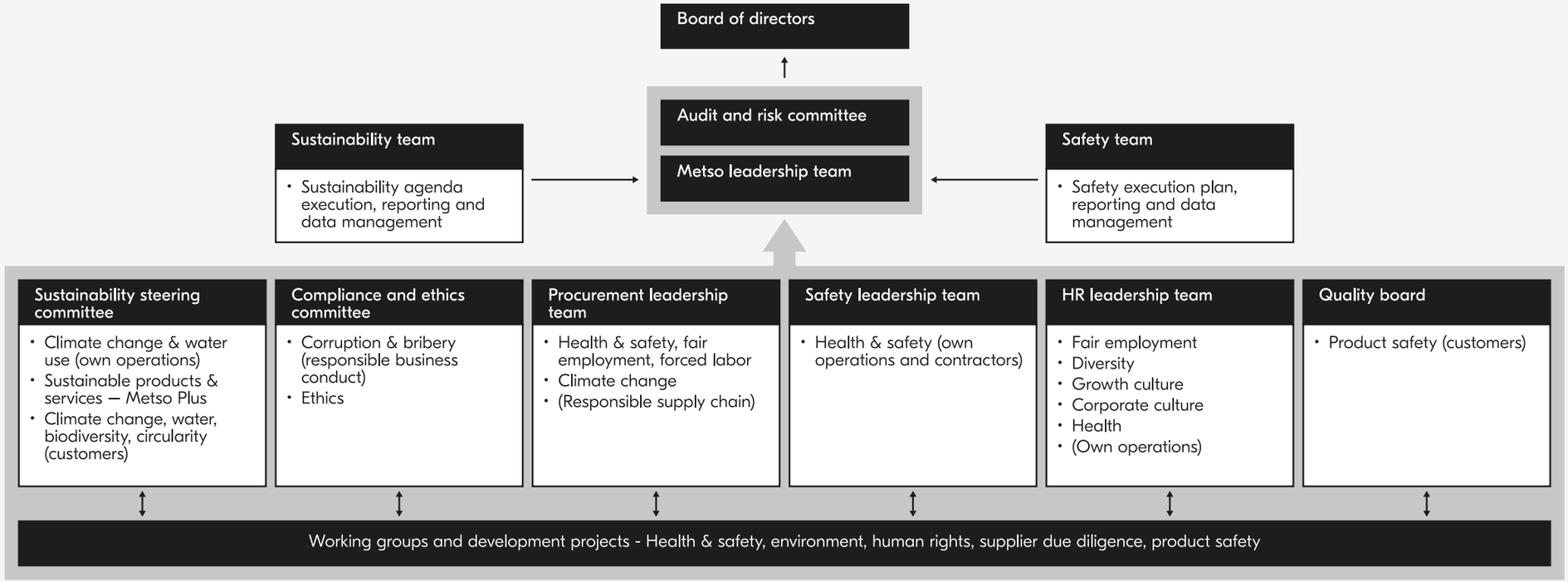
1.4. Sustainability governance

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.

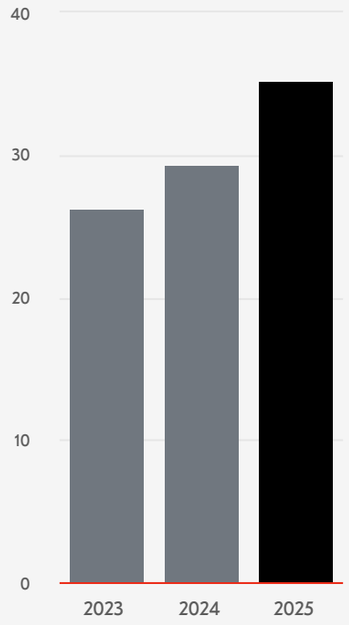
METSO PLUS SALES
EUR million

1,458

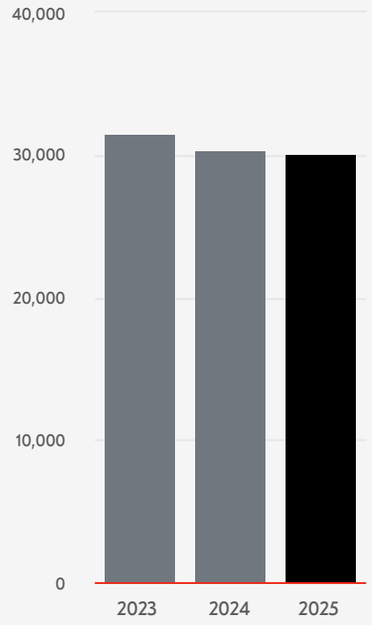
CUSTOMERS WITH SBT TARGETS, %

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

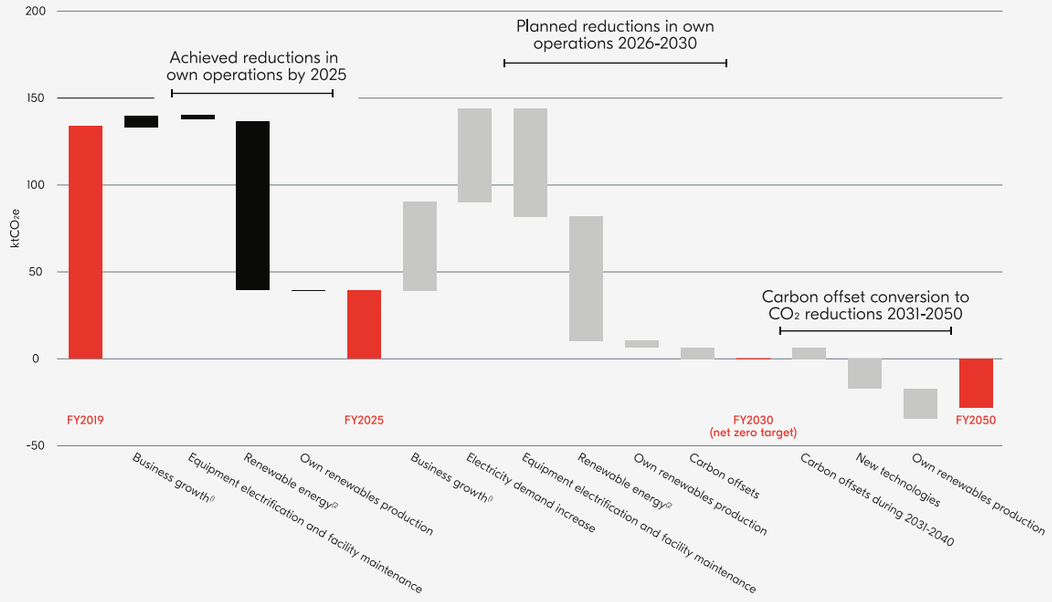
While the President and CEO and the Metso Leadership Team are ultimately responsible for implementing the EHS Policy, all employees work to apply it. By empowering everyone to speak up and take action, Metso aims to ensure full compliance with the policy. The full EHS Policy is available on the Metso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

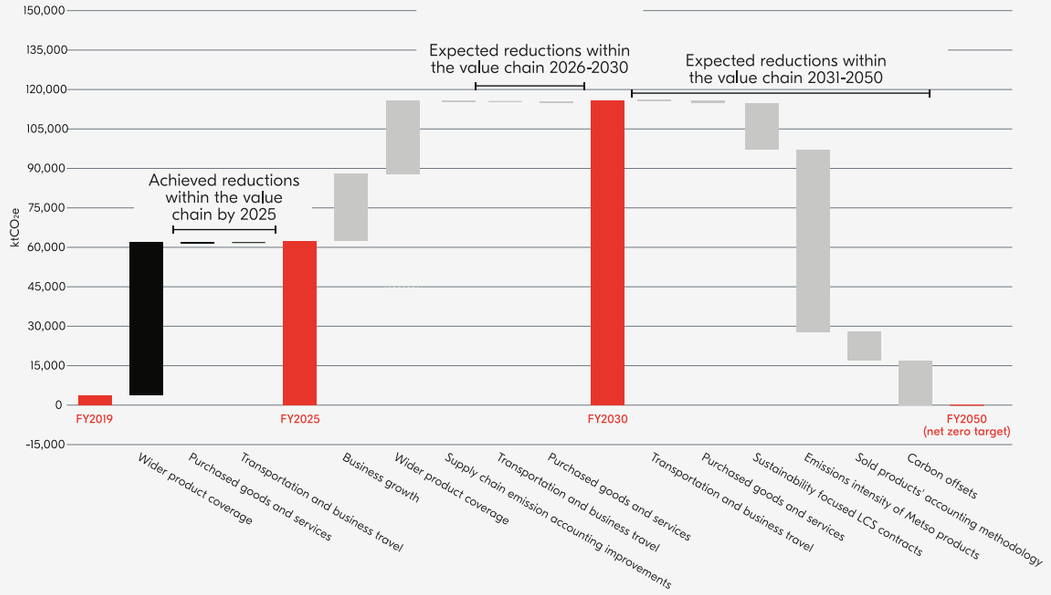
Metso's Scope 1 and 2 CO_2 reductions in 2019-2025 and a projection for 2026–2050



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



Europe 32%
Asia Pacific 14%
North and Central America 13%
South America 26%
Africa. Middle East and India 15%

People by employee category



Blue-collars 27%
Professionals 60%
Middle and senior management 13%

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.	Actual (+)			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
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.	Potential (-)				
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.	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
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.	Actual (+)				
Metso's safety requirements and practices can positively impact the health and work environment of employees.					

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

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

Shares and shareholders

Metso has one share series, and each share entitles its holder to one vote at a General Meeting and to an equal amount of dividend. Metso's shares are registered in the Finnish book-entry system maintained by Euroclear.

Basic share information

Listed on	Nasdaq Helsinki
Trading code	METSO
ISIN code	FI0009014575
Industry	Industrials
Number of shares on December 31, 2025	828,972,440
Share capital on December 31, 2025	EUR 107,186,442.52
Market value on December 31, 2025	EUR 12,418.0 million
Listing date	October 10, 2006

Metso shares are also traded on alternative marketplaces like BATS CXE and BATS BXE.

Metso's share and shareholders in 2025

On December 31, 2025, Metso's share capital was EUR 107,186,442.52 and the total number of shares was 828,972,440, of which Metso Corporation held 1,211,683 shares, representing 0.15%. More information on the past share capital changes is available on our website.

At the end of 2025, Metso had 84,770 shareholders in the book-entry system. The largest shareholder was Solidium Oy with 123,477,168 shares, equaling 14.9 percent of the company's shares. A total of 337,658,145 Metso shares were traded on the Nasdaq Helsinki during 2025, equivalent to a turnover of EUR 3,771.5 million.

At the year-end, the members of Metso's Board of Directors and President and CEO Sami Takaluoma held a total of 357,254 Metso shares, corresponding to 0.04 percent of the total number of shares and votes. More information about management holdings is available in note 1.5.

Share key figures

	2025	2024
Share capital, at the end of year, EUR million	107	107
Number of shares, at the end of year, pcs		
Number of outstanding shares, pcs	827,760,757	827,351,330
Own shares held by the Parent Company, pcs	1,211,683	1,621,110
Total number of shares, pcs	828,972,440	828,972,440
Average number of outstanding shares, pcs	827,672,141	827,100,625
Average number of diluted shares, pcs	828,523,814	827,984,984
Earnings/share, basic, EUR	0.51	0.40
Earnings/share, diluted, EUR	0.51	0.40
Net operative cash flow/share, EUR	0.94	0.40
Dividend/share [1], EUR	0.40	0.38
Dividend [1], EUR million	331	314
Dividend/earnings [1], %	78	96
Effective dividend yield [1], %	2.70	4.20
P/E ratio	29.4	22.5
Equity/share, EUR	3.22	3.14

[1] *The amount for year 2025 is Board of Directors' proposal to the Annual General Meeting.*

Share performance and trading on Nasdaq Helsinki

	2025	2024
Closing price, December 31, EUR	14.98	8.98
Market capitalization, December 31, EUR million	12,418.00	7,444.2
Trading volume, NASDAQ OMX Helsinki Ltd, shares	337,658,145	333,947,455
% of shares [1]	40.73%	40.30%
Trading volume, NASDAQ OMX Helsinki Ltd, EUR million	3,771.5	3,225.1
Average daily trading volume, pieces	1,350,633	1,330,468
Relative turnover, %	0.2%	0.2%
Share performance, %	66.8%	-2.1%
Highest share price, EUR	15.06	11.95
Lowest share price, EUR	7.49	7.93
Weighted average share price, EUR	11.16	9.66

[1] *Of the total amount of shares for public trading.*

Largest shareholders on December 31, 2025

	Owner	Shares and votes	% of total shares and voting rights
1	Solidium Oy	123,477,168	14.90
2	Varma Mutual Pension Insurance Company	30,577,944	3.69
3	Ilmarinen Mutual Pension Insurance Company	27,875,945	3.36
4	Elo Mutual Pension Insurance Company	12,816,000	1.55
5	Nordea Funds	8,685,668	1.05
	Nordea Pro Finland Fund	2,073,209	0.25
	Nordea Finnish Stars Fund	1,540,911	0.19
	Nordea Finnish Passive Fund	1,032,471	0.12
	Nordea Life Assurance Finland Ltd.	642,689	0.08
	Nordea Nordic Fund	566,744	0.07
	Nordea Premium Asset Management Balanced Fund	561,238	0.07
	Nordea Bank ABP	531,263	0.06
	Nordea Premium Asset Management Moderate Fund	477,476	0.06
	Nordea Savings 50 Fund	365,675	0.04
	Nordea Premiun Asset Management Growth Fund	282,096	0.03
	Nordea Savings 75 Fund	266,415	0.03
	Nordea Säästö 30 Fund	229,732	0.03
	Nordea World Passive Fund	29,967	0.00
	Nordea Global Passive Fund	27,908	0.00
	Nordea Säästö 15 Fund	21,777	0.00
	Nordea European Passive Fund	20,511	0.00
	Nordea Premiun Asset Management Conservative Fund	15,586	0.00
6	The State Pension Fund	7,400,000	0.89
7	OP-Finland Funds	7,100,105	0.86
	OP-Finland Fund	2,591,764	0.31
	OP-Finland Index Fund	1,918,773	0.23
	OP Life Assurance Ltd.	1,690,332	0.20
	Pohjola Insurance Ltd.	332,364	0.04
	OP Nordic Countries Index Fund	308,854	0.04
	OP-Europe Index Fund	117,669	0.01
	OP-Europe Small Cap fund	70,875	0.01
	OP-POHJOLA-Group Personnel Fund	48,405	0.01
	OP World Index Fund	20,849	0.00
	Pohjolan Rahoitus Oy	220	0.00
8	Veritas Pension Insurance Company Ltd.	3,330,039	0.40
9	Aktia Funds	2,456,768	0.30
	Aktia Capital	1,496,682	0.18
	Aktia Secura	330,000	0.04
	Aktia Nordic	250,000	0.03
	Aktia Nordic Small Cap	165,000	0.02
	Aktia Europe Fund	160,000	0.02
	Aktia Solida Fund	40,000	0.00
	Aktia Livförsäkring AB	15,086	0.00
10	Svenska litteratursällskapet i Finland r.f.	2,437,426	0.29
11	Sigrid Jusélius Foundation	2,426,098	0.29

	Owner	Shares and votes	% of total shares and voting rights
12	Säästöpankki Kotimaa Fund	2,370,248	0.29
13	Fund Seligson & Co	2,318,550	0.28
14	Evli Finland Select Fund	2,200,000	0.27
15	Samfundet folkhälsan i Svenska Finland rf	2,143,764	0.26
16	Oy Etra Invest Ab	2,000,000	0.24
17	Danske Bank Funds	1,827,027	0.22
	Danske Invest Finnish Equity Fund	1,706,807	0.21
	Danske Invest Europe High Devidend Fund	120,220	0.01
18	The Social Insurance Institution of Finland, KELA	1,704,158	0.21
19	QRT-Invest Oy	1,347,290	0.16
20	The Finnish Cultural Foundation	1,274,102	0.15
	20 largest owner groups in total	245,768,300	29.65
	Nominee-registered holders	436,927,111	52.71
	Other shareholders	146,242,801	17.64
	In the joint book-entry account	34,228	0.00
	Total	**828,972,440**	**100.00**

Breakdown of share ownership on December 31, 2025

Number of shares	Shareholders	% of shareholders	Total number of shares and votes	% of total shares and voting rights
1–100	23,204	27.38	1,030,499	0.12
101–1,000	40,684	48.00	17,153,904	2.07
1,001–10,000	18,959	22.37	53,915,071	6.50
10,001–100,000	1,744	2.06	42,392,224	5.11
100,001–1,000,000	131	0.16	36,924,638	4.45
1,000,001 and above	20	0.03	240,594,765	29.02
Total	**84,753**	**100.00**	**392,011,101**	**47.29**
Nominee-registered shares	11	0.01	436,927,111	52.71
In the joint book-entry account	0	0.00	34,228	0.00
Number of shares issued			**828,972,440**	**100.00**

Breakdown by shareholder category on December 31, 2025

Share, %	2025	2024
Nominee-registered and non-Finnish holders	53%	52%
Solidium Oy	15%	15%
Private investors	19%	21%
Finnish institutions, companies, and foundations	13%	12%
Total	**100%**	**100%**

Flaggings

Under the provisions of the Finnish Securities Markets Act, shareholders of listed companies have an obligation to notify both the Finnish Financial Supervision Authority and the company of changes when their holdings reach, exceed or fall below a certain threshold. Metso is not aware of any shareholders' agreements regarding Metso shares or voting rights. All flagging notifications have been released as a stock exchange release are available *on our website*.

Incentive plans

Metso's share ownership plans are part of the management remuneration program. For further information, see *on our website* and notes 1.5. and 1.6. Any shares to be potentially rewarded are acquired through public trading, and therefore the incentive plans have no diluting effect on the share value.

Key figures

EUR million	2025	2024	2023	2022	2021
Sales	5,240	5,026	5,390	4,970	4,236
Operating profit (EBIT)	735	749	805	490	425
% of sales	14.0%	14.9%	14.9%	9.9%	10.0%
Profit before taxes	636	670	724	426	386
% of sales	12.1%	13.3%	13.4%	8.6%	9.1%
Profit for the period for continuing operations	486	506	537	318	294
% of sales	9.3%	10.1%	10.0%	6.4%	6.9%
Profit for the period for discontinued operations	-59	-177	8	-18	48
Profit for the period	427	330	546	301	342
% of sales	8.1%	6.6%	10.1%	6.0%	8.1%
Profit attributable to shareholders of the company	423	329	543	301	342
Amortization of intangible assets	81	66	65	63	72
Depreciation of tangible assets	60	56	53	51	51
Depreciation of right-of-use assets	46	38	35	35	38
Depreciation and amortization, total	186	160	153	149	161
% of sales	3.6%	3.2%	2.8%	3.0%	3.8%
EBITA	815	815	869	553	498
% of sales	15.6%	16.2%	16.1%	11.1%	11.7%
EBITDA	921	909	957	643	587
% of sales	17.6%	18.1%	17.8%	12.9%	13.8%

EUR million	2025	2024	2023	2022	2021
Finance income and expenses, net	99	80	80	63	39
% of sales	1.9%	1.6%	1.5%	1.3%	0.9%
Interest expenses	87	84	78	44	23
% of sales	1.7%	1.7%	1.4%	0.9%	0.6%
Interest cover	9.3x	11.4x	11.9x	10.1x	14.9x
Gross capital expenditure	196	198	169	113	91
% of sales	3.7%	3.9%	3.1%	2.3%	2.1%
Net capital expenditure	183	181	165	104	69
% of sales	3.5%	3.6%	3.1%	2.1%	1.6%
Net cash flow from operating activities before financial items and taxes	974	576	550	322	608
Cash conversion, %	106%	63%	57%	50%	104%
Research and development	109	106	66	55	66
% of sales	2.1%	2.1%	1.2%	1.1%	1.6%

The income statement items for year 2024 and 2025 are comparable. The income statement items for 2023 have not been re-presented for the parts of the Metals & Chemical Processing and Heat Transfer businesses that were transferred to continuing operations in 2025 (see *Note 5.5. Discontinued operations* for further details). No restatements have been made for earlier years.

EUR million	2025	2024	2023	2022	2021
Balance sheet total	7,215	7,015	7,156	6,754	5,830
Equity attributable to shareholders	2,663	2,601	2,608	2,342	2,250
Total equity	2,676	2,611	2,618	2,350	2,251
Interest-bearing liabilities	1,595	1,606	1,528	1,293	952
Net working capital (NWC)	908	1,045	990	596	254
% of sales	17.3%	20.8%	18.4%	12.0%	6.0%
Capital employed	4,252	4,156	4,078	3,643	3,173
Return on equity (ROE), %	16.3%	12.7%	21.8%	13.1%	16.0%
Return on capital employed (ROCE) before taxes, %	15.9%	14.5%	22.3%	13.8%	14.1%
Return on capital employed (ROCE) after taxes, %	12.4%	10.5%	17.0%	10.5%	11.7%
Net debt	1,092	1,173	884	684	470
Net debt / EBITDA	1.2	1.3	0.9	1.1	1.0
Gearing, %	40.8%	44.9%	33.8%	29.1%	20.9%
Equity to asset ratio, %	41.6%	41.5%	40.2%	39.2%	43.2%
Debt to capital, %	35.4%	35.9%	35.0%	33.3%	26.7%
Debt to equity, %	54.8%	56.1%	53.9%	50.0%	36.4%
Orders received	5,471	5,278	5,252	5,623	5,605
Order backlog, December 31	3,527	3,260	3,238	3,902	3,990
Personnel at end of year	17,982	16,832	17,134	16,705	15,630

Orders received present continuing operations and are comparable for years 2024–2025. Orders received for year 2023 have not been re-presented for the parts of the Metals & Chemical Processing and Heat Transfer businesses that were transferred to continuing operations in 2025 (see *Note 5.5. Discontinued operations* for further details). Key figures for the earlier years have not been restated.

The comparative figures related to the consolidated balance sheet have not been restated. Order backlog and personnel at end of year include continuing and discontinued operations.

Formulas for the key figures

Earnings before finance expenses, net, taxes and amortization, adjusted (adjusted EBITA) = Operating profit + adjustment items + amortization

Earnings per share, basic = Profit attributable to shareholders / Average number of outstanding shares during the year

Earnings per share, diluted = Profit attributable to shareholders / Average number of diluted shares during the year

Interest cover = EBITDA / Finance income and expenses, net

Net debt / EBITDA = Interest-bearing liabilities - loan and other interest-bearing receivables (current and non-current) - liquid funds / Operating profit + depreciation + amortization

Cash conversion, % = Net cash flow from operating activities before financial items and taxes / EBITDA x 100

Return on equity (ROE), % = Profit for the year / Total equity (average for the period) x 100

Return on capital employed (ROCE) before taxes, % = Profit before tax + finance expenses / Capital employed (average for the period) x 100

Return on capital employed (ROCE) after taxes, % = Profit for the period + finance expenses / Capital employed (average for the period) x 100

Gearing, % = Net interest-bearing liabilities / Total equity x 100

Equity to assets ratio, % = Total equity / Balance sheet total - advances received x 100

Debt to capital, % = Interest-bearing liabilities – lease liabilities / Total equity + interest-bearing liabilities – lease liabilities x 100

Debt to equity, % = Interest-bearing liabilities – lease liabilities / Total equity x 100

Interest-bearing liabilities = Interest-bearing liabilities, non-current and current + lease liabilities, non-current and current

Net interest-bearing liabilities = Interest-bearing liabilities - loan and other interest-bearing receivables (current and non-current) - liquid funds

Gross capital expenditure = Investments in intangible assets and property, plant, and equipment, and associated companies

Net capital expenditure = Gross capital expenditure less divestment of intangible assets and property, plant, and equipment, and associated companies

Net working capital (NWC) = Inventories + trade receivables + other non-interest-bearing receivables + customer contract assets and liabilities, net - trade payables - advances received - other non-interest-bearing liabilities

Capital employed = Net working capital + intangible assets and tangible assets + right-of-use assets + non-current investments + interest-bearing receivables + liquid funds + tax receivables, net + interest payables, net

Net cash flow from operating activities = Net income + depreciation and amortization and other non-cash items - change in net working capital - interests and other financial items paid (net) - taxes paid

Net cash flow from operating activities / share, EUR = Net cash flow from operating activities / Outstanding shares at end of period

Effective dividend yield, % = Dividend per share / Trading price at the end of the year x 100

Price / earnings ratio (P/E) = Trading price at the end of the year / Earnings per share

Equity / share = Equity attributable to shareholders / Number of outstanding shares at the end of the period

Board of Directors' proposal on the use of profit

On December 31, 2025, the distributable equity of Metso Corporation was:

Invested non-restricted equity fund	EUR	436,912,971.87
Own shares	EUR	-9,945,723.14
Retained earnings	EUR	348,913,274.70
Net profit for the year	EUR	352,759,210.74
Distributable equity, total	**EUR**	**1,128,639,734.17**

The Board of Directors proposes that a dividend of EUR 0.40 per share be paid based on the balance sheet to be adopted for the financial year, which ended December 31, 2025, and the remaining portion of the profit be retained and carried forward in the Company's unrestricted equity. These financial statements do not reflect this dividend payable.

Dividend payment	EUR	331,104,302.80
Distributable equity after dividend payment	**EUR**	**797,535,431.37**

These financial statements were authorized for issue by the Board of Directors on February 11, 2026, after which, in accordance with Finnish Company Law, the financial statements are either approved, amended, or rejected in the Annual General Meeting.



Financial statements

Financial statements

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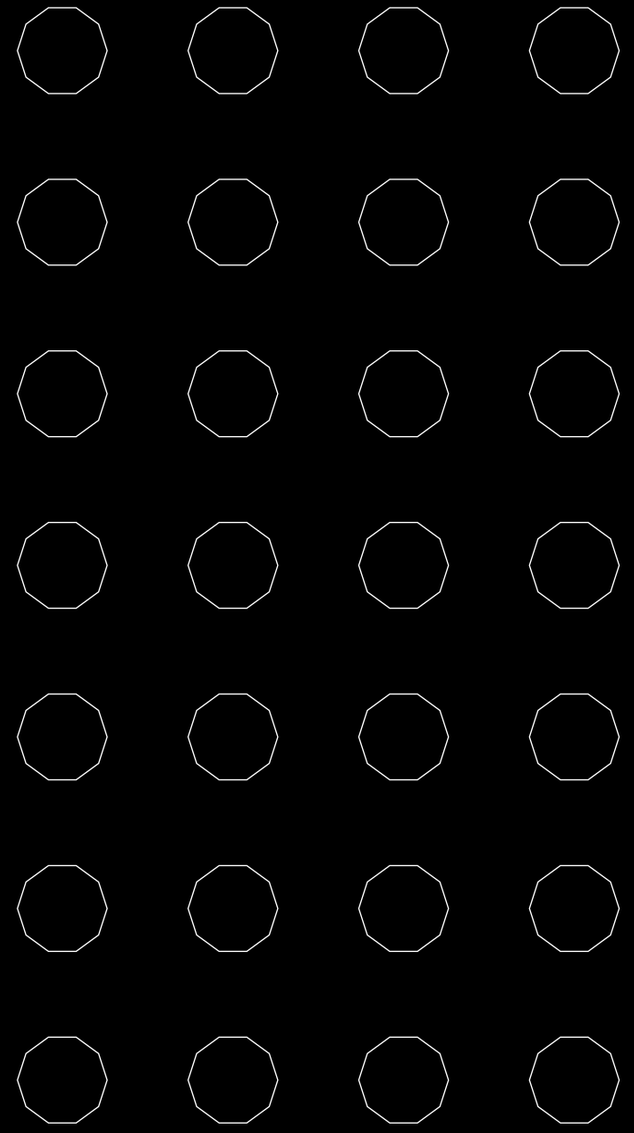
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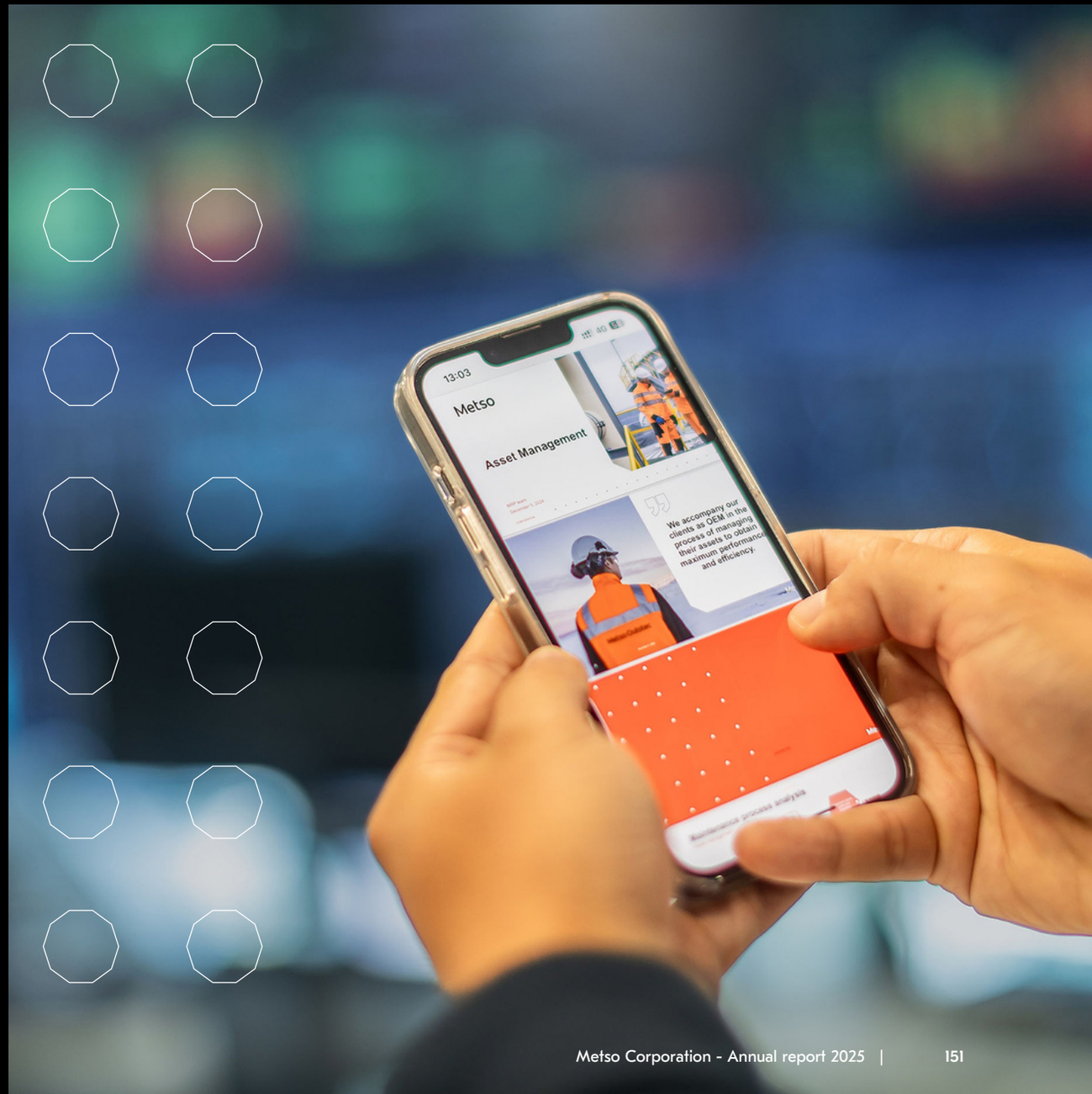
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Consolidated statement of income

EUR million	Note	2025	Restated [1] 2024
Sales	1.1., 1.2.	5,240	5,026
Cost of sales	1.5., 3.4.	-3,561	-3,356
Gross profit		1,679	1,669
Selling and marketing expenses	1.3., 1.5., 3.4.	-465	-435
Administrative expenses	1.3., 1.5., 3.4.	-402	-364
Research and development expenses	1.3., 1.5., 3.4.	-109	-106
Other operating income	1.4.	230	204
Other operating expenses	1.4.	-198	-219
Share of results of associated companies	5.3.	0	0
Operating profit		735	749
Finance income	1.7.	13	22
Foreign exchange gains/losses	1.7.	-4	4
Finance expenses	1.7.	-107	-105
Finance income and expenses, net		-99	-80
Profit before taxes		636	670
Income taxes	1.8.	-150	-163
Profit for the year for continuing operations		486	506
Profit from discontinued operations	5.5.	-59	-177
Profit for the year		**427**	**330**
Profit attributable to			
Shareholders of the Parent company		423	329
Non-controlling interests		4	1
Profit from continuing operations attributable to			
Shareholders of the Parent company		482	505
Non-controlling interests		4	1
Profit from discontinued operations attributable to			
Shareholders of the Parent company		-59	-177
Non-controlling interests		–	–
Earnings per share, EUR [1)]	1.9.	0.51	0.40
Earnings per share, continuing operations, EUR [1)]	1.9.	0.58	0.61
Earnings per share, discontinued operations, EUR [1)]		-0.07	-0.21

[1)] Basic and diluted.

Consolidated statement of comprehensive income

EUR million	Note	2025	Restated [1] 2024
Profit for the year		427	330
Other comprehensive income			
Cash flow hedges, net of tax	1.8., 4.4., 4.8.	-2	4
Currency translation on subsidiary net investment	1.8., 4.4.	-43	-37
Items that may be reclassified to profit or loss in subsequent periods		-44	-34
Defined benefit plan actuarial gains and losses, net of tax	1.8., 2.7.	-4	0
Items that will not be reclassified to profit or loss		-4	0
Other comprehensive income total		-49	-34
Total comprehensive income		**378**	**296**
Total comprehensive income attributable to			
Shareholders of the Parent company		374	294
Non-controlling interests		4	1
Total comprehensive income from continuing operations attributable to			
Shareholders of the Parent company		433	471
Non-controlling interests		4	1
Total comprehensive income from discontinued operations attributable to			
Shareholders of the Parent company		-59	-177
Non-controlling interests		–	–

[1] Further information is provided in Note 5.5. Discontinued operations.

Consolidated balance sheet

Assets

EUR million	Note	2025	2024
Non-current assets			
Goodwill and intangible assets	3.1., 3.4.		
Goodwill		1,277	1,123
Intangible assets		811	803
Total goodwill and intangible assets		2,088	1,927
Property, plant and equipment	3.2., 3.4.		
Land and water areas		46	38
Buildings		152	159
Machinery and equipment		247	228
Assets under construction		164	124
Total property, plant and equipment		609	549
Right-of-use assets	3.3., 3.4.	123	136
Other non-current assets			
Investments in associated companies	5.3.	0	3
Non-current financial assets	4.2.	1	2
Loan receivables	4.2.	–	0
Derivative financial instruments	4.8.	6	9
Deferred tax assets	1.8.	242	259
Other non-current receivables	2.3., 4.2.	30	27
Total other non-current assets		280	300
Total non-current assets		3,100	2,913
Current assets			
Inventories	2.4.	1,903	1,900
Trade receivables	2.2.	1,051	900
Customer contract assets	1.2.	213	255
Loan receivables	4.2.	2	2
Derivative financial instruments	4.8.	25	34
Income tax receivables	1.8.	78	61
Other current receivables	2.3.	300	245
Liquid funds	4.3.	501	431
Total current assets		4,072	3,826
Assets held for sale	5.5.	42	276
TOTAL ASSETS		**7,215**	**7,015**

Equity and liabilities

EUR million	Note	2025	2024
Equity	4.4.		
Share capital		107	107
Share premium fund		20	20
Cumulative translation adjustments		-257	-215
Fair value and other reserves		1,138	1,137
Retained earnings		1,655	1,551
Equity attributable to shareholders		2,663	2,601
Non-controlling interests		14	10
Total equity		2,676	2,611
Liabilities			
Non-current liabilities			
Borrowings	4.2., 4.5.	1,369	1,300
Lease liabilities	4.2., 4.5.	85	99
Post-employment benefit obligations	2.7.	85	88
Provisions	2.6.	45	62
Derivative financial instruments	4.8.	9	13
Deferred tax liabilities	1.8.	201	172
Other non-current liabilities	2.5.	1	5
Total non-current liabilities		1,796	1,739
Current liabilities			
Borrowings	4.2., 4.5.	98	165
Lease liabilities	4.2.	42	42
Trade payables	2.5.	671	581
Provisions	2.6.	207	201
Advances received	1.2.	518	495
Customer contract liabilities	1.2.	267	232
Derivative financial instruments	4.8.	26	68
Income tax liabilities	1.8.	88	79
Other current liabilities	2.5.	802	587
Total current liabilities		2,720	2,451
Total non-current and current liabilities		4,515	4,190
Liabilities held for sale	5.5.	24	214
TOTAL EQUITY AND LIABILITIES		**7,215**	**7,015**

Consolidated statement of changes in shareholders' equity

EUR million	Share capital	Share premium fund	Cumulative translation adjustments	Fair value and other reserves	Retained earnings	Equity attributable to share- holders	Non-controlling interests	Total equity
Jan 1, 2025	107	20	-215	1,137	1,551	2,601	10	2,611
Profit for the year	–	–	–	–	423	423	4	427
Other comprehensive income								
Cash flow hedges, net of tax	–	–	–	-2	–	-2	–	-2
Currency translation on subsidiary net investments	–	–	-43	–	–	-43	–	-43
Defined benefit plan actuarial gains (+) / losses (-), net of tax	–	–	–	–	-4	-4	–	-4
Total comprehensive income	–	–	-43	-2	419	374	4	378
Dividends	–	–	–	–	-315	-315	0	-315
Share-based payments, net of tax	–	–	–	3	-3	0	–	0
Other items	–	–	–	–	1	1	1	2
Changes in non-controlling interests	–	–	–	–	1	1	-1	–
Dec 31, 2025	**107**	**20**	**-257**	**1,138**	**1,655**	**2,663**	**14**	**2,676**

EUR million	Share capital	Share premium fund	Cumulative translation adjustments	Fair value and other reserves	Retained earnings	Equity attributable to share- holders	Non- controlling interests	Total equity
Jan 1, 2024	107	20	-177	1,131	1,527	2,608	10	2,618
Profit for the year	–	–	–	–	329	329	1	330
Other comprehensive income								
Cash flow hedges, net of tax	–	–	–	4	–	4	–	4
Currency translation on subsidiary net investments	–	–	-37	–	–	-37	–	-37
Defined benefit plan actuarial gains (+) / losses (-), net of tax	–	–	–	–	0	0	–	0
Total comprehensive income	–	–	-37	4	328	294	1	296
Dividends	–	–	–	–	-298	-298	0	-298
Share-based payments, net of tax	–	–	–	2	-8	-5	–	-5
Other items	–	–	–	0	0	1	0	1
Changes in non-controlling interests	–	–	–	–	1	1	-1	–
Dec 31, 2024	**107**	**20**	**-215**	**1,137**	**1,551**	**2,601**	**10**	**2,611**

For more information, please see *note 4.4 Equity*.

Consolidated statement of cash flows

EUR million	Note	2025	Restated [1] 2024
Operating activities			
Profit for the period, continuing operations		486	506
Profit for the period, discontinued operations		-59	-177
Adjustments			
Depreciation and amortization	3.4.	186	165
Finance expenses, net	1.7.	99	80
Income taxes	1.8.	150	88
Other items		42	33
Change in net working capital	2.1.	70	-119
Net cash flow from operating activities before financial items and taxes		974	576
Interests paid		-80	-82
Interests received		10	20
Other financing items, net		26	1
Finance income and expenses paid, net		-44	-62
Income taxes paid	1.8.	-152	-183
Net cash flow from operating activities		779	332
Investing activities			
Capital expenditures on intangible assets and property, plant, and equipment	3.1., 3.2.	-152	-188
Proceeds from sale of intangible assets and property, plant, and equipment	3.1., 3.2.	8	28
Proceeds from financial assets	4.6.	–	0
Business acquisitions, net of cash acquired	5.4.	-136	-60
Proceeds from sale of businesses, net of cash sold	5.4., 5.5.	0	-4
Increase in loan receivables	5.3.	0	0
Decrease in loan receivables	4.6.	1	1
Dividends received from associated companies	4.6.	1	–
Net cash flow from investing activities		-277	-224

EUR million	Note	2025	Restated [1] 2024
Financing activities			
Dividends paid		-315	-298
Proceeds from increases in non-current debt	4.5., 4.6.	373	379
Repayment of non-current debt	4.5., 4.6.	-378	-342
Proceeds from and repayment of current debt, net	4.5., 4.6.	-36	-16
Repayment of lease liabilities	4.5., 4.6.	-46	-38
Net cash flow from financing activities		-403	-315
Net change in liquid funds		**98**	**-207**
Effect from changes in exchange rates		-19	0
Liquid funds equivalents at beginning of year	4.3., 4.6.	431	638
Liquid funds at end of year	4.3., 4.6.	**511**	**431**
Of which continuing operations at the end of year		501	431
Of which discontinued operations at the end of year		10	–

[1] *Further information is provided in Note 5.5. Discontinued operations.*

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Basic information

Metso Corporation (the "Parent company") with its subsidiaries ("Metso" or the "Group") is a leading global supplier of sustainable technologies, end-to-end solutions and services for the aggregates, minerals processing, and metals refining industries. The Group has two reporting segments, Aggregates and Minerals. More information about the segments is presented in *note 1.1.*

Metso Corporation is a publicly quoted company with its shares listed on Nasdaq Helsinki under the trading symbol METSO. Metso Corporation is domiciled in Helsinki, Finland, and the address of the Group Head Office is Rauhalanpuisto 9, 02230 Espoo, Finland.

Metso's Consolidated financial statements were authorized for issue by Metso Corporation's Board of Directors on February 11, 2026, after which, in accordance with Finnish Companies Act, the financial statements are either approved, amended or rejected at the next Annual General Meeting.

Basis of preparation

Consolidated financial statements have been prepared in accordance with IFRS Accounting Standards and related IFRIC Interpretations as adopted by the European Union. The Consolidated financial statements have been prepared on a historical cost basis, except for financial assets and liabilities classified as at fair value through profit and loss accounts.

Metso has classified certain businesses to be as held for sale.More information is disclosed under *Note 5.5. Discontinued operations*.

The financial statements are presented in euros, which is the Parent company's functional currency and Metso's presentation currency. The figures presented have been rounded; consequently, the sum of individual figures might differ from the presented total figure.

The detailed Metso's accounting policies are disclosed under each relevant note of the Consolidated financial statements.

Critical accounting estimates and judgments by Management

The preparation of financial statements, in conformity with the IFRS, requires management to make estimates and assumptions and to exercise its judgment in the process of applying the Group's accounting policies. These affect the reported amounts of balance sheet items, the presentation of contingent assets and liabilities, and the income and expenses for the financial year. Actual results may differ from the estimates made. The assets and liabilities involving a higher degree of judgment or complexity, or areas where the assumptions and estimates are significant to Metso's Consolidated financial statements, are outlined as follows, and described more detailed in the related notes.

Management estimates

The preparation of Metso's consolidated financial statements requires the use of estimates affecting the reported monetary amounts. These estimates are based on information available at the reporting date and are updated when circumstances or expectations change. The areas in which such estimates are applied are listed below and further described in the related notes

- 1.2. Sales
  Estimating variable consideration and measuring revenue based on percentage-of-completion.
- 1.6. Share-based payments
  Estimating fair value by applying valuation model assumptions.
- 1.8. Income taxes
  Estimating future taxable profits affecting the recoverability of deferred tax assets.
- 2.2. Trade receivables
  Estimating expected credit losses.
- 2.4. Inventory
  Estimating net realizable value, including assessments of obsolescence and slow-moving inventory.
- 2.6. Provisions
  Estimating the amount and timing of provisions.
- 2.7. Post-employment obligations
  Applying actuarial assumptions.
- 3.1. Goodwill and intangible assets
  Estimating assumptions used in impairment testing, including useful lives, residual values, and impairment indicators.
- 3.2. Property, plant & equipment
  Estimating useful lives, residual values, and impairment indicators.
- 3.3. Right-of-use assets
  Estimating the incremental borrowing rate and impairment assumptions.
- 5.4. Acquisitions & disposals
  Measuring the fair value of acquired assets and liabilities.
- 5.5. Discontinued operations
  Assessing classification as discontinued operations and measuring disposal groups at the lower of carrying amount and fair value less costs to sell.

Management judgments

Management judgment is required in situations where the application of accounting policies involves interpretation. The areas in which such judgments have been applied are listed below and further detailed in the respective notes.

- 1.2. Sales
  Identifying distinct performance obligations, determining whether revenue is recognized over time or at a point in time, and assessing whether contract modifications constitute separate contracts.
- 1.6. Share-based payments
  Classifying awards as equity settled or cash settled and determining whether performance conditions are market or non market conditions.
- 1.8. Income taxes
  Assessing the recognition of deferred tax assets and determining positions on uncertain tax treatments.
- 2.2. Trade receivables
  Assessing whether a significant financing component exists and determining when receivables become credit impaired.
- 2.3. Other receivables
  Determining whether balances meet the IFRS 15 requirements for contract assets.
- 2.4. Inventory
  Determining whether certain costs should be classified as inventory or expensed as incurred.
- 2.6. Provisions
  Determining whether a present obligation exists, assessing the probability of an outflow of resources, and determining whether a contract is onerous.
- 2.7. Post-employment obligations
  Determining whether a plan is classified as defined benefit or defined contribution and assessing the existence of constructive obligations.
- 3.1. Goodwill and intangible assets
  Identifying and allocating cash generating units and determining whether intangible assets have finite or indefinite useful lives.
- 3.2. Property, plant and equipment
  Identifying components for depreciation and assessing whether expenditures qualify for capitalization.
- 3.3. Right-of-use assets
  Determining whether a contract contains a lease and assessing the likelihood of exercising extension or termination options.
- 5.4. Acquisitions & disposals
  Determining whether a transaction constitutes a business combination or an asset acquisition.
- 5.5. Discontinued operations
  Assessing whether a disposal group meets the criteria to be classified as held for sale and whether a disposal qualifies as discontinued operations.

Metso has reviewed the estimates and assumptions used in the preparation of the Consolidated financial statements for the possible impacts of climate change. Metso has performance share plans which have an earning criteria based on sustainable development (Note 1.6. Share-based payments).

Abbreviations used in the financial statements and Board of Directors' report, including the Sustainability statement and Corporate governance statement

AGM	Annual General Meeting
AI	Artificial Intelligence
ARC	Audit and Risk Committee
Capex	Capital expenditure
CBAM	Carbon Border Adjustment Mechanism
CGU	Cash generating unit
CO_2e	Carbon dioxide equivalent
CODM	Chief operating decision-maker
COSO	Committee of sponsoring organizations
CSR	Corporate social responsibility
CSRD	Corporate Sustainability Reporting Directive
D&I	Diversity and inclusion
DMA	Double materiality assessment
DMO	Distribution Management Organization
DNSH	Does not significantly harm
DRI	Direct reduced iron
EBIT	Earnings before net finance expenses and taxes (operating profit)
EBITA	Earnings before net finance expenses, taxes, and amortization
EBITDA	Earnings before net finance expenses, taxes, amortization, and depreciation
EGM	Extraordinary general meeting
EHS	Environment, health and safety
EMTN	Euro Medium Term Note program
EN ISO	International Organization for Standardization, European Norm
eNPS	Employee net promoter score
EPS	Earnings per share
ERM	Enterprise risk management
ERP	Enterprise resource planning
ESG	Environmental, social, and governance
ESRS	European Sustainability Reporting Standards
EUDR	European Union deforestation regulation
FAS	Finnish accounting standards
FIN-FSA	Finnish Financial Supervisory Authority
FVOCI	Fair value through Other comprehensive income
FVPL	Fair value through Profit and loss
GHG	Greenhouse gases
GRI	Global reporting initiative
H&S	Health and safety
HR	Human resources
HSE	Health, safety, and environment
IEA	International Energy Agency
IFRIC	Interpretations of International Accounting Standards
IFRS/IAS	International Accounting Standards
ILO	International Labor Organization
IPCC	Intergovernmental Panel on Climate Change
IROs	Impacts, risks and opportunities
ISDA	Master agreement of International Swaps and Derivatives Association
ISO	International Standardization Organization
KBA	Key biodiversity areas
KPI	Key performance indicator
LPG	Liquefied petroleum gas
LSP	Logistics service providers
LTI	Long-term incentive
MAR	Market Abuse Regulation
MLT	Metso Leadership Team
NACE	Nomenclature of economic activities
NGO	Non-governmental organization
NIS2	Network and Information Security Directive
NPS	National pension scheme
NWC	Net working capital
OCI	Other comprehensive income
OECD	Organization for Economic Co-operation and Development
OpEx	Operating expenditure
OSHA	Occupational Safety and Health Administration (US)
OTC	Over the counter
P/E	Price/earnings ratio
pCAM	Precursor cathode active material
PPE	Property, plant, and equipment
PSP	Performance share incentive plan
QEHS	Quality, environment, health, and safety
R&D	Research and development
RFR	Relief from royalty method
RHRC	Remuneration and HR Committee
ROCE	Return on capital employed
ROE	Return on equity
RSP	Restricted share incentive plan
SASB	Sustainability Accounting Standards Board
SBT	Science-based target
SBTi	Science-based targets iniative
SDG	Sustainable development goals
SME	Small- and medium-sized enterprises
STI	Short-term incentive
TCFD	Task Force on Climate-related Financial Disclosures
TRIFR	Total recordable injury frequency rate
TSR	Total shareholder return
VAT	Value-added tax
VOC	Volatile organic compounds
WACC	Weighted average cost of capital

1. Group performance

1.1. Reporting segments

Material accounting policies

Reportable segments of Metso are based on end customer groups, which are differentiated by both offering and business model: Aggregates and Minerals. The segments are reported in a manner consistent with the internal reporting provided to the Board of Directors, Metso's chief operating decision-maker (CODM) responsible for allocating resources and assessing the performance of the segments, deciding on strategy, selecting key employees, as well as deciding on major development projects, business acquisitions, investments, organizational structure and financing. The accounting principles applied to segment reporting are the same as those used in preparing the Consolidated financial statements.

Segment performance is measured with operating profit/loss (EBIT). In addition, Metso uses alternative performance measures to reflect the underlying business performance and to improve comparability between financial periods: earnings before interest, tax and amortization (EBITA), adjusted and net working capital. Adjustment items comprise capacity adjustment costs, acquisition costs, gains and losses on business transactions, administrative expenses related to business acquisitions and disposals, as well as changes in the fair value of shares. Their nature and net effect on cost of goods sold, selling, general and administrative expenses, as well as other income and expenses are presented in the segment information. Alternative performance measures, however, should not be considered as a substitute for measures of performance in accordance with the IFRS.

Corporate structure

Metso's business

Metso's strategy is built around four strategic objectives: providing the best customer experience, increasing the share of aftermarket sales, being a pioneer in sustainability and safety, and achieving financial excellence. These strategic priorities are included in the segment performance measures monitored by the chief operating decision maker, which are primarily net sales and operating profit, as well as adjusted EBITA.

Metso's extensive equipment and aftermarket offering covers a wide range of equipment, parts and services to effectively meet the needs of our customers all over the world. Metso drives profitable growth and sustainable operations across its customer industries, in line with its 1.5-degree climate commitment, to create value for its customers, shareholders and other stakeholders. Metso focuses on supporting the electrification and decarbonization of the mining and aggregates industries, while ensuring rapid increase in the production of energy transition minerals. This can be achieved through its extensive equipment and aftermarket offering for its customers. Metso's offering helps its customers to maintain and increase production, improve productivity, and reduce operating costs, risks and environmental footprint. Metso continuously develops its portfolio to meet its customers' growing needs for energy and emissions reductions, water resources management, resource efficiency, circularity and safety.

The reportable segments of Metso are Aggregates and Minerals. Aggregates serves quarry and contractor customers by offering crushing and screening equipment to produce aggregates needed in construction and infrastructure projects. Minerals serves mining industry customers by providing equipment, process islands and plants for minerals processing, and hydrometallurgical and pyrometallurgical solutions for the recovery of metals. Group Head Office and other is comprised of the Parent company with centralized group functions, such as treasury, tax, legal and compliance, as well as the global business services and holding companies.

Finance income and expenses as well as income taxes are not allocated to segments but included in the income statement of Group Head Office and other. The treasury activities of Metso are centralized into the Group Treasury to benefit from cost efficiency obtained from pooling arrangements, financial risk management, bargaining power, cash management, and other measures. Metso has a centralized Group tax management function. The objective of Group tax management is to ensure tax compliance and an optimized and predictable overall tax cost for Metso.

Segment net working capital assets comprises inventories and non-interest-bearing operating assets and receivables. Segment net working capital liabilities comprise non-interest-bearing operating liabilities.

Non-cash write-downs include write-offs made to the value of receivables and inventories, and impairment and other write-offs recognized to reduce the value of intangible assets or property, plant, and equipment and other assets.

Gross capital expenditure comprises investments in intangible assets as well as property, plant, and equipment, and associated companies.

Intra-group transactions are made on an arm's length basis.

Figures in the tables comprise continuing operations if not otherwise stated. Comparative information for year 2024 has been re-presented. For more information, see Note *5.5. Discontinued operations*.

Segment information

2025 EUR million	Aggregates	Minerals	Group Head Office and Other	Total
Sales, external	1,266	3,974	–	5,240
Sales, total	1,266	3,974	–	5,240
Earnings before interest, tax and amortization (EBITA)	191	671	-46	815
% of sales	15.1	16.9	–	15.6
Adjusted EBITA	196	680	-47	829
% of sales	15.5	17.1	–	15.8
Adjustment items and amortization of intangible assets				
Adjustment items total	-5	-9	1	-14
Amortization of other intangible assets total	-21	-55	-4	-81
Operating profit / loss	169	616	-51	735
% of sales	13.4	15.5	–	14.0
Finance income and expenses, total			-99	-99
Income before taxes	**169**	**616**	**-149**	**636**
Adjustments items by category				
Capacity adjustment costs	-5	-35	-3	-43
Business acquisitions	0	-1	4	3
Revaluation of shares	–	27	–	27
Profits on disposals, net	–	–	-1	-1
Wind-down of Russian business	–	0	–	0
Adjustments items, total	**-5**	**-9**	**1**	**-14**

2024, restated EUR million	Aggregates	Minerals	Group Head Office and Other	Total
Sales, external	1,207	3,819	–	5,026
Sales, total	1,207	3,819	–	5,026
Earnings before interest, tax and amortization (EBITA)	195	620	1	815
% of sales	16.2	16.2	–	16.2
Adjusted EBITA	198	665	-34	830
% of sales	16.4	17.4	–	16.5
Adjustment items and amortization of intangible assets				
Adjustment items total	-3	-45	34	-14
Amortization of other intangible assets total	-16	-49	-1	-66
Operating profit / loss	179	570	0	749
% of sales	14.8	14.9	–	14.9
Finance income and expenses, total			-80	-80
Income before taxes	**179**	**570**	**-80**	**670**
Adjustments items by category				
Capacity adjustment costs	-3	-43	1	-45
Acquisition costs	0	0	–	-1
Revaluation of shares	–	–	–	–
Profits on disposals, net	–	–	-4	-4
Wind down of Russian business	0	-2	37	35
Adjustments items, total	**-3**	**-45**	**34**	**-14**

2025 EUR million	Aggregates	Minerals	Group Head Office and Other	Total
Inventories	542	1,361	–	1,903
Trade receivables	283	767	–	1,051
Other non-interest bearing receivables	107	188	66	362
Customer contract assets and liabilities, net	11	-65	–	-54
Trade payables	-187	-479	-5	-671
Advances received	-72	-446	–	-518
Other non-interest-bearing liabilities	-161	-929	-75	-1,165
Net working capital	**524**	**398**	**-14**	**908**

2024 EUR million	Aggregates	Minerals	Group Head Office and Other	Total
Inventories	663	1,236	–	1,900
Trade receivables	232	668	–	900
Other non-interest bearing receivables	53	170	91	314
Customer contract assets and liabilities, net	10	12	–	22
Trade payables	-150	-396	-35	-581
Advances received	-91	-404	–	-495
Other non-interest-bearing liabilities	-166	-678	-172	-1,015
Net working capital	**551**	**609**	**-115**	**1,045**

Geographical information

Material accounting policies

Metso presents the geographical distribution of the segments' sales by location of customers. Non-current assets and gross capital expenditure are presented by location of assets.

Metso's businesses are present in more than 50 countries, providing strong diversification. The distribution of sales is fairly uniform across various region: Europe 21%, North and Central America 21%, South America 20%, Asia Pacific 18% and Africa, Middle East and India 20%. Metso has a global network of production units located in key continents.

Sales to unaffiliated customers by destination

EUR million	2025	2024
Europe	1,111	969
North and Central America	1,081	1,088
South America	1,064	1,148
APAC	936	1,068
Africa, Middle East & India	1,048	754
Sales	**5,240**	**5,026**

Countries with a share of Metso's total sales exceeding 10% was the United States of America 13% or EUR 682 million. In 2024 countries exceeding 10% were the United States of America 13% or EUR 654 million and Chile 10% or EUR 512 million. Finland's share of sales was 2% or EUR 81 million (3% or EUR 145 million in 2024).

Metso's exports from Finland by destination, including intra-group sales

EUR million	2025	2024
Europe	545	418
North and Central America	233	227
South America	215	230
APAC	384	404
Africa, Middle East & India	604	382
Total	**1,981**	**1,661**

Non-current assets by location

EUR million	2025	2024
Europe	367	338
North and Central America	167	242
South America	136	121
APAC	122	142
Africa, Middle East & India	94	120
Non-allocated	1,966	1,682
Total	**2,852**	**2,644**

In 2025, only Finland's share of Metso's geographically allocated non-current assets exceeded 10%, amounting to 30% or EUR 266 million. In 2024, the threshold was exceeded by Finland with a share of 24% or EUR 227 million, and by India with a share of 11% or EUR 106 million.

Non-current assets presented in the previous table comprise intangible assets and property, plant and equipment, investments in associated companies, equity investments and other non-interest-bearing non-current assets. Non-allocated assets include mainly goodwill and other assets arising from business acquisitions that have not been recorded in the subsidiaries' financial statements.

Gross capital expenditure by location

EUR million	2025	2024
Europe	113	76
North and Central America	26	45
South America	34	47
APAC	13	20
Africa, Middle East & India	10	11
Total	**196**	**198**

Gross capital expenditure comprises investments in intangible assets and property, plant, and equipment, and associated companies. Right-of-use assets are not included in the gross capital expenditure calculation.

1.2. Sales

Material accounting policies

Metso applies IFRS 15 Revenue from Contracts with Customers. The principle is that sales are recognized at an amount that reflects the consideration which Metso expects to receive in exchange for transferring goods or services to a customer. Sales are recognized when the control of goods or services is transferred to a customer. Control is transferred either at a point in time or over time.

When Metso provides standardized equipment and wear or spare parts to customers, sales are recognized at a point in time when control for the goods is transferred, typically at the delivery of the goods or after commissioning. Sales to distributors are recognized at delivery, when the distributor is not acting as an agent. If the distributor is acting as an agent, sales are recognized only when delivered to an ultimate client.

When Metso provides customized engineered system deliveries, where the asset produced does not have alternative use and Metso has enforceable right to payment for the performance completed to date, sales are recognized over time. Sales recognition is based on estimated sales, costs and profit. Metso measures the progress using the cost-to-cost method, where sales and profits are recorded after considering the ratio of accumulated costs to estimated total costs to complete each contract. This method is considered to best reflect the satisfaction of the performance obligation. The estimated sales, costs and profit, together with the planned delivery schedule of the contract, are subject to regular revisions as the contract progresses to completion. Revisions in profit estimates as well as any projected potential loss on contract are charged through the profit and loss account in the period in which they become known.

Sales from providing services are recognized when the performance obligation is satisfied. For long-term fixed price service contracts, sales are recognized over time, because the customer simultaneously receives and consumes the services provided by Metso. The measure of progress is based on costs of actual services provided as a proportion of the costs of total services to be rendered. The estimated sales, costs and profit, together with the planned delivery schedule of the contract, are subject to regular revisions as the contract progresses to completion. Revisions in contract estimates as well as any projected potential loss on contract are charged through the profit and loss account in the period in which they become known.

For short-term service contracts with hourly fee based on valid price list, sales are recognized to the extent Metso has the right to invoice the customer, and for service contracts with fixed hourly fee agreed in the contract, sales are recognized based on invoicing.

Customer contracts may include promises such as volume-based rebates and liquidated damages attributable to, for instance, delayed delivery or non-performance. The impact of these promises on the final consideration will be estimated when recognition is started and systematically during the contract period. Sales will be recognized to the extent that Metso is entitled to consideration. Also, creditworthiness of the client and collectability of the consideration is assessed throughout the contract period. Extended warranties are treated as a separate performance obligation and an appropriate transaction price is allocated to them and recognized in sales when occurred.

Metso often requires advance payments from customers. Applying IFRS 15, advances received do not include a financing component, because the payment schedule of them follows closely the timing of performance obligations to be satisfied.

Estimates and assessments by Management

Sales recognized at a point in time may require judgment on facts and circumstances when the control is considered to have passed to the client, affecting on timing of sales to be recognized. Transfer of the control is assessed mainly based on terms of delivery in the contract and local legislation. Customer contracts including clauses on rebates, late delivery penalties, right to return promises or extended warranties requires management judgment on the probability of such clauses to have an effect on contracts sales. Judgments are based on earlier experience and market practice when available.

Sales recognized over time is based on cost-to-cost method, which requires management to be able to estimate total sales, costs, margin, and cash flow to complete the project. The assessment of the progress and margin to be recognized as well as the total costs estimated to complete the contracts requires judgments by management throughout the contract period. The most critical judgments are needed in case of a loss-making contract when estimating the performance needed to be able to satisfy the contract. Changes in general market conditions and the possible impact on the contracts needs to be predicted as well. The credit worthiness of the customer is verified, and collectability of the consideration assessed before entering a contract. However, a risk of non-payment might arise afterwards, and it requires management judgment on the impact on final sales recognition.

Hedging of foreign currency denominated firm commitments

Metso hedging policy requires business units to hedge their foreign currency risk when they become engaged in a firm commitment denominated in a currency other than their functional currency. The Treasury Policy specifies certain currencies and certain legal units, where the open exposures are left unhedged. Similarly open exposures below certain euro nominated amount are left unhedged. When a firm commitment qualifies for overtime recognition, the business unit applies hedge accounting and recognizes the effect of the hedging instruments in other comprehensive income (OCI) until the commitment is recognized. Though Metso has defined the characteristics triggering a firm commitment, the final realization of the unrecognized commitment depends also on factors beyond management control, which cannot be foreseen when initiating the hedging relationship. Such factors can be a change in the market environment causing the other party to postpone or cancel the commitment. To the extent possible, management strives to include clauses in its contracts that reduce the impact of such adverse events on its results.

Disaggregation of sales

Figures in the tables comprise continuing operations. Comparative information for the year 2024 has been re-presented. For more information, see *Note 5.5. Discontinued operations*.

External sales by category

2025

EUR million	Aggregates	Minerals	Total
Aftermarket	403	2,402	2,805
Projects, equipment and goods	863	1,572	2,435
Sales total	**1,266**	**3,974**	**5,240**

2024

EUR million	Aggregates	Minerals	Total
Aftermarket	419	2,427	2,846
Projects, equipment and goods	788	1,392	2,180
Sales total	**1,207**	**3,819**	**5,026**

Metso's sustainable offering portfolio is called Metso Plus, and it is central to Metso's sustainability agenda and the 1.5 °C journey. 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. Metso Plus sales in 2025 were EUR 1,458 million (EUR 1,418 million in 2024).

Metso Plus offering includes 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. Metso Plus offering is designed to deliver customers more performance where it's most needed. Metso Plus delivers measurable sustainability improvements such as resource optimization, enhanced energy and water efficiency, and lower CO_2 emissions.

External sales by timing of sales recognition

2025

EUR million	Aggregates	Minerals	Total
At a point in time	1,232	2,746	3,978
Over time	34	1,228	1,262
Sales total	**1,266**	**3,974**	**5,240**

2024

EUR million	Aggregates	Minerals	Total
At a point in time	1,175	2,944	4,119
Over time	32	874	907
Sales total	**1,207**	**3,819**	**5,026**

External sales by destination

2025

EUR million	Aggregates	Minerals	Total
Europe	404	707	1,111
North and Central America	481	600	1,081
South America	90	974	1,064
APAC	142	794	936
Africa, Middle East & India	149	899	1,048
Sales total	**1,266**	**3,974**	**5,240**

2024

EUR million	Aggregates	Minerals	Total
Europe	347	622	969
North and Central America	460	628	1,088
South America	86	1,061	1,148
APAC	174	893	1,068
Africa, Middle East & India	140	614	754
Sales total	**1,207**	**3,819**	**5,026**

Contract balances

EUR million	2025	2024
Trade receivables	1,051	900
Customer contract assets	213	255
Customer contract liabilities	267	232
Advances received	518	495

Customer contract liabilities and advances received are annually recognized as sales mainly during the following year.

When providing standardized equipment as well as wear and spare parts, invoicing takes place in general at the delivery or after commissioning. In engineered system deliveries, and long-term service contracts invoicing is based on the client contracts. Short-term service contracts are invoiced when service is rendered.

Trade receivables are based on the invoicing to customers and are generally on terms of 30–90 days. Information about provision for expected credit losses on trade receivables is presented in *note 2.2*.

Engineered system, and long-term service contracts are mainly fixed priced contracts, where customers are invoiced with fixed amounts based on contract schedule. In case the performance obligation satisfied exceeds the invoiced payment from the customer, a contract asset is recognized. In case the invoiced payment from the customer exceeds the performance obligation satisfied, a contract liability is recognized.

Advances received is the amount paid in advance to Metso by customers. Typically, Metso receives advance payments in customized large scale engineered system and equipment delivery projects. Advances are amounts Metso remains liable for reimbursement should it not be able to perform the agreed obligations under the contract.

Changes in receivables from customers or liabilities to customers and advances received is typically the result of changes in business volume in the current year compared to the previous year.

Unsatisfied performance obligations

The order backlog, amounting to EUR 3,527 million on December 31, 2025, corresponds to the aggregate amount of the transaction price allocated to the performance obligations that are fully or partly unsatisfied at the end of the reporting period. These performance obligations are expected to be materially satisfied in two years.

Performance obligations

Metso's sales consist of the sale of standardized equipment deliveries and services with wear or spare parts, customized large-scale engineered system and/or equipment deliveries. Metso's performance obligations are described below.

Equipment, wear and spare parts deliveries

When Metso provides standardized equipment and wear or spare parts to customers, revenue will be recognized at a point in time, when control of the goods is transferred, typically at the delivery of the goods or after commissioning. These contracts may include promises, such as volume-based rebates and late delivery penalties. The impact of these promises on the final consideration will be estimated and sales will be recognized to the extent that Metso is entitled. Extended warranties are treated as a separate performance obligation, and an appropriate transaction price is allocated to them and recognized in sales when occurred.

Metso cooperates with distributors especially in the aggregates business. Based on the current distributor contracts, Metso recognizes sales at the delivery to a distributor. Promises on volume-based rebates and the right to return goods are assessed and sales will be recognized to the extent that Metso is entitled.

Engineered system and equipment deliveries

With customized large-scale engineered system and equipment deliveries, where assets produced do not have an alternative use for another client, and Metso has the right to payment for the performance completed, revenue will be recognized over time. Each large-scale engineered system and equipment delivery contract is assessed separately. These contracts usually have a customer-specific, one total performance obligation agreed with the client.

These contracts may include promises, such as late delivery penalties, performance guarantees, and extended warranties. The impact of these promises on the final consideration will be estimated and sales will be recognized to the extent that Metso is entitled. Metso typically requires advance payments from clients, which in general, do not include a financing component, because the payment schedule of advances follows closely the timing of performance obligations to be satisfied.

Service contracts

Sales from providing services are recognized when the services are rendered. For long-term-fixed price contracts, sales are recognized over time. The measure of progress is based on the costs of actual services provided as a proportion of the costs of total services to be rendered. For short-term service contracts with an hourly fee based on a valid price list, revenue is recognized to the extent Metso has the right to invoice the customer, and for service contracts with a fixed hourly fee agreed in the contract, revenue is recognized based on invoicing. Typical promises in service contacts are late delivery penalties and performance guarantees.

Major customers

In 2025 nor in 2024, Metso did not have any single customer whose sales would have exceeded 10 percent of consolidated sales.

1.3. Selling, general, and administrative expenses

Material accounting policies

Costs and expenses of different income statement items are assigned by the nature and relationship of the cost incurred.

Cost of goods sold are either directly or indirectly linked to recognized or expected sales. Direct cost includes e.g. materials, subcontracted engineering and logistics related to specific customer contracts. Indirect cost carries the capacity cost of delivery resources as well as manufacturing units.

Marketing and selling expenses consist of cost related to activity of generating new sales and marketing of the company and its product portfolio. As an example cost of regional sales organizations are reported under this item.

Research and development expenses arise from research and development activities related to new products and technologies. Research and development expenses comprise salaries, administration costs, digital investments, and depreciation and amortization of property, plant, and equipment and intangible assets and are mainly recognized as incurred. Grants received are netted from the costs. When material development costs meet certain capitalization criteria under IAS 38, they are capitalized and amortized over the expected useful life of the underlying technology.

Administrative expenses cover cost of company's administrative activities such as general management as well as support and group functions.

Figures in the tables comprise continuing operations. Comparative information for the year 2024 has been re-presented. For more information, see *Note 5.5. Discontinued operations*.

Selling, general and administrative expenses

EUR million	2025	2024
Marketing and selling expenses	-465	-435
Research and development expenses, net	-109	-106
Administrative expenses	-402	-364
Selling, general and administrative expenses	**-976**	**-905**

Research and development expenses

EUR million	2025	2024
Research and development expenditure, total	-103	-106
Capital expenditure	13	12
Grants received	2	2
Depreciation and amortization	-21	-14
Research and development expenses, net	**-109**	**-106**

All Metso's R&D projects must have sustainability targets. Furthermore, 80% of R&D expenditure should be on products that are likely to be included in the Metso Plus portfolio (more information under sections 1.3.3. and 2.3.3. of the Sustainability statement).

1.4. Other operating income and expenses

Material accounting policies

Other operating income and expenses comprise income and expenses that do not directly relate to the operating activity of businesses within Metso, or which arise from unrealized and realized changes in fair value of foreign currency denominated financial instruments related to operations, including forward exchange contracts. Such items include costs related to significant restructuring programs, gains and losses on disposal of assets, and foreign exchange gains and losses, excluding those qualifying for hedge accounting and those which are reported under finance income and expenses, net. Additionally, non-recoverable foreign taxes, which are not based on taxable profits, are reported in other operating income and expenses, net. In particular, these include foreign taxes, and such like payments not based on Double Taxation Treaties in force.

Figures in the table comprise continuing operations. Comparative information for the year 2024 has been re-presented. For more information, see *Note 5.5. Discontinued operations*.

EUR million	2025	2024
Other operating income		
Gain on sale of intangible and tangible assets	1	12
Rental income	0	1
Foreign exchange gains [1]	192	156
Revaluation of subsidiary shares	27	–
Other income [2]	9	35
Other operating income total	**230**	**204**
Other operating expenses		
Loss on disposed businesses	0	-4
Loss on sale of intangible and tangible assets	-2	-5
Impairment of intangible and tangible assets	-7	-9
Foreign exchange losses [1]	-175	-186
Other expenses	-14	-16
Other operating expenses total	**-198**	**-219**
Other operating income and expenses, net	**32**	**-15**

[1] *Foreign exchange gains and losses include foreign exchange gains and losses resulting from trade receivables and payables and related derivatives.*

[2] *Other income from year 2024 includes gains related to old Brazilian social contribution and Chinese enterprise development funds.*

1.5. Personnel expenses and number of personnel

Personnel expenses

Figures in the table comprise continuing operations. Comparative information for the year 2024 has been re-presented. For more information, see *Note 5.5. Discontinued operations*.

EUR million	2025	2024
Salaries and wages	-908	-866
Pension costs, defined contribution plans	-64	-66
Pension costs, defined benefit plans [1]	-6	-7
Other post-employment benefits [1]	-1	-1
Share-based payments [2]	-5	-6
Other indirect employee costs	-185	-143
Total	**-1,169**	**-1,089**

[1] *For more information on pension costs, see note 2.7.*

[2] *For more information on share-based payments, see note 1.6.*

Number of personnel

	2025	2024
Personnel at end of the year	17,982	16,832
Average number of personnel during the year	17,468	17,081

Board remuneration

EUR thousand	2025	2024
Serving Board members December 31, 2025:		
Kari Stadigh	-198	-196
Klaus Cawén	-114	-116
Brian Beamish	-93	-95
Terhi Koipijärvi	-97	-100
Niko Pakalén	-90	-93
Reima Rytsölä	-98	-99
Anders Svensson	-80	–
Eriikka Söderström	-93	–
Arja Talma	-113	-115
Former Board members		
Ian W. Pearce [1)]	-8	-105
Emanuela Speranza [1)]	-5	-103
Total	**-987**	**-1,022**

[1)] Metso Board member until April 24, 2025.

According to the resolution of the 2025 Annual General Meeting, the fixed annual fees paid to the Board members are as follows: Chair of the Board EUR 176,500, Vice Chair of the Board EUR 88,300, and other Board members EUR 71,500. An additional annual remuneration is paid to the member of the Board elected in the position of Chair of the Audit and Risk Committee EUR 26,300, members of the Audit and Risk Committee EUR 10,850, Chair of the Remuneration and HR Committee EUR 13,200, and members of the Remuneration and HR Committee EUR 5,430.

In addition, the Annual General Meeting resolved to approve the following meeting fees for each Board and committee meeting: EUR 900 for meetings requiring travel within the Nordic countries, EUR 1,800 for meetings requiring travel within a continent, EUR 3,000 for meetings requiring intercontinental travel, and EUR 900 for meetings with remote attendance.

Remuneration paid to Chief Executive Officer and other Leadership Team members

2025

EUR	Salary	Fringe benefits	Performance bonus paid	Share-based payment	Total
President and CEO	837,231	17,552	63,084	255,277	1,173,144
Other Leadership Team members	2,370,539	48,803	338,111	1,090,209	3,847,662
Total	**3,207,770**	**66,355**	**401,195**	**1,345,486**	**5,020,806**

2024

EUR	Salary	Fringe benefits	Performance bonus paid	Share-based payment	Total
President and CEO [1)]	911,713	6,219	807,937	2,736,437	4,462,306
Other Leadership Team members	2,700,184	69,299	1,230,575	4,634,490	8,634,548
Total	**3,611,897**	**75,518**	**2,038,512**	**7,370,927**	**13,096,854**

[1)] Pekka Vauramo between January 1 and October 31, 2024 and Sami Takaluoma between November 1 and December 31, 2024.

The remuneration paid to President and CEO Sami Takaluoma is presented in the table above. The President and CEO participates in remuneration programs according to respective terms and conditions decided by the Board. For more information on share-based payments, see *note 1.6*.

The President and CEO is entitled to participate in a supplementary defined contribution pension plan. The supplementary pension contribution is equivalent to 20% of the annual salary. For years ended December 31, 2025, and December 31, 2024, these pension premium payments for the supplementary defined contribution pension plan totaled approximately EUR 168 thousand and EUR 222 thousand respectively. The notice period is six months. Severance pay is full monthly salary multiplied by twelve (12) if the agreement is terminated by the company.

Metso has a subscribed supplementary pension plan for other Metso Leadership Team members. For the years ended December 31, 2025, and December 31, 2024, these pension premium payments totaled EUR 509 thousand and EUR 545 thousand, respectively.

Board share ownership in Metso

Shares (pcs)	2025
Kari Stadigh	89,258
Klaus Cawén	49,275
Brian Beamish	6,237
Terhi Koipijärvi	13,360
Niko Pakalén	6,172
Reima Rytsölä	9,904
Anders Svensson	3,110
Eriikka Söderström	3,582
Arja Talma	41,818
Total	**222,716**

Leadership Team share ownership in Metso

Shares (pcs)	2025
Sami Takaluoma	134,538
Claudia Genin	1,389
Piia Karhu	49,366
Saso Kitanoski	18,437
Nina Kiviranta	60,518
Pasi Kyckling	9,000
Heikki Metsälä	17,547
Markku Simula	93,207
Total	**384,002**

1.6. Share-based payments

Material accounting policies

Metso has share-based incentive plans for its key personnel.

The equity-settled share awards are valued based on the market price of the Metso share on the grant date and recognized as an employee benefit expense over the vesting period with a corresponding entry in other reserves of the equity. The historical development of the Metso shares, and the expected dividends have been taken into account when calculating the fair value. The entire share incentive, including the cash-for-taxes portion, is recognized in equity. Also the value of the cash portion is based on the grant date value. As a market condition, total shareholder return of the Performance Share Plans will be taken into account when determining the fair value at grant, and it will not be changed during the plan. The fair value of the cost estimate of the Performance Share Plans will only be changed when service or non-market conditions are concerned.

At each balance sheet date, Metso revises its estimates on the amount of share-based payments that are expected to vest. The impact of a revision to a previous estimate is accrued as an employee benefit expense with a corresponding entry to equity. The historical development of Metso share price and the expected dividends have been taken into account when calculating the fair value.

Estimates and assessments by Management

At each balance sheet date, management reviews its estimates for the number of shares that are expected to vest. As part of this evaluation, Metso takes into account changes in the forecasted performance of the Group and its reporting segments, expected turnover of the personnel benefiting from the incentive plan, and other pertinent information impacting on the number of shares to be vested.

Current plans

Metso Performance and Restricted Share Plans

In June 2020, Metso's Board decided on long-term share-based incentive plans: Performance Share Plan (PSP) and Restricted Share Plan (RSP). The commencement of each new PSP and RSP and the earnings criteria for each new PSP plan will be subject to a separate decision by the Board. The PSP consists of an annually commencing plan, each with a three-year earning period, and the complementary RSP consists of an annually commencing plan, each with a three-year vesting period. The possible rewards are paid partly in Metso's shares and partly in cash.

If the participant's employment or service ends for reasons relating to the participant before the reward payment, no reward will be paid from the long-term incentive plans.

Performance Share Plan 2025–2027

The earning criteria for the PSP 2025–2027 is based on the total shareholder return of Metso's share, earnings per share and an ESG measure linked to sales growth of Metso Plus portfolio. At the end of 2025, there were 185 participants in the plan, and the potential reward corresponds to a maximum of 2,015,620 Metso shares, out of which the Metso Leadership Team can receive a maximum reward of 504,000 shares. The potential reward will be paid in 2028.

Restricted Share Plan 2025–2027

At the end of 2025, there were 3 participants in the RSP plan, and the potential reward corresponds to a 32,000 Metso shares. The potential reward will be paid in 2028.

Performance Share Plan 2024–2026

The earning criteria for the PSP 2024–2026 is based on the total shareholder return of Metso's share, earnings per share and an ESG measure linked to sales growth of Metso Plus portfolio. At the end of 2025, there were 172 participants in the plan, and the potential reward corresponds to a maximum of 1,532,234 Metso shares, out of which the Metso Leadership Team can receive a maximum reward of 347,000 shares. The potential reward will be paid in 2027.

Performance Share Plan 2023–2025

The earning criteria for the PSP 2023–2025 is based on the total shareholder return of Metso's share, earnings per share and an ESG measure linked to sales growth of Metso Plus portfolio. At the end of 2025, there were 163 participants in the plan, and the potential reward corresponds to a maximum of 1,578,334 Metso shares, out of which the Metso Leadership Team can receive a maximum reward of 277,700 shares. The potential reward will be paid in 2026.

Completed plan periods

Performance Share Plan 2022–2024

The earning criteria for the PSP 2022–2024 was based on the total shareholder return of Metso's share, earnings per share and an ESG measure linked to sales growth of Metso Plus portfolio. A total of 376,802 treasury shares were paid to 148 employees and executives, out of which the Metso Leadership Team received total of 57,887 shares. The reward was paid in March 2025.

Restricted Share Plan 2022–2024

A total of 32,625 Metso treasury shares were used to pay reward to 15 participants in March 2025.

Performance Share Plan 2021–2023

The earning criteria for the PSP 2021–2023 was based on the total shareholder return of Metso's share, earnings per share and an ESG measure linked to sustainable development. A total of 984,288 Metso treasury shares were paid to 144 key employees and executives, out of which the Metso Leadership Team received total of 317,918 shares. The reward was paid in March 2024.

Restricted Share Plan 2021–2023

A total of 38,851 Metso treasury shares were used to pay reward to 18 participants in December 2024.

Beneficiaries of and granted shares under the share ownership plan

December 31, 2025	Beneficiaries total	Shares total
Plan PSP 2022–2024		
Granted 2025	148	376,802
Plan RSP 2022–2024		
Granted 2025	15	32,625

Costs recognized for the share ownership plans

EUR million	2025	2024
Plan PSP and RSP 2021–2023	–	-1
Plan PSP and RSP 2022–2024	0	-2
Plan PSP 2023–2025	0	-2
Plan PSP 2024-2026	-2	-2
Plan PSP and RSP 2025-2027	-3	–
Total	**-5**	**-6**

The number of shares granted during the year from current plans was 2,207,020 shares and the weighted average fair value of shares granted during the year was EUR 10.63 (1,854,634 shares and EUR 9.73 in 2024).

1.7. Finance income and expenses

Material accounting policies

Finance income and expenses include interest income and expenses, foreign exchange differences related to financing activities, and fair value changes of derivatives and other financial instruments used for financing. For more information, also see notes 2.7. Post-employment obligations, 3.3. Right-of-use assets, 4.1. Financial risk management, 4.2. Financial assets and liabilities by category, 4.5. Borrowings and lease liabilities, 4.8. Derivative instruments, as well as 5.1. Principles of consolidation.

Figures in the table comprise continuing operations.

EUR million	2025	2024
Finance income		
Dividends received	0	0
Interest income	10	19
Other finance income	3	2
Finance income	13	22
Foreign exchange gains/losses	-4	4
Finance expenses		
Interest expenses from financial liabilities at amortized cost	-71	-71
Interest expenses from interest rate swaps	-10	-9
Interest expenses on lease liabilities	-5	-5
Other finance expenses	-21	-21
Finance expenses	-107	-105
Finance income and expenses, net	**-99**	**-80**

1.8. Income taxes

Corporate income taxes

Material accounting policies

Income taxes in the consolidated income statement include taxes of subsidiaries and the parent company based on taxable income for the current period, tax adjustments for previous periods, and the changes in deferred taxes. The other comprehensive income statement (OCI) includes taxes on items presented in the OCI. Deferred taxes are determined for temporary differences arising between the tax base of assets and liabilities and their financial statements carrying amounts, measured using substantially enacted tax rates.

Estimates and assessments by Management

Metso is subject to income tax in its operating countries. Metso's management is required to make certain assumptions and estimates in preparing the annual tax calculations for which the ultimate tax consequence is uncertain. Annually, Metso has tax audits ongoing in several subsidiaries and recognizes tax liabilities for anticipated tax audit issues based on an estimate of whether additional taxes will be due. Where the final outcome of these issues is different from the estimated amounts, the difference will impact the income tax in the period in which such determination is made.

Components of income taxes

Figures in the table comprise continuing operations. Comparative information for the year 2024 has been re-presented. For more information, see *Note 5.5. Discontinued operations*.

EUR million	2025	2024
Income taxes for current year	-139	-197
Income taxes for prior years	-4	7
Change in deferred tax asset and liability	-7	27
Income taxes	**-150**	**-163**

Differences between income tax expense computed at the Finnish statutory rate and income tax expense provided on earnings

Figures in the table comprise continuing operations. Comparative information for the year 2024 has been re-presented. For more information, see *Note 5.5. Discontinued operations*.

EUR million	2025	2024
Profit before taxes	636	670
Income tax at Finnish statutory tax rate of 20.0%	-127	-134
Effect of different tax rates in foreign subsidiaries	-22	-27
Non-deductible expenses	-5	-17
Tax exempt income or tax incentives	17	8
Foreign non-creditable withholding taxes	-3	-5
Deferred tax liability on undistributed earnings	-17	-5
Income tax for prior years	-4	7
Other	11	10
Income taxes	**-150**	**-163**

Tax effects of components in other comprehensive income

	2025			2024		
EUR million	Before taxes	Deferred taxes	After taxes	Before taxes	Deferred taxes	After taxes
Cash flow hedges	-2	1	-2	5	-1	4
Defined benefit plan actuarial gains (+) / losses (-)	-3	-1	-4	0	0	0
Currency translation on subsidiary net investments	-43	–	-43	-37	–	-37
Total comprehensive income (+) / expense (-)	**-48**	**0**	**-48**	**-33**	**-1**	**-33**

Pillar 2 legislation effects

Pillar 2 legislation has been enacted or substantively enacted in certain jurisdictions Metso operates. The legislation is effective for Metso's financial year beginning 1 January 2024. Metso is in the scope of the enacted or substantively enacted legislation and has performed an impact assessment of the possible exposure to Pillar 2 income taxes.

Based on the impact assessment, the Pillar 2 effective tax rates in most of the jurisdictions in which Metso operates are above 15%. During financial year 2025, Metso has widely applied transitional safe harbor reliefs and has not recognized any material top-up taxes for the financial year.

Considering the complexity of the Pillar 2 legislation, changes in transitional safe harbor reliefs and the fact that all jurisdictions have not yet enacted the legislation, Metso will continue assessing the impact of Pillar 2 during financial year 2026.

Metso has applied the mandatory exception in IAS 12 related to recognizing and disclosing deferred tax assets and liabilities arising from Pillar 2 income taxes.

Deferred taxes

Material accounting policies

The deferred tax asset or liability is determined for temporary differences arising between the tax bases of assets and liabilities and their financial statements carrying amounts using the substantially enacted tax rates expected to apply in future years. Typical temporary differences arise from provisions, depreciation and amortization expense, inter-company inventory margins, defined benefit plans, and tax loss carry-forwards. Deferred tax liabilities are recognized in the balance sheet in full, and the deferred tax assets are only recognized if it is probable there will be taxable income in the future against which deferred tax assets can be used. Deferred tax assets are offset against deferred tax liabilities if they relate to taxes levied by the same taxation authority on the same taxable entity.

Estimates and assessments by Management

In determining deferred tax assets and liabilities, Metso is required to make certain assumptions and estimates on, in particular, future operating performance and the taxable income of subsidiaries, recoverability of tax loss carry-forwards and potential changes in tax laws in jurisdictions where Metso operates. A deferred tax liability based on foreign subsidiaries' undistributed earnings has been provided only where Metso's management has elected to distribute such earnings in the coming years and the distribution is subject to taxation. Because tax consequences are difficult to predict, deferred tax assets and liabilities may need to be adjusted in future financial years, which may have an impact in the period in which such determination is made

Unused tax losses

Deferred tax assets are recognized for unused tax losses to the extent that it is probable to be utilized against the future taxable profit. Significant management judgment is required to determine the amount of deferred tax assets that can be recognized, based upon the likely timing and the level of future taxable profits, together with future tax planning strategies.

In certain cases, the losses are related to subsidiaries that have losses which may neither expire nor may be used to offset taxable income elsewhere in the Group. The subsidiaries have neither any taxable temporary difference nor any tax planning opportunities available that could partly support the recognition of these losses as deferred tax assets. On this basis, in certain jurisdictions the Group has determined that it cannot recognize deferred tax assets on the tax losses carried forward.

Deferred tax liability on undistributed retained earnings in subsidiaries will be recognized when the dividend distribution is probable in the future, and it will cause a tax impact. At the end of year 2025 and 2024 there were no substantial undistributed earnings in subsidiaries from which a deferred tax liability is not booked.

Figures in the tables comprise continuing operations if not otherwise stated.

Reconciliation of deferred tax balances

2025 EUR million	Jan 1	Charged to income statement	Charged to shareholders' equity	Acquisitions and disposals	Translation differences and Group items	Dec 31
Deferred tax assets						
Tax losses carried forward	48	-3	–	0	-5	39
Intangible assets and property, plant and equipment	15	-4	–	0	0	11
Inventory	86	-17	–	0	-1	69
Provisions	53	3	–	0	-1	54
Accruals	41	8	–	0	-3	46
Pension related items	5	10	-1	0	0	14
Right-of-use assets	32	-4	–	1	0	29
Other	20	-14	1	–	-2	5
Total deferred tax assets	**300**	**-20**	**0**	**1**	**-13**	**268**
Offset against deferred tax liabilities	-33	–	–	–	8	-25
Assets held for sale	-7	7	–	–	–	0
Net deferred tax assets	**259**	**-13**	**0**	**1**	**-5**	**242**
Deferred tax liabilities						
Purchase price allocations	156	-10	–	-3	6	148
Intangible assets and property, plant and equipment	15	-1	–	0	0	14
Right-of-use assets	34	-4	–	1	0	30
Other	22	10	1	–	0	33
Total deferred tax liabilities	**227**	**-6**	**1**	**-2**	**6**	**226**
Offset against deferred tax assets	-33	–	–	–	8	-25
Liabilities held for sale	-22		–	–	22	0
Net deferred tax liabilities	**172**	**-6**	**1**	**-2**	**36**	**201**
Deferred tax assets (+) / liabilities (-), net	**87**	**-7**	**-1**	**3**	**-41**	**42**

2024 EUR million	Jan 1	Charged to income statement	Charged to shareholders ' equity	Acquisitions and disposals	Translation differences and Group items	Dec 31
Deferred tax assets						
Tax losses carried forward	7	39	–	0	2	48
Intangible assets and property, plant and equipment	20	-5	–	0	–	15
Inventory	91	-5	–	0	–	86
Provisions	59	-3	–	0	-3	53
Accruals	49	-8	–	0	–	41
Pension related items	6	0	–	0	–	5
Right-of-use assets	28	3	–	2	–	32
Other	18	7	-1	0	-4	20
Total deferred tax assets	**276**	**27**	**-1**	**2**	**-5**	**300**
Offset against deferred tax liabilities	-28	–	–	–	-5	-33
Assets held for sale	-14	7	–	–	0	-7
Net deferred tax assets	**234**	**34**	**-1**	**2**	**-10**	**259**
Deferred tax liabilities						
Purchase price allocations	160	-12	–	8	0	156
Intangible assets and property, plant and equipment	16	0	–	0	0	15
Right-of-use assets	29	3	–	2	–	34
Other	30	15	0	0	-22	22
Total deferred tax liabilities	**234**	**6**	**0**	**10**	**-23**	**227**
Offset against deferred tax assets	-28	–	–	–	-5	-33
Liabilities held for sale	-24	2	–	–	0	-22
Net deferred tax liabilities	**182**	**8**	**0**	**10**	**-28**	**172**
Deferred tax assets (+) / liabilities (-), net	**51**	**27**	**-2**	**-8**	**18**	**87**

1.9. Earnings per share

Comparative information for the year 2024 has been re-presented. For more information, see *Note 5.5. Discontinued operations*.

Basic

Basic earnings per share is calculated by dividing the profit attributable to shareholders of the company by the weighted average number of shares issued and outstanding for the year, excluding own shares held by the Parent company.

Earnings per share

	2025	2024
Profit attributable to shareholders of the company, EUR million	423	329
Weighted average number of shares issued and outstanding (in thousands)	827,672	827,101
Earnings per share, basic, EUR	**0.51**	**0.40**

Earnings per share, continuing operations

	2025	2024
Profit attributable to shareholders of the company, continuing operations, EUR million	482	505
Weighted average number of shares issued and outstanding (in thousands)	827,672	827,101
Earnings per share, basic, EUR	**0.58**	**0.61**

Diluted

Shares to be potentially issued in the future are treated as outstanding shares when calculating the diluted earnings per share if they have a dilutive effect. Own shares held by Metso are reissued within the terms of the share ownership plans to key personnel, if the targets defined in the plans are met. Diluted earnings per share are calculated by increasing the weighted average number of outstanding shares by the number of shares that, would be distributed to the beneficiaries based on the results achieved, if the conditional earnings period ended at the end of the financial period in question. On December 31, 2025, Metso held 1,211,683 own shares to be used as consideration under share ownership plans.

Earnings per share, diluted

	2025	2024
Profit attributable to shareholders of the company, EUR million	423	329
Weighted average number of shares issued and outstanding (in thousands)	827,672	827,101
Adjustment for potential shares distributed (in thousands)	852	884
Weighted average number of diluted shares issued and outstanding (in thousands)	828,524	827,985
Earnings per share, basic, diluted, EUR	**0.51**	**0.40**

2. Operational assets and liabilities

2.1. Net working capital and capital employed

Balance sheet values in the tables comprise continuing operations.

Net working capital

	Balance sheet value		Cash flow effect	
EUR million	2025	2024	2025	2024
Inventories	1,903	1,900	-88	41
Trade receivables	1,051	900	-192	-65
Other non-interest bearing receivables	362	314	-75	-20
Customer contract assets and liabilities, net	-54	22	52	6
Trade payables	-671	-581	101	-111
Advances received	-518	-495	39	173
Other non-interest bearing liabilities	-1,165	-1,015	233	-142
Net working capital	**908**	**1,045**	**70**	**-119**

Capital employed

EUR million	2025	2024
Net working capital	908	1,045
Intangible assets	2,088	1,927
Property, plant and equipment	609	549
Right-of-use assets	123	136
Non-current investments	1	5
Interest bearing receivables	2	2
Liquid funds	501	431
Tax payables and receivables, net	31	68
Interest payables, net	-11	-8
Capital employed	**4,252**	**4,156**

2.2. Trade receivables

Material accounting policies

Trade receivables are invoiced receivables from customers related to Metso's ordinary business transactions. General payment terms are typically from 30 days to 90 days, and they are non-interest-bearing receivables. Trade receivables are initially recognized at transaction price and subsequently valued at amortized cost. If, exceptionally an over 360 day payment term was offered to a client, the invoiced amount is discounted to its fair value.

In measuring expected credit losses, Metso applies the IFRS 9 simplified approach, which uses a lifetime expected loss allowance to be assessed and recognized regularly. Credit loss risk related to customer contract assets is covered mainly by the advance payments received from the clients.

Based on an analysis of the previous year's credit losses by aging category and nature, as well as the macroeconomic outlook in the near future, Metso recognizes a credit loss allowance from 0.1% to 5% on trade receivables undue or less than 180 days overdue. For trade receivables more than 180 days overdue, the impairment is assessed individually, but without any credit guarantee, collateral, or similar assurance on the recoverability, a minimum credit loss provision of 25% (over 180 days overdue) and 100% (over 360 days overdue) will be recognized. Trade receivables are written off when there is no reasonable expectation of recovery. Probability of bankruptcy, other financial reorganization, or a similar situation indicating insolvency of the client triggers a final write-off.

Estimates and assessments by Management

Estimates on expected credit losses and credit loss provisions to be recognized are based on management's best judgment. The judgment is based on experience with past years' credit losses, current economic outlook, and client segment and location information. Trade receivables are collected actively, and possible impairment analyzed regularly by the businesses and Metso legal units, and the necessary actions to secure receivables are made by management. When a credit loss provision of a trade receivable is assessed individually, collateral, credit guarantees, financial position of the client, and earlier payment behavior are taken into consideration.

EUR million	2025	2024
Trade receivables	1,038	890
Trade receivables for sale	13	10
Total	**1,051**	**900**
Classified as held for sale		
Non-current	–	7
Current	0	13
Total	**1,051**	**920**

Provision on trade receivables by aging category

EUR million	2025 Trade receivables, gross	2025 of which provided	2024 Trade receivables, gross	2024 of which provided
Undue	726	5	609	7
Overdue 1–30 days	113	0	131	0
Overdue 31–180 days	179	3	152	2
Overdue 181–360 days	40	6	27	5
Overdue over 360 days	51	43	52	37
Total, gross	**1,109**	**58**	**972**	**52**
Total, net	1,051		920	

Realized write-offs amounted to EUR 5 million in 2025 (EUR 2 million in 2024).

Provision for impairment of trade receivables

EUR million	2025	2024
Accumulated provision, January 1	52	52
Impact of exchange rates	-1	-1
Acquisitions	0	–
Additions to reserve	11	3
Used reserve and other changes	-4	-3
Accumulated provision, December 31	**58**	**52**

2.3. Other receivables

Material accounting policies

Other non-interest-bearing receivables are recognized in the balance sheet at original fair value which can be subsequently written down due to impairment. The impairment is expensed under selling, general and administrative expenses.

Estimates and assessments by Management

The group policy is to calculate an impairment loss based on the best estimate of the amounts that are potentially uncollectable at the balance sheet date. Metso management actively monitors the amount of receivables past due globally and initiates action as necessary.

Figures in the table comprise continuing operations.

Non-interest-bearing receivables

EUR million	2025 Non-current	2025 Current	2025 Total	2024 Non-current	2024 Current	2024 Total
Derivative instruments	6	25	31	9	34	43
Deferred tax assets	242	–	242	259	–	259
Income tax receivables	–	78	78	–	61	61
Other receivables						
Prepaid expenses and accrued income	–	90	90	–	64	64
VAT, payroll tax and social charge receivables	–	185	185	–	143	143
Pension assets	6	–	6	4	–	4
Other receivables	25	26	50	23	37	60
Other receivables total	30	300	330	27	245	272
Non-interest-bearing receivables total	**279**	**403**	**682**	**295**	**339**	**634**

Other non-interest-bearing receivables included EUR 13 million in 2025 (EUR 15 million in 2024) of Brazilian tax credits arising from delivery of goods and transfer of services (ICMS) recognized by local subsidiaries. Of that amount EUR 4 million in 2025 (EUR 3 million in 2024) was classified as long-term.

2.4. Inventory

Material accounting policies

Inventories are valued at the lower of historical cost calculated or net realizable value. Costs are measured on a weighted average cost basis and include purchase costs as well as transportation and processing costs. The costs of finished goods include direct materials, wages, and salaries plus employer social contributions, subcontracting and other direct costs, as well as a portion of production and project administration overheads. Net realizable value is the estimated amount that can be realized from the sale of the asset in the normal course of business less costs to sell.

Inventories are shown net of a provision for obsolete and slow-moving inventories. Metso's policy is to maintain a provision for slow-moving and obsolete inventory based on the best estimate of such amounts at the balance sheet date. An obsolescence provision is charged to income statement in the period in which the obsolescence is determined. Estimates are based on a systematic, on-going review and evaluation of inventory balance.

Estimates and assessments by Management

Inventory valuation requires management to make estimates and judgments particularly relating to obsolescence and expected selling prices and sales costs in different market conditions. It also entails management's assessment of the general market trends in global markets.

EUR million	2025	2024
Materials and supplies	276	292
Work in process	750	620
Finished products	884	1,047
Total	**1,910**	**1,959**
Classified as held for sale	-7	-59
Inventories	**1,903**	**1,900**

The cost of inventories recognized as expense for continuing operations amounted to EUR 3,471 million in 2025 (EUR 3,272 million in 2024)

Changes in provision for inventory obsolescence

EUR million	2025	2024
Balance at beginning of year	110	93
Impact of exchange rates	-6	-1
Additions charged to expense	29	24
Used reserve	-6	-11
Deductions / other additions	6	5
Balance at end of year	**133**	**110**

2.5. Trade and other payables

Material accounting policies

The fair values and carrying amounts of trade and other payables are considered to be the same, due to the short-term maturities. The maturities of the current non-interest-bearing liabilities rarely exceed six months. The maturities of trade payables are largely determined by trade practices and individual agreements between Metso and its suppliers.

Accrued personnel costs, including holiday pay, are settled in accordance with local laws and regulations.

	2025			2024		
EUR million	Non-current	Current	Total	Non-current	Current	Total
Trade payables	–	671	671	–	581	581
Classified as held for sale	–	1	1	–	16	16
Total	**–**	**671**	**671**	**–**	**598**	**598**
Derivative instruments	9	26	35	13	68	80
Other payables						
Accrued interests	–	11	11	–	8	8
Accrued personnel costs	–	194	194	–	172	172
Accrued project costs	–	403	403	–	251	251
VAT, payroll tax and social charge payables	–	85	85	–	53	53
Other payables	1	109	110	5	102	107
Other payables	**1**	**802**	**803**	**5**	**587**	**592**
Classified as held for sale	–	7	7	–	26	26
Total	**1**	**809**	**810**	**5**	**612**	**617**

Supply chain finance program

Metso has a supplier finance program where supplier utilizes the buyer's credit rating when selling its receivables to bank. Participation in the arrangement is at the suppliers' own discretion. Participating suppliers will receive early payment on invoices sent to the Metso from the external finance provider. If supplier choose to sell the receivable to bank, they pay a fee to bank, to which Metso is not party. In order for the finance provider to pay, the invoices have first to be approved by Metso. Payment to supplier ahead of the invoice due date are processed by the finance provider and, in all cases, the Metso settles the invoice by paying the finance provider in line with the original invoice maturity date.

Liabilities under supplier finance arrangements are average 60–180 days after invoice date. Comparable trade payables that are not part of the supplier finance arrangements are average 30–90 days after invoice date.

Based on above Metso determines that the financial liabilities arising from the arrangement have similar nature and function to trade payables and therefore are classified as trade and other payables.

EUR million	2025	2024
Carrying amount of trade payables that are part of a supplier finance arrangement	108	103
Of which suppliers have received payment	95	97

2.6. Provisions

Material accounting policies

Provisions are recognized when the Group has a legal or constructive obligation as a result of a past event, and it is probable that financial benefits will be required to settle the obligation and a reliable estimate of the amount of the obligation can be made.

Provisions, for which settlement is expected to occur more than one year after the initial recognition, are discounted to their present value and adjusted in subsequent closings for the time effect.

Warranty and guarantee provisions

Metso issues various types of contractual product warranties under which it generally guarantees the performance levels agreed in the sales contract, the performance of products delivered during an agreed warranty period and services rendered for a certain period or term. The provision for estimated warranty costs is based on historical realized warranty costs for deliveries of standard products and services in the past. The typical warranty period is 12 months from the accepted delivery. The adequacy of provisions is assessed periodically on a case by case basis.

Restructuring and capacity adjustment costs

A provision for restructuring and capacity adjustment costs is recognized only after management has approved, committed to and started to implement a formal plan. Employee termination benefits are recognized after the representatives of employees or individual employees have been informed of the intended measures in detail and the related compensation packages can be reliably measured. The costs included in a provision for capacity adjustment are those costs that are either incremental or incurred as a direct result of the plan or as the result of a continuing contractual obligation with no continuing economic benefit to Metso or a penalty incurred to cancel the contractual obligation. Restructuring and capacity adjustment expenses are recognized in either cost of goods sold or in selling, general and administrative expenses depending on the nature of the restructuring expenses. Restructuring costs can also include other costs, which are recorded under other operating income and expenses, net, incurred as a result of the plan, such as asset write-downs.

Environmental remediation costs

Metso recognizes provisions associated with environmental remediation obligations when there is a present obligation as a result of past events, an outflow of resources is considered probable, and the obligation can be estimated reliably. Such provisions are adjusted as further information develops or circumstances change. Recoveries of environmental remediation costs from other parties are recorded as assets when their receipt is deemed virtually certain.

Provision for loss making projects

A provision for loss making projects is booked when the costs needed to settle the performance obligations of the contract exceed the consideration to be received. Such a provision for the unrecognized portion of the loss is recognized immediately when these conditions have been met and is revised according to the progress of the project.

Estimates and assessments by Management

Provisions booked require management to estimate the future costs needed to settle the obligations and to estimate the possible outcomes of claims or lawsuits. The outcome depends on future development and events, so the final costs needed and the timing to settle the obligation may differ from the initial provision estimated.

For larger and long-term delivery projects and sales involving new technology, additional warranty provisions can be established on a case by case basis to take into account the potentially increased risk.

Figures in the tables comprise continuing operations.

Provisions

	2025			2024		
EUR million	Non-current	Current	Total	Non-current	Current	Total
Warranty and guarantee provision	8	118	126	1	126	126
Project loss provisions	–	52	52	27	33	61
Restructuring provision	3	3	6	3	5	8
Environmental remedial provision	–	–	–	0	0	0
Other provisions [1]	34	35	69	30	38	68
Total	**45**	**207**	**253**	**62**	**201**	**263**

[1] *Includes provisions related to lawsuits, personnel, and Russia wind-down liabilities.*

Changes in provisions

2025

EUR million	Warranty and guarantee provision	Project loss provisions	Restructuring provision	Environmental remediation provision	Other provisions	Total
Carrying value at January 1	126	61	8	0	68	263
Impact of exchange rates	-3	0	0	0	-1	-5
Addition charged to expense	30	6	2	–	12	50
Used reserve	-18	0	-3	0	-9	-30
Reversal of reserve / other changes	-12	-18	-1	–	-2	-32
Classification as held for sale	3	4	0	–	0	7
Carrying value at December 31	**126**	**52**	**6**	**–**	**69**	**253**

2.7. Post-employment obligations

Material accounting policies

Metso has several different pension schemes in accordance with local regulations and practices in countries where it operates. In certain countries, the pension schemes are defined benefit plans with retirement, disability, death, and other post-retirement benefits, such as health services, and termination income benefits. The retirement benefits are usually based on the number of service years and the salary levels of the final service years. Metso has both defined contribution and defined benefit schemes. The schemes are generally funded through payments to insurance companies or to trustee-administered funds. Other arrangements are unfunded with benefits being paid directly by Metso as they fall due. All arrangements are subject to local tax and legal restrictions in their respective jurisdictions.

In the case of defined benefit plans, the liability recognized from the plan is the present value of the defined benefit obligation as of the balance sheet date less the fair value of the plan assets. Independent actuaries calculate the defined benefit obligation by applying the projected unit credit method under. The present value of the defined benefit obligation is determined by discounting the estimated future cash flows using the interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid and having maturity approximating to the terms of the related pension obligation. The cost of providing retirement and other post-retirement benefits to personnel is charged to profit and loss concurrently with the service rendered by personnel. Net interest is recorded through finance income and expenses in the income statement. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognized through OCI in shareholders' equity in the period in which they arise. Past service costs, gains and losses on curtailments or settlements are recognized immediately in the income statement.

The contributions to defined contribution plans and multi-employer and insured plans are charged to profit and loss concurrently with the payment obligations.

Estimates and assessments by Management

The present value of the pension obligations is based on annual actuarial calculations, which use several assumptions such as the discount rate and expected return on assets, salary and pension increases and other actuarial factors. As a result, the liability recorded on Metso's balance sheet and cash contributions to funded arrangements are sensitive to changes. Where the actuarial experience differs from those assumptions gains and losses result, which are recognized in OCI. Sensitivity analyses on the present value of the defined benefit obligation have been presented in the tables. Assets of Metso's funded arrangements are managed by external fund managers. The allocation of assets is reviewed regularly by those responsible for managing Metso's arrangements based on local legislation, professional advice and consultation with Metso, based on acceptable risk tolerances.

Metso's pension and other post-employment plans

Pension arrangements in Germany, the US, the UK and Canada together represent 81% of Metso's Defined Benefit Obligation and 69% of its pension assets. These arrangements provide retirement income, which is substantially based on salary and service at or near retirement.

The German plans are unfunded with benefits paid directly by the company as they fall due. In the US and Canada, annual valuations are carried out to determine whether cash funding contributions are required in accordance with local legislation. In the UK, Metso's defined benefit pension scheme is closed for future accrual. Over 2025, the trustees of the UK scheme completed the second phase of a buy-in contract with an insurance company. The buy-in covers substantially all future benefit payments due to members of the scheme. The primary obligation for the benefits remains with Metso. The plan asset value of the buy-in contract is set equal to the corresponding DBO in accordance with IAS 19.

Assets of Metso's funded arrangements are managed by external fund managers. The allocation of assets is reviewed regularly by those responsible for managing Metso's arrangements based on local legislation, professional advice and consultation with Metso, based on acceptable risk tolerances.

The expected contributions to plans in 2026 are EUR 9 million. Metso paid contributions of EUR 14 million to defined benefit plans in 2025.

Figures presented in this disclosure include both continuing and discontinued operations.

Amounts recognized as of December 31 in the balance sheet

EUR million	2025 Pension benefits	2025 Other post-employment benefits	2025 Total	2024 Pension benefits	2024 Other post-employment benefits	2024 Total
Present value of funded obligations	82	–	82	83	–	83
Fair value of plan assets	-84	–	-84	-85	–	-85
Total	-2	–	-2	-2	–	-2
Present value of unfunded obligations	65	25	90	68	27	96
Unrecognized asset	1	–	1	0	–	0
Total	64	25	89	66	27	94
Amounts in the balance sheet						
Liabilities	67	25	92	69	27	96
Assets	-3	–	-3	-3	–	-3
Liabilities classified as held for sale	-6	–	-6	–	–	–
Net liability	**58**	**25**	**82**	**66**	**27**	**93**

Movements in the net liability recognized in the balance sheet (total)

EUR million	2025	2024
Net liability at beginning of year	93	98
Adjustments due to business combinations	0	–
Net expense recognized in the income statement	8	9
Employer contributions	-14	-12
Gain (+) / loss (-) recognized through OCI	3	-2
Translation differences	-2	0
Net liability at end of year	**89**	**93**

Amounts recognized through the income statement

EUR million	2025 Pension benefits	2025 Other post-employment benefits	2025 Total	2024 Pension benefits	2024 Other post-employment benefits	2024 Total
Employer's current service cost	2	2	4	1	2	3
Net interest on net surplus (+) / deficit (-)	2	1	3	2	2	4
Settlements	–	-1	-1	–	0	0
Gain (-) / loss (+) recognized in income statement	1	0	1	1	0	1
Recognition of past service cost (+) / credit (-)	0	–	0	–	–	–
Administration costs paid by the scheme	2	–	2	1	–	1
Expense (+) / income (-) recognized in income statement	**6**	**3**	**8**	**5**	**4**	**9**

Amounts recognized through OCI

EUR million	2025 Pension benefits	2025 Other post-employment benefits	2025 Total	2024 Pension benefits	2024 Other post-employment benefits	2024 Total
Return on plan assets, excluding amounts included in interest expense (+) / income (-)	6	–	6	6	–	6
Actuarial gain (-) / loss (+) on liabilities due to change in financial assumptions	-6	0	-6	-7	0	-7
Actuarial gain (-) / loss (+) on liabilities due to change in demographic assumptions	2	-1	1	0	–	0
Actuarial gain (-) / loss (+) on liabilities due to experience	0	1	1	–	–	–
Gain (-) / loss (+) as result of asset ceiling	1	–	1	0	–	0
Total gain (-) / loss (+) recognized through OCI	**3**	**0**	**3**	**-1**	**0**	**-2**

Changes in the value of the defined benefit obligation

	2025			2024		
EUR million	Pension benefits	Other post-employment benefits	Total	Pension benefits	Other post-employment benefits	Total
Defined benefit obligation at beginning of year	151	27	178	158	30	187
Employer's current service cost	2	2	4	1	2	3
Interest cost	6	1	7	6	2	8
Settlements gain (-) / loss (+)	–	-1	-1	–	0	0
Business combinations	6	–	6	–	–	–
Actuarial gain (-) / loss (+) due to change in financial assumptions	-6	0	-6	-7	0	-7
Actuarial gain (-) / loss (+) on liabilities due to change in demographic assumptions	2	-1	1	0	–	0
Actuarial gain (-) / loss (+) due to experience	1	1	2	1	0	1
Past service cost (+) / credit (-)	0	–	0	–	–	–
Plan participant contributions	0	–	0	–	–	–
Benefits paid from the arrangement	-8	–	-8	-6	–	-6
Benefits paid direct by employer	-4	-4	-8	-4	-5	-9
Translation differences	-3	-2	-5	3	-1	2
Defined benefit obligation at end of year	**147**	**25**	**172**	**151**	**27**	**178**

Changes in the fair value of the plan assets during the year

	2025	2024
EUR million	Pension and other post-employment benefits total	
Fair value of assets at beginning of year	85	90
Interest income on assets	4	4
Return on plan assets excluding interest income	-6	-6
Business combinations	6	–
Employer contributions	14	12
Plan participant contributions	0	–
Benefits paid from the arrangements	-8	-6
Benefits paid direct by employer	-8	-9
Administration expenses paid from the scheme	-2	-1
Translation differences	-3	3
Fair value of assets at end of year	**84**	**85**

Major categories of plan assets as a percentage of total plan assets as of December 31

	2025			2024		
%	Quoted	Unquoted	Total	Quoted	Unquoted	Total
Equity securities	3%	0%	3%	2%	0%	2%
Bonds	1%	0%	1%	9%	0%	9%
Property	1%	0%	1%	0%	0%	0%
Cash	2%	0%	2%	7%	0%	7%
Insurance contracts	0%	88%	88%	0%	64%	64%
Other	5%	0%	5%	3%	16%	19%
Total	**12%**	**88%**	**100%**	**20%**	**80%**	**100%**

As of December 31, 2025, there were no plan assets invested in affiliated or property occupied by affiliated companies.

Principal actuarial assumptions on December 31 expressed as weighted averages

%	2025	2024
Benefit obligation		
Discount rate	4.55%	4.40%
Rate of salary increase	3.21%	3.10%
Rate of pension increase	2.42%	2.47%
Expense in income statement		
Discount rate	4.40%	4.09%
Rate of salary increase	3.10%	3.37%
Rate of pension increase	2.47%	2.49%

The calculated life expectancy of persons covered by defined benefit plans is based on regularly updated local mortality tables. These are shown in the table below.

Weighted average life expectancy used for the major defined benefit plans

	2025		2024	
Life expectancy at age of 65 for a male member, who is	currently aged 65	currently aged 45	currently aged 65	currently aged 45
Germany	21.0	23.7	20.9	23.6
United States	20.9	22.4	20.8	22.3
United Kingdom	22.4	22.9	21.6	22.2
Canada	22.2	23.2	22.1	23.1

Life expectancy is allowed for in the assessment of the defined benefit obligation using mortality tables which are generally based on experience within the country in which the arrangement is located with (in many cases) an allowance made for anticipated future improvements in longevity.

Sensitivity analyses on present value of defined benefit obligation in the next table presents the present value of the defined benefit obligation when major assumptions are changed while others held constant.

Sensitivity analyses

	2025			2024		
%	Pension	Other	Total	Pension	Other	Total
Discount rate						
Increase of 0.25%	-3.9	-0.5	-4.4	-4.2	-0.6	-4.8
Decrease of 0.25%	4.1	0.5	4.6	4.4	0.6	5.0
Salary increase rate						
Increase of 0.25%	0.1	0.2	0.3	–	0.2	0.2
Decrease of 0.25%	-0.1	-0.2	-0.3	–	-0.2	-0.2
Pension increase rate						
Increase of 0.25%	2.5	n/a	2.5	1.3	n/a	1.3
Decrease of 0.25%	-2.3	n/a	-2.3	-1.3	n/a	-1.3
Medical cost trend						
Increase of 1.00%	n/a	0.8	0.8	n/a	0.8	0.8
Decrease of 1.00%	n/a	-0.7	-0.7	n/a	-0.7	-0.7
Life expectancy						
Increase of one year	5.1	0.5	5.6	5.6	0.8	6.4
Decrease of one year	-5.1	-0.4	-5.5	-5.5	-0.9	-6.4

Weighted average duration of defined benefit obligation expressed in years

	2025			2024		
In years	Pension	Other	Total	Pension	Other	Total
On December 31	11.6	8.6	11.2	11.7	9.1	11.3

3. Intangible and tangible assets

3.1. Goodwill and intangible assets

Material accounting policies

Goodwill and intangible assets with an indefinite useful life

Goodwill represents the excess of acquisition costs over the fair value of net identified assets acquired and liabilities assumed and the fair values of previously owned interests and non-controlling interests. Goodwill is allocated to cash generating units (CGUs), which are the reportable segments Aggregates and Minerals. If Metso reorganizes its reporting structure, goodwill is reallocated to the cash generating units affected based on their relative fair values at the time of the reorganization. The carrying value of goodwill is tested with the CGU's value in use or the CGU's fair value less costs of disposal, when appropriate. Previously recognized impairment losses on goodwill are not reversed.

Intangible assets with an indefinite useful life, such as brand values, are not amortized. Currently, such assets are tested for impairment annually as part of the appropriate CGU tested for impairment. Previous losses on impairment are only reversed to the extent that the new carrying amount of the assets does not exceed the carrying amount the asset would have had, if the asset had not been impaired.

Intangible assets

Intangible assets with a definite useful life, mainly trademarks, patents, licenses, IT software, or acquired order backlog are measured at cost less accumulated amortization and impairment losses.

Amortization of intangible assets

Amortization of intangible assets with a definite useful life is calculated on a straight-line basis over the useful life of the assets as follows:

- Patents and licenses 5–10 years
- Computer software 3–5 years
- Technology 3–20 years
- Customer relationships 3–20 years
- Other intangible assets < 1–20 years

The probable useful lives of assets are reviewed annually. If material deviations from previous estimates arise, useful lives are reassessed. The carrying value of intangible assets subject to amortization is reviewed for impairment whenever events or circumstances indicate that the carrying amount of an asset may not be recoverable. A previously recognized impairment loss may be reversed if there is a significant improvement of the circumstances having initially caused the impairment, but not to a higher value than the carrying amount, that would have been recorded had there been no impairment in prior years.

Research and development expenses comprise salaries, administration costs, depreciation, and amortization of property, plant, and equipment and intangible assets, and they are mainly recognized as incurred. When material development costs meet certain capitalization criteria under IAS 38, they are capitalized and amortized during the expected useful life of the underlying technology.

Gains and losses on the disposal of intangible assets and possible impairments are recognized in other operating income and expenses.

Goodwill and intangible assets

2025

EUR million	Goodwill	Patents and licenses	Capitalized software	Other intangible assets	Goodwill and intangible assets total
Acquisition cost at beginning of year	1,165	103	38	1,166	2,472
Translation differences	-8	0	0	-6	-15
Business acquisitions	132	44	0	6	183
Capital expenditure	–	3	6	19	27
Reclassifications	–	3	15	-19	–
Other changes	–	-31	-1	-16	-48
Acquisition cost at end of year	1,289	121	58	1,151	2,619
Accumulated depreciation at beginning of year	–	-82	-14	-369	-465
Translation differences	–	0	0	5	5
Other changes	–	30	1	12	43
Impairment losses	–	0	0	-6	-7
Amortization charges for the year	–	-7	-8	-66	-81
Accumulated depreciation at end of year	–	-59	-20	-425	-504
Classified as held for sale	-12	-1	0	-15	-27
Net book value at end of year	1,277	62	38	712	2,088

Goodwill and other intangible assets classified as held for sale have been impaired, see *note 5.5*.

2024

EUR million	Goodwill	Patents and licenses	Capitalized software	Other intangible assets	Goodwill and intangible assets total
Acquisition cost at beginning of year	1,138	103	29	1,108	2,379
Translation differences	-1	0	-1	1	-1
Business acquisitions	28	1	0	32	61
Capital expenditure	–	4	9	34	47
Reclassifications	–	-1	1	0	–
Other changes	–	-4	0	-9	-13
Acquisition cost at end of year	1,165	103	38	1,166	2,472
Accumulated depreciation at beginning of year	–	-81	-13	-317	-411
Translation differences	–	–	1	-1	–
Other changes	–	2	2	9	13
Impairment losses	–	–	0	–	0
Amortization charges for the year	–	-3	-3	-60	-66
Accumulated depreciation at end of year	–	-82	-14	-369	-465
Classified as held for sale	-41	-4	0	-35	-80
Net book value at end of year	1,123	17	24	763	1,927

Impairment testing

Material accounting policies

Goodwill and other intangible assets with an indefinite useful life are tested for impairment annually. The testing of goodwill and other intangible assets with an indefinite useful life is performed at the cash generating unit level. If the carrying value of goodwill exceeds the recoverable value, an impairment is recognized in the income statement under depreciation and amortization. Impairment losses on goodwill are not reversed. Currently, Metso's management has defined two separate CGUs: Aggregates and Minerals, to which goodwill has been allocated.

The recoverable amounts of CGUs are based on value in use calculations, where the estimated future cash flows of CGUs are discounted to their present value. The cash flows are derived from the current year's last-quarter estimate and the approved strategy for the next five years, beyond which cash flows are calculated using the terminal value method. The terminal growth rate used is based on management's judgment of average long-term growth. Cash flows include only normal maintenance investments and exclude any potential investments that enhance the CGU's performance and acquisitions.

Estimates and assessments by Management

Value in use calculations are inherently judgmental and highly susceptible to change from period to period because they require management to make assumptions about future supply and demand related to its individual business units, future sales prices, profit margins, and achievable efficiency savings over time. The value of benefits and savings expected from the efficiency improvement programs are inherently subjective. As part of the future business assessments, management also evaluates business risks and the possible impact on future cash flows. The possible effects of climate change on Metso's business is assessed as part of this overall risk assessment. Due to the impact of uncertainties related to impact assessment, in the Board of Directors' report the possible effects of climate change on the company's operating environment and business have been described in more detail with scenarios. A balanced approach considering the base line for the short and medium term as well as long-term climate-related risks and opportunities has been used in the value in use calculations. Metso management estimates sales growth rate and EBITDA development for the testing period as well as the discount factor used. The present value of the cash generating units is discounted using the CGU's weighted average cost of capital (WACC) calculated by Metso. WACC calculations include judgments regarding, among other things, relevant beta factors, peer companies, and capital structure to use.

Metso performs impairment testing annually, or whenever there is an indication of impairment. Typical triggering events are material deterioration in the global economy or political environment, observed significant under-performance relative to projected future performance, and significant changes in Metso's strategy.

Expected useful lives and remaining amortization periods for other intangible assets are reviewed annually by management. Acquisitions, disposals, and restructuring actions typically generate a need for reassessment of recoverable amounts and remaining useful lives of assets. When other intangible assets are measured at fair value, less costs of disposal, the selling price, incremental costs, and selling costs need to be estimated by management. Metso assesses the effects of climate change to the future cash flows while performing the impairment calculations.

Upon initial acquisition, Metso uses readily available market values to determine the fair values of acquired net assets to be allocated. However, when this is not possible, the valuation is based on past performance of such an asset and expected future cash generating capacity, which requires management to make estimates and assumptions of the future performance and use of these assets. Any change in Metso's future business priorities may affect the recoverable amounts.

Goodwill allocation to cash generating units

EUR million	2025	2024
Balance at the beginning of year	1,123	1,097
Translation differences	-8	-1
Transfer from discontinued operations to continuing operations	29	–
Acquisitions and disposals	132	28
Balance at the end of year	**1,277**	**1,123**

EUR million	Minerals	Aggregates	Total
Balance at the end of year	1,030	247	1,277

Annual impairment test in 2025

On December 31, 2025, goodwill totaled EUR 1,277 million. In accordance with the Metso reporting structure, goodwill is allocated to the reportable segments, Aggregates and Minerals. The cost of centralized Group services was allocated to the CGUs based on their proportional share of sales volume.

Given that the recoverable amounts of both CGUs significantly exceeded the carrying value of goodwill and other tested assets, no indication of impairment was found in 2025. The value in use calculations were derived from estimates, budgets, and strategy figures reviewed by Metso's management and approved by the Board of Directors.

The key assumptions used in assessing the recoverable amount are the profitability and growth rate in the estimate period, long-term average growth in the terminal period and discount rate. The key values used were the following:

%	Minerals	Aggregates
Sales growth in five years estimate period	12.7%	9.7%
EBITDA % range in five years estimate period	18.6-21.6%	17.1%-19.1%
Growth rate in the terminal period	2.0%	2.0%
WACC after tax	10.1%	10.1%
WACC before tax	12.7%	12.8%

Values assigned to key assumptions reflect past experience and the management's expectations on the future sales and production volumes, which are based on the current structure and production capacity of the CGUs. The seasonality and current market situation of the cash generating units have been considered separately. In addition, data on growth, demand, and price development, provided by various research institutions, have been utilized. The growth rate of 2.0% for the terminal period is based on the long-term expectations on the growth in Metso's market environment, considering the current interest rate environment and overall financial market situation.

Future sustainability-related requirements will influence market expectations and lead to completely new or alternative technology solutions and processes. Climate change will also impact the physical and business environment. New business opportunities will be created as new solutions across the value chain help the mining and metals industries to respond to a more volatile business environment with increasing demand for sustainability solutions. 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.

WACC before tax is used as a discount factor in the calculations. It takes into account the expected return on both debt and equity and has been derived from the WACC on comparable peer industry betas, capital structure, and tax rates. CGU WACCs are evaluated annually for testing, and CGU-specific risk is incorporated through individual beta factors from the market data of the segment's peer companies.

Sensitivity analysis

The sensitivity to impairment of the calculations of both cash generating units was tested in the following scenarios:

- Scenario 1: increasing WACC by 2.0 percentage points
- Scenario 2: reducing the terminal growth rate from 2.0% to 1.5%

Impact to the value in use of the CGUs in the sensitivity analysis

%	WACC increase by 2 p.p.	Terminal growth from 2% to 1.5%
Minerals	-22%	-5%
Aggregates	-21%	-4%

The sensitivity analysis also includes several cash projections on break-even levels of EBITDA %, WACC, and sales growth, based on a reasonable change in the future performance of the CGU. However, the impact on the present value obtained is limited, as long as there is no permanent weakening expected for the business, which would affect the terminal value. Based on these sensitivity analyses, management believes that no reasonably possible change of the key assumptions used would cause the carrying value of any CGU to exceed its recoverable amount. In 2025, the sensitivity analyses did not indicate risks of impairment.

3.2. Property, plant, and equipment

Material accounting policies

Property, plant, and equipment (PPE) are stated at historical cost, less accumulated depreciation, and write-downs, if any. The property, plant, and equipment of acquired subsidiaries are measured at their fair value at the acquisition date.

Depreciation is calculated on a straight-line basis over the expected useful lives of the assets as follows:

- Buildings 15–40 years
- Machinery and equipment 3–20 years
- Land and water areas are not depreciated.

Expected useful lives are reviewed at each balance sheet date and, if they differ significantly from previous estimates, the remaining depreciation periods are adjusted accordingly.

Subsequent improvement costs related to an asset are included in the carrying value of such asset or recognized as a separate asset, as appropriate, only when the future economic benefits associated with the costs are probable and the related costs can be separated from normal maintenance costs.

Metso reviews tangible assets to be held and used by the company for impairment whenever events and changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Gains and losses on the disposal of property, plant, and equipment and possible impairments are recognized in other operating income and expenses. A previously recognized impairment loss may be reversed if there is a significant improvement in the circumstances having initially caused the impairment, however not to a higher value than the carrying amount that, would have been recorded had there been no impairment in prior years.

Metso reviews the climate change related matters which may affect the estimated residual value, expected useful lives of assets and the possible reflected changes in the recognized amount of depreciation or amortization.

Capitalized interests

Interest expenses of self-constructed property, plant, and equipment are capitalized in Metso's financial statements. The capitalized interest expense is amortized over the estimated useful life of the underlying asset.

Government grants

Government grants relating to additions to property, plant, and equipment are deducted from the acquisition cost of the asset and they reduce the depreciation charge of the related asset. Other government grants are deferred and recognized as profit and presented as a net of expenses concurrently with the costs they compensate.

Estimates and assessments by Management

Acquisitions, disposals and restructuring actions typically generate a need for reassessment of the recoverable values and remaining useful lives of assets. When property, plant, and equipment are valued at fair value less costs of disposal, the selling price, incremental costs and selling costs need to be estimated by management.

Metso announced on June 3, 2024, that it will invest approximately EUR 150 million in Aggregates Technology Center in Tampere, Finland. In year 2025 the cumulative recorded investment amount was EUR 55 million (EUR 11 million in 2024) and it is presented in the assets under construction. More information available on note *4.5. Borrowings*.

Property, plant, and equipment

2025

EUR million	Land and water areas	Buildings	Machinery and equipment	Assets under construction	PPE total
Acquisition cost at beginning of year	38	273	652	119	1,083
Translation differences	-1	-14	-28	-1	-45
Business acquisitions	–	0	6	0	6
Capital expenditure	8	11	52	98	169
Reclassifications	2	7	38	-47	0
Divestments and other changes	-1	-6	-28	-5	-40
Acquisition cost at end of year	46	271	691	164	1,173
Accumulated depreciation at beginning of year	0	-115	-425	-2	-541
Translation differences	0	5	16	–	21
Business acquisitions	–	–	-3	–	-3
Divestments and other changes	0	2	26	2	30
Write-downs	0	0	0	–	0
Depreciation charges for the year	–	-11	-48	–	-60
Accumulated depreciation at end of year	0	-119	-434	–	-553
Classification as held for sale	–	0	-10	–	-10
Net book value at end of year	**46**	**152**	**247**	**164**	**609**

2024

EUR million	Land and water areas	Buildings	Machinery and equipment	Assets under construction	PPE total
Acquisition cost at beginning of year	39	252	658	91	1,041
Translation differences	0	-1	-19	-6	-26
Business acquisitions	–	0	8	–	9
Capital expenditure	–	12	52	88	152
Reclassifications	0	30	22	-52	0
Divestments and other changes	-1	-20	-69	-1	-92
Acquisition cost at end of year	38	273	652	119	1,083
Accumulated depreciation at beginning of year	–	-121	-447	–	-568
Translation differences	–	0	13	–	13
Business acquisitions	–	0	-5	–	-5
Divestments and other changes	0	22	63	-2	84
Write-downs	–	-5	-4	–	-9
Depreciation charges for the year	–	-11	-45	–	-56
Accumulated depreciation at end of year	0	-115	-425	-2	-541
Classification as held for sale	–	–	1	6	7
Net book value at end of year	**38**	**159**	**228**	**124**	**549**

3.3. Right-of-use assets

Material accounting policies

Metso recognizes a right-of-use asset in the balance sheet for lease agreements which give the right to use the asset during the lease period and the lease liability based on the lease payment obligation. The right-of-use assets and corresponding lease liabilities are recognized at present value. Lease liabilities include the following payments:

- fixed payments, less any lease incentives provided by the lessor;
- variable payments that depend on an index or a rate;
- expected payments under residual value guarantees;
- the exercise price of purchase options when exercise is estimated to be reasonably certain; and
- penalties for terminating the lease if the lease term reflects the exercise of a termination option.

Lease payments are discounted by using the implicit interest rate in the lease to the extent it can be readily determined. Otherwise the currency specific incremental borrowing rate is used as the discount rate. Interest expenses are recognized in the income statement as finance expense.

Right-of-use assets are measured at cost. The cost comprises the following:

- lease liability;
- lease payments made at or before the commencement of the lease, less lease incentives received;
- initial direct costs; and
- estimated dismantling and restoration costs.

Subsequently, right-of-use assets are measured at cost and depreciated over the shorter of estimated useful life and the lease term. Metso's right-of-use assets consist primarily of operative and office premises in the category of buildings, and cars, operative machinery, and equipment in the category of machinery and equipment. The depreciation of right-of-use assets are recognized in the in the income statement in cost of sales and selling and administrative expenses.

Metso uses practical expedients provided for leases. Lease payments for leases of low value assets and short-term leases (shorter than twelve months) are expensed on a straight-line basis. Low value assets comprise IT equipment and other small office items.

The lease payments are presented in the cash flow from financing activities, and the interest related to leases are presented in the cash flow from operating activities. Lease payments related to short-term leases and low-value assets are presented in the cash flow from operating activities.

Modifications to lease agreements may result in adjustments to existing right-of-use assets and lease liabilities. A gain or loss arising from a modification, or a termination of a lease agreement is recognized as other operating income or other operating expenses in the income statement.

A number of lease contracts include extension and termination options. Such options have been taken into account when determining the lease term. A period covered by Metso's option to extend the lease is included in the lease term if such option is sufficiently likely to be exercised. Further, a period covered by Metso's option to terminate the lease is included in the lease term if it is reasonably certain that such option will not be exercised.

Estimates and assessments by Management

The most significant management judgment relates to lease agreements that include extension or early termination options for Metso. For these contracts, management needs to assess the probability of exercising such option, which may significantly affect the estimated length of the lease term, and consequently, the amounts of right-of-use asset and lease liability, as well as the related depreciation and interest expense. Management judgment is also applied in defining the incremental borrowing rate used to calculate the present value of the future lease payments.

Amounts recognized in balance sheet

2025

EUR million	Land and water areas	Buildings	Machinery and equipment	Right-of-Use assets total
Acquisition cost at beginning of year	5	192	43	240
Translation differences	-1	-8	-1	-9
Business acquisitions	–	3	–	3
Additions	–	27	12	39
Derecognition	0	-25	-11	-36
Acquisition cost at end of year	4	190	44	237
Accumulated depreciation at beginning of year	0	-83	-19	-102
Translation differences	0	3	0	4
Accumulated depreciations for derecognized contracts	0	22	9	31
Depreciation charges for the year	0	-33	-13	-46
Accumulated depreciation at end of year	0	-91	-23	-114
Classification as held for sale	–	-1	0	-1
Net book value at end of year	**4**	**98**	**21**	**123**

2024

EUR million	Land and water areas	Buildings	Machinery and equipment	Right-of-Use assets total
Acquisition cost at beginning of year	5	171	36	212
Translation differences	0	1	-1	0
Business acquisitions	–	10	–	10
Additions	–	37	14	51
Derecognition	0	-28	-6	-34
Acquisition cost at end of year	5	192	43	240
Accumulated depreciation at beginning of year	0	-81	-15	-97
Translation differences	0	0	0	0
Accumulated depreciations for derecognized contracts	0	27	6	33
Depreciation charges for the year	0	-28	-10	-38
Accumulated depreciation at end of year	0	-83	-19	-102
Classification as held for sale	–	0	-1	-1
Net book value at end of year	**5**	**109**	**23**	**136**

Amounts recognized in profit and loss

EUR million	2025	2024
Operating profit		
Depreciation expense on right-of-use assets	-46	-38
Rental expense relating to leases of low-value assets	-1	-2
Rental expense relating to leases of short-term assets	-4	-6
Finance expenses		
Interest expense on lease liabilities	-5	-5
Total amount recognized in profit and loss	**-56**	**-51**

The total cash outflow for leases including short-term leases and leases of low-value assets in 2025 was EUR 56 million (EUR 50 million in 2024). A maturity analysis of lease liabilities is presented in *note 4.5*.

3.4. Depreciation and amortization

Figures in the tables comprise continuing operations. Comparative information for the year 2024 has been re-presented. For more information, see *Note 5.5. Discontinued operations*.

Depreciation and amortization by asset class

EUR million	2025	2024
Intangible assets		
Intangible assets from acquisitions	-60	-54
Other intangible assets	-21	-12
Property, plant and equipment		
Buildings	-11	-11
Machinery and equipment	-48	-45
Right-of-use assets		
Land areas	0	0
Buildings	-33	-28
Machinery and equipment	-13	-10
Total	**-186**	**-160**

Depreciation and amortization by function

EUR million	2025	2024
Cost of goods sold	-92	-85
Selling, general and administrative expenses	-95	-75
Total	**-186**	**-160**

4. Capital structure and financial instruments

4.1. Financial risk management

As a global company, Metso is exposed to a variety of business and financial risks. Financial risks are managed centrally by the Group Treasury under annually reviewed written policies approved by the Board of Directors. Treasury operations are monitored by the Treasury Management Team chaired by the CFO. Group Treasury identifies, evaluates, and hedges financial risks in close cooperation with the operating units. Group Treasury functions as counterparty to the operating units, manages centrally external funding, and is responsible for the management of financial assets and appropriate hedging measures. The objective of financial risk management is to minimize potential adverse effects on Metso's financial performance.

Sensitivity analysis

Sensitivity analysis figures presented in connection with different financial risks are based on the risk exposures at the balance sheet date. The sensitivity is calculated by assuming a change in one of the risk factors of a financial instrument, such as interest or currency. It is not likely that the future volatility of a risk factor will develop in accordance with the test assumptions and that only one factor would be impacted.

When calculating the sensitivity, Metso has chosen to use market conventions in assuming a one percentage point (100 basis points) variation in interest rates, and a 10 percent change in foreign exchange rates because this provides better comparability from one period to another and information on volatility to users of financial statements. Metso is aware that such assumptions may not be realistic when compared to past volatility and they are not intended to reflect the future. Metso has chosen not to use past volatility as this could mislead the users of financial statements to assume the analysis reflects management's view on future volatility of the financial instruments.

Liquidity and refinancing risk and capital structure management

Liquidity or refinancing risk arises when a company is not able to arrange funding at terms and conditions corresponding to its creditworthiness. Sufficient cash, short-term investments, and committed and uncommitted credit facilities are maintained to protect short-term liquidity. Diversification of funding among different markets and an adequate number of financial institutions is used to safeguard the availability of liquidity at all times. Group Treasury monitors bank account structures, cash balances and forecasts of the operating units, and manages the utilization of the consolidated cash resources.

The liquidity position of Metso remained strong supported by the healthy operative cash flow, maturity structure of the funding, and available back up credit facilities. Liquid funds, consisting of cash and cash equivalents, amounted to EUR 501 million (EUR 431 million in 2024), and there were no deposits or securities with a maturity more than three months (EUR 0 million in 2024).

In addition, Metso has a committed and undrawn syndicated EUR 700 million revolving credit facility with a maturity in 2030. At the end of the period the facility was undrawn. The company also has a EUR 600 million Finnish commercial paper program which was not utilized at the end of December.

Metso had bonds outstanding EUR 1,060 million at carrying value the end of December (EUR 892 million at the end of December 2024).

Metso's refinancing risk is managed by balancing the proportion of short-term and long-term debt as well as the average remaining debt maturity. The tables below analyze the repayments and interests on Metso's liabilities by the remaining maturities from the balance sheet date to the contractual maturity date. The net interest payments of interest-rate swaps hedging long-term loans are included in the long-term debt repayment figures.

Maturities of debts

	2025			2024		
EUR million	<1 year	1–5 years	> 5 years	<1 year	1–5 years	> 5 years
Long-term borrowings						
Repayments	–	1,025	300	–	948	360
Interests	50	123	23	–	123	14
Short-term borrowings						
Repayments	98	–	–	165	–	–
Interests	2	–	–	52	–	–
Trade payables	671	–	–	581	–	–
Total	**821**	**1,147**	**323**	**798**	**1,071**	**374**

Detailed information on balance sheet items is presented in other notes to the Consolidated financial statements. Capital structure is assessed regularly by the Board of Directors and managed operationally by Group Treasury.

Capital structure management in Metso comprises both equity and interest-bearing debt. As of December 31, 2025, the equity attributable to shareholders was EUR 2,663 million (EUR 2,601 million in 2024), and the amount of interest-bearing debt excluding lease liabilities was EUR 1,467 million (EUR 1,465 million in 2024).

Metso has a target to have net debt to EBITDA ratio below 1.5. Moody's Investor Service has assigned a 'Baa2' long-term issuer rating with positive outlook to Metso.

There are no financial covenants in Metso's financing agreements.

A part of the Metso's trade payables are included in the supplier finance arrangement and are, thus, with a few counterparties rather than individual suppliers. These payables are settled at the maturity date with these counterparties rather than with suppliers directly. Management does not consider the supplier finance arrangement to result in excessive concentrations of liquidity risk. Please refer to *note 2.5* for further disclosures about the arrangement.

Interest rate risk

Interest rate risk arises when changes in market interest rates and interest margins influence finance costs, returns on financial investments and valuation of interest-bearing balance sheet items. Interest rate risks are managed by balancing the ratio between fixed and floating interest rates and by managing the duration of debt and investment portfolios. Additionally, Metso may use derivative instruments, such as forward rate agreements, swaps, options, and futures contracts, to mitigate the risks arising from interest-bearing assets and liabilities. The interest rate risk is managed and controlled by the Group Treasury and measured using sensitivity analysis and duration of debt. The duration of interest-bearing debt, excluding lease liabilities and the Aggregates Technology Center financing arrangement, was 2.5 years as of December 31, 2025 (1.9 years in 2024).

At the end of 2025, the balance sheet items exposed to interest rate risk were interest-bearing assets of EUR 503 million (EUR 433 million in 2024), and interest-bearing debt excluding lease liabilities amounted to EUR 1,467 million (EUR 1,465 million in 2024).

The basis for the interest rate sensitivity analysis is an aggregate group-level interest exposure, composed of interest-bearing assets, interest-bearing debt, and financial derivatives, such as interest rate swaps and options, which are used to hedge the underlying exposures. For all interest-bearing current debt and assets to be fixed during the next 12 months, a one percentage point move upwards or downwards in interest rates with all other variables held constant would have an effect on Metso's net interest expenses, net of taxes, of EUR -/+0.2 million (EUR -/+1.8 million in 2024).

For financial assets valued at fair value, a one percentage point change upwards or downwards in all interest rates with all other variables held constant would have the following effects, net of taxes, in the income statement and equity:

EUR million	2025	2024
Effects in		
Income statement	+/-2.2	+/-4.1
Equity	+/-1.5	+/-0.0

The effect in the income statement comprises the changes in the fair value on the financial instruments, which are measured at fair value through profit and loss. The effect in equity is comprised of the changes in the fair value on the financial instruments, which are measured at fair value through other comprehensive income, such as derivatives under hedge accounting. Calculation method has changed compared to previous year calculation and is now calculated based on aggregate position including interest payments and repayments of the loans.

Foreign exchange risk

Metso operates globally and is exposed to foreign exchange risk in several currencies, although the geographical diversity of operations decreases the significance of any individual currency. About 76 percent of Metso's sales originate from outside the euro zone; the main currencies being euro, US dollar, Australian dollar, Chilean peso and Chinese yuan.

Transaction exposure

Foreign exchange transaction exposure arises when an operating unit has commercial or financial transactions and payments in other than its own functional currency and when related cash inflow and outflow amounts are not equal or concurrent.

In accordance with the Metso Treasury Policy, legal entities are required to hedge in full the foreign currency exposures on balance sheet and other firm commitments. Treasury Policy specifies certain currencies and certain legal entities, where the open exposures are left unhedged. Similarly open exposures below certain euro nominated amount are left unhedged. Future cash flows denominated in a currency other than the functional currency of the unit are hedged with internal foreign exchange contracts with the Group Treasury for periods that usually do not exceed two years. Operating units also do some hedging directly with banks in countries where regulation does not allow group internal cross-border foreign exchange hedging contracts.

Group Treasury monitors the net position of each currency and decides to what extent a currency position is to be closed. Group Treasury is, however, responsible for entering into an external forward transaction whenever an operating unit applies hedge accounting. Metso Treasury Policy defines upper limits on the open currency exposures managed by the Group Treasury; limits have been calculated on the basis of their potential profit impact. To manage the foreign currency exposure, Group Treasury may use forward exchange contracts and foreign exchange options.

Total amount of foreign currency exposures

EUR million	2025	2024
Operational items	577	566
Financial items	1,075	1,140
Hedges	-1,629	-1,682
Total exposure	**22**	**25**

This aggregate group-level currency exposure is the basis for the sensitivity analysis of foreign exchange risk. This exposure, net of respective hedges, is composed of all assets and liabilities denominated in foreign currencies, projected cash flows for unrecognized firm commitments, both short- and long-term sales and purchase contracts, and anticipated operational cash flows to the extent their realization has been deemed highly probable and therefore hedged. This analysis excludes net foreign currency investments in subsidiaries together with instruments hedging these investments.

If the euro were to appreciate or depreciate ten percent against all other currencies, the impact on cash flows, net of taxes, derived from the year-end net exposure as defined above, would be EUR +5.9/-3.9 million (EUR +5.4/-4.1 million in 2024). Transaction exposure is spread to about 40 currencies and as of December 31, 2025, the biggest open exposures were in the South African rands, US dollars and British pounds (approximately 44 percent).

A sensitivity analysis of financial instruments as required by IFRS 7, excludes the following items: projected cash flows for unrecognized firm commitments, advance payments, both short- and long-term purchase contracts, and anticipated operational cash flows. The next table presents the effects, net of taxes, of a -/+10 percent change in EUR foreign exchange rates:

				2025	2024
EUR million	USD	CNH	Other	Total	Total
Effects in					
Income statement	+/-27.6	+/-7.5	+/-4.7	+/-24.7	+-14.9
Equity	+/-5.1	+/-0.0	+/-1.0	+/-6.1	+/-3.3

The effect in equity is the fair value change in derivatives contracts qualifying as cash flow hedges for unrecognized firm commitments. The effect in the income statement is the fair value change for all other financial instruments exposed to foreign exchange risk including derivatives, which qualify as cash flow hedges, to the extent the underlying sales transaction, recognized over time, has been recognized as revenue.

Translation or equity exposure

Foreign exchange translation exposure arises when the equity of a subsidiary is denominated in currency other than the functional currency of the Parent company. The major translation exposures are in Indian rupee, Canadian dollar, Mexican peso, Chinese yuan and Australian dollar, which altogether comprise approximately 52 percent of the total equity exposure. Metso is currently not hedging any equity exposure.

Credit and counterparty risk

Credit or counterparty risk is defined as the possibility of a customer or a financial counterparty not fulfilling its commitments towards Metso. The operating units of Metso are primarily responsible for credit risks pertaining to sales and procurement activities. The units assess the credit quality of their customers, by taking into account their financial position, past experience, and other relevant factors. When appropriate, advance payments, letters of credit, and third-party guarantees, or credit insurance are used to mitigate credit risks. Group Treasury provides centralized services related to customer financing and seeks to ensure that the principles of the Treasury Policy are adhered to with respect to terms of payment and required collateral. Metso has no significant concentrations of credit risks.

The maximum credit risk equals the carrying value of trade and loan receivables. The credit quality is evaluated both on the basis of aging of the trade receivables and on the basis of customer specific analysis. The aging structure of trade receivables is presented in *note 2.2*.

Counterparty risk arises also from financial transactions agreed upon with banks, financial institutions and corporates. The risk is managed by careful selection of banks and other counterparties, by counterparty-specific limits determined in the Treasury Policy, and netting agreements, such as ISDA (Master agreement of International Swaps and Derivatives Association). The compliance with counterparty limits is regularly monitored.

Credit risk exposure relates to the carrying value of financial assets valued at amortized cost, such as trade receivables, interest-bearing receivables, other receivables, deposits and security investments, and cash and cash equivalents, and customer contract assets.

Impairment on cash on hand, bank accounts, deposits, and interest-bearing investments is assessed regularly, but deemed minor because of their high investment grade and short duration. Group Treasury makes a financial analysis of corporate counterparties regularly. In addition, the investments are constantly monitored by Group Treasury, and Metso does not expect any future credit losses from these investments.

For trade receivables and customer contract assets, Metso applies the IFRS 9 simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance to be assessed and recognized regularly, see *note 2.2*.

Fair value estimation

For those financial assets and liabilities that have been recognized at fair value in the balance sheet, the following measurement hierarchy and valuation methods have been applied:

Level 1 Unadjusted quoted prices in active markets at the balance sheet date. The market prices are readily and regularly available from an exchange, dealer, broker, market information service system, pricing service, or regulatory agency. The quoted market price used for financial assets is the current bid price. Level 1 financial instruments include fund investments classified as fair value through profit and loss.

Level 2 The fair value of financial instruments in Level 2 is determined using valuation techniques. These techniques utilize observable market data readily and regularly available from an exchange, dealer, broker, market information service system, pricing service, or regulatory agency. Level 2 financial instruments include:

- Over-the-counter derivatives classified as financial assets/liabilities at fair value through profit and loss or qualified for hedge accounting
- Debt securities classified as financial instruments at fair value through profit and loss
- Fixed-rate debt under fair value hedge accounting

Level 3 A financial instrument is categorized into Level 3 if the calculation of the fair value cannot be based on observable market data. Metso had no such instruments in 2025 nor in 2024.

Financial assets and liabilities measured at fair value

	Dec 31, 2025			Dec 31, 2024		
EUR million	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Assets						
Financial assets at fair value through profit and loss						
Derivatives not under hedge accounting	–	20	–	–	25	–
Financial assets at fair value through other comprehensive income						
Derivatives under hedge accounting	–	11	–	–	18	–
Total	**–**	**31**	**–**	**–**	**43**	**–**
Liabilities						
Financial liabilities at fair value through profit and loss						
Derivatives not under hedge accounting	–	19	–	–	58	–
Financial liabilities at fair value through other comprehensive income						
Derivatives under hedge accounting	–	15	–	–	23	–
Total	**–**	**35**	**–**	**–**	**80**	**–**

4.2. Financial assets and liabilities by category

Material accounting policies

Under IFRS 9, Metso classifies financial assets and liabilities in measurement categories according to contractual terms of the cash flows and Metso's business model to manage the investment at the inception. Reclassification of the categories will be made only if the business model for managing those assets changes. Financial assets and liabilities are classified as non-current items when the remaining maturity exceeds 12 months and as current items when the remaining maturity is 12 months or less. Financial assets and liabilities are classified as follows:

At amortized cost

Financial assets

Financial assets valued at amortized cost are investments in debt instruments or receivables, that are held to maturity and for the collection of contractual cash flows, where those cash flows are solely payments of principal and/or interest. These are recognized at fair value, less transaction costs, and subsequently measured at amortized cost using the effective interest method. Interest income is recognized in finance income in the income statement. Financial assets at amortized cost include deposits, commercial papers, interest-bearing loans and receivables, trade receivables, and non-interest-bearing receivables. Impairment is assessed regularly, and when the carrying value exceeds the recoverable value of discounted cash flows, the appropriate impairment is recognized in the income statement.

For trade receivables, Metso applies the IFRS 9 simplified method, which requires expected lifetime losses to be recognized from the initial recognition of the receivables. See more in *note 2.2. Trade receivables*.

Financial liabilities

Issued bonds and withdrawn loan facilities from financial institutions as well as trade and other liabilities are valued at fair value, net transaction costs, and subsequently measured at amortized cost using the effective interest method. Trade and other receivables are non-interest-bearing short-term unpaid debts.

The difference between the debt amount, net transaction costs of bonds and loans from financial institutions and the redemption amount is recognized in the income statement as an interest expense over the period of the borrowings using the effective interest method. Fees paid on the establishment of loan facilities are recognized in the income statement as other finance expenses over the period of the facility, or if withdrawal of the loan is probable, as part of the transaction cost.

At fair value through other comprehensive income (FVOCI)

Financial assets

Financial assets valued at fair value through other comprehensive income are debt instruments or receivables, which are held for collection of contractual cash flows or held for selling the assets, and where contractual cash flows are solely payments of principal and/or interest. Interest income is recognized in the income statement using the effective interest method. Change in fair value is recognized in other comprehensive income (OCI). At derecognition, the cumulative previously booked gains and losses in OCI are released from equity to the income statement. Metso includes in this measurement category derivatives under hedge accounting, trade receivables for sale, and security investments with a maturity of less than three months.

At fair value through profit and loss (FVPL)

Financial assets

Financial assets valued at fair value through profit and loss are equity investments, investments in funds, derivatives used in fair value hedging and derivatives not under hedge accounting. Change in fair value and gain or loss at derecognition will be recognized in the income statement. The change in fair value includes the valuation of impairment risk as well.

The fair value of listed equity shares or investments in funds is the quoted market price on the balance sheet date. Unlisted shares are valued at cost less impairment, if any.

Financial liabilities

Financial liabilities valued at fair value through profit and loss include derivatives used in fair value hedging and derivatives not under hedge accounting. Change in fair value and gains or losses at derecognition are recognized in the income statement.

Financial assets and liabilities by category

2025 EUR million	At fair value through profit and loss	At fair value through other comprehensive income	At amortized cost	Carrying value	Fair value
Non-current assets					
Non-current financial assets	1	–	–	1	1
Derivative financial instruments	6	–	–	6	6
Other non-current receivables	–	–	25	25	25
Total	7	–	25	31	31
Current assets					
Trade receivables	–	–	1,038	1,038	1,038
Trade receivables, for sale	–	13	–	13	13
Loan receivables	–	–	2	2	2
Derivative financial instruments	14	11	–	25	25
Deposits and securities	–	–	143	143	143
Cash on hand and in bank accounts	–	–	357	357	357
Liquid funds total	–	–	501	501	501
Total	14	24	1,541	1,578	1,578
Non-current liabilities					
Bonds [1]	–	–	1,060	1,060	1,058
Loans from financial institutions	–	–	309	309	309
Borrowings total	–	–	1,369	1,369	1,367
Lease liabilities	–	–	85	85	85
Derivative financial instruments	9	–	–	9	9
Other non-current liabilities	–	–	1	1	1
Total	9	–	1,455	1,464	1,462
Current liabilities					
Current portion of non-current debt	–	–	98	98	98
Loans from financial institutions	–	–	0	0	0
Borrowings total	–	–	98	98	98
Lease liabilities	–	–	42	42	42
Trade payables	–	–	671	671	671
Derivative financial instruments	10	15	–	26	26
Total	10	15	811	836	836

For more information on derivative financial instruments, see *note 4.8*.

2024 EUR million	At fair value through profit and loss	At fair value through other comprehensive income	At amortized cost	Carrying value	Fair value
Non-current assets					
Non-current financial assets	2	–	–	2	2
Derivative financial instruments	9	–	–	9	9
Other non-current receivables	–	–	23	23	23
Total	**11**	**–**	**23**	**34**	**34**
Current assets					
Trade receivables	–	–	927	927	927
Trade receivables, for sale	–	10	–	10	10
Loan receivables	–	–	2	2	2
Derivative financial instruments	24	10	–	34	34
Deposits and securities	–	–	43	43	43
Cash on hand and in bank accounts	–	–	388	388	388
Liquid funds total	–	–	431	431	431
Total	**24**	**20**	**1,360**	**1,404**	**1,404**
Non-current liabilities					
Bonds [1]	–	–	892	892	894
Loans from financial institutions	–	–	408	408	408
Borrowings total	–	–	1,300	1,300	1,303
Lease liabilities	–	–	99	99	99
Derivative financial instruments	13	–	–	13	13
Other non-current liabilities	–	–	5	5	5
Total	**13**	**–**	**1,405**	**1,417**	**1,420**
Current liabilities					
Current portion of non-current debt	–	–	128	128	128
Loans from financial institutions	–	–	7	7	7
Commercial papers	–	–	29	29	29
Borrowings total	–	–	165	165	165
Lease liabilities	–	–	42	42	42
Trade payables	–	–	581	581	581
Derivative financial instruments	58	10	–	68	68
Total	**58**	**10**	**788**	**856**	**856**

[1] The bonds have been measured at amortized cost, adjusted by the fair value to the extent of the hedged risk.

4.3. Liquid funds

Material accounting policies

Cash and cash equivalents, which Metso refers to as liquid funds, consist of cash on hand and bank accounts, deposits, and interest-bearing investments, which can be readily converted into a known amount of cash.

Cash on hand, bank accounts, deposits, and interest-bearing investments are measured at amortized cost. Impairment on cash on hand, bank accounts, deposits, and interest-bearing investments is assessed regularly, but deemed minor because of their high investment grade and short duration.

EUR million	2025	2024
Cash and cash equivalents		
Deposits and securities, maturity three months or less [1)]	143	43
Cash on hand and bank accounts	357	388
Cash and cash equivalents, continuing operations	501	431
Cash and cash equivalents, discontinued operations	10	–
Liquid funds total	**511**	**431**

1) All deposits and securities meet the IAS 7 definition of cash equivalents.

Average returns for deposits and securities

%	2025	2024
With maturity three months or less	7.00%	9.91%

4.4. Equity

Material accounting policies

Issue of new shares and own shares

Transaction costs directly attributable to the issue of new shares or options are shown net of their tax effect in equity as a deduction from the proceeds.

Own shares held by the Parent company valued at the historical acquisition price are deducted from equity. Should such shares be subsequently sold or reissued, the consideration received, net of any directly attributable transaction costs and related income tax, is recorded in equity.

Translation difference

The translation differences arising from subsidiary net investments and non-current subsidiary loans without agreed settlement dates are recognized through Other Comprehensive Income (OCI) to cumulative translation adjustments under equity. When Metso hedges the net investment of its foreign subsidiaries with foreign currency loans and with financial derivatives, the translation difference is adjusted by the currency effect of the hedging instruments which has been recorded, net of taxes, through OCI in equity. When a foreign entity is disposed of, the respective accumulated translation difference, including the effect from qualifying hedging instruments, is reversed through OCI and recognized in the consolidated statements of income as part of the gain or loss on the sale. If the equity of a subsidiary denominated in a foreign currency is reduced by a return of capital, the translation difference relating to the reduction is reversed through OCI and recognized in the consolidated statements of income.

Dividends

Dividends proposed by the Board of Directors are not recognized in the financial statements until they have been approved by the shareholders in the Annual General Meeting.

Share capital and number of shares

Metso Corporation's registered share capital, which is fully paid, was EUR 107,186,442.52 on December 31, 2025, and December 31, 2024. Metso's shares have no nominal value.

	2025	2024
Number of outstanding shares at beginning of year	827,351,330	826,328,191
Shares granted from share ownership plans	409,427	1,023,139
Number of outstanding shares at end of year	827,760,757	827,351,330
Own shares held by the Parent Company	1,211,683	1,621,110
Total number of shares at end of year	**828,972,440**	**828,972,440**

As of December 31, 2025, the acquisition price of 1,211,683 own shares held by the Parent company was EUR 9,945,723.14 and was recognized in treasury shares.

Dividend proposals

The Board of Directors proposes that a dividend of EUR 0.40 per share be paid based on the balance sheet to be adopted for the financial year, which ended December 31, 2025,and the remaining portion of the profit be retained and carried forward in the Company's unrestricted equity.These financial statements do not reflect this dividend payable of EUR 331 million.

Fair value and other reserves

The hedge reserve includes the fair value movements of derivative financial instruments which qualify as cash flow hedges.

The fair value reserve includes the change in fair values of trade receivables for sale as well as share-based payments.

The legal reserve consists of restricted equity, which has been transferred from distributable funds under the Articles of Association, local company act, or by a decision of the shareholders.

The other reserves consist of the distributable fund and the invested non-restricted equity fund held by the Parent company.

Changes in fair value and other reserves

EUR million	Treasury shares	Hedge reserve	Fair value reserve	Legal reserve	Other reserves	Total
January 1, 2025	-13	1	14	0	1,136	1,137
Cash flow hedges						
Fair value gains (+) / losses (-), net of tax	–	-8	–	–	–	-8
Transferred to profit and loss, net of tax						
Sales	–	-1	–	–	–	-1
Cost of goods sold / Administrative expenses	–	7	–	–	–	7
Share-based payments, net of tax	3	–	-2	–	–	2
Other	–	–	–	–	1	1
December 31, 2025	**-10**	**-1**	**12**	**0**	**1,137**	**1,138**

EUR million	Treasury shares	Hedge reserve	Fair value reserve	Legal reserve	Other reserves	Total
January 1, 2024	-23	-3	22	0	1134	1131
Cash flow hedges						
Fair value gains (+) / losses (-), net of tax	–	-9	–	–	–	-9
Transferred to profit and loss, net of tax						
Sales	–	2	–	–	–	2
Cost of goods sold / Administrative expenses	–	10	–	–	–	10
Share-based payments, net of tax	9	–	-8	–	–	1
Other	–	–	–	0	2	2
December 31, 2024	**-13**	**1**	**14**	**0**	**1,136**	**1,137**

Cumulative translation adjustments included in shareholders' equity

EUR million	2025	2024
Cumulative translation adjustment at beginning of year	-215	-177
Currency translation, change	-43	-37
Cumulative translation adjustment at end of year	**-257**	**-215**

4.5. Borrowings and lease liabilities

Material accounting policies

Long-term debt is initially recognized at fair value, net of transaction costs incurred, and subsequently measured at amortized cost using the effective interest method. The difference between the debt amount recognized and the redemption amount is recognized in the income statement as an interest expense over the period of the borrowings. The fair value changes in borrowings covered by fair value hedge are, in respect of hedged risk, recognized through profit and loss. A portion of long-term debt is classified as short-term debt when the settlement of the liability is due within 12 months from the balance sheet date. Borrowings are derecognized only if the contractual obligation is discharged, cancelled, or expired.

Fees paid on the establishment of loan facilities are recognized in the income statement as other finance expenses over the period of the facility, or, if withdrawal of the loan is probable, as part of the transaction cost. Transaction costs arising from modification to debt instruments are included in the carrying value of the debt and amortized using the effective interest method over the remaining period of the modified liability, provided that the new conditions obtained through the modification do not substantially differ from those of the original debt. Modification gains or losses are recognized in the income statement at the time of non-substantial modification.

	2025		2024	
EUR million	Carrying values	Fair values	Carrying values	Fair values
Long-term interest-bearing debt				
Bonds	1,060	1,058	892	894
Loans from financial institutions	309	309	408	408
Total long-term borrowings	1,369	1,367	1,300	1,303
Lease liabilities	85	85	99	99
Total long-term interest-bearing debt	**1,455**	**1,452**	**1,399**	**1,402**
Short-term borrowings				
Loans from financial institutions, current portion	98	98	128	128
Loans from financial institutions	0	0	7	7
Commercial papers	–	–	29	29
Total short-term borrowings	98	98	165	165
Lease liabilities	42	42	42	42
Total short-term interest-bearing debt	**140**	**140**	**207**	**207**
Total interest-bearing debt	**1,595**	**1,592**	**1,606**	**1,609**

Bonds

2025

EUR million	Nominal interest rate	Effective interest rate	Outstanding original loan amount	Outstanding carrying value
Public bond 2020–2028	0.875%	1.03%	300	290
Public bond 2022–2027	4.875%	4.96%	170	171
Public bond 2023–2030	4.375%	4.52%	300	301
Public bond 2025-2032	3.750%	3.86%	300	298
Bonds total			**1,070**	**1,060**

2024

EUR million	Nominal interest rate	Effective interest rate	Outstanding original loan amount	Outstanding carrying value
Public bond 2020–2028	0.875%	1.04%	300	287
Public bond 2022–2027	4.875%	4.98%	300	302
Public bond 2023–2030	4.375%	4.54%	300	303
Bonds total			**900**	**892**

Metso had EUR 1,060 million (EUR 892 million in 2024) bonds outstanding at carrying value at the end of 2025.

Metso maintains a committed syndicated revolving credit facility of EUR 700 million, maturing in 2030. This facility incorporates sustainability performance targets that influence borrowing costs. As of the end of the year, the facility remained undrawn. Additionally, the company operates a EUR 600 million Finnish commercial paper program, which was not utilized at the end of December.

During 2025, the company made several funding transactions:

- New EUR 700 million sustainability-linked revolving credit facility agreement maturing in 2030 which refinanced EUR 600 million facility
- The company structured its maturity profile by purchasing EUR 130 million of the outstanding bond maturing in 2027 through a voluntary tender offer. At the same time the company issued a new EUR 300 million bond with a coupon of 3.75% and maturity in 2032.

On December 31, 2025 the average interest rate of loans and derivatives was 3.3% (3.8%), the duration of interest-bearing debt, excluding lease liabilities and the Aggregates Technology Center financing arrangement, was 2.5 years (1.9 years) and the average maturity 3.6 years (3.3 years).

Short-term loans from financial institutions consist of bank loans withdrawn by Metso subsidiaries to fund local operations in local currency. The weighted average interest rate applicable to the short-term borrowing on December 31, 2025, was 8.50% (6.34% in 2024). In 2026, interest amounting to EUR 0.0 million is expected to be paid concurrently with respective principals on the short-term debt.

On June 3, 2024 Metso announced that it will build a modern Aggregates Technology Center in Tampere, Finland. The new technology center will enable transferring current operations in Tampere city center into modern and sustainable manufacturing premises. Construction work started in July 2024, and the first phase investment of approximately EUR 150 million is expected to be completed in 2027. The new technology center is expected to be fully completed by the mid-2030s. In year 2025 the cumulative recorded investment amount was EUR 55 million (EUR 11 million in 2024). The financing arrangement of the project has been presented in other long-term debt. The amount of interest directly attributable to the construction and capitalized in the balance sheet in 2025, was EUR 1.2 million (EUR 0.2 million in 2024).

Maturities of interest-bearing debt at nominal value

2025

EUR million	Borrowings	Repayments	Interests	Lease liabilities [1]
2026	150	98	52	46
2027	382	338	44	35
2028	350	320	30	20
2029	45	20	25	15
2030	376	352	25	9
Later	374	350	24	15
Total	**1,676**	**1,477**	**198**	**139**

2024

EUR million	Borrowings	Repayments	Interests	Lease liabilities [1]
2025	217	165	52	47
2026	267	218	49	36
2027	433	393	40	23
2028	339	318	20	15
2029	33	19	14	12
Later	374	360	14	24
Total	**1,662**	**1,473**	**189**	**157**

[1] *Future lease payments at nominal value.*

The maturities of derivative financial instruments are presented in *note 4.8*.

4.6. Interest-bearing net debt reconciliation

Net interest-bearing liabilities

EUR million	2025	2024
Borrowings, non-current	1,369	1,300
Borrowings, current portion	98	128
Borrowings, non-current total	1,467	1,428
Lease liabilities, non-current	85	99
Lease liabilities, current portion	42	42
Lease liabilities total	127	141
Borrowings, current	0	37
Loan receivables	-2	-2
Liquid funds	-501	-431
Net interest-bearing liabilities	**1,092**	**1,173**

Changes in net interest-bearing liabilities

2025 EUR million	Balance at beginning of year	Cash flows	Acquisitions	Translation differences	Other non-cash movements	Classification as held for sale	Balance at end of year
Borrowings, non-current	1,428	-5	–	–	45	–	1,467
Lease liabilities	141	-46	3	-5	34	–	127
Borrowings, current	37	-36	–	-1	–	–	0
Loan receivables	-2	1	-1	0	0	–	-2
Liquid funds	-431	-62	-36	19	–	10	-501
Net interest-bearing liabilities	**1,173**	**-149**	**-34**	**13**	**79**	**10**	**1,092**

2024 EUR million	Balance at beginning of year	Cash flows	Acquisitions	Translation differences	Other non-cash movements	Classification as held for sale	Balance at end of year
Borrowings, non-current	1,371	37	5	0	16	–	1,428
Lease liabilities	118	-38	10	1	50	–	141
Borrowings, current	39	-16	13	–	–	–	37
Loan receivables	-6	4	0	0	–	–	-2
Liquid funds	-638	208	-1	–	–	–	-431
Net interest-bearing liabilities	**884**	**195**	**27**	**2**	**66**	**–**	**1,173**

4.7. Contingent liabilities and other commitments

Material accounting policies

Guarantees have been given for obligations arising in the ordinary course of business of Metso Group companies. Guarantees have been given by financial institutions or by Metso Corporation on behalf of Group companies. These guarantees have typically been given to secure a customer's advance payments or to secure commercial contractual obligations, or given as counter guarantees to banks, which have given commercial guarantees to a Group company.

EUR million	2025	2024
Guarantees		
External guarantees given by parent and group companies	1,268	1,470
Other commitments		
Other contingencies	–	0
Total	**1,268**	**1,470**

More information about lawsuits and claims is presented in *note 6.2*.

4.8. Derivative instruments

Material accounting policies

Derivatives are initially recognized in the balance sheet at fair value and subsequently measured at their fair value at each balance sheet date. Derivatives are designated at inception either as hedges of firm commitments or forecasted transactions (cash flow hedge) or as hedges of fixed-rate debt (fair value hedge), or as hedges of net investment in a foreign operation (net investment hedge), or as derivatives at fair value through profit and loss that do not meet the hedge accounting criteria.

In hedge accounting, Metso documents at inception the relationship between the hedging instruments and the hedged items in accordance with its risk management strategy and objectives. Metso also tests the effectiveness of the hedge relationships at hedge inception, and quarterly, both prospectively and retrospectively.

Derivatives are classified as non-current assets or liabilities when the remaining maturities exceed 12 months and as current assets or liabilities when the remaining maturities are less than 12 months.

Cash flow hedge

Metso applies cash flow hedge accounting to certain interest rate swaps, foreign currency forward contracts and to electricity forwards.

Metso designates only the currency component of the foreign currency forward contracts as the hedging instrument to hedge foreign currency-denominated firm commitments. The interest component is recognized under other operating income and expenses, net. The gain or loss relating to the effective portion of the currency forward contracts is recognized in the income statement concurrently with the underlying in the same line item. The effective portion of foreign currency forwards hedging sales and purchases is recognized in the sales and the cost of goods sold, respectively. The gain or loss relating to the effective portion of interest rate swaps hedging variable rate borrowings is reversed from the hedge reserve through other comprehensive income (OCI) to the income statement within financial items concurrently with the recognition of the underlying liability. Both at hedge inception and at each balance sheet date, an assessment is performed to ensure the continued effectiveness of the designated component of the derivatives in offsetting changes in the fair values of the cash flows of hedged items.

The effective portion of the derivatives is recognized through OCI in the hedge reserve under equity and reversed through OCI to be recorded through profit and loss concurrently with the underlying transaction being hedged. The gain or loss relating to the ineffective portion of the derivatives is reported under other operating income or expenses, net or under financial items when contracted to hedge variable rate borrowings. Should a hedged transaction no longer be expected to occur, any cumulative gain or loss previously recognized under equity is reversed through OCI to profit and loss.

Fair value hedge

Metso applies fair value hedge accounting to certain fixed-rate loans. The change in fair value of the interest rate swap hedging the loan is recognized through profit and loss concurrently with the change in value of the underlying. Both at inception and quarterly, the effectiveness of the derivatives is tested by comparing their change in fair value against those of the underlying instruments.

Derivatives at fair value through profit and loss

Certain derivative instruments do not qualify for hedge accounting. These instruments, which have been contracted to mitigate risks arising from operating and financing activities, comprise foreign exchange forward contracts, currency and interest rate options and interest rate swaps.

Changes in the fair value of interest rate swaps are recognized in interest expenses under finance expenses or in other comprehensive income. Both realized interest payments and unrealized changes in fair value of interest rate swap contracts recognized at fair value through profit or loss are recorded in the same income statement item, 'Interest expenses from interest rate swaps.' Changes in the fair value of foreign exchange forward contracts are mainly recognized in other operating income and expenses. However, when the foreign exchange forwards have been contracted to mitigate the exchange rate risks arising from foreign currency-denominated cash and from financial instruments used for cash management, the changes in fair value of the derivatives are recognized in finance income and expenses. Changes in the fair value of other derivative instruments, such as commodity instruments, are recognized in other operating income and expenses.

Fair value estimation of derivative instruments

The fair value of the foreign currency forward contracts is determined by using forward exchange market rates at the balance sheet date. The fair value of the interest rate swaps is calculated as the present value of the estimated future cash flows based on observable yield curves. The fair value of options is determined using the Black-Scholes valuation model.

Notional amounts and fair values of derivative financial instruments on December 31

2025 EUR million	Notional amount	Fair value, assets	Fair value, liabilities	Fair value, net
Forward exchange contracts [1]	3,346	25	26	-1
Interest rate swaps	455	6	9	-3
Total	**3,801**	**31**	**35**	**-4**

2024 EUR million	Notional amount	Fair value, assets	Fair value, liabilities	Fair value, net
Forward exchange contracts [1]	3,515	34	68	-34
Interest rate swaps	505	9	13	-4
Total	**4,020**	**43**	**80**	**-37**

[1] Some 11 percent of the notional amount at the end of 2025 qualified for cash flow hedge accounting (some 21 percent in 2024).

The notional amounts indicate the volumes in the use of derivatives, but do not indicate the exposure to risk.

Derivative financial instruments recognized in the balance sheet at the end of year

	2025		2024	
EUR million	Assets	Liabilities	Assets	Liabilities
Interest rate swaps - cash flow hedges	1	–	1	–
Interest rate swaps - fair value hedges	4	9	7	13
Interest rate swaps - non-qualifying hedges	1	–	1	–
Interest rate swaps total	6	9	9	13
Forward exchange contracts - cash flow hedges	6	6	10	10
Forward exchange contracts - non-qualifying hedges	19	19	24	58
Forward exchange contracts total	25	26	34	68
Derivatives total	**31**	**35**	**43**	**80**

In 2025 and 2024, there was no ineffectiveness related to the cash flow hedges. As of December 31, 2025, the fixed interest rates of swaps varied from -0.38 percent to 3.09 percent (from -0.38 percent to 3.09 percent as of December 31, 2024).

Maturities of financial derivatives on (expressed as notional amounts)

December 31, 2025 EUR million	2026	2027	2028	2029	2030 and later
Forward exchange contracts	3,344	2	–	–	–
Interest rate swaps	–	100	150	25	180

Notional and carrying amounts of financial derivatives applying hedge accounting

2025 EUR million	Notional amount	Fair value, assets	Fair value, liabilities	Fair value, net
Forward exchange contracts	664	6	6	0
Interest rate swaps	430	5	9	-4
Total	**1,094**	**11**	**15**	**-4**

2024 EUR million	Notional amount	Fair value, assets	Fair value, liabilities	Fair value, net
Forward exchange contracts	751	10	10	0
Interest rate swaps	480	8	13	-5
Total	**1,231**	**18**	**23**	**-5**

Forward exchange contracts hedge commercial cash flows of projects applying hedge accounting. The hedge ratio is 1:1. 100% of hedged cash flows mature in year 2026, 0% in year 2027.

Impact of cash flow hedge in the statement of financial position

2025 EUR million	Notional amount	Hedging gain / loss recognized in OCI, net of tax	Amount reclassified from OCI to P/L	Cost of hedging recognized in P/L
	3,346	-2	1	1

Metso applies fair value hedge accounting to the bonds maturing in 2027, 2028 and 2030 and cash flow hedge accounting to one bank loan maturing 2030. The hedge accounted total notional value is EUR 430 million (EUR 480 million in 2024). The terms of the interest rate swap match the terms of the fixed rate bonds (maturity date, interest fixing and payments dates). Fair values of cash flows of interest rate swap and bond are compared when measuring hedge accounting effectiveness. Credit margin is added to the discount curve of the bond.

Bonds applying fair value hedge accounting at end of year

Notional amount of loan, EUR million	Carrying value of loan, EUR million	Hedge ratio	Maturity date of loan	Fair value of loan, EUR million	Notional amount of interest rate swap	Maturity date of interest rate swap	Fair value of interest rate swap, EUR million
170	171	59%	December 7, 2027	-1	100	December 7, 2027	1
300	290	50%	May 26, 2028	9	150	May 26, 2028	-9
300	301	43%	November 22, 2030	-3	130	November 22, 2030	3

5. Consolidation

5.1. Principles of consolidation

Subsidiaries

The Consolidated financial statements include the financial statements of the Parent company and each of those companies over which Metso exercises control. Control is achieved when Metso is exposed, or has rights, to variable returns from the investee and has the ability to affect those returns through its power over the investee. The companies acquired during the financial period have been consolidated from the date Metso acquired control. Subsidiaries sold or distributed to the owners have been included up to their date of disposal.

All intercompany transactions, balances, and gains or losses on transactions between subsidiaries are eliminated as part of the consolidation process. Non-controlling interests are presented in the consolidated balance sheet within equity, separate from equity attributable to shareholders. Non-controlling interests are separately disclosed in the consolidated statement of income.

Acquisitions of businesses are accounted for using the acquisition method. The purchase consideration of an acquisition is measured at fair value over the assets given up, shares issued, or liabilities incurred or assumed at the date of acquisition. For each acquisition, the non-controlling interest in the acquiree, if any, can be recognized either at fair value or at the non-controlling interest's proportionate share of the acquiree's net assets. The excess acquisition price over the fair value of net assets acquired is recognized as goodwill and/or intangible assets. If the purchase consideration is less than the fair value of the Group's share of the net assets acquired, the difference is recognized directly through profit and loss.

When Metso ceases to have control, any retained interest in equity is re-measured to its fair value at the date when control is lost, with the change in carrying amount recognized in profit or loss. The fair value is the initial carrying amount for the purposes of subsequently accounting for the retained interest as an associate, or financial asset. In addition, any amounts previously recognized in other comprehensive income in respect of that entity is accounted for as if the Group had directly disposed of the related assets or liabilities.

Non-controlling interest

Transactions with non-controlling interests are regarded as transactions with equity owners. In the case of purchases from non-controlling interests, the difference between any consideration paid and the relevant share of the carrying value of net assets acquired in the subsidiary is recorded in shareholders' equity. Gains or losses on disposal to non-controlling interests are also recorded directly in shareholders' equity.

Non-current assets or disposal group held-for-sale

Metso classifies a non-current asset or disposal group as held for sale if its carrying amount will be recovered principally through a sale transaction rather than through continuing use. These assets are valued at the lower of its carrying value and fair value, less costs to sell, and assets subject to depreciation or amortization are no longer amortized. Assets related to non-current assets, or a disposal group classified as held-for-sale are disclosed separately from other assets, but financial statements for prior periods are not reclassified.

Foreign currency translation

The financial statements are presented in euros, which is the Parent company's functional currency and Metso's presentation currency.

Transactions in foreign currencies are recorded at the rates of exchange prevailing at the date of the transaction. At the end of the reporting period, unsettled foreign currency transaction balances are valued at the rates of exchange prevailing at the balance sheet date. Trade-related foreign currency exchange gains and losses are recorded in other operating income and expenses, unless the foreign currency-denominated transactions are subject to hedge accounting, in which case the related exchange gains and losses are recorded in the same line item as the hedged transaction. Foreign exchange gains and losses associated with financing are entered as a net amount under finance income and expenses.

The statement of income of a subsidiary with a functional currency different from the presentation currency is translated into euros at the average month end exchange rate for the financial year, and the balance sheet is translated at the exchange rate in effect on the balance sheet date. This exchange rate difference is recorded through other comprehensive income (OCI) within cumulative translation adjustments under equity.

The translation differences arising from subsidiary net investments and long-term subsidiary loans without agreed settlement dates are recognized through OCI within cumulative translation adjustments under equity. When Metso hedges the net investment of its foreign subsidiaries with foreign currency loans and financial derivatives, the translation difference is adjusted by the currency effect of hedging instruments that has been recorded, net of taxes, through OCI under equity. When a foreign entity is disposed of, the respective accumulated translation difference, including the effect from qualifying hedging instruments, is reversed through OCI and recognized in the consolidated statement of income as part of the gain or loss on the sale. If the equity of a foreign currency-denominated subsidiary is reduced by reimbursement of invested funds, the translation difference relating to the reduction is reversed through OCI and recognized in the consolidated statement of income.

Net investment hedge

The equity of subsidiaries reporting in certain currencies can be hedged mainly by foreign currency loans and foreign currency forward contracts. Both realized and unrealized exchange gains and losses measured on these instruments are recorded, net of taxes, through OCI in a separate component of equity against the translation differences arising from consolidation to the extent these hedges are effective. The interest portion of derivatives qualifying as hedges of net investment is recognized under finance income and expenses.

5.2. Subsidiaries

Country	Company name	Ownership 2025
Algeria	Metso Algerie EURL	100.0%
Argentina	Metso Argentina SA	100.0%
Australia	Brouwer Engineering Pty Ltd	100.0%
	Jindex Pty Ltd	100.0%
	Metso Australia Ltd	100.0%
	Metso Metals Australia Pty Ltd	100.0%
	Outotec Pty. Ltd.	100.0%
	Q&R Industrial Holdings Pty Ltd	100.0%
	Q&R Industrial Hoses Pty Ltd	100.0%
	Swiss Tower Mills Minerals Australia Pty. Ltd.	100.0%
Austria	KMF STM Production GmbH	50.0%
	Metso Austria GmbH	100.0%
Brazil	Metso Brazil Indústria e Comércio Ltda	100.0%
	Outotec Tecnologia Brazil Ltda	100.0%
Bulgaria	Metso Bulgaria EOOD	100.0%
Canada	McCloskey International Limited	100.0%
	Metso Canada Inc.	100.0%
Chile	Metso Chile SpA	100.0%
	Metso Industrial Services SpA	100.0%
	Swiss Tower Mills Minerals SpA	100.0%
China	Metso (Tianjin) Investment Co., Ltd.	100.0%
	Metso Heavy Industries (Quzhou) Co., Ltd.	100.0%
	Metso Heavy Industries (Tianjin) Co., Ltd.	100.0%
	Metso Machinery Heavy Industries (Suzhou) Co., Ltd.	100.0%
	Metso Metals (Suzhou) Co., Ltd.	100.0%
	Metso Outotec New Material Technology (Shanghai) Co., Ltd.	100.0%
	Powertrack Machinery (Jiangsu) Co., Ltd	100.0%
	Saimu Technology (Shenyang) Co., Ltd	100.0%
	Shaorui Heavy Industries (Guangdong) Co. Ltd	100.0%
	SISUPER Machinery Heavy Industry (Suzhou) Co Ltd	100.0%
Czech Republic	Metso Czech Republic s.r.o.	100.0%
Ecuador	Metso Ecuador S.A.	100.0%
Egypt	Metso Outotec Egypt Company LLC	100.0%
Finland	Ab A. Häggblom Oy	100.0%
	International Project Services Ltd. Oy	100.0%
	Metso (Ceramics) Oy	100.0%
	Metso Finland Oy	100.0%
	Metso Metals Oy	100.0%
	Outotec International Holdings Oy	100.0%
	Rauma Oy	100.0%
France	Metso France SAS	100.0%
Germany	Metso Germany GmbH	100.0%
	Outotec Deutschland GmbH	100.0%
	Outotec FHT GmbH	100.0%
	Outotec GmbH & Co KG	100.0%
	Outotec Holding GmbH	100.0%
Ghana	Metso Ghana Ltd	100.0%
	Outotec (Ghana) Limited	100.0%
Greece	Metso Greece Single Member IKE	100.0%
Hong Kong	Metso International (Hong Kong) Co. Ltd	100.0%
India	Metso India Private Ltd	100.0%
	Metso Outotec Metals India Private Limited	100.0%
	Outotec India Private Ltd.	100.0%

Country	Company name	Ownership 2025
Indonesia	PT Metso Technology Solutions [1]	99.9%
	PT Outotec Technology Solutions	100.0%
Iran	Outotec Iranian Minerals and Metals Processing [3]	100.0%
Italy	Metso Italy Srl	100.0%
Japan	Metso Japan Godo-Kaisha	100.0%
Kazakhstan	Metso Kazakhstan LLP	100.0%
	Metso Management LLP	100.0%
Lithuania	Metso Global Business Services UAB	100.0%
	Metso Lithuania UAB	100.0%
Macedonia	Metso Dooel Skopje	100.0%
Morocco	Metso Minerals Morocco LLC	100.0%
	Metso Outotec Morocco LLC	100.0%
Mexico	Metso Mexico SA de CV	100.0%
Mongolia	Metso Mongolia LLC	100.0%
Namibia	Metso Technologies Namibia (Pty) Ltd	100.0%
Netherlands	Metso Netherlands B.V.	100.0%
	Outotec B.V.	100.0%
Norway	Metso Norway A/S	100.0%
Panama	Metso Central America SA	100.0%
Papua New Guinea	Metso PNG Limited	100.0%
Peru	Metso Perú SA	100.0%
Poland	Metso Poland Sp. z o.o.	100.0%
Portugal	Metso Portugal, Lda	100.0%
Qatar	Kempe International Properties W.L.L [2]	49.0%
	Outotec Trading & Contracting WLL [2]	49.0%
Russia	OOO Metso Outotec [3]	100.0%
Romania	Metso Romania S.R.L.	100.0%
Saudi Arabia	Metso LLC	100.0%
	Outotec Technology Saudi LLC	100.0%
Serbia	Metso d.o.o. Beograd	100.0%
Singapore	Metso Outotec Asia Pacific Pte Ltd	100.0%
South Africa	Metso South Africa Pty Ltd	74.9%
	Metso South Africa Sales Pty Ltd	100.0%
	Outotec Africa Holdings (Pty) Ltd	100.0%
	Outotec Biomin (Pty) Ltd	100.0%
Spain	Metso Espana SA	100.0%
Sweden	AB P. J. Jonsson och Söner	100.0%
	Häggblom Sverige AB	100.0%
	Larox AB	100.0%
	Metso Outotec Metals Sweden AB	100.0%
	Metso Sweden AB	100.0%
Switzerland	Swiss Tower Mills Minerals AG Switzerland	100.0%
	Vertical Power Mills Technology AG	100.0%
Thailand	Metso Outotec (Thailand) Limited	100.0%
Turkey	Metso Maden Teknolojileri Anonim Sirketi	100.0%
United Arab Emirates	Metso FZCO	100.0%
United Kingdom	McCloskey International Ltd	100.0%
	Metso Captive Insurance Limited	100.0%
	Metso UK Ltd	100.0%
	Tedd Engineering Ltd	100.0%
	Tesab Engineering Ltd	100.0%
United States	DZ Grinders LLC	100.0%
	Metso McCloskey USA LLC	100.0%
	Metso USA Inc	100.0%
	Outotec USA Inc	100.0%
	Screen Machine Industries LLC	100.0%
Uzbekistan	FE Metso LLC	100.0%
Vietnam	Metso Vietnam Co. Ltd	100.0%
Zambia	Metso Zambia Ltd	100.0%
	Outotec (Zambia) Limited	100.0%

[1] Has been 100% consolidated due to the control established.
[2] Has been 70% consolidated due to the control established.
[3] Non-operative and dormant.

5.3. Associated companies and related party transactions

Material accounting policies

The equity method of accounting is used for investments in associated companies in which the investment provides Metso the ability to exercise significant influence over the operating and financial policies of the investee company. Such an influence is presumed to exist for investments in companies in which Metso's direct or indirect shareholding is between 20 and 50 percent of the voting rights or if Metso is able to exercise significant influence. Investments in associated companies are initially recognized at cost after which Metso's share of their post-acquisition retained profits and losses is included as part of investments in associated companies in the consolidated balance sheets.

Under the equity method, the share of profits and losses of associated companies is presented separately in the consolidated statements of income.

Associated companies

	2025		2024	
Company	Ownership	Carrying value	Ownership	Carrying value
Enefit Outotec Technology Oü	40.0%	2	40.0%	3
Sidvin Outotec Engineering Private Ltd	25.1%	0	25.1%	1
Total		**3**		**3**

Movements in the carrying value of investments in associated companies

EUR million	2025	2024
Investments in associated companies		
Acquisition cost as of January 1	2	2
Acquisition cost as of December 31	2	2
Equity adjustments in investments in associated companies		
Equity adjustments as of January 1	1	1
Share of results	1	1
Dividends received	-1	-1
Equity adjustments as of December 31	1	1
Shares classified as held for sale	-2	-3
Carrying value at end of year	**0**	**1**

Metso's share of the assets and liabilities, sales and results of the associated companies which have been accounted for using the equity method

EUR million	2025	2024
Assets	3	4
Liabilities	0	0
Sales	2	2
Profit	1	1

Related party transactions

Transactions carried out and related balances with associated companies

EUR million	2025	2024
Sales	0	1
Purchases	-1	-2
Receivables	–	–
Payables	–	–

Metso Board of Directors, Chief Executive Officer and other Executive Team members

Information on remuneration of the Board as well as Chief Executive Officer and other Executive Team members can be found in *note 1.5*.

5.4. Acquisitions and business disposals

Acquisitions in 2025

Metso completed the acquisition of Swiss Tower Mills Minerals AG (STM) on April 1, 2025 by acquiring an 85% share of the company. Previously Metso had a 15% minority ownership in the company, which had been classified as a non-current financial asset. In connection with the acquisition, this interest was valued at fair value through Other income (see note 1.4) following the transaction. STM's expertise in vertical grinding mills strengthens Metso's leading comminution solutions portfolio for the mining industry, playing a vital role in energy-efficient solutions for the diverse needs of customers and enabling Metso to provide enhanced service levels to customers using stirred mill technology. The acquired business was consolidated into the Minerals segment. Sales of the acquired business in the financial year that ended in December 2024 were approximately EUR 25 million. This sales figure does not reflect the full scope of STM's business operations, as Metso has for years held exclusive rights to sell and service STM's grinding mills.The business employed about 30 people at the time of acquisition.

Metso completed the acquisition of Saimu Technology (Shenyang) Co., Ltd (Saimu). on July 3, 2025 by acquiring a 100% share of the company. The acquisition will further enriches Metso's product portfolio and strengthens its competitiveness and market position in the screening business. The acquired business was consolidated into the Minerals segment. Sales of the acquired business in the financial year that ended in December 2024 were approximately EUR 13 million. The business employed about 180 people at the time of acquisition.

Metso completed the acquisition of Q&R Industrial Hoses Pty Ltd on October 1, 2025 by acquiring a 100% share of the company. The acquisition will strengthen Metso's offering in comprehensive, end-to-end slurry handling solutions and services. Acquired business was consolidated into the Minerals segment. Sales of the acquired business in the financial year that ended in December 2024 were approximately EUR 2 million. The business employs about 20 people.

Assets and liabilities recognized as a result of the acquisitions

EUR million	2025
Fixed assets	57
Inventory	5
Receivables	14
Liquid funds	36
Liabilities	-43
Net identifiable assets acquired at fair value	69
Goodwill	132
Purchase consideration	**201**
Contingent consideration	-1
Previously owned shares at fair value	-29
Cash consideration paid	**172**

Goodwill is mainly attributable to synergies. The goodwill is not deductible for tax purposes. The initial calculation of goodwill generated is based on the result of the acquired company, adjusted by changes in accounting principles and effects from the fair value adjustment of acquired assets and related tax adjustments.

Net cash flow impact of the acquisitions

EUR million	2025
Cash consideration paid	-172
Cash and cash equivalents acquired	36
Net cash flow for the year	-136
Contingent consideration	-1
Cash considerations, total	**-137**

Acquisition costs of EUR 1.6 million related to the acquisitions were expensed and included in administrative expenses in the income statement and in operating cash flow in the statement of cash flows.

Acquisitions in 2024

Metso completed the acquisition of Diamond Z and Screen Machine Industries on October 1, 2024 by acquiring a 100% share of the companies. Diamond Z increases Metso's offering in mobile equipment for the organic recycling markets. Screen Machine Industries broadens Metso's portfolio in the North American mobile crushing and screening markets. Acquired businesses were consolidated into the Aggregates segment. The companies' sales in the financial year that ended in December 2023 were approximately EUR 71 million. Together, the companies employ approximately 190 people.

Metso acquired a 100% share of Jindex Pty Ltd on August 1, 2024. Jindex is an Australian company with extensive expertise in valve technology and control equipment, as well as in many types of slurry valve projects. The acquired business was consolidated into the Minerals segment. Jindex's sales in the financial year that ended in June 2024 were approximately EUR 9 million. The company employs about 25 people.

Assets and liabilities recognized as a result of the acquisitions

EUR million	2024
Fixed assets	45
Inventory	23
Receivables	3
Liquid funds	1
Liabilities	-40
Net identifiable assets acquired at fair value	32
Goodwill	28
Purchase consideration	**60**

Goodwill is mainly attributable to synergies. The goodwill is not deductible for tax purposes. The initial calculation of goodwill generated is based on the result of the acquired company, adjusted by changes in accounting principles and effects from the fair value adjustment of acquired assets and related tax adjustments.

Net cash flow impact of the acquisitions

EUR million	2024
Cash consideration paid	-60
Cash and cash equivalents acquired	1
Net cash flow for the year	-60
Cash considerations, total	**-60**

Acquisition costs of EUR 0.6 million related to the acquisitions were expensed and included in administrative expenses in the income statement and in operating cash flow in the statement of cash flows.

Business disposals

There were no business disposals in years 2025 and 2024. In 2022, Metso announced the completion of the divestment of the Metal Recycling business line to Mimir, a Swedish investment company. The final cash settlement of the disposal was completed in 2024.

5.5. Discontinued operations

Material accounting policies

Discontinued operations is a component of an entity that either has been disposed of or is classified as held for sale and represents a separate major line of business or geographical area of operations, is part of a single coordinated plan to dispose of a separate major line of business or geographical area of operations, or is a subsidiary acquired exclusively with a view to resale. The result from discontinued operations is shown separately in the consolidated statement of income, and the comparative figures are restated accordingly.

Non-current assets and assets and liabilities related to discontinued operations are classified as held for sale if their carrying amounts are expected to be recovered primarily through sale rather than through continuing use. Classification as held for sale requires that the following criteria are met: the sale is highly probable, the asset is available for immediate sale in its present condition – subject to usual and customary terms, the management is committed to the sale, and the sale is expected to be completed within one year from the date of classification.

Prior to classification as held for sale, the assets or assets and liabilities related to a disposal group in question are measured according to the respective IFRS standards. From the date of classification, non-current assets held for sale are measured at the lower of the carrying amount and the fair value, less costs to sell, and the recognition of depreciation and amortization is discontinued. Non-current assets held for sale are presented in the statement of financial position separately from other items. The comparative figures for statement of financial position are not restated.

Metals & Chemical Processing and Ferrous & Heat Transfer businesses

In year 2023 Metso decided to initiate the divestment of the Metals & Chemical Processing and Ferrous & Heat Transfer businesses, and these businesses were classified as discontinued operations starting from September 30, 2023. On May 30, 2025, Metso announced the sale of its Ferrous business to SMS group, and the divestment was completed on January 5, 2026. Metso decided to retain the businesses not included in the transaction, and as a result, these operations were reclassified as continuing operations as of July 1, 2025. As a result, related assets and liabilities as well as income statement items have been reclassified into continuing operations, and comparative income statement figures have been restated accordingly. The reclassified assets included EUR 29 million of goodwill, EUR 26 million of intangible assets, EUR 1 million of other non-current assets, EUR 13 million of inventories, and EUR 57 million of trade and other current receivables, as well as EUR 74 million of current liabilities. Depreciation and amortization of fixed assets and right-of-use assets have resumed, with the cumulative impact from October 1, 2023, to June 30, 2025, recognized through the income statement and adjusted on the balance sheet under continuing operations. The amount of resumed amortization and depreciation was EUR 3 million. These reclassifications to continuing operations are reflected in segment reporting under the Minerals segment. The assets and related liabilities of the Ferrous business held for sale continue to be presented on separate lines in the balance sheet, and the income statement items are presented separately from continuing operations. Goodwill and intangible assets, total value of EUR 23 million, associated with the operations to be discontinued have been impaired in year 2025.

Waste-to-energy business

The result of discontinued operations also includes the income statement items related to the Waste-to-energy business, which has been reported as part of discontinued operations in Outotec since December 2019 and in Metso since 2020, following the merger of Metso Minerals and Outotec. On September 4, 2024, Metso announced the termination of its waste-to-energy business and settled remaining legal processes concerning historic projects. As a result, Metso booked a one-time expense of EUR 250 million in the results of its discontinued operations in 2024. The impact of this expense on the net cash flow from operating activities in 2024 was EUR 275 million.

Condensed consolidated statement of income statement

2025 EUR million	Continuing operations	Discontinued operations	Metso total
Sales	5,240	37	5,277
Cost of sales	-3,561	-40	-3,602
Gross profit	1,679	-3	1,675
Selling and marketing expenses	-465	-5	-470
Administrative expenses	-402	-13	-415
Research and development expenses	-109	-2	-112
Other income and expenses, net	32	-36	-4
Share of results of associated companies	0	0	1
Operating profit	735	-59	676
Finance income and expenses, net	-99	–	-99
Profit before taxes	636	-59	577
Income taxes	-150	0	-150
Profit for the period	**486**	**-59**	**427**
Profit attributable to			
Shareholders of the Parent Company	482	-59	423
Non-controlling interests	4	–	4
Earnings per share, EUR	0.58	-0.07	0.51

Condensed consolidated balance sheet

2025 EUR million	Continuing operations	Discontinued operations	Metso total
Non-current assets	3,100	15	3,116
Inventories	1,903	7	1,910
Trade and other receivables	1,668	10	1,678
Cash and cash equivalents	501	10	511
Total assets	**7,173**	**42**	**7,215**
Non-current liabilities	1,796	6	1,802
Current liabilities	2,720	17	2,737
Total liabilities	**4,515**	**24**	**4,539**

Condensed consolidated statement of cash flows

2025 EUR million	Continuing operations	Discontinued operations	Metso total
Profit for the period	486	-59	427
Adjustments to profit for the period	454	24	478
Change in net working capital	74	-4	70
Cash flow from operations	1,014	-39	974
Financing items, net	-44	–	-44
Income taxes paid	-152	0	-152
Net cash flow from operating activities	**818**	**-40**	**779**
Net cash flow from investing activities	**-277**	**0**	**-277**
Net cash flow from financing activities	**-403**	**–**	**-403**
Net change in liquid funds	**138**	**-40**	**98**

Condensed consolidated statement of income statement, comparison period

2024 EUR million	Continuing operations	Discontinued operations	Metso total
Sales	5,026	51	5,076
Cost of sales	-3,356	-44	-3,400
Gross profit	1,669	7	1,677
Selling and marketing expenses	-435	-10	-445
Administrative expenses	-364	-5	-369
Research and development expenses	-106	-4	-109
Other income and expenses, net	-15	-242	-257
Share of results of associated companies	0	1	1
Operating profit	749	-252	497
Finance income and expenses, net	-80	0	-80
Profit before taxes	670	-252	417
Income taxes	-163	76	-88
Profit for the period	**506**	**-177**	**330**
Profit attributable to			
Shareholders of the Parent Company	505	-177	329
Non-controlling interests	1	0	1
Earnings per share, EUR	0.61	-0.21	0.40

Condensed consolidated balance sheet, comparison period

2024 EUR million	Continuing operations	Discontinued operations	Metso total
Non-current assets	2,913	92	3,005
Inventories	1,900	58	1,958
Trade and other receivables	1,496	125	1,621
Cash and cash equivalents	431	–	431
Total assets	**6,739**	**276**	**7,015**
Non-current liabilities	1,739	30	1,769
Current liabilities	2,451	184	2,635
Total liabilities	**4,190**	**214**	**4,405**

Condensed consolidated statement of cash flows, comparison period

2024 EUR million	Continuing operations	Discontinued operations	Metso total
Profit for the period	506	-177	330
Adjustments to profit for the period	443	-78	365
Change in net working capital	-63	-56	-119
Cash flow from operations	886	-310	576
Financing items, net	-62	–	-62
Income taxes paid	-183	0	-183
Net cash flow from operating activities	**642**	**-310**	**332**
Net cash flow from investing activities	**-225**	**1**	**-224**
Net cash flow from financing activities	**-315**	**–**	**-315**
Net change in liquid funds	**102**	**-309**	**-207**

5.6. New accounting standards

New and amended accounting standards effective in 2025

The following new or revised IFRS accounting standards have been adopted from January 1, 2025, in these Consolidated financial statements.

Amendments to IAS 21 - Lack of Exchangeability

The amendments in IAS 21 specify how to assess whether a currency is exchangeable and how it should determine a spot exchange rate when exchangeability is lacking. The amendments also require disclosure of information that enables users of its financial statements to understand how the currency not being exchangeable into the other currency affects, or is expected to affect, financial performance, financial position and cash flows. The amendments have not material impact on Metso's financial statements.

New and amended accounting standards to be applied

Metso has not applied the following new and revised IFRS Accounting Standards that have been issued but are not yet effective [and (in some cases) have not yet been adopted by the EU (marked with *)]:

- IFRS 18 - Presentation and Disclosure in Financial Statements (IASB effective date January 1, 2027) *
- IFRS 19 - Subsidiaries without Public Accountability: Disclosures (IASB effective date January 1, 2027) *
- Amendments to IFRS 9 and IFRS 7 - Contracts Referencing Nature-dependent Electricity (IASB effective date January 1, 2026)
- Amendments to IFRS 9 and IFRS 7 - Classification and Measurement of Financial Instruments (IASB effective date January 1, 2026)
- Annual Improvements Volume 11 (IASB effective date January 1, 2026)
- Amendments to IAS 21 - The Effects of Changes in Foreign Exchange Rates: Translation to Hyperinflationary Presentation Currency (IASB effective date January 1, 2027) *
- Amendments to IFRS 19 - Subsidiaries without Public Accountability: Disclosures (IASB effective date January 1, 2027) *

Metso is currently working to identify all impacts IFRS 18 will have on the primary financial statements and notes to the financial statements. The directors do not expect that the adoption of the other Standards and amendments listed above will have a material impact on the financial statements of Metso in future periods.

5.7. Exchange rates used

		Average rates		Year-end rates	
		2025	2024	2025	2024
USD	US dollar	1.1243	1.0826	1.1750	1.0389
SEK	Swedish krona	11.0728	11.4226	10.8215	11.4590
GBP	Pound sterling	0.8546	0.8469	0.8726	0.8292
CAD	Canadian dollar	1.5744	1.4820	1.6088	1.4948
BRL	Brazilian real	6.2973	5.8500	6.4364	6.4253
CNY	Chinese yuan	8.0693	7.7793	8.2262	7.5833
AUD	Australian dollar	1.7484	1.6424	1.7581	1.6772
CLP	Chilean peso	1,071.1612	1,021.1669	1,057.9400	1,035.0050
INR	Indian rupee	98.0741	90.6243	105.5965	88.9335

6. Other notes

6.1. Audit fees

EUR million	2025	2024
Audit services	-3.9	-3.7
Assurance services	-0.4	-0.4
Tax services	0.0	-0.1
Other services	0.0	0.0
Total	**-4.4**	**-4.3**

The above table discloses fees to Metso's auditor Ernst & Young Oy.

6.2. Lawsuits and claims

Several lawsuits, legal claims and disputes based on various grounds are pending against Metso in various countries related, among other things, to Metso's products, projects, other operations, and customer receivables. Metso's management assesses to the best of its present understanding that the outcome of these lawsuits, claims, and legal disputes would not have a material adverse effect on Metso in view of the grounds presented for them, provisions made, insurance coverage in force, and the extent of Metso's total business activities. It should be noted, however, that outcomes of pending lawsuits, legal claims, and disputes are beyond the direct influence of Metso's management and may, therefore, materially deviate from management's current assessment.

6.3. Events after the financial year

On January 5, 2026 Metso announced that it has completed the divestment of its Ferrous business to SMS group, a global company providing technology and services in plant construction and mechanical engineering for the metals industry. Approximately 180 employees, primarily based in Germany, India and China, have transferred to the SMS group in connection with the divestment. Ferrous business has been reported as discontinued operations since September 30, 2023. The divestment does not have material financial impact on Metso.

On 2 February 2026, Metso acquired all shares of Multiskilled Resources Australia Pty Ltd. The company specializes in providing engineering, automation, and software solutions for bulk material handling operators and it is a leading provider of automation and digitalization technology solutions for ports and terminals worldwide. MRA Automation is an Australian company based in Newcastle, NSW, Australia with approximately 60 employees. The acquisition has no material impact on Metso's financials.

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Financial statements of the Parent company, FAS

Statement of income of the Parent company

EUR	Note	2025	2024
Sales	2	25,053,475.34	24,505,603.90
Other operating income	3	18,280,665.79	336,788.03
Personnel expenses	4	-22,640,341.91	-23,687,086.59
Depreciation and amortization	5	-126,882.16	-193,391.48
Other operating expenses	6	-28,266,119.40	-23,648,007.85
Operating profit / loss		-7,699,202.34	-22,686,093.99
Financial income and expenses, net	8	206,179,171.22	116,227,188.84
Profit before appropriations and taxes		198,479,968.88	93,541,094.85
Appropriations	9	193,700,000.00	166,000,000.00
Profit before taxes		392,179,968.88	259,541,094.85
Income taxes	10		
Current tax expense		-39,388,052.67	-28,852,161.65
Change in deferred taxes		-32,705.47	99,078.24
Profit for the year		**352,759,210.74**	**230,788,011.44**

Balance sheet of the Parent company

Assets

EUR	Note	2025	2024
Non-current assets			
Intangible assets	11	106,911.39	233,793.55
Tangible assets	11	218,363.42	218,363.42
Investments	12		
Shares in Group companies		1,250,466,871.28	1,250,466,871.28
Other investments		845,851,523.82	897,757,775.84
Total non-current assets		2,096,643,669.91	2,148,676,804.09
Current assets			
Long-term receivables	14	6,330,362.10	9,151,779.39
Short-term receivables	14	1,036,155,977.32	1,078,783,840.99
Securities		107,101,733.95	–
Bank and cash		165,592,858.42	205,060,310.91
Total current assets		1,315,180,931.79	1,292,995,931.29
Total assets		**3,411,824,601.70**	**3,441,672,735.38**

Shareholders' equity and liabilities

EUR	Note	2025	2024
Shareholders' equity	15		
Share capital		107,186,442.52	107,186,442.52
Share premium fund		20,180,000.00	20,180,000.00
Treasury shares		-9,945,723.14	-13,380,644.79
Invested non-restricted equity fund		436,912,971.87	435,804,850.76
Reserve for cash hedges		868,675.00	482,261.00
Retained earnings		348,913,274.70	432,674,350.92
Profit for the year		352,759,210.74	230,788,011.44
Total shareholders' equity		1,256,874,851.69	1,213,735,271.85
Liabilities			
Long-term liabilities	16	1,345,121,821.30	1,302,408,965.27
Current liabilities	17	809,827,928.71	925,528,498.26
Total liabilities		2,154,949,750.01	2,227,937,463.53
Total shareholders' equity and liabilities		**3,411,824,601.70**	**3,441,672,735.38**

Cash flow statement of the Parent company

EUR thousand	2025	2024
Cash flows from operating activities		
Profit for the year	352,759	230,788
Adjustments to profit for the year		
Depreciation and amortization	127	193
Unrealized exchange gains and losses	-6,251	1,026
Financial income and expenses	-206,179	-116,227
Gains / losses on sale	-26	-7
Group contributions	-193,700	-166,000
Taxes	39,421	28,753
Other non-cash items	1,234	2,816
Total adjustments to profit for the year	-365,375	-249,444
Increase / decrease in short-term non-interest-bearing trade receivables	51,057	-28,084
Increase / decrease in short-term non-interest-bearing debt	-64,361	57,804
Change in working capital	-13,305	29,720
Interest paid	-88,442	-66,495
Other financial expenses paid	-8,352	-14,673
Dividends received	202,312	122,161
Interest received	-15,111	15,942
Income taxes paid	-43,784	-43,021
Net cash provided by operating activities	20,703	24,977

EUR thousand	2025	2024
Cash flows from investing activities		
Divestments in tangible and intangible assets	26	8
Investments in subsidiary shares	–	-5,235
Long-term loans granted	-536,997	-785,757
Repayments of long-term loans	611,518	343,877
Short-term loans granted	-613,644	-532,715
Repayments of short-term loans	632,800	563,641
Withdrawal of long-term loans	21,300	–
Withdrawals and repayments of short-term loans, net	81,378	-53,664
Purchase of other investments	-107,102	159,000
Interest received from investments	81,277	60,382
Net cash used in investing activities	170,555	-250,463
Cash flows from financing activities		
Invested non-restricted equity fund	–	603
Sales from treasury shares to subsidiaries	3,309	7,850
Changes of short term loans, net	-29,464	29,464
Withdrawal of long-term loans	372,582	374,314
Repayments of long-term loans	-378,176	-336,593
Dividends paid	-314,974	-298,012
Change in Group pool accounts	-50,003	144,009
Group contributions	166,000	260,000
Net cash provided by / used in financing activities	-230,726	181,635
Net increase / decrease in bank and cash	**-39,467**	**-43,851**
Bank and cash on January 1	205,060	248,912
Bank and cash on December 31	165,593	205,060

Notes to the financial statements of the Parent company

1 Accounting principles

The Parent Company Financial Statements have been prepared in accordance with the Finnish Generally Accepted Accounting Principles. The financial statements are presented in euros.

Foreign currency translations

Transactions in foreign currencies are recorded at the rates of exchange prevailing at the date of the transaction. At the end of the accounting period, monetary items are valued at the rate of exchange prevailing at the end of period.

Tangible and intangible assets

Tangible and intangible assets are valued at historical cost, less accumulated depreciation according to plan. Land and water areas are not depreciated.

Depreciation and amortization is calculated on a straight-line basis over the expected useful lives of the assets as follows:

Computer software	3–5 years
Other intangibles	10 years
Buildings	20–25 years
Machinery and equipment	3–5 years
Other tangible assets	20 years

Financial instruments

Metso's financial risk management is carried out by a central treasury department (Group Treasury) under the policies approved by the Board of Directors. Group Treasury functions in cooperation with the operating units to minimize financial risks in both the Parent Company and the Group. Long-term debt is initially recognized at fair value, net of transaction costs incurred. In subsequent periods, they are valued at amortized cost using the effective interest rate method. The fair value changes in borrowings covered by fair value hedge are, in respect of hedged risk, recognized through financial income and expenses. Transaction costs arising from issuance of bonds are recognized over the life of the bond using the effective yield method. The unrecognized portion as of the balance sheet date is presented as a decrease in liabilities. Derivatives outside hedge accounting are valued at fair value through profit and loss according to the Finnish Accounting Act 5:2 a §. Forward exchange contracts are measured at fair value. The change in fair value is recognized as income or expense in the income statement. The fair value of forward exchange contracts is determined using forward exchange market rates at the balance sheet date. Bank and cash, as well as securities, consist of cash in bank accounts and investments of liquid funds in interest-bearing instruments. Financial assets are measured at historical cost, less possible impairment loss.

Provisions

Provisions are unrealized costs, for which the company is committed, and which will not provide any income in the future, and which are likely to occur. Provision changes are included in profit and loss.

Leases

Leases of assets, where the lessor retains all the risks and benefits of ownership, are classified as operating leases. Payments made under operating lease agreements are expensed on a straight-line basis over the lease periods.

Income taxes

Income tax expense includes taxes calculated for the financial year, adjustments to prior year taxes, and changes in the deferred taxes. Deferred tax liability or asset has been determined for all temporary differences in between the tax bases of assets and liabilities and their amounts in financial reporting, using the enacted tax rates effective for the future years. Deferred tax liabilities are recognized in the balance sheet in full, and deferred tax assets are recognized when it's probable that there will be sufficient taxable profit against which the asset can be utilized.

2 Sales

EUR thousand	2025	2024
Sales	25,053	24,506
Total	**25,053**	**24,506**

Sales consists of service fees from subsidiaries.

3 Other operating income

EUR thousand	2025	2024
Gain on sale of fixed assets	26	7
Foreign exchange gains	17,778	–
Other	477	330
Total	**18,281**	**337**

4 Personnel expenses

EUR thousand	2025	2024
Salaries and wages	-18,642	-20,584
Pension costs	-3,101	-2,706
Other indirect employee costs	-898	-397
Total	**-22,640**	**-23,687**

Remuneration paid to Chief Executive Officer and Board members

EUR thousand	2025	2024
Chief Executive Officer	-1,173	-4,462
Board members	-989	-1,022
Total	**-2,162**	**-5,484**

Remuneration of the CEO, the leadership team and the Board is presented in note 1.5 of the Consolidated financial statements.

Number of personnel

	2025	2024
Personnel at end of year	169	145
Average number of personnel during the year	157	144

5 Depreciation and amortization

Depreciation and amortization expenses

EUR thousand	2025	2024
Capitalized software	-127	-173
Other intangible assets	–	-14
Machinery and equipment	–	-6
Total	**-127**	**-193**

6 Other operating expenses

EUR thousand	2025	2024
Foreign exchange losses	–	-1,081
Other	-28,266	-22,567
Total	**-28,266**	**-23,648**

7 Audit fees

EUR thousand	2025	2024
Audit	-728	-578
Assurance services	-403	-436
Total	**-1,132**	**-1,014**

8 Finance income and expenses

EUR thousand	2025	2024
Dividends received from		
Group companies	202,312	122,161
Total	202,312	122,161
Interest income from investments from		
Group companies	81,277	60,382
Total	81,277	60,382
Other interest and financial income from		
Group companies	28,279	34,796
Others	6,929	12,373
Fair value change in derivatives	1,172	–
Total	36,380	47,169
Interest and financial income, total	**319,969**	**229,712**
Interest expenses to		
Group companies	-11,703	-13,137
Others	-92,527	-84,931
Total	-104,229	-98,068
Other financial expenses		
Fair value change in derivatives	–	-743
Exchange rate differences	-383	-7,929
Others	-9,178	-6,745
Total	-9,561	-15,416
Interest and other financial expenses, total	**-113,790**	**-113,485**
Financial income and expenses, net	**206,179**	**116,227**

9 Appropriations

EUR thousand	2025	2024
Group contributions received	193,700	166,000

10 Income taxes

EUR thousand	2025	2024
Income taxes on operating activities	-39,465	-29,458
Income taxes for prior years	77	606
Change in deferred taxes	-33	99
Total	**-39,421**	**-28,753**

11 Fixed assets

2025

EUR thousand	Patents and licenses	Capitalized software	Other intangible assets	Intangible assets total	Land areas	Buildings and structures	Machinery and equipment	Tangible assets total	Total
Acquisition cost Jan 1	1,539	2,374	289	4,203	156	733	133	1,022	5,225
Acquisition cost Dec 31	1,539	2,374	289	4,203	156	733	133	1,022	5,225
Accumulated depreciation Jan 1	-1,539	-2,140	-289	-3,969	–	-733	-70	-804	-4,772
Depreciation for the period	–	-127	–	-127	–	–	–	–	-127
Accumulated depreciation Dec 31	-1,539	-2,267	-289	-4,096	–	-733	-70	-804	-4,899
Net carrying value Dec 31	**–**	**107**	**–**	**107**	**156**	**–**	**63**	**218**	**325**

2024

EUR thousand	Patents and licenses	Capitalized software	Other intangible assets	Intangible assets total	Land areas	Buildings and structures	Machinery and equipment	Tangible assets total	Total
Acquisition cost Jan 1	1,539	2,374	289	4,203	156	733	334	1,223	5,425
Decreases	–	–	–	–	–	–	-201	-201	-201
Acquisition cost Dec 31	1,539	2,374	289	4,203	156	733	133	1,022	5,225
Accumulated depreciation Jan 1	-1,539	-1,967	-275	-3,781	–	-733	-264	-997	-4,778
Accumulated depreciation of decreases	–	–	–	–	–	–	199	199	199
Depreciation for the period	–	-173	-14	-188	–	–	-6	-6	-193
Accumulated depreciation Dec 31	-1,539	-2,140	-289	-3,969	–	-733	-70	-804	-4,772
Net carrying value Dec 31	**–**	**234**	**–**	**234**	**156**	**–**	**63**	**218**	**452**

12 Investments

2025

	Shares in Group companies	Other shares	Receivables from Group companies	Other investments total
Acquisition cost at Jan 1	1,250,467	594	897,164	897,758
Additions	–	–	1,015,117	1,015,117
Decreases	–	–	-1,067,024	-1,067,024
Acquisition cost Dec 31	**1,250,467**	**594**	**845,258**	**845,852**
Net carrying value at Dec 31	**1,250,467**	**594**	**845,258**	**845,852**

2024

	Shares in Group companies	Other shares	Receivables from Group companies	Other investments total
Acquisition cost at Jan 1	1,245,232	594	510,001	510,595
Additions	5,235	–	1,122,925	1,122,925
Decreases	–	–	-735,762	-735,762
Acquisition cost Dec 31	**1,250,467**	**594**	**897,164**	**897,758**
Net carrying value at Dec 31	**1,250,467**	**594**	**897,164**	**897,758**

13 Shareholdings

Subsidiaries on December 31, 2025

Subsidiary	Domicile	Ownership, %
International Project Services Ltd. Oy	Finland	44.50
Metso Canada Inc.	Canada	100.00
Metso Captive Insurance Limited	United Kingdom	100.00
Metso Chile S.A.	Chile	24.75
Metso Finland Oy	Finland	100.00
Metso France SAS	France	100.00
Metso Metals Oy	Finland	100.00
Metso Mexico SA de CV	Mexico	10.10
Metso Outotec Morocco LLC	Morocco	100.00
Metso Outotec New Material Technology (Shanghai) Co., Ltd.	China	100.00
Metso Ecuador S.A.	Ecuador	99.90
Metso Perú SA	Peru	10.18
Metso Poland Sp. z o.o.	Poland	46.30
Metso South Africa Pty Ltd	South-Africa	15.30
Metso USA Inc	United States	100.00
Metso Zambia Ltd	Zambia	16.70
Outotec Africa Holdings (Pty) Ltd	South-Africa	100.00
Outotec Holding GmbH	Germany	100.00
Outotec International Holdings Oy	Finland	100.00
Outotec Tecnologia Brazil Ltda	Brazil	83.82
Rauma Oy	Finland	100.00

14 Specification of receivables

Long-term receivables

EUR thousand	2025	2024
Deferred tax asset	160	193
Derivatives	6,170	8,959
Long-term receivables total	**6,330**	**9,152**

Short-term receivables

EUR thousand	2025	2024
Trade receivables from		
Group companies	38,087	50,179
Others	–	1,445
Total	**38,087**	**51,624**
Loan receivables from		
Group companies	642,969	745,854
Total	**642,969**	**745,854**
Prepaid expenses and accrued income from		
Group companies	302,574	227,969
Others	52,512	51,634
Total	**355,086**	**279,603**
Other receivables		
VAT receivable	–	1,676
Other receivables	15	27
Total	**15**	**1,702**
Short-term receivables total	**1,036,156**	**1,078,784**

Specification of prepaid expenses and accrued income

EUR thousand	2025	2024
Prepaid expenses and accrued income from Group companies		
Group contribution receivables	193,700	166,000
Accrued interest income	64,936	34,289
Accrued derivatives	24,173	26,682
Other accrued items	19,765	997
Total	**302,574**	**227,969**
Prepaid expenses and accrued income from others		
Accrued derivatives	24,554	33,500
Other accrued items	27,958	18,134
Total	**52,512**	**51,634**

15 Statement of changes in shareholders' equity

EUR thousand	2025	2024
Share capital on Jan 1	107,186	107,186
Share capital on Dec 31	107,186	107,186
Share premium fund on Jan 1	20,180	20,180
Share premium fund on Dec 31	20,180	20,180
Treasury shares on Jan 1	-13,381	-22,515
Change	3,435	9,134
Treasury change on Dec 31	-9,946	-13,381
Invested non-restricted equity fund on Jan 1	435,805	434,272
Change	1,108	1,533
Invested non-restricted equity fund on Dec 31	436,913	435,805
Reserve for cash hedges on Jan 1	482	–
Change	386	482
Reserve for cash hedges on Dec 31	869	482
Retained earnings on Jan 1	663,462	730,507
Dividend distribution	-314,549	-297,832
Retained earnings on Dec 31	348,913	432,674
Profit for the year	352,759	230,788
Total shareholders' equity on Dec 31	**1,256,875**	**1,213,735**

Statement of distributable funds on December 31

EUR	2025	2024
Invested non-restricted equity fund	436,913	435,805
Treasury shares	-9,946	-13,381
Retained earnings	348,913	432,674
Profit for the year	352,759	230,788
Total distributable funds	**1,128,640**	**1,085,887**

At the end of the year 2025, Metso Oyj held 1,211,683 own shares (1,621,110 at the end of the year 2024).

16 Long-term liabilities

EUR thousand	2025	2024
Bonds	1,059,836	892,165
Loans from financial institutions	254,545	397,540
Loans from Group companies	21,300	–
Deferred tax liability	217	121
Derivatives	9,223	12,584
Total	**1,345,122**	**1,302,409**

The key principles of bonds are presented in the note 4.5 of the Consolidated financial statements.

Debt maturing after more than in five years

EUR thousand	2025	2024
Bonds	300,000	300,000
Loans from financial institutions	–	50,000
Total	**300,000**	**350,000**

Presented at nominal value.

17 Short-term liabilities

EUR thousand	2025	2024
Current portion of long-term liabilities		
Loans from financial institutions	97,998	127,682
Total	**97,998**	**127,682**
Short-term interest-bearing debt		
Loans from financial institutions	–	29,464
Group pool accounts	295,236	369,639
Total	**295,236**	**399,102**
Trade payables to		
Group companies	14,387	28,310
Others	3,249	2,466
Total	**17,636**	**30,776**
Accrued expenses and deferred income to		
Group companies	21,989	33,292
Others	46,534	80,005
Total	**68,523**	**113,298**
Other short-term non-interest-bearing debt to		
Group companies	327,543	253,576
Others	2,891	1,095
Total	**330,434**	**254,670**
Short-term liabilities total	**809,828**	**925,528**
Short-term liabilities to Group companies total	659,155	684,817

Specification of accrued expenses and deferred income

EUR thousand	2025	2024
Accrued expenses and deferred income to Group companies		
Accrued interest expenses	663	7,682
Accrued derivatives	20,931	25,126
Other accrued items	394	484
Total	**21,989**	**33,292**
Accrued expenses and deferred income to others		
Accrued interest expenses	11,388	7,599
Accrued derivatives	25,996	67,664
Accrued salaries, wages and social costs	4,575	4,535
Other accrued items	4,574	208
Total	**46,534**	**80,005**

18 Other contingencies

Guarantees and mortgages

EUR thousand	2025	2024
Corporate guarantees on behalf of group companies	447,799	571,118
Bank guarantees on behalf of group companies	646,619	707,065
Total	**1,094,418**	**1,278,183**

Lease commitments

EUR thousand	2025	2024
Payments in the following year	389	224
Payments later	55,226	10,775
Total	**55,615**	**10,998**

19 Derivative instruments

EUR thousand	2025	2024
Net fair values		
Contracts made with financial institutions		
Foreign exchange forward contracts	-1,446	-33,807
Interest rate swaps	-3,053	-3,625
Contracts made with subsidiaries		
Foreign exchange forward contracts	1,915	2,361
Total	**-2,584**	**-35,071**
Nominal values		
Contracts made with financial institutions		
Foreign exchange forward contracts	3,336,766	3,515,028
Interest rate swaps	455,000	505,000
Contracts made with subsidiaries		
Foreign exchange forward contracts	2,431,909	2,403,483
Total	**6,223,675**	**6,423,511**

List of account books used in Parent company

Account book	Voucher class
General journal and general ledger	
Specifications of accounts receivable and payable	
Bank vouchers	16,26,43 / DZ, KZ, SB
Sales invoices	RV,10,11,17 / DR, DA, NZ
Purchase invoices	KR,20,27,69 / KR, KA, NZ, SR
Payroll accounting with vouchers	33 / 21
Journal entries	01,02,03,04,05,10,21,22,23,30,32,39,54,55,60,64,76,79 / AA, AF, DA, 21, 22, 23, AB, 32, M6, S5, SR, UE
Journal entries	34,35, 36, SR
Notes vouchers	

All above mentioned account books are archived in electronic format.

Signatures of the Board of Directors' report and financial statements 2025

This financial statement has been prepared in accordance with applicable accounting regulations and it gives a true and fair view of the assets, liabilities, financial position, and profit and loss of both Metso Corporation and its subsidiaries included in the consolidated financial statements. The report of the Board of Directors gives a truthful summary of the development and result of Metso Group's business, as well as a description of the most significant risks, uncertainties, and other aspects of the company. The sustainability report included in the Board of Directors' report has been prepared in accordance with the reporting standards referred to in Chapter 7 of the Finnish Accounting Act and Article 8 of the Taxonomy Regulation.

Espoo, February 11, 2026

Kari Stadigh
Chair of the Board

Klaus Cawén
Vice Chair of the Board

Brian Beamish
Member of the Board

Terhi Koipijärvi
Member of the Board

Niko Pakalén
Member of the Board

Reima Rytsölä
Member of the Board

Anders Svensson
Member of the Board

Eriikka Söderström
Member of the Board

Arja Talma
Member of the Board

Sami Takaluoma
President and CEO

Auditor's note

Our auditor's report has been issued today.

Espoo, February 11, 2026

Ernst & Young Oy
Authorized Public Accountant Firm

Toni Halonen
APA

Auditor's Report

(Translation of the Finnish original)
To the Annual General Meeting of Metso Corporation

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Metso Corporation (business identity code 0828105-4) for the year ended 31 December, 2025. The financial statements comprise the consolidated balance sheet, income statement, statement of comprehensive income, statement of changes in equity, statement of cash flows and notes, including material accounting policy information, as well as the parent company's balance sheet, income statement, statement of cash flows and notes.

In our opinion
- the consolidated financial statements give a true and fair view of the group's financial position, financial performance and cash flows in accordance with IFRS Accounting Standards as adopted by the EU. the financial statements give a true and fair view of the parent company's financial performance and financial position in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements.

Our opinion is consistent with the additional report submitted to the Audit and Risk Committee.

Basis for Opinion

We conducted our audit in accordance with good auditing practice in Finland. Our responsibilities under good auditing practice are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report.

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 audit, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

In our best knowledge and understanding, the non-audit services that we have provided to the parent company and group companies are in compliance with laws and regulations applicable in Finland regarding these services, and we have not provided any prohibited non-audit services referred to in Article 5(1) of regulation (EU) 537/2014. The non-audit services that we have provided have been disclosed in *note 6.1* to the consolidated financial statements.

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

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

We have fulfilled the responsibilities described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

We have also addressed the risk of management override of internal controls. This includes consideration of whether there was evidence of management bias that represented a risk of material misstatement due to fraud.

Key Audit Matter for the audit of the consolidated financial statements	How our audit addressed the Key Audit Matter

Revenue recognition over time, including valuation of project receivables and project loss provisions

The accounting principles and disclosures about revenue, project receivables and project loss provisions are included in Note 1.2, Note 2.2 and Note 2.6.

Metso delivers to its customers customized engineered solutions, where the signing of a delivery contract and the final acceptance of a delivery by the customer may take place in different financial periods. In accordance with Metso's accounting principles, revenue from such projects is recognized over time. The recognition of revenue and the estimation of the outcome of a project require significant management judgment, in particular with respect to estimating the stage of completion and cost to complete. Significant judgment is also required to assess the recoverability of project receivables and particularly to determine the project loss provision when it is expected that the total costs will exceed the total revenues from the delivery contract. Based on above, revenue recognition over time, including valuation of project receivables and project loss provisions, was a key audit matter.

This matter was also a significant risk of material misstatement referred to in EU Regulation No 537/2014, point (c) of Article 10(2).

Our audit procedures to address the risk of material misstatement in respect of the revenue recognition over time, including valuation of project receivables and project loss provisions, included, among others:

- Assessment of the Group's accounting policies over revenue recognition over time and valuation of project receivables and project loss provisions.
- Inspection of the project documentation such as contracts, legal opinions and other written communication.
- Evaluation of financial development and status of projects by
  - analyzing the changes in assumptions relating to estimated revenues and costs, receipts of project payments and loss provisions, and
  - discussions with different levels of the organization including project management and group management.
- Evaluation of the appropriateness of the Group's disclosures in respect of revenue recognition over time and valuation of projects receivables and project loss provisions.

Key Audit Matter for the audit of the consolidated financial statements	How our audit addressed the Key Audit Matter

Revenue recognition

The accounting principles and disclosures about revenues are included in Note 1.2.

Metso provides standardized equipment and wear and spare parts to customers. According to the Group's accounting policies sales are recognized at an amount that reflects the consideration which Metso expects to receive in exchange for transferring goods or services to a customer. Sales are recognized when the control of goods or services is transferred to a customer. Control is transferred either at a point in time or over time.

The terms and conditions of sales contracts vary by market and revenue is a key performance measure used in the Metso Group, which may create an incentive for the premature recognition of revenues.

Revenue recognition is a key audit matter and a significant risk of material misstatement as defined by EU Regulation No 537/2014, point (c) of Article 10(2) due to the significant risk relating to correct timing of revenue recognition.

Our audit procedures to address the risk of material misstatement in respect of correct timing of revenue recognition included among others:

- Assessing the Group's accounting policies over revenue recognition compared to applicable accounting standards;
- Gaining an understanding of the revenue recognition process including related accruals and testing controls;
- Data analytical procedures, for example, analyzing the conversion of revenue to cash received;
- Familiarizing ourselves with the contractual terms in sales agreements;
- Testing the revenue cut-off with analytical procedures and with a sample test of details on a transaction level on either side of the balance sheet date; and
- Assessment of the Group´s disclosures in respect of revenues.

Key Audit Matter for the audit of the consolidated financial statements	How our audit addressed the Key Audit Matter

Valuation of goodwill

The accounting principles and disclosures about goodwill are included in Note 3.1.

As of balance sheet date December 31, 2025, the value of goodwill in continuing operations amounted to 1 277 million euros representing 18 % of the total assets and 48 % of the total equity.

The annual impairment testing of goodwill was based on the management's estimate about the value-in-use of the cash generating units. There are a number of assumptions used to determine the value-in-use of the cash generating units, including revenue growth, margins and the discount rate applied on net cash-flows. The estimated value-in use may vary significantly when underlying assumptions are changed and the changes in above-mentioned individual assumptions may result in an impairment of goodwill.

The valuation of goodwill was a key audit matter because the annual impairment testing included management judgment with respect to the key assumptions used and because of the significance of goodwill to the financial statements.

Our audit procedures in respect of valuation of goodwill included, among others:

- Evaluation of the determination of cash generating units and the goodwill allocated to those units.
- Involvement of our valuation specialists to assist us in evaluating the key assumptions used in impairment testing by comparing the management's assumptions to externally derived data and to our independently calculated industry averages, in particular those relating to
- the forecasted revenue growth,
  - the forecasted margin and
  - the weighted average cost of capital used
  - to discount the net cash-flows.
- Testing of the accuracy of the impairment calculations prepared by the management and comparison of the sum of discounted cash flows against Metso's market capitalization.
- Evaluation of the adequacy of the disclosures of the impairment testing results.

Responsibilities of the Board of Directors and the Managing Director for the Financial Statements

The Board of Directors and the Managing Director are responsible for the preparation of consolidated financial statements that give a true and fair view in accordance with IFRS Accounting Standards as adopted by the EU, and of financial statements that give a true and fair view in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors and the Managing Director are responsible for assessing the parent company's and the group's ability to continue as going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting. The financial statements are prepared using the going concern basis of accounting unless there is an intention to liquidate the parent company or the group or cease operations, or there is no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance on whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with good auditing practice will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with good auditing practice, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit 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.
- Obtain an understanding of internal control relevant to the audit in order to design audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the parent company's or the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the parent company or the group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events so that the financial statements give a true and fair view.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication..

Other Reporting Requirements

Information on our audit engagement

We were first appointed as auditors by the Annual General Meeting on 30.3.2020, and our appointment represents a total period of uninterrupted engagement of five years.

Other information

The Board of Directors and the Managing Director are responsible for the other information. The other information comprises the report of the Board of Directors and the information included in the Annual Report, but does not include the financial statements and our auditor's report thereon. We have obtained the report of the Board of Directors prior to the date of this auditor's report, and the Annual Report is expected to be made available to us after that date.

Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. With respect to report of the Board of Directors, our responsibility also includes considering whether the report of the Board of Directors has been prepared in compliance with the applicable provisions, excluding the sustainability report information on which there are provisions in Chapter 7 of the Accounting Act and in the sustainability reporting standards.

In our opinion, the information in the report of the Board of Directors is consistent with the information in the financial statements and the report of the Board of Directors has been prepared in compliance with the applicable provisions. Our opinion does not cover the sustainability report information on which there are provisions in Chapter 7 of the Accounting Act and in the sustainability reporting standards.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Other statements based on law

Our responsibility is to, based on our audit, express an opinion on the registration and publication of the income tax report required in Chapter 7 b of the Accounting Act.

The Board of Directors and the Managing Director are responsible for the registration and the publication of the income tax report.

In our opinion, the company has not been obliged to register and publish an income tax report referred to in Chapter 7 b of the Accounting Act for the financial year immediately preceding the financial year.

Espoo 11 February 2026

Ernst & Young Oy
Authorized Public Accountant Firm

Toni Halonen
Authorized Public Accountant

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.

Espoo 11 February 2026

Ernst & Young Oy
Authorized Sustainability Audit Firm

Toni Halonen
Authorized Sustainability Auditor

(Translation of the Finnish original)

Independent Auditor's Report on the ESEF Consolidated Financial Statements of Metso Corporation

To the Board of Directors of Metso Corporation

We have performed a reasonable assurance engagement on the financial statements 549300R0VN9C371W0E07-2025-12-31-fi.zip of Metso Corporation (y-identifier: 0828105-4) that have been prepared in accordance with the Commission's regulatory technical standard for the financial year ended 31.12.2025.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the company's report of Board of Directors and financial statements (the ESEF financial statements) in such a way that they comply with the requirements of the Commission's regulatory technical standard. This responsibility includes:

- preparing the ESEF financial statements in XHTML format in accordance with Article 3 of the Commission's regulatory technical standard
- tagging the primary financial statements, notes and company's identification data in the consolidated financial statements that are included in the ESEF financial statements with iXBRL tags in accordance with Article 4 of the Commission's regulatory technical standard and ensuring the consistency between the ESEF financial statements and the audited financial statements.

The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of ESEF financial statements in accordance the requirements of the Commission's regulatory technical standard.

Auditor's Independence and Quality Management

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

The firm applies International Standard on Quality Management (ISQM) 1, which requires the 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.

Auditor's Responsibilities

Our responsibility is to, in accordance with Chapter 7, Section 8 of the Securities Markets Act, provide assurance on the financial statements that have been prepared in accordance with the Commission's technical regulatory standard. We express an opinion on whether the consolidated financial statements that are included in the ESEF financial statements have been tagged, in all material respects, in accordance with the requirements of Article 4 of the Commission's regulatory technical standard.

Our responsibility is to indicate in our opinion to what extent the assurance has been provided. We conducted a reasonable assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000.

The engagement includes procedures to obtain evidence on:

- whether the primary financial statements in the consolidated financial statements that are included in the ESEF financial statements have been tagged, in all material respects, with iXBRL tags in accordance with the requirements of Article 4 of the Commission's regulatory technical standard and
- whether the notes and company's identification data in the consolidated financial statements that are included in the ESEF financial statements have been tagged, in all material respects, with iXBRL tags in accordance with the requirements of Article 4 of the Commission's regulatory technical standard and
- whether there is consistency between the ESEF financial statements and the audited financial statements.

The nature, timing and extent of the selected procedures depend on the auditor's judgement. This includes an assessment of the risk of material deviations due to fraud or error from the requirements of the Commission's technical regulatory standard.

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

Opinion

Our opinion pursuant to Chapter 7, Section 8 of the Securities Markets Act is that the primary financial statements, notes and company's identification data in the consolidated financial statements that are included in the ESEF financial statements of Metso Corporation 549300R0VN9C371W0E07-2025-12-31-fi.zip for the financial year ended 31.12.2025 have been tagged, in all material respects, in accordance with the requirements of the Commission's regulatory technical standard.

Our opinion on the audit of the consolidated financial statements of Metso Corporation for the financial year ended 31.12.2025 has been expressed in our auditor's report dated 11.2.2026. With this report we do not express an opinion on the audit of the consolidated financial statements nor express another assurance conclusion.

Helsinki 3 March 2026

Ernst & Young Oy
Authorized Public Accountant Firm

Toni Halonen
Authorized Public Accountant

Investor information

Investor Relations function and policies

The main task of Investor Relations is to support the correct valuation of Metso's share by providing up-to-date information on matters concerning our operations, operating environment, strategy, objectives, financial performance, and market outlook. Our goal is to provide correct, adequate, and current information regularly and impartially to all market participants. In our work, we aim for promptness, transparency, agility, and excellent service.

Investor Relations is responsible for all investor communications, including contacts with representatives of the capital markets. All investor meeting requests are processed by Investor Relations. In addition to financial reports and actively updated webpages, our investor communications include investor meetings, as well as conferences and seminars in which corporate executives actively participate. We also arrange Capital Markets Day events. In addition, we regularly gather and analyze market information and investor feedback for the top management and the Board of Directors.

During the 21-day period prior to publication of the annual, half-year or interim financial results, we are not in contact with capital market representatives. At other times, we are happy to answer inquiries from analysts and investors by phone, email or at arranged investor meetings. Contact details are available on the following page.

Market estimates and analyst reports

We actively monitor market expectations and will review, if requested by an analyst, their model against publicly available information. However, we do not comment on or take any responsibility for estimates or forecasts published by capital market representatives, and we do not comment on the company's valuation or share price development, give preference to one analyst, or distribute analyst reports to the investment community.

We regularly maintain a list of the analysts following Metso *on our website*.

Market outlook

Metso's market outlook describes the expected sequential development of market activity during the following six-month period using three categories: improve, remain at the current level, or decline.

Current market outlook, published on February 12, 2026

Metso expects the overall market activity to remain at the current level in both Minerals and Aggregates.
In its previously published outlook, Metso expected the overall market activity to remain at the current level in both Minerals and Aggregates.

Guidance on our financial communications

The principle of equality in our investor communications means giving all market participants simultaneous and timely access to the information they need to determine the value of the Metso share in an informed manner. We follow the rules and recommendations of:

- Finnish Corporate Governance Code 2020
- Finnish Companies Act
- Accounting Act
- Finnish Securities Markets Act
- Market Abuse Regulation ((EU) N:o 596/2014 ("MAR"))
- Rules, regulations and guidelines of Nasdaq Helsinki and the Finnish Financial Supervisory Authority

Our disclosure policy has been approved by the Board of Directors and describes the main principles and practices of our stock exchange communications as well as other important disclosure practices we follow. The policy's purpose is to promote reliable and consistent disclosure of information and to describe the decision-making procedures relevant to disclosing market-relevant information. More information and our Disclosure Policy are available *on our website*.

Our releases are divided into three categories: stock exchange releases, corporate press releases and trade press releases. A release category is based on MAR demands, the materiality and relevance of the information and internal guidelines.

Stock exchange releases are used for publishing inside information according to MAR and other matters required by the rules of the stock exchange. Corporate press releases are used for communicating about business events that do not include inside information but are estimated to be newsworthy or of general interest to stakeholders. Trade press releases are used for discussing our products and technology and other topics that are of interest to our customer industries and the trade media.

Our financial reviews and releases, as well as their email subscription, are available in Finnish and English *on our website*. We disclose information about our financial performance according to a schedule announced in advance. Financial information and key figures are disclosed on the Group and segment level.

Financial reporting schedule 2026

Annual report 2025	Week commencing March 23, 2026
Interim report for January–March 2026	April 22, 2026
Half-year financial report 2026	July 24, 2026
Interim report for January–September 2026	October 22, 2026

Shareholder's change of address

Shareholders are kindly asked to notify of changes in their address to the bank, brokerage firm or other account operator with which they have a book-entry account.

Annual General Meeting 2026

Metso's Annual General Meeting to be held on Wednesday, April 22, 2026, at 2.00 p.m. (EEST) at Finlandia Hall at the address Mannerheimintie 13 e, 00100 Helsinki. The reception of attendees who have registered for the General Meeting and the distribution of voting tickets will commence at the meeting venue at 12.30 p.m. (EEST).

Notice of the meeting including all meeting proposals was published as a stock exchange release on February 12, 2026, and is also available on our website.

Important dates related to AGM 2026

Record date of AGM	April 10, 2026
Registration period ends	April 15, 2026, at 10:00 a.m. (EEST)
Annual General Meeting	April 22, 2026
Record date of dividend payment, 1st installment	April 24, 2026
Date of dividend payment, 1st installment	May 4, 2026
Minutes of the meeting available	May 6, 2026, at the latest
Dividend payment 2nd installment	October 2026 (Board of Directors to resolve on October 21, 2026)

Registration and proxies

A shareholder, who is registered in the Company's shareholders' register and who wants to participate in the General Meeting at the meeting venue, must register for the meeting no later than on April 15, 2026, at 10.00 a.m. (EEST) by giving a prior notice of participation. The notice must be received by the Company (or Innovatics Ltd) before the end of the above-mentioned registration period. Registration for the General Meeting and advance voting will commence on February 18, 2026, at 9.00 a.m. (EET). The registration can be done in the following ways:

a) *on Metso's website*, Electronic registration requires strong electronic identification of the shareholder or their legal representative or proxy representative with personal online banking codes or a mobile certificate. If shareholders that are legal persons use Suomi.fi-authorizations, registration requires the authorized person's strong electronic authentication with online banking codes or a mobile certificate.
b) by email to *agm@innovatics.fi*,
c) by telephone to +358 10 2818 909 from Monday to Friday between 9.00–12.00 a.m. and 13.00–16.00 p.m. (EET), or
   When registering by telephone, a shareholder cannot vote in advance.
d) by regular mail to Innovatics Ltd, AGM/Metso Corporation, Ratamestarinkatu 13 A, 00520 Helsinki, Finland.

In connection with the registration, at least the following information is requested: the shareholder's name, personal identification number/date of birth/business ID, contact details, the name of any proxy representative or assistant as well as the date of birth of the proxy representative. The personal data given to Metso or to Innovatics Ltd by shareholders and proxy representatives is only used in connection with the General Meeting and with the processing of related necessary registrations. For further information on how Metso processes personal data, please review Metso's privacy notice regarding the General Meeting, which will be available *on our website*.

The shareholder, their legal representative or proxy representative must be able to prove their identity and/or right of representation at the meeting venue.

Further information on registration and advance voting is available by telephone during the registration period of the General Meeting by calling Innovatics Ltd at +358 10 2818 909 on weekdays from 9:00 a.m. to 12:00 p.m. and from 1:00 p.m. to 4:00 p.m.

Nominee registered shares

A holder of nominee-registered shares has the right to participate in the General Meeting by virtue of such shares, based on which the shareholder on the record date of the General Meeting, on April 10, 2026, would be entitled to be registered in the Company's shareholders' register held by Euroclear Finland Oy.

Further information will also be available *on the Company's website*.

Resolutions of the AGM

Resolutions of the AGM will be published as a stock exchange release without delay after the meeting has finished.

More information about the Annual General Meeting and the meeting proposals are available *on our website*.

IR contacts

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