

GRI Content Index

Abbreviations

- BO** Business overview
- FR** Financial review
- CG** Corporate governance
- RR** Remuneration report

Abbreviations

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

Statement of use	Metso's sustainability reporting incorporates Global Reporting Initiative (GRI standards) indicators and industry-specific indicators from the Sustainability Accounting Standards Board's (SASB) Industrial Machinery & Goods Standard for the period January 1, 2024–December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021

General disclosures

GRI standard/ other source	Disclosure	Location	Additional information / Omission	Cross-reference UNGC SDG
GRI 2: General Disclosures 2021	2-1 Organizational details	Location of operations: Metso in brief, BO, p. 4 FR, p. 131 3.1.9. Metrics S1-6, Sustainability statement, FR	Metso Corporation Location: Espoo, Finland Metso Corporation is a public company and its shares are listed on the Nasdaq Helsinki.	
	2-2 Entities included in the organization's sustainability reporting	FR, p. 131	All Group companies are included in the reporting. Metso has classified two of its businesses as discontinued operations starting from September 30, 2023. Consequently, the figures for 2024 related to the consolidated statement of income are presented separately from the continuing operations and comparative figures for 2023 have been restated accordingly. More information is disclosed under Note 10. Discontinued operations.	
	2-3 Reporting period, frequency and contact point		January 1, 2024–December 31, 2024 (same for sustainability and financial data) Reporting cycle: Annual Reporting contact: satu.man@metso.com Date of most recent report: Metso's GRI supplement 2023 was published in March 2024.	
	2-4 Restatements of information		This is Metso's first year of reporting according to ESRS standards and no historical information has been restated.	
	2-5 External assurance	Assurance Statement, FR, p. 153	Metso's Sustainability statement 2024 has been externally assured by EY.	
	2-6 Activities, value chain and other business relationships	Metso in brief, BO, p. 4 Strategy, BO, p. 12 3.2. Workers in the value chain, FR		SDG 12
	2-7 Employees	3.1.9. Metrics S1-6, Sustainability statement, FR	The share of the organization's activities performed by workers who are not Metso employees is not significant. Metso did not have any significant variations in employment numbers during the reporting period. Employee data has been compiled from Metso's global HR information system.	UNGC Principle 6 SDG 8
	2-8 Workers who are not employees	3.1.9. Metrics S1-7, Sustainability statement, FR		
	2-9 Governance structure and composition	CG, p. 5 1.4. Sustainability governance, Sustainability statement, FR		
	2-10 Nomination and selection of the highest governance body	Shareholder's Nomination Board, CG, p. 6	Factors considered are included in the Corporate governance statement.	
	2-11 Chair of the highest governance body	Metso Board of Directors, CG, p. 6		
	2-12 Role of the highest governance body in overseeing the management of impacts	Board and Board committees, CG, p. 7 2.3. Climate change, Sustainability statement, FR		
	2-13 Delegation of responsibility for managing impacts	Metso's governance structure, CG, p. 5 2.3. Climate change, Sustainability statement, FR		

GRI standard/ other source	Disclosure	Location	Additional information / Omission	Cross-reference UNGC SDG
2-14	Role of the highest governance body in sustainability reporting	1.4. Sustainability governance, Sustainability statement, FR		
2-15	Conflicts of interest	2.3. Climate change, Sustainability statement, FR		
2-16	Communication of critical concerns	Insider transactions, CG, p. 16		
2-17	Collective knowledge of the highest governance body	Internal controls, CG, p. 13		
2-18	Evaluation of the performance of the highest governance body	1.4. Sustainability governance, Sustainability statement, FR		
2-19	Remuneration policies	3.1.9. Metrics S1-9, Sustainability statement, FR		
2-20	Process to determine remuneration	Board Charter section 9: Available on Metso's website		
2-21	Annual total compensation ratio	Board and Board committees, CG, p. 7		
2-22	Statement on sustainable development strategy	Metso's Board composition and remuneration, CG, p. 7		
2-23	Policy commitments	Board remuneration, FR, p. 142		
2-24	Embedding policy commitments	Remuneration of the Board of Directors, RR, p. 7		
2-25	Processes to remediate negative impacts	Remuneration and Company performance, RR, p. 5		
2-26	Mechanisms for seeking advice and raising concerns	Remuneration and Company performance, RR, p. 5		
2-27	Compliance with laws and regulations	From the CEO, BO, p. 5		
2-28	Membership associations	1.4.6. Risk management systems and policies, Sustainability statement, FR		UNGC Principle 10 SDG 8
2-29	Approach to stakeholder engagement	4.1. Governance information, Sustainability statement, FR		
2-30	Collective bargaining agreements	1.4.6. Risk management systems and policies, Sustainability statement, FR	Only partial information reported.	
		4.1. Governance information, Sustainability statement, FR	Omission: Information unavailable (c, d and e). Information collection is starting in the coming years.	UNGC Principle 10 SDG 8
		CG, p. 14	No significant instances of non-compliance with laws and regulations during the reporting period.	
		4.1.6. Responsible business conduct and prevention and detection of corruption and bribery, Sustainability statement, FR		
		Membership in associations, Available on Metso's website		
		1.5. Stakeholder engagement, Sustainability Statement, FR		
		3.1.9. Metrics S1-8, Sustainability statement, FR		UNGC Principle 3



Material topics

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



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



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

Metso topics

Material topic	Disclosure	Location	Cross-reference UNGC SDG
Metso topic: Sustainability targets set in R&D projects	Percentage of R&D projects that include a sustainability target	2.3. Climate change, Sustainability statement, FR	SDG 6, 12, 13
Metso topic: Supplier sustainability	Number of supplier sustainability audits Suppliers' SBT CO ₂ emission targets	2.3. Climate change, Sustainability statement, FR Sustainability-linked finance framework KPI	UNGC Principle 4, 5 SDG 12
Metso topic: Metso Plus	Metso Plus sales	2.1 Metso Plus offering and innovations to our customers, Sustainability statement, FR 2.3. Climate change, Sustainability statement, FR Sustainability-linked finance framework KPI	UNGC Principle 8 SDG 9
Metso topic: Employee engagement and satisfaction	Employee engagement survey	3.1. Own workforce, Sustainability statement, FR	SDG 8
Metso topic: Code of Conduct training	Code of Conduct training participation rate	4.1. Governance information, Sustainability statement, FR	UNGC Principle 1

SASB Industrial Machinery and Goods -indeksi

Topic	Accounting Metric	Unit of measure	Code	Page number/information/omission
Energy Management	1. Total energy consumed	Gigajoules (GJ)	RT-IG-130a.1	2.3.9. Metrics - Energy consumption and mix, Sustainability statement, FR
	2. Percentage grid electricity	%	RT-IG-130a.1	96%
	3. Percentage renewable energy	%	RT-IG-130a.1	47%
Employee Health and Safety	1. Total recordable incident rate (TRIR)	Rate	RT-IG-320a.1	3.1.9. Metrics S1-14, Sustainability statement, FR (per million hours worked)
	2. Fatality rate	Rate	RT-IG-320a.1	3.1.9. Metrics S1-14, Sustainability statement, FR (number of fatalities)
	3. Near-miss frequency rate (NMFR)	Rate	RT-IG-320a.1	3.1.9. Metrics S1-14, Sustainability statement, FR (per million hours worked)
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons per 1,000 ton-miles	RT-IG-410a.1	Information not available.
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	RT-IG-410a.2	Information not available.
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon	RT-IG-410a.3	Information not available.
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Grams per kilowatt-hour	RT-IG-410a.4	Information not available and not applicable for marine diesel engines.
Materials Sourcing	Description of the management of risks associated with the use of critical materials		RT-IG-440a.1	Metso acknowledges the increasing concern related to the human rights issues of sourcing ores and metals from conflict areas and that conflict minerals must only be sourced in accordance with applicable laws, including but not limited to the Dodd-Frank Wall Street Reform and Consumer Protection Act and the EU Conflicts Minerals Regulations. Metso's procurement management tool has a follow-up if suppliers have systems and processes for managing the risks related to conflict minerals as required by the EU Conflict Minerals Regulation. Related to restricted substances, suppliers are asked to inform if the components provided by the supplier contain substances that are listed on the REACH list or if the supplier provides products that contain RoHS substances in concentrations over the limit.
Remanufacturing Design and Services	Revenue from remanufactured products and remanufacturing services	Reporting currency	RT-IG-440b.1	Service and Consumables business' revenue from upgrades, modernizations and repairs in 2024 was EUR 410 million.

