



Metso

2024

BUSINESS OVERVIEW

Metso's Annual report 2024 consists of four sections.

METSO CHANNELS

- > [metso.com](https://www.metso.com)
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Business overview

Metso in brief and our strategy



Financial review

Board of director's report including externally assured sustainability statement, financial statements and investor information



Corporate governance statement

Corporate governance, internal control and risk management systems



Remuneration report

Remuneration of the Board of Directors and the CEO



We are
the partner
for positive
change.

Business overview

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9	Strategy



OUR YEAR 2024

● ORDERS RECEIVED, EUR MILLION

5,140

● EARNINGS PER SHARE FROM CONTINUING OPERATIONS, EUR

0.59

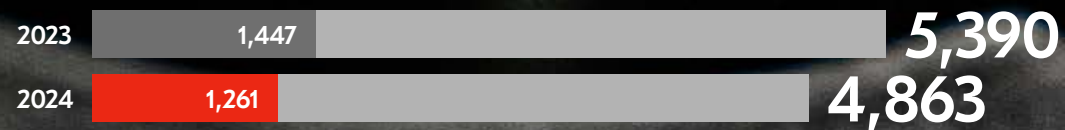
● ADJUSTED EBITA, EUR MILLION

804

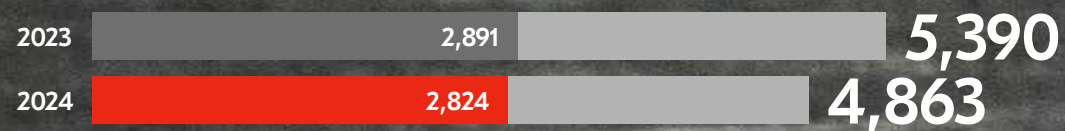
● ADJUSTED EBITA %

16.5%

METSO PLUS* AND TOTAL SALES, EUR MILLION



SERVICES SALES AND TOTAL SALES, EUR MILLION



* Previously Planet Positive.

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.

● COUNTRIES

~50

● NATIONALITIES

100+

● EMPLOYEES

~17k

**New president and CEO
Sami Takaluoma**

Metso's Board of Directors appointed Sami Takaluoma as Metso's new President and CEO, as of November 1, 2024. Metso's previous President and CEO, Pekka Vauramo, continued with the company as per his contract until the end of 2024, ensuring a smooth transition of responsibilities. Sami Takaluoma has been with Metso since 1997 and led Metso's Services business area since 2021. He has been a member of Metso's Leadership Team since 2017.

From the CEO

Year 2024 was one of continued success for Metso. For me personally it marked a big change. After having worked in the company for 27 years and heading its Services business for the past four years, I started as Metso's CEO at the beginning of November.

In 2024, Metso continued implementing the current strategy, focusing on the four top priorities that have proven successful: financial performance, sustainability, performance culture and customer success. I would like to take this opportunity to reflect on the past year and on how we performed in each of them.

Resilient financial performance

Despite navigating through some challenges in the markets due to macroeconomic uncertainties and slower decision-making by our customers, we again not only met our expectations but ended the year with a good order book. We maintained a robust share of services, which is one of the strategic growth areas and cornerstones of our success. Maintaining high profitability has been our key financial goal, and our EBITA remained at the high level of 16%. Both of our segments, Minerals and Aggregates, performed well, and increased their orders or remained at the same level as a year ago.

The strong financial achievement demonstrates the dedication and hard work of the incredible team of Metsonites, and I want to extend my gratitude to each and every one of them.

Safety remains a top priority

While we have made significant progress in our safety performance over the years, we recognize that our journey is far from over. In the industries we operate, the safety of our employees and partners is critically important. In 2024, all Metso managers and supervisors were tasked with identifying unsafe behaviors through safety conversations, and all employees were encouraged to report risk observations. We performed 50 internal safety audits, resulting in approximately 300 corrective actions. Majority of corrective actions have been closed or the implementation is ongoing.

In 2025, safety will again be our top priority. Each Metsonite has a personal safety target, and we will rigorously review our processes, foster effective safety conversations and risk observations, and ensure the completion of comprehensive safety trainings.

Building trust with our customers

Our Net Promoter Score (NPS®) has risen consistently over the years, reflecting the trust and satisfaction of our customers towards Metso. We are committed to further enhancing our customer satisfaction by improving our response rate to inquiries and the timely resolution of cases. The strong correlation between customer and employee engagement is a testament to our collective efforts, and we will continue to build on this positive trend.

**Thriving company culture**

Our employee engagement level soared to an all-time high Employee Net Promote Score (eNPS®) of 58, which is a clear indication of our good workplace culture and the high level of commitment of our employees. In 2024, we made significant improvements in the areas of inclusion, health and wellbeing, leadership and collaboration. Our ongoing culture development initiatives will focus on fostering internal collaboration and collaboration with all our business partners.

Leading the way in sustainability

Our commitment to sustainability is unwavering, and we will strive to lead the industry towards more sustainable practices. To proactively align with the evolving EU legislation on green claims, we renamed our sustainability-focused offering to Metso Plus. This offering, launched in 2022, demonstrates in concrete terms the sustainability-related benefits of Metso's products, relating to energy or water efficiency or the reduction of emissions. Going forward, we will further highlight the customer benefits of this unique offering.

We launched 24 new Metso Plus solutions in 2024, and close to 100% of our R&D project spend went towards projects with energy efficiency, emissions, circularity, water or safety targets.

In addition to making significant sustainability improvements in the mining and aggregates industries through our technologies, we continuously work on minimizing our own environmental footprint. Our own energy generation from renewable sources like solar panels grew by 23%,

and more than 45 energy saving and CO₂ reduction projects were completed during the year. Our supplier engagement program also continued with excellent results: close to 140 new suppliers committed to science-based emission targets.

Looking ahead with enthusiasm

Since stepping into the leadership role in November, I have met a large number of customers, investors, and Metso colleagues from all over the world and I'm deeply impressed by the enthusiasm they have demonstrated towards Metso. Indeed, the company plays a key role in responding to the megatrends that keep affecting and shaping our customer's world, like electrification, urbanization, digitalization and scarcity of natural resources.

I have assembled a new leadership team that is ready to take us to the next level of growth. With this highly competent and dedicated team, we aim to identify new areas of growth and efficiency. I am confident that we will achieve notable milestones together.

In 2025 we continue implementing our current strategy. We also have started a thorough strategy review process aiming to define the roadmap that will secure future growth for the company.

Finally, I want to express my heartfelt thanks to our customers, shareholders, business partners and all Metsonites for yet another successful year for Metso. As we look ahead, I am excited about the opportunities that lie before us and I'm convinced that together we will continue to innovate, grow and lead the industry that plays a crucial role in enabling the modern world.



We have started a thorough strategy review process aiming to define the roadmap that will secure future growth for the company.



OUR BUSINESSES

Metso offers a broad range of products, services and digital solutions for our customers in the aggregates, minerals processing and metals refining industries. Our extensive equipment and aftermarket 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'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





Aggregates

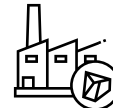
Our Aggregates segment serves quarry and contractor customers by offering crushing and screening equipment to produce or recycle aggregates needed in construction and infrastructure projects.

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, refurbishment or Life Cycle Services.

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

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



Minerals

Metso's mining customers include large global miners, major and mid-sized regional operators, as well as junior miners. We provide equipment, process solutions and plant units for minerals processing, and hydrometallurgical and pyrometallurgical solutions for the recovery and refining of metals.

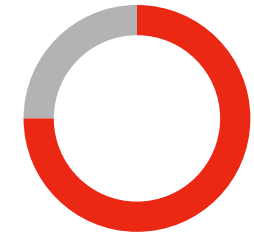
Our unique offering and process expertise for mining customers covers the entire end-to-end process. It starts from professional testing and piloting support at the early stages of projects and encompasses a complete solutions-offering for the whole minerals processing process, from crushing and grinding to separation and filtration solutions, including also 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.

For the non-ferrous and ferroalloys industries, Metso offers a large pyrometallurgy technology portfolio covering most types of smelting processes for treating primary and secondary raw materials. In addition, Metso offers smelting technology for the decarbonization of the iron and steel industry with the recently launched DRI Smelting technology.

Sales by segment



- Minerals 75%
- Aggregates 25%

Share of services sales

58%

Sales by geography



- Europe 18%
- Asia Pacific 21%
- North and Central America 22%
- South America 23%
- Africa, Middle East & India 15%



Metso – Enabling sustainable modern life

MEGATRENDS

- Urbanization
- Electrification
- Sustainability
- Resource scarcity
- AI & digitalization

VISION

To be customers' number one choice for sustainable use of Earth's natural resources. Together we deliver service, reliability, innovation and results – safely.

BRAND PROMISE

We are the partner for positive change

TOP PRIORITIES

- Financial performance
- Customer success
- Sustainability
- Performance culture



AGGREGATES • MINERALS • SERVICES • CONSUMABLES

VALUES



High ambition – always



Customer in center



Getting it done – together



Open and honest





Strategy implementation priority areas

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. In 2024, we continued to implement our strategy across our businesses through four priorities:



Customer success



Sustainability

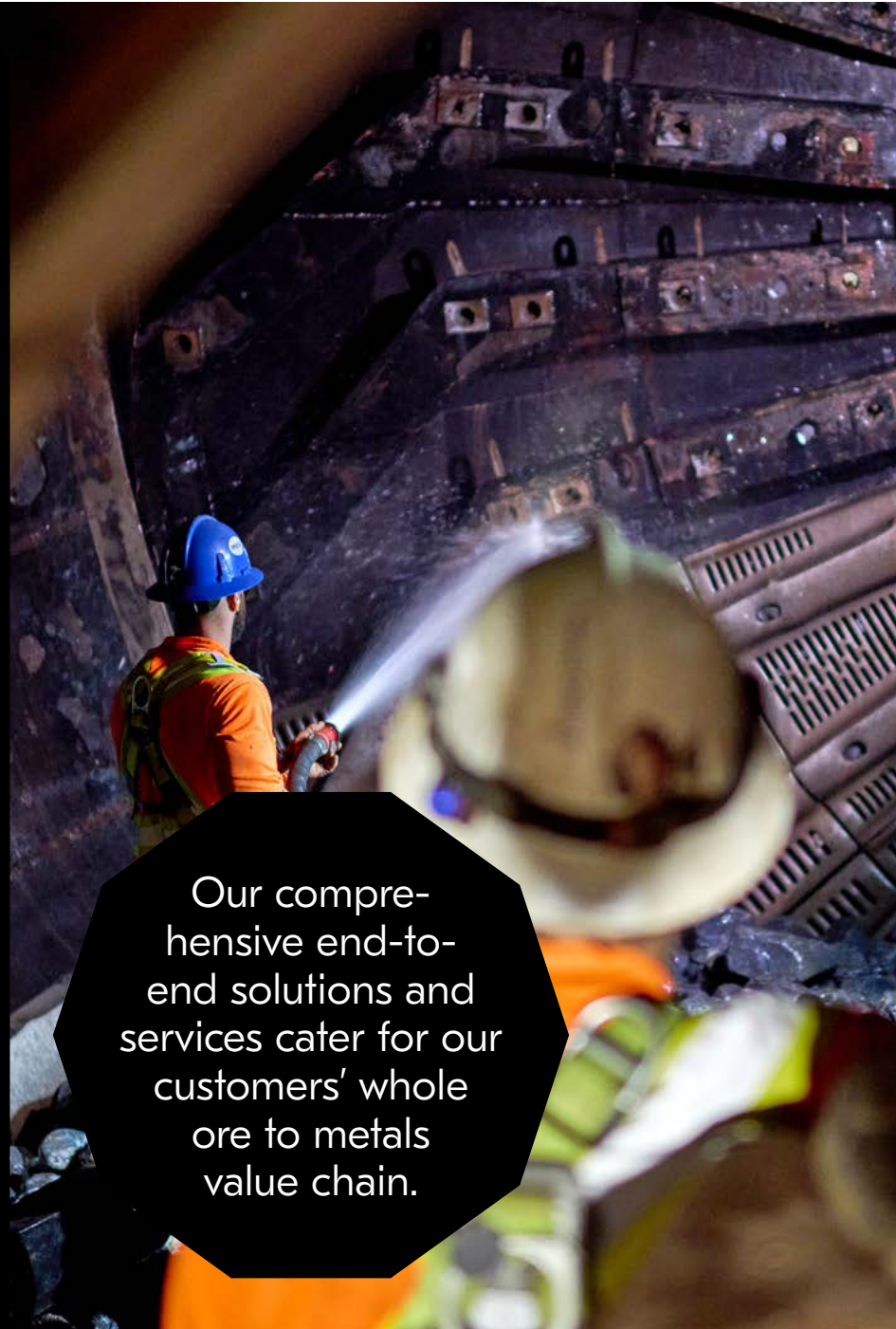


Performance culture



Financial performance





Our comprehensive end-to-end solutions and services cater for our customers' whole ore to metals value chain.

We succeed when our customers succeed

Customer success remains at the core of our strategy. Our comprehensive end-to-end solutions and services cater for our customers' whole ore to metals value chain. We offer digital and automation solutions and technologies that, in addition to being energy and water efficient, reduce emissions and improve circularity and safety. With our industry-leading service expertise and extensive global network, we are always close to the customer.

Our strong innovation and R&D activities and an uncompromising approach to safety benefit our customers. At the core of our offering are the Metso Plus products and services that are more energy or water efficient than the benchmark technology or help our customers achieve their recyclability or other sustainability goals.

Our biggest development opportunities are in customer relationship management. In the short term, we are focusing on improving our customer responsiveness, on-time delivery rate and quality. In the longer term, we aim to create customer value through long-term partnerships, optimized solutions and positive customer experience, supported by our digital capabilities.

We use Net Promoter Score (NPS®) to measure both overall and transaction-based customer satisfaction of both end customers and distributors. Our consolidated NPS has been increasing consistently since 2020. There is a continuous positive trend also in the satisfaction attributes that we ask our customers to rate when they provide us with feedback. NPS results encourage us to further improve the customer experience across the company. As an example, our responsiveness to customers is now

rated clearly higher than earlier. The attributes we are rated most positively for are our safety culture, the quality of our equipment and plants, and the technical expertise of our employees. We also see a strong correlation between our customer and employee NPS.

For aggregates customers, we offer easy-to-buy and easy-to-own solutions for crushing and screening, and also for material processing and land clearing, for example after environmental hazards. Metso's portfolio includes brands and solutions ranging from fit-for-purpose to high-performance: Diamond Z, Jonsson, Lippman, McCloskey, McCloskey Environmental, Metso, MWS Equipment, Screen Machine Industries, Shaorui, Tedd Engineering and Tesab are brands offered to customers. The Metso Plus offering for aggregates customers includes electric, low-noise and low-dust solutions for urban environments. Additionally, expert services and spare and wear parts are available to customers through our own sales network and through more than 250 distributors globally.

Our strengths in minerals processing include industry-leading process expertise and technologically advanced equipment and solutions to support our mining customers' operations, from plant design expertise to equipment, parts and services. Our broad offering, which also includes digital equipment and process performance solutions, provides optimized throughput for practically every stage of mineral recovery. Metso's proprietary flash smelting process utilizes the internal energy of the feed material, minimizing the need for external fuel and making the process very energy efficient.





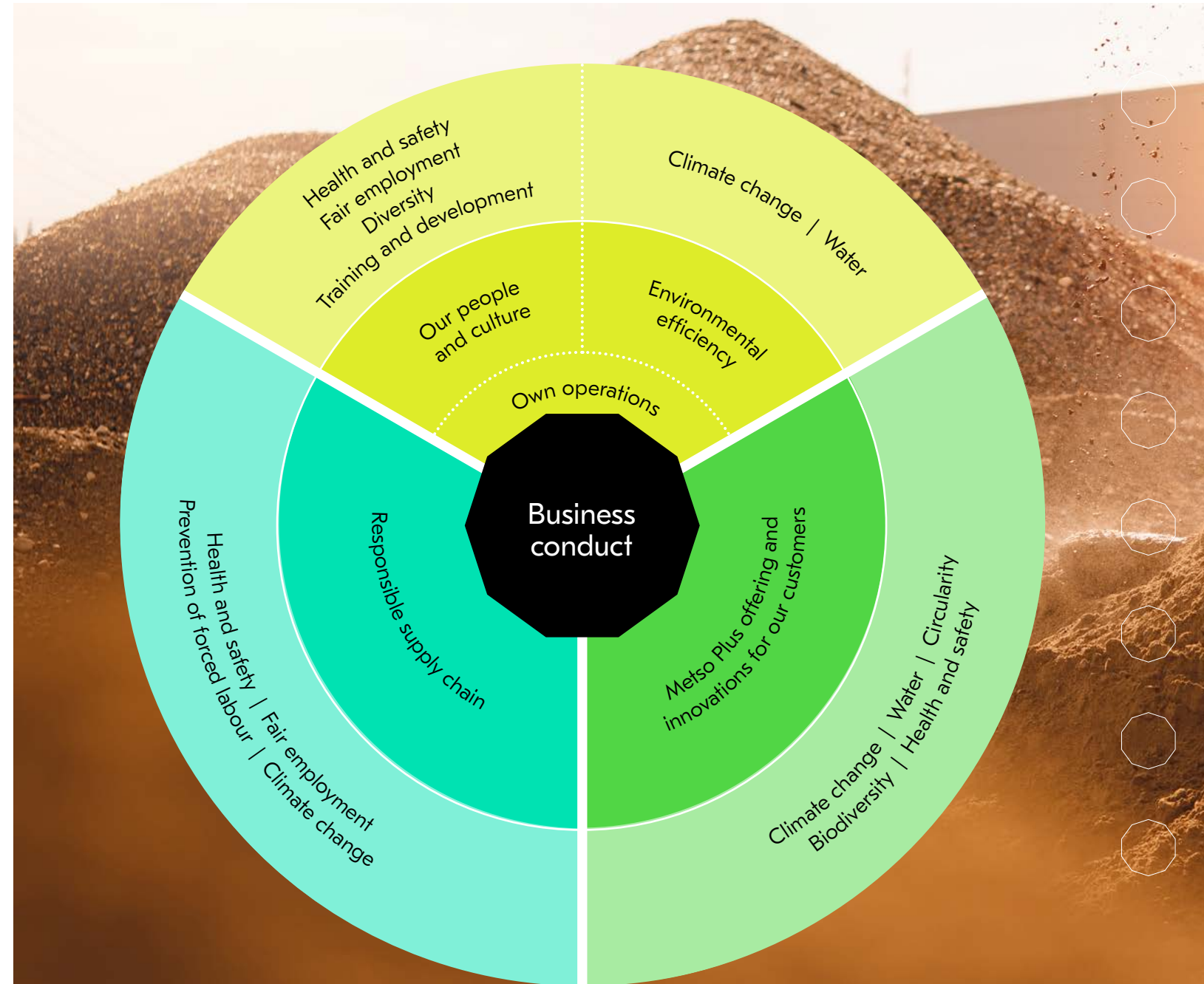
Sustainability is at the core of our strategy

Our overriding priority is to work with our customers, suppliers and communities to make aggregates and minerals processing and metals refining more sustainable. Offering solutions that advance the energy transition is at the core of our innovation. Our sustainable Metso Plus offering has been designed to deliver customers more performance to where it's most needed. Metso has also committed to Science Based Targets. In addition, we target net zero CO₂ emissions in our own operations by 2030.

Metso endorses responsible business practices and complies with national and international laws and regulations. The company has zero tolerance for corruption. The key tools to support responsible business conduct at Metso are:

- Metso's Code of Conduct, Supplier Code of Conduct, and Anti-Corruption Policy
- Metso's internally and externally available whistleblower channel
- Mandatory annual Code of Conduct training

Legislation and stakeholder expectations to reduce carbon emissions are driving the energy transition, electrification and improvement of production efficiency with digitalization. All these require large investments in areas like renewable power generation, transmission infrastructure and battery technology, which in turn means an increased need for energy transition metals. Metso partners with its customers and other stakeholders to enable the increased supply of these metals in a sustainable way, to enable positive change.





Our people, Metsonites, consist of close to 17,000 experts from different fields.

We continue to build a thriving performance culture

A thriving performance culture enables success and strong financial results. The values that guide our behavior are: High ambition – always; Customer in center; Getting it done – together; and Open and honest. Based on the engagement surveys that we use to measure our employee satisfaction, we rank in the top 5% of the industry benchmark.

Our People and Culture agenda has three focus areas that are integral to our performance culture: High performing people, Inspirational leadership and Industry-leading capabilities. With these focus areas, we want to build a future-proof organization where our people continuously learn and grow and where we attract and retain talent globally. We are developing leaders who reflect our leadership principles and support and enable the growth and success of our people and business. By fostering a diverse and inclusive culture, with safety and well-being of our people at the core, we succeed. We care for the communities and environment around us and are always aiming for our customers' success.

Our people, Metsonites, consist of close to 17,000 experts from different fields, ranging from engineering and R&D, factory operations to field service and technical support of the customer's sites and equipment, and more.

Our people by geography

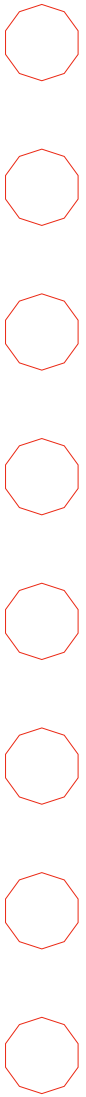


- Europe 32%
- Asia Pacific 14%
- North and Central America 14%
- South America 25%
- Africa, Middle East & India 15%

Our people by employee category



- Blue-collars 27%
- Professionals 59%
- Middle and senior management 14%





Our strong financial position enables the development of our business

Metso is targeting an adjusted EBITA margin exceeding 17% over the cycle. This aim is driven by the development of our digitally enabled product- and aftermarket-focused business model and related offering, the organic and acquired growth of the services business, as well as the ongoing improvements of productivity and operational efficiency in all our businesses. Despite the challenging market situation, Metso was able to deliver solid operational performance in 2024.

A solid financial position enables growth and development of our businesses, investments and acquisitions and a competitive dividend. To secure our investment-grade credit rating, we focus on improving profitability over the cycle, improving our working capital efficiency and maintaining a strong balance sheet. We aim to deliver shareholder value with a strong portfolio, with a focus on profitable growth and succeeding together with our customers.

Opportunities for growth

Global regionalization and localization provide opportunities for Metso but also necessitate efforts for understanding and mitigating new risks and protecting the company against them. A competitive regional supply chain is one of the key Metso priorities. Despite continued geopolitical and economic uncertainty, market

fundamentals in the industries we serve continue to offer opportunities for growth. Climate change and electrification as a prerequisite for the energy transition, the need for critical minerals, as well as urbanization and infrastructure development drive the long-term demand for our customers' end products and thus offer opportunities for Metso's growth. We believe that our innovative capabilities and our Metso Plus offering provide new growth opportunities in industries where sustainability is key.

Both our Minerals and Aggregates segments have clear strategic priorities to continue to deliver growth. In the Minerals segment, we focus on technology leadership in processing and smelting, especially through our sustainable solutions, aftermarket and digital offering. Technological developments enable business model innovations to create value together with our customers. In the Aggregates segment, our focus is on serving our diverse customer base together with our distribution partners, offering brands that meet a variety of needs, from basic products to high-performance solutions. In Aggregates' innovations, our focus is on crushing technology, electrification of aggregates production and environmental performance.

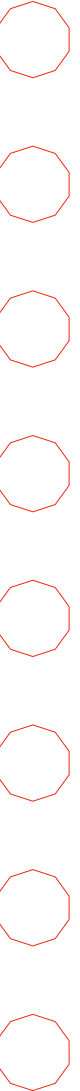
Metso aims to grow both organically and inorganically. We continued to strengthen our position in both segments through acquisitions in 2024. In the Aggregates segment, Metso acquired Diamond Z and Screen Machine Industries, increasing our offering in mobile and screening

Our financial targets:

- Adjusted EBITA margin of >17% over the cycle
- Maintaining an 'investment-grade' credit rating
- Dividend pay-out of at least 50% of earnings per share
- Progress in sustainability in alignment with the 1.5-degree commitment

equipment for the aggregates and recycling markets. In the Minerals segment, we acquired Jindex Pty Ltd, an important step in the development of Metso's pumps business. In October 2024, Metso deepened the development of energy-saving comminution technology and signed an agreement to acquire the outstanding shares of its long-term partner Swiss Tower Mills Minerals AG (STM).

Our key areas for growth include products with high aftermarket potential, sustainable offering, automation and digitalization. Leveraging our large installed base enables profitable growth. By developing the customer experience and new digital and value-adding services, we are able to find new revenue streams from our existing installed base. Our strategy is to expand our aftermarket capacity and to grow also in the third-party installed base in order to offset the inherent cyclicality of our customer industries.





We create positive change where we can make the biggest difference

At Metso, our vision is to be the customers' number one choice for sustainable use of the earth's natural resources. We achieve this through our sustainable Metso Plus offering and innovations, environmentally efficient own operations, and responsible supply chain management. The operations of our customers in the aggregates and mining industries are often energy- and water-intensive and typically have significant land footprints, often in environmentally sensitive areas. Our focus is on driving the development of more sustainable mining and aggregates production together with our customers.

In 2024, in response to proposed new EU regulation and to center on the key customer challenges, we relaunched our Planet Positive offering with a new name:

Metso Plus. The Metso Plus portfolio offers meaningful sustainability benefits to our customers, and currently includes more than 100 equipment, wears, spares and expert services. They are more energy or water efficient, or reduce emissions or waste compared to the industry benchmark or Metso's previous generation products. They provide added benefits to customers, helping them to cut their CO₂ emissions, reduce pollution to land, air and soil, increase circularity and safety, and improve productivity.


Metso Plus demonstrates our value-adding commitment to our customers and to more sustainable practices in mining, metals and aggregates processing. It reflects our concrete commitment to sustainability within our industry, positioning us as the partner for positive change.

Metso PLUS

Metso Plus. Ask for more.

More value.
More efficiency.
More possibilities.
More foresight.
More sustainability.

Highlights of Metso Plus launches and innovations in 2024

- | | | | |
|---|---|--|---|
| 1 January
<u>Metso's Outotec®
Mineral Wool Furnace</u> | 2 February
<u>Cross Flow
Rotary Cooler</u> | 3 March
<u>Metso's Outotec®
Kaldo L Furnace</u> | 5 May
<u>Lokotrack®
EC range</u> |
| 6 June
<u>pCAM plant</u> | 9 September
<u>Mill liner recycling
service market
expansion</u> | 10 October
<u>Metso's Outotec® pilot DRI
Smelting Furnace</u> |  <u>Read more about
our Metso Plus
solutions on the
Metso website.</u> |



CASE

Next-generation diesel-electric Lokotrack EC range launched at the Lokolaunch event

Lokolaunch, Metso's biggest event of the year was held in Tampere, Finland in May 2024. The highly anticipated event brought together close to 800 of Metso's aggregates customers, distributors and Metsonites from 65 countries to learn, discuss and celebrate together. During the week, our guests got to experience a series of engaging sessions, presentations, live equipment demos, a Metso expo and the opportunity to visit our Tampere factory — the home of the iconic Lokotrack brand.

Lokolaunch 2024 was more than just an event for customers and other key stakeholders. It signified our commitment to pushing the boundaries of innovation and sustainability in the aggregates industry. The event was designed to foster meaningful interactions between distributors, customers and the Metso team. Through interactions like this, we aim to provide insights into our end-to-end capabilities for the aggregates industry, creating an environment that not only informs but inspires.

Staying true to our values "Customer in center" and "Getting it done — together", a dedicated

Metso team was tirelessly working behind the scenes of the event to ensure its success. More than 120 Metso crew members joined forces to bring Lokolaunch to life, working as factory tour hosts, presenters, booth personnel and part of the organizing team.

Faster, easier, smarter and more efficient with the Lokotrack® EC range

The highlight of the Lokolaunch event week was the launch gala in Tampere, where the new Lokotrack® EC range was revealed to the audience for the first time. The Lokotrack LT400J jaw crusher and the Lokotrack LT350C cone crusher are part of the track-mounted Lokotrack® EC range that is designed and built on a unique new platform that Metso has been developing since 2020.

It features a next-generation diesel-electric power line — all process functions are electrically driven and controlled by automation to always perform at the optimal load level. The new Lokotrack units have a robust and distinctive design and feature the latest digital tools, making operating and maintaining the units easier than ever.

Transformational for the mobile crushing and screening of aggregates, the Lokotrack® EC range contributes significantly to our sustainable Metso Plus offering with lower CO₂ emissions when operated with electric power. It also helps reduce carbon footprint due to the lower need for hydraulic oil. The new range, along with its related parts and services, has been designed to address the evolving needs of the aggregates industry.

During operation, the complete process can be remotely controlled with cameras from an intuitive mobile interface. An advanced process control system with frequency converters helps to achieve superior product throughput and quality from the latest crushing and screening technologies. The modular design enables upgradable solutions, smaller parts inventory and better uptime. All units are equipped with a 24/7 remote monitoring solution, providing real-time performance insights and troubleshooting via any web-enabled device.



CASE

The design and delivery of the world's largest single-line copper smelter in Indonesia

In 2021, Metso signed a major engineering and technology contract and license agreements for the delivery of a landmark copper smelter complex in East Java, Indonesia. The PTFI Smelter project in Manyar is owned by PT Freeport Indonesia (PTFI), and PT Chiyoda International Indonesia has been the engineering, procurement and construction contractor.

The PTFI smelter in Manyar is the world's largest single-line smelter, which sets a new standard for the global copper industry, meeting the strictest

The PTFI Smelter project has simultaneously employed over 25,000 experts. Over 400 Metso employees and contractors have been working at the site in fields like engineering, procurement, design and logistics. The project has provided many Metsonites with great opportunities for growth and development of professional skills. Being able to communicate efficiently and execute solutions professionally has enabled successful cooperation with the customer and partners.

international environmental standards and efficiency requirements. Metso has worked together with Freeport Indonesia and Chiyoda to ensure the best possible process design and technologies for the project. Previously, Metso provided front-end engineering design and other advanced engineering services for the complex.

Sustainable technologies and advanced digital solutions

The colossal 1.7 mtpa copper concentrate smelter complex relies almost fully on Metso solutions. The scope of delivery is based on Metso's Outotec® Flash Smelting, Flash Converting and Lurec® technology. It includes the design and supply of key process equipment and process control systems for the main areas of the smelter complex, the copper electrolytic refinery, the gas cleaning and sulphuric acid plant, the slag concentrator and the effluent treatment plant.

All three key technologies are part of our sustainable Metso Plus offering. Metso's Outotec® process for Flash Smelting is based on our flash smelting principle, which utilizes the internal energy of the feed material for smelting, minimizing the need for external fuel and making the process very energy efficient. The solution provides effective emission control when combined with Metso's Outotec® Flash Converting. The Metso Lurec® system offers better energy recovery and

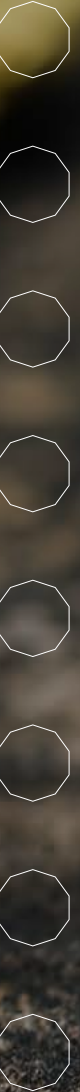
lower emissions in comparison to conventional designs.

In addition to key process equipment, Metso has supplied its historically largest delivery of digital products to the PTFI Smelter project in Manyar. The delivery encompasses the entire plant automation as well as a variety of advanced digital solutions. These solutions not only optimize operational efficiency and increase safety but can also help reduce energy consumption and environmental impact.

Service support for reliable operations

With our technology and process expertise, as well as our spare parts offering, we are in a unique position to support the PTFI Smelter operations with a variety of services in the future as well. Reliability of operations is crucial, and ensuring the critical equipment is available on the site significantly reduces the reaction time in case of process issues.

Going forward, Metso will work closely with the customer team to ensure that the operating practices are well established and that the customer can reach and maintain the intended production targets. Continuous inspections of the furnaces and related equipment will be performed to control the conditions and proactively detect wear that requires maintenance and prepare for shutdowns.





CASE

Serving customers from pit to port: Karratha Service Center opened in Australia

Metso opened its largest service center globally in March 2024 in Karratha, Western Australia. Located in Pilbara, which is a key location of iron ore and lithium in the world, the center serves mining and aggregates customers with comprehensive maintenance and repair solutions. It supports the growing demand of customers' needs, delivering more sustainable, state-of-the-art services.

The opening of the new center is an important milestone, realizing Metso's commitment to accelerate strategic investments in serving customers from pit to port and elevating the overall customer experience in the region.

The facility is equipped with comprehensive resources and a suite of services to ensure efficient repairs and prompt return of equipment, minimizing downtime for our clients. The center can service a wide range of heavy mining equipment, including crushers, screens, mills, HIG mills, HPGRs, and car dumpers, among others.

The Karratha Service Center also features a dedicated training facility for in-house and customer training delivery, offering tailored programs to enhance the technical expertise of mining professionals. The Metso Academy team focuses on delivering global content through

Industry-leading service expertise with global network

Metso has an extensive service center network with around 3,700 field services professionals, technical support, and more than 140 service locations on six continents.

Metso is expanding its presence in Western Canada with a new service center to boost customer support. We are also expanding our Mesa Service center in Arizona, U.S. A state-of-the-art and fully equipped training center will be built on the property to bridge the knowledge gap between people, equipment, and operational goals in the region.

We have also announced plans to expand our service center in Chile and to construct a new service center in Peru.

instructor-led training, webinars and local subject matter experts.

Redefining the standards of service excellence in the mining industry

The significance of the center extends beyond its physical footprint and embodies Metso's commitment to collaboration, innovation, and sustainable growth in the Pilbara region. With more than 900 mine sites across Asia Pacific relying on Metso's equipment, services and expertise, the center is poised to play a pivotal role in strengthening the efficiency and reliability of operating sites in the area.

By utilizing Metso's service know-how and expertise, genuine parts, exact materials, and OEM specifications, customers can achieve valuable business and sustainability benefits. By extending the operating life of assets, increasing energy efficiency, and minimizing plant downtime, Metso helps customers in achieving their environmental and safety objectives.

By reducing the need for long-haul freight between Perth and the Pilbara region, the center supports customers in reducing CO₂ emissions and offers faster access to critical spare parts. This not only reduces environmental impacts but also enhances operational efficiency.





CASE

Metso delivering high performance crushers for China's super quarries

In the past three years, Metso has won big crushing equipment orders in China and had a crucial role in the build-up of the Chinese super quarries.

The development of the so-called super quarries, referring to China's large-scale quarry projects that are strategically located along major rivers, started approximately five years ago. The Chinese government had earlier announced the intention to close thousands of low-capacity small-sized quarries in order to focus on a few large-scale quarries with enhanced safety and sustainability benefits, such as better noise, dust and emission control.

Proactive capacity-building in China a key success factor

As Metso's Greater China team identified the market trend of high-capacity plant demand, we started to systematically increase the production capability and capacity of our Tianjin factory in Northern China. Focusing especially on the

production of primary gyratories and big crushers, such as Nordberg jaw crushers, Nordberg HP cone crushers as well as Nordberg NP impact crushers, that are known for their reliability, robustness and performance, Metso was well-equipped to deliver for the major quarry projects in need of high-performing equipment and strong technological capabilities.

Currently, there are super quarry projects ongoing on the West River and along the Yangtze River. The strategic location allows the equipment to be shipped along the river, making it more affordable compared to shipping by road.

The investment in the Tianjin factory and the considerable orders for the super quarries was made possible by Metso's long, strong history in China and the excellent internal cooperation between the market area and business area colleagues. Understanding the market, identifying the customer needs at an early phase and listening to the customer were crucial for delivering excellent results.





CASE

Transforming wet tailings storage facilities into revenue-generating assets

Technologies that maximize water recovery from tailings and minimize the demand for raw water input through increased performance, improved processing techniques, and the recirculation and closing of water loops are essential in the mining industry where processing volumes have increased in tonnage producing more tailings. Metso designs and supplies complete tailings management solutions that enable customers to sustainably manage their water footprint. A particular focus is on the dry stacking of tailings through filtration because of the clear environmental and safety benefits and the economic advantages.

Traditional tailings storage methods pose long-term environmental risks, including potential dam failures and water contamination. However, continuously improving technologies and processing methodologies mean that the reprocessing of material stored in tailings facilities can now be implemented more economically, transforming tailings storage facilities into revenue-generating assets.


Bringing tailings management solutions to market has been a key growth area for Metso in the Africa region. In 2024, Metso secured a significant order for a tailings management solution at Khoemacau Copper Mine, located in Botswana's Kalahari Copper Belt. Currently operating with a traditional tailings storage facility, the client's motivation was to recover as much water from the existing tailings as possible while utilizing the dried material in their wider backfill project and to recycle the process water through Metso's water management system.

This project includes the engineering, design and supply of a Metso Plus copper tailings dewatering plant, including proprietary HRT thickeners and Larox® FFP3512 filters—the first of their kind installed in Africa. The Larox FFP3512 filter represents a globally proven and optimized filtration solution for the safe storage and/or further processing of dry tailings. In addition to the proprietary equipment, the order includes all auxiliary components, EIA (electrification, instrumentation, automation) and bulk materials. Metso's service teams will be

providing extensive on-site advisory services for the installation, commissioning and startup of the plant.

Metso has equipped the filters with integrated local data collection capabilities for in-depth analysis, including the hydraulic operations to minimize equipment wear and enhance component lifespan. The Metso Metrics platform empowers our performance centers to identify potential issues using advanced data analytics remotely and proactively before they escalate into costly equipment failures, unplanned downtime or productivity losses.

Metso's filtration portfolio, among the largest globally, supports the service and spare parts needs of customers through an extensive service network. We have carried out over 14,000 filtration tests and delivered more than 5,000 filters for various applications worldwide.

 **Read more in the Sustainability statement section E3 – Water and marine resources in the Financial review.**



CASE

Solar panels are reducing customer emissions in South America

In 2023, Metso started piloting the use of solar panels as part of Life Cycle Services (LCS) contracting in Chile. The solar panels are installed on the rooftops of Metso's service buildings, where they generate power for our service personnel. During 2023, three customer sites in Chile were part of the solar panel pilot, and in 2024, the pilot was extended to two sites in Peru.

With the use of solar panels, Metso is replacing the use of diesel in its own power generation at the customer site. This means that Metso's direct scope 1 and 2 emissions, i.e. the customer's indirect scope 3 emissions from their supply chain, are reduced. As the solar panels are located on rooftops, biodiversity impacts are also minimized.

One of the customers taking part in the pilot is Anglo American and their Quellaveco mine site in Peru. Quellaveco is an open pit mine that produces copper and molybdenum concentrates. Metso

has around 85 people working at the site, performing the mechanical, electrical and instrumentation maintenance service of the concentration plant.

The site currently has four solar panels that operate 12 hours a day. In total, Metso's solar panels in Quellaveco help save 50.4 kWh of energy per year and reduce 8.32 tCO₂e per year.

Currently, Metso has 10 LCS contracts in Chile and four LCS contracts in Peru, and discussions are ongoing with other customers on how solar panels and other sources of renewable energy could be further used in their operations. Incorporating solar panels into customer LCS contracts is one example of Metso's initiatives to reach its net zero by 2030 goal and to help decrease its customers' emissions at the same time.



Read more in the Sustainability statement section E1 – Climate change in the Financial review.



CASE

Transforming the iron and steel industry – customer-specific testing capabilities for DRI

The iron and steel industry, producing around two billion tons of steel annually, accounts for around 7% of global emissions. The steel is produced primarily through the traditional blast furnace route. This process generates substantial emissions, with each ton of steel resulting in roughly two tons of CO₂ emissions.

In 2024, Metso opened a state-of-the-art direct reduced iron (DRI) smelting furnace facility in Pori, Finland. This facility enables pilot-scale testing using customer feedstock to demonstrate the applicability and results of Metso's Outotec® DRI Smelting Furnace technology at an industrial scale.

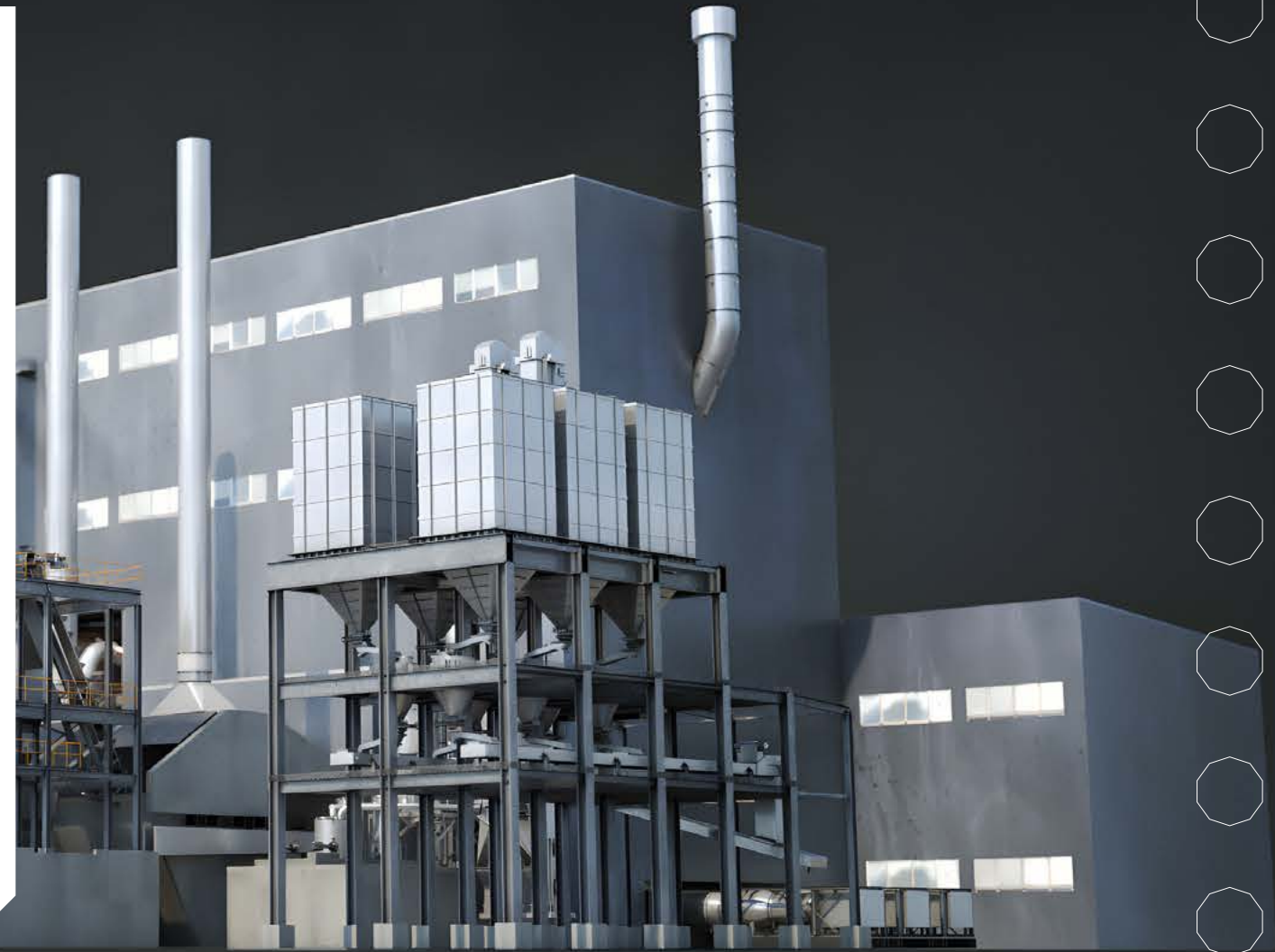
The new high-capacity DRI Smelting Furnace, launched in 2022, is one of Metso's breakthrough technologies and serves as a key Metso Plus solution aimed at decarbonizing the iron and steel sector. When combined with a direct reduction plant, this innovative furnace replaces traditional blast furnaces in hot metal production, making it an optimal solution for primary steel producers seeking significant reductions in their CO₂ emissions with minimal

adjustments to existing steel plant operations. It can also be integrated with Metso's hydrogen-based Circored™ process or other direct reduction methods. By substituting traditional steel production in blast furnaces with the DRI route, significant emissions reductions can be achieved.

With over 1,400 blast furnaces operating in nearly 500 steel plants worldwide, there is a significant opportunity for Metso to help transform the industry through Metso Plus technologies and collaborative efforts with furnace operators. The investment in the DRI smelting furnace pilot facility addresses the rapidly increasing demand for reliable testing when the industry is planning a transition to emissions-free smelting. This facility showcases Metso's capability to provide cutting-edge solutions that support the minerals and metals processing industries in implementing and adopting sustainable technologies.



Read more in the Sustainability statement section E1 – Climate change in the Financial review.





CASE

Unlocking the value of e-scrap to support the circular economy

Every year, approximately 65 million tons of e-scrap is generated globally, and this is expected to reach 100 million tons by 2040. This increase in e-scrap is driving a growing interest in efficient and sustainable e-scrap processing solutions, particularly considering metal shortages and stricter legislation.

Metso offers a range of technologies to support circular economy initiatives. Our solutions enable the recovery of valuable metals from preprocessed e-scrap, complementing the supply of virgin material extraction. One particularly promising area is the recovery of metals from printed circuit boards (PCBs), which are rich in valuable metals such as copper, gold, silver, palladium and nickel.

The recovery of valuable metals from preprocessed e-scrap is a complex process. However, with Metso's Outotec® eScrap solutions we can unlock the potential of e-scrap by using our smelting, refining, hydrometallurgy and gas-cleaning technologies to provide high metal recovery. Currently, we are collaborating with several customers on electronic waste recycling solutions in the testing, piloting, basic engineering and

delivery phases. Our industrial scale-up testing takes place mainly at our R&D testing facility in Pori, Finland.

In 2024, Hindalco Industries Limited, a leading global aluminum and copper producer, awarded Metso an order for the delivery of a large integrated electronic waste recycling process as part of a precious metals refinery. This facility will be located near their Birla copper unit in Pakhajan, India. The rise of e-scrap recycling presents a unique opportunity, especially in densely populated regions like India. Hindalco is the world's second largest copper producer and India's largest copper manufacturer. The greenfield facility, which will be the first of its kind in India, is planned to produce 50,000 tons of low-carbon copper annually.

Our delivery scope includes three Kaldo™ furnaces, an anode furnace and an anode casting shop, gas cleaning and supporting equipment. Metso will also deliver basic engineering for the plant. The new facility is expected to be built and commissioned within two years. The energy efficient Metso Plus process will allow high metal recoveries while adhering to stringent emission controls with zero liquid discharge.



Own operations are the foundation for sustainable industry practices

Metso has committed to reaching net zero in its own operations by 2030 for its Scope 1 and 2 emissions, and progress towards this goal is closely monitored. To achieve net zero, we are actively pursuing a range of decarbonization initiatives across our global operations, focusing on reducing our reliance on carbon-based energy sources within our own facilities. Our initiatives include:

- optimizing our manufacturing processes by consuming less energy and improving overall efficiency.
- electrification of equipment to transition to cleaner energy alternatives.
- prioritizing purchasing energy from low-carbon or carbon-free sources.

Emissions in own operations*

-72%

* Scope 1 and 2, baseline 2019

In addition, we aim to reduce our logistics-related CO₂ emissions by 20% by 2025. To achieve this, we collaborate closely with our logistics service providers to minimize emissions generated through both upstream and downstream logistics by optimizing transportation methods, thoughtful packaging design, and supply chain streamlining. We also have targets for water and waste reductions in our own operations.

Metso has committed to reaching net zero in its own operations by 2030 for its Scope 1 and 2 emissions.



CASE

Sorocaba operations in Brazil certified as carbon neutral


Foundry operations are pivotal to Metso's operational emissions footprint because they produce a substantial share of our CO₂ emissions. We are actively exploring ways to reduce emissions and have set ambitious mid-term targets to align this work with our net zero goal.

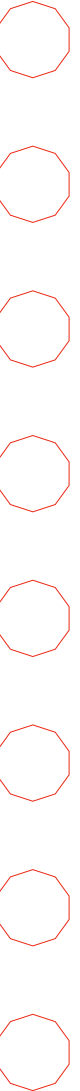
In 2024, our Sorocaba foundry and rubber plant reached a significant milestone by completing their carbon-neutral verification process, conducted by an independent auditor from BSI. This accomplishment certified both plants as Carbon Neutral, adhering to the PAS 2060:2014 standards. The certification is an important step towards our net zero goal.

This success is a result of several initiatives focused on energy efficiency,

in-house power generation through solar panels and the adoption of renewable energy sources over recent years. The most significant initiative towards acquiring the certificate was implemented in 2023 when the Sorocaba foundry and rubber plant partnered with a local supplier for biomethane-sourced Gas Renewable Energy Certificates (GAS-RECs), enabling the units to zero their remaining CO₂ emissions.

Achieving carbon neutrality in foundry production is particularly challenging due to its energy-intensive nature. However, our success in Sorocaba provides valuable insights that we can apply to other operations. We want to be a sustainable partner for our customers, and the certificate is a great example of taking tangible action.

 [Read more in the Sustainability statement section E1 – Climate change in the Financial review.](#)





Responsible supply chain management is rooted in due diligence and collaboration

At Metso, responsible supply chain management is built on a foundation of due diligence and collaboration. With over 18,000 suppliers in around 100 countries, our operations involve significant financial flows and a diverse workforce. In 2024, our procurement spend was around EUR 3.1 billion, with indirect suppliers comprising by number the largest segment of our supplier base. However, over 50% of our expenditure goes to direct suppliers.

Central to Metso's approach to responsible supply chain management is ensuring that suppliers sign Metso's Supplier Code of Conduct, and frequent internal and third-party supplier sustainability audits, especially in ESG high-risk regions.

Supplier spend with direct suppliers that are committed to SBTi

31.6%

Our procurement teams across the globe regularly engage with key suppliers to discuss business conduct and supply chain management priorities. In 2024, we conducted 179 supplier audits. We further strengthened our audit process by putting more emphasis on human rights, updating our audit questionnaire to ensure we are asking the right questions and making sure our standards are clear and effective. Most of our audited suppliers are willing to work with us and to commit to meaningful efforts to enhance their practices.

Our supplier sustainability engagement program emphasizes cooperation. We value and support our suppliers, including local small- and medium-size partners. We advise and educate our supply chain and especially encourage them to set their own ambitious SBTi-approved emissions reduction targets. Our aim is that 30% of supplier spend is with suppliers that have committed to SBTi by 2025. In 2020, only 2% of our procurement spend was with suppliers committed to SBTi targets; today, that figure has risen to around 30%. This demonstrates that our cooperative approach is effective.



Supplier Code of Conduct was updated in 2024


Metso's Supplier Code of Conduct sets the baseline for collaboration with our suppliers, ensuring that the suppliers adhere to our high standards in health and safety, climate change, labor and human rights, as well as compliance, including within their own supply chains.

The updated Supplier Code of Conduct reflects Metso's revised Human Rights policy, reinforcing our commitment to health and safety, child labor prevention, non-discrimination and actions toward environmental transparency. New cybersecurity related requirements were also added.

We expect the suppliers to remedy any non-compliance without delay, and we

reserve the right to suspend or terminate our contract with a supplier for violations, such as human rights abuses, unethical business practices, severe safety or environmental breaches, fraud, corruption or any form of discrimination and harassment based on race, gender, sexual orientation, religion or similar characteristics.

Additionally, breaches of ethical standards, such as bribery, kickbacks, falsification of documents, or any form of corrupt practices, may lead to contract termination. The same applies to violations of environmental laws, such as illegal dumping of hazardous waste and exploitative pricing.

 **Read more in the Sustainability statement section S2 – Workers in the value chain in the Financial review.**



Health and safety at Metso is everyone's responsibility

We have established a comprehensive safety agenda that outlines continuous actions to improve the safety of all employees, partners, customers, contractors and other stakeholders.

One of the main focus areas of Metso's health and safety approach is our fatality prevention program. The purpose of the program is to prevent fatalities and severe injuries through a standardized approach to control the highest safety risks. Metso's Life-Saving Rules focus on addressing ten identified critical operational risks. These rules establish non-negotiable guidelines for addressing each of the risks. Modus Operandi describes Metso's way of working — setting the core expected behaviors related to health and safety for frontline employees, supervisors, managers and the business itself.

LTIFR

1.4

LTIFR = Lost time incident frequency rate

TRIFR

2.7

TRIFR = Total recordable incident frequency rate

Despite our extensive safety initiatives, our current safety performance is not in line with our ambitious targets. This includes a severe accident at Metso's Irapuato plant in Mexico in March 2024 which resulted in injuries to eleven people. This incident led to thorough investigation, and we are developing tools and driving behavioral changes with the aim to prevent similar incidents in the future. More broadly, in 2024, Metso's global safety leadership team reviewed and enhanced Metso's long-term safety plan. The team evaluated a comprehensive list of different development actions and developed a high-level prioritized plan for the next three years. Key focus areas include improving investigation processes, enhancing safety leadership, advancing health and safety professional development, and building frontline competency.

CASE

Safety conversations — a proactive tool for building safety culture

Fostering an environment where everyone feels psychologically safe and empowered to speak up for safety is an important building block of Metso's safety culture. By encouraging everyone to share their observations and experiences openly, we collectively build a safer working place.


Safety conversations are one of the essential proactive tools for everyone to influence safety in a straightforward manner. They have been a key safety target for several years, allowing management to measure, evaluate and improve the safety culture. These conversations reinforce positive safety behaviors, raise awareness about safety, identify safe and unsafe work practices, and strengthen cooperation. Safety conversations are a simple and effective way to engage with individuals on health and safety. They provide leaders with valuable insights into the risks their teams face in their work. Every conversation is an opportunity to make a difference by listening, speaking up and acting. Everyone, especially leaders, at Metso are expected to have regular safety conversations with their teams. To support engaging in safety conversations, in 2024, we launched a new safety conversation training that emphasizes recognizing personal behavior styles with a focus on setting clear objectives for safety conversations to ensure they lead to positive outcomes.

Risk observations — a proactive measure to prevent injuries

Addressing risks is a collective responsibility. Risk observations are a crucial proactive action aimed to prevent workplace injuries before they occur. Our aim is that everyone at Metso becomes a safety champion, and we push for quality risk observations on our ambition towards zero harm. Risk observations are in all employees personal targets, that we actively monitor and follow. We also have recognition programs in place to celebrate successes.

By integrating risk observations into safety strategy, we empower employees to take ownership of their own safety and the safety of their colleagues. To support this, in 2024, we launched a new risk observation and risk management training that emphasizes situational awareness, encouraging employees to be mindful of their surroundings and to consider potential risks.

By asking questions like "What if?" or "What could go wrong?", we aim to enhance awareness, which typically leads to more observations and a safer work environment. At Metso, reporting is just one step in building a more comprehensive safety culture, and our people are encouraged to take immediate corrective actions making sure that the risk they observed is under control. Longer-term solutions are developed once the investigation is completed and corrective action plans are implemented.

 [Read more in the Sustainability statement section S1 — Own workforce in the Financial review.](#)



High-performing people

At Metso, we foster a diverse and inclusive culture, with the well-being of our people at the core. We promote collaborative and innovative ways of working and always aim for our customers' success. Metso's diversity and inclusion strategy states our commitment to developing Metso into a workplace where diversity and inclusion is embedded into our culture, fostered and promoted. Our goal is to boost diversity across our business, eliminate biases in our processes, create psychological safety in teams, and ensure we hire and engage the best talent. We measure inclusion in our employee engagement survey, and our long-term target is to be in the top 10% compared to the industry benchmark. In 2024, we exceeded the target by reaching the top 5%.

Employee well-being is a top priority at Metso, and numerous initiatives to support it were launched in 2024. Globally, Metso offered a series of well-being webinars, providing employees with valuable resources and strategies to maintain their well-being. Nonetheless, most tangible actions take place locally. The well-being metrics from Metso's employee engagement survey have shown systematically great results: in 2023, we reached the top 5% of the industry benchmark for health and mental well-being, and in 2024, we reached the top 5% again.

Our key diversity and inclusion actions in 2024

- Inclusive Talent Acquisition training for all leaders was organized to ensure an inclusive hiring process.
- Metso Women's Leadership Forum focused on raising awareness of gender diversity.
- Psychological Safety training was organized throughout the year.
- Pride was celebrated at various Metso locations during June.



CASE

Metsonite

Engaging our people with global Culture Talks

In early 2024, we launched the Me at Metso initiative, focusing on the mindset and behaviors that drive growth. The key behaviors identified were collaboration and accountability. The initiative aimed to spark discussions and reflections on each employee's role and accountability, emphasizing that every individual action contributes to our collective success.

To bring the Me at Metso to a concrete level, we organized two global Culture Talks online events to bring our people

from around the world together to connect, learn and discuss the various aspects affecting our culture. The emphasis of the events was on internal collaboration at Metso.

The first Culture Talks event explored the future of work and collaboration, highlighting insights from employee surveys and addressing barriers to effective collaboration. The second Culture Talks event dived into working and improving collaboration in multicultural teams. Some 1,400 people from all levels of the organization around the world participated in the Culture Talk events.



Inspirational leadership

At Metso, we value leadership that inspires and motivates people and fosters an environment of trust, collaboration and feeling valued. Our leaders play a key role in building our performance culture, driving growth and well-being at work, and delivering results. This work is guided by our Leadership Principles that are the cornerstone in creating an inclusive environment where everyone can reach their full potential. The positive trend in employee engagement correlates with customer satisfaction and our adjusted EBITA development.

We invest in developing our leaders. Metso's ongoing global leadership development program, Leaders4PositiveChange, is targeted to all Metso leaders and offers them the opportunity to build on their leadership capabilities and find tools to

Our Leadership Principles are the foundation of what is expected of our leaders.

- Put people first
- Create clarity and simplify
- Build bridges
- Drive growth

reflect on their own leadership. In 2024, altogether over 2,200 leaders around the world participated in the Leaders4PositiveChange program.

We also continued the Metso Strategic Leadership Program, a tailor-made program for our senior leaders with an aim to build strategic leadership capabilities by integrating both business and human aspects to future-proof Metso's leadership. Delivered in collaboration with the INSEAD Business School, the program equips our senior leaders to navigate complexity with confidence and ultimately drive organizational success.

To support our leaders' growth, we also offer mentoring and coaching. In 2024, we focused on offering mentoring for our female leaders. In the Mentoring4PositiveChange program, our female leaders are paired with an experienced colleague. With coaching opportunities, we want to foster continuous learning and development, unlocking our leaders' full potential by enabling them to find solutions and handle uncertainty in the dynamic and ever-changing work environment.

In the coming years, we will continue to develop leadership by focusing on providing our leaders with learning opportunities that strengthen the leadership capabilities that are essential for the future.



CASE

Our journey towards inspirational leadership: License to Lead

In 2024, we introduced License to Lead, a new training program supporting first-time leaders on their journey. The License to Lead program has been designed to equip first-time leaders and leaders who recently joined Metso with foundational leadership skills, fostering a shared understanding of leadership within Metso. Leaders are empowered to embody Metso's global people strategies and processes to effectively lead individuals, teams and themselves. The key leadership areas covered in the training include

communication, performance management, rewarding, coaching as a leadership style, engagement and development, as well as diversity and inclusion.

In 2024, 62 new leaders from across the organization completed the training. Participant feedback highlighted the training as a valuable platform to connect, exchange insights and learn from peers across regions and business areas. Leaders particularly appreciated discussions on team development, an area seen as essential to driving both wellbeing and business growth at Metso. Many also found the training to be an excellent opportunity for self-reflection and reported gaining new perspectives on their own leadership style.





Industry-leading capabilities

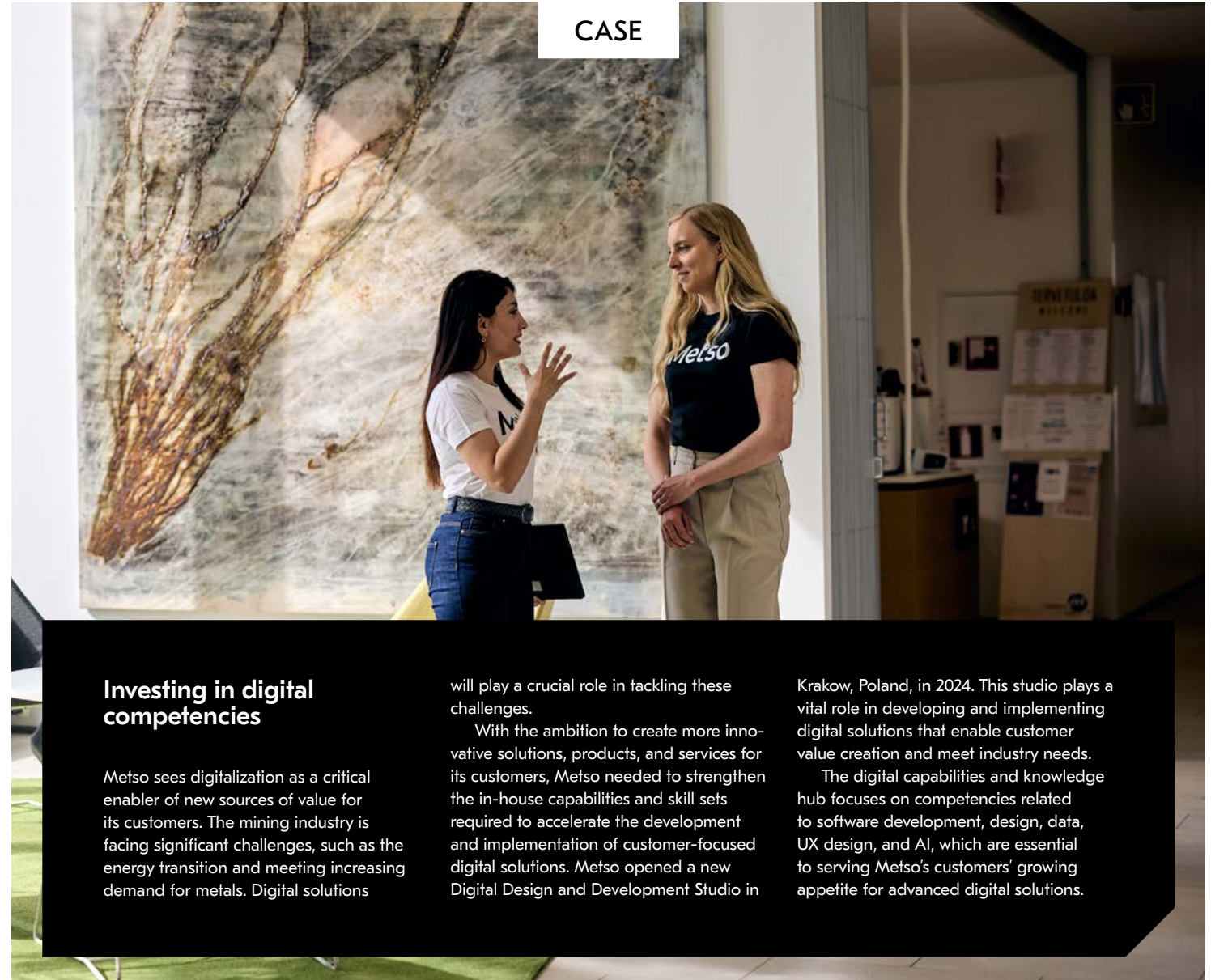
At Metso, we are dedicated to building a future-proof organization where our people continuously learn and grow. Our goal is to create a workplace that fosters professional development and career growth.

Our model for supporting the development of our people, the Growth Dialogue, is based on engaging in continuous discussions throughout the year to foster growth. The Growth Dialogue concept integrates the processes of performance management and competence development. Through regular Growth Dialogues and with support from their managers, our employees set targets, receive feedback on performance and development areas, build on strengths and prioritize employee well-being.

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, and we have a dedicated organization, Metso Academy, supporting the various training needs of the company.

Our aim is to ensure that our employees find Metso to be a workplace where they can learn and grow and build great professional careers. In 2024, 32% of our open white-collar positions were filled by internal candidates.

CASE



Investing in digital competencies

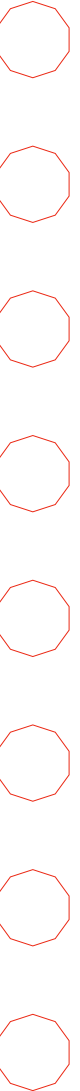
Metso sees digitalization as a critical enabler of new sources of value for its customers. The mining industry is facing significant challenges, such as the energy transition and meeting increasing demand for metals. Digital solutions

will play a crucial role in tackling these challenges.

With the ambition to create more innovative solutions, products, and services for its customers, Metso needed to strengthen the in-house capabilities and skill sets required to accelerate the development and implementation of customer-focused digital solutions. Metso opened a new Digital Design and Development Studio in

Krakow, Poland, in 2024. This studio plays a vital role in developing and implementing digital solutions that enable customer value creation and meet industry needs.

The digital capabilities and knowledge hub focuses on competencies related to software development, design, data, UX design, and AI, which are essential to serving Metso's customers' growing appetite for advanced digital solutions.





We recognize that our business has impacts on all aspects of society in the communities we operate in, and we have implemented various Corporate Social Responsibility (CSR) programs that are managed and sponsored by local Metso organizations around the world. Our CSR programs and activities aim to support the communities socially or environmentally, and they must be in line with our mission and values or considered particularly relevant in the local community.

Delivering school lunches in India

Metso in India is running a nutrition program and supplying school lunches for children in primary and secondary government schools, in collaboration with a local foundation. The lunch project serves meals to more than 2,200 children in the selected schools in Vadodara and Ahmedabad. The program promotes elementary education by addressing the issue of classroom hunger and malnutrition, directly impacting the health and wellbeing of the children.

Metso Multicultural Festival building community spirit in Brazil

The Metso Multicultural Festival took place in Sorocaba, Brazil, with an aim of preserving the city's traditions and reinforcing our commitment to positive community impact. The annual festival offers cultural activities and performances for the whole family. Admission to the event is free. Beyond the artistic performances, attendees can enjoy a food festival, where 10% of the sales are donated to three local organizations. Additionally, the program features craft sales, book exchanges, a play area for kids and a food drive organized by Metso volunteers.

Supporting students in South Africa

At Metso South Africa, we support young students through learnership and bursary programs, with the aim of making a difference in our communities and empowering individuals. In 2024, we supported 205 students with learnership opportunities and 116 students with bursaries. Focusing on students within the mining and engineering sectors, our goal is to strengthen our industry with skilled future professionals. The activities are part of Metso South Africa's Skills Development program and in line with Broad-based Black Economic Empowerment, a policy and legislative framework in South Africa that aims to promote economic transformation and increase the economic participation of black people in the country.

Metso Volunteers in China planting trees to raise environmental awareness

The Metso Volunteers concept, where a local team organizes and coordinates volunteering activities for the employees, is active in our Chinese locations. In 2024, our volunteers at the Tianjin, Quzhou and Shaoguan plants organized tree-planting activities for local Metsonites to enhance environmental awareness.

The Quzhou plant hosted an event where volunteers had a chance to plant trees and attach a personal message to the sapling, symbolizing their commitment to environmental awareness. In Tianjin, Metsonites and their children enjoyed a parent-child tree planting during a family day. Together, the families created tree tags and planted apple saplings. Our Shaoguan volunteer team also took part in a government-organized tree-planting activity. Volunteers worked in pairs to plant a total of 350 red maple and cherry trees during the event.



The lunch project serves meals to more than 2,200 children in the selected schools.

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