



2020

GRI Supplement

**Partner for
positive
change**

Metso:Outotec

There's strength in partnerships.
A breadth of knowledge. A fresh
perspective. An opportunity to learn.

Our company is built on partnerships.

From empowering our clients today
to innovating for tomorrow.

From engineering advanced
technology to growing the
skills of our team.

From leading our industry
to learning from our history.

From transforming production lines
to inspiring people.

From maximizing precious natural
resources to minimizing our
combined environmental impact.

Together, we are the partner for positive change

Annual Report 2020

Metso Outotec's Annual Report 2020 consists of five sections: Business Overview, Financial Review, Corporate Governance Statement, Remuneration Report and GRI Supplement. All Annual Report sections are available in English and in Finnish. They are downloadable on our Annual Report website at mogroup.com/corporate/investors/annual-report-2020. In this Annual Report we apply integrated reporting elements.

METSO OUTOTEC CHANNELS

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- › twitter.com/MetsoOutotec
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Business Overview
Strategy, value creation and sustainability



Financial Review
Board of Directors' Report, Financial Statements and investor information



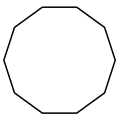
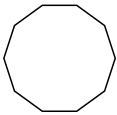
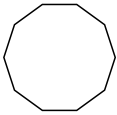
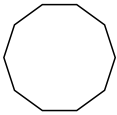
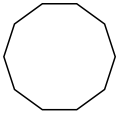
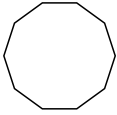
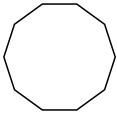
Corporate Governance Statement
Corporate Governance, Internal Control and Risk Management systems



Remuneration Report
Remuneration of the Board of Directors and the CEO



GRI Supplement
Externally assured sustainability information compliant with the GRI Standards



Metso Outotec's Annual Report 2020 consists of five report sections. This is the GRI supplement, including independent practitioner's assurance report.

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About this GRI Supplement

Metso Outotec publishes its sustainability data annually. The quantitative data for the 2020 calendar year contained in this supplement has been prepared in accordance with the GRI Standards: Core option.

Our reporting meets the requirements of the Finnish Accounting Act on disclosure of non-financial information. The required non-financial information is disclosed in the Review by the Board of Directors in Metso Outotec Financial Statements 2020. This GRI Supplement as well as the sustainability information disclosed in the Business Overview section of the Annual Report has been prepared to meet the expectations of a wider audience and the requirements of several sustainability indices.

The boundary of our reporting is Metso Outotec Corporation, unless otherwise stated. This scope of reporting excludes associated companies and joint ventures. Supplier-related information includes spending on local suppliers, supplier sustainability audits, the lost time incident frequency (LTIF) of contractors and other supervised workers, and the CO₂ emissions of purchased goods and services and transportation.

The sustainability data is presented at the corporation level, unless otherwise stated. Sustainability data for the full-year 2020 for Metso and Outotec has been combined to illustrate the new company Metso Outotec, which was formed on 1 of July 2020. The sustainability data presented in this report excludes Neles which demerged from Metso on 30 June 2020. Unless otherwise stated, our historical sustainability data is also presented as combined basis for Metso Outotec.

Metso Outotec's Annual Report 2020 consists of the Business Overview, Financial Review, Corporate Governance, and the GRI Supplement. The GRI reporting principles for defining report content and report quality and the GRI 101 Foundation Standard have been taken into consideration in producing the sustainability-related content. In addition, our reporting includes the industry-specific indicators (SASB Index) identified in the Sustainability Accounting Standards Board's (SASB) Industrial Machinery & Goods Sustainability Accounting Standard.

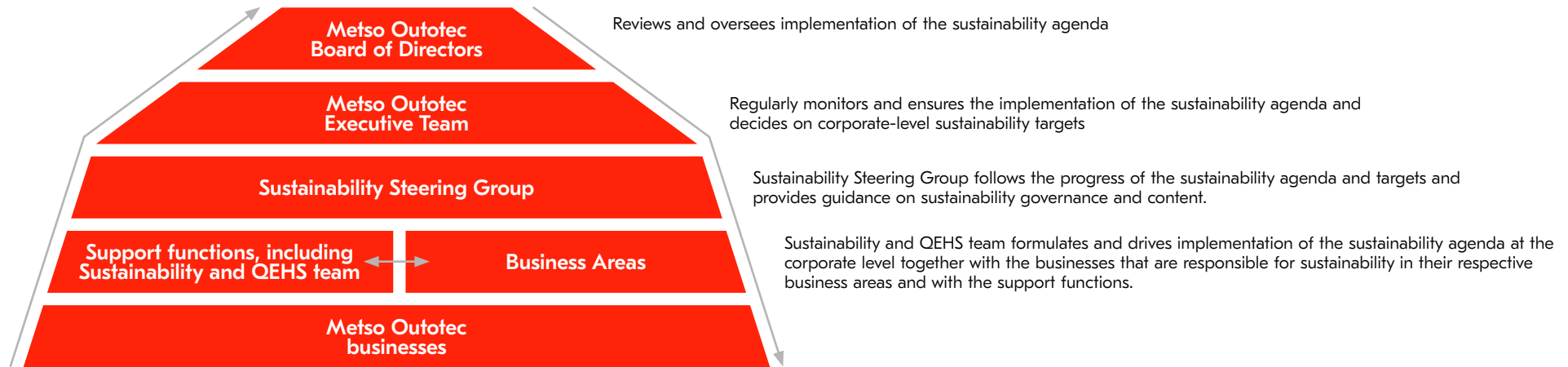
The sustainability data is presented in various sections of this report, and the key figures are summarized in conjunction with the 'GRI Content Index' and 'Key performance indicators.'

This report also describes Metso Outotec's progress with the ten principles of the UN Global Compact initiative regarding human rights, labor rights, environment and anti-corruption principles, and with the UN Sustainable Development Goals. The GRI index also shows the indicators used by Metso Outotec to evaluate the progress in these areas.

DNV GL Business Assurance Finland Oy/Ab has provided limited assurance on the sustainability information disclosed in Metso Outotec's Annual Report 2020, as an independent third party. The scope of the assured information is indicated in the independent assurance report on page 28 of this report.

Sustainability governance

Sustainability governance



Sustainability is fundamental to our business and everyday work at all levels of the organization.

Metso Outotec's Board of Directors oversees the effectiveness of Metso Outotec's sustainability governance and the impact of the sustainability agenda.

The Metso Outotec Executive Team is the highest decision-making body and regularly follows and ensures the implementation of the sustainability agenda and makes decisions on corporate-level sustainability targets such as climate targets.

The Sustainability and QEHS team drives the sustainability agenda at the corporate level in cooperation with the businesses and corporate support functions. Our SVP, Business Development, who is a member of the Metso Outotec Executive Team, has the overall accountability for sustainability. Business Area heads have accountability for sustainability matters in their respective Business Areas. Our SVP, Business Development and our Sustainability and QEHS team together lead Metso Outotec's material sustainability issues and cooperate in the development of sustainability offering and sustainability practices and

communications, as well as in the implementation of corporate policies. The team gives key input to sustainability-related training, risk assessment and management, and external reporting in cooperation with different corporate functions, and it is also responsible for proactive management of key stakeholders' expectations.

The Sustainability Steering Group includes business area presidents, the CFO and other key members of management. The Sustainability Steering Group meets once or twice in a quarter and follows the progress of the sustainability agenda and targets and provides guidance on sustainability governance and content.

Metso Outotec complies with the requirements of international standards for management systems. The majority of Metso Outotec's major units are certified to ISO 9001 (quality), and the main operational units also have ISO14001 (environment), ISO 45001 or OHSAS18001 (safety) standards as a framework.

Metso Outotec's stakeholders

Continuous interaction with our stakeholders is a key aspect of Metso Outotec's approach to sustainability. Metso Outotec's stakeholders are entities or individuals that have an impact on our business or are affected by our activities, products and services. The focus areas and the channels of communication vary by stakeholder needs. Metso Outotec defined its key stakeholders in connection with the materiality analysis conducted in 2020.

Customers

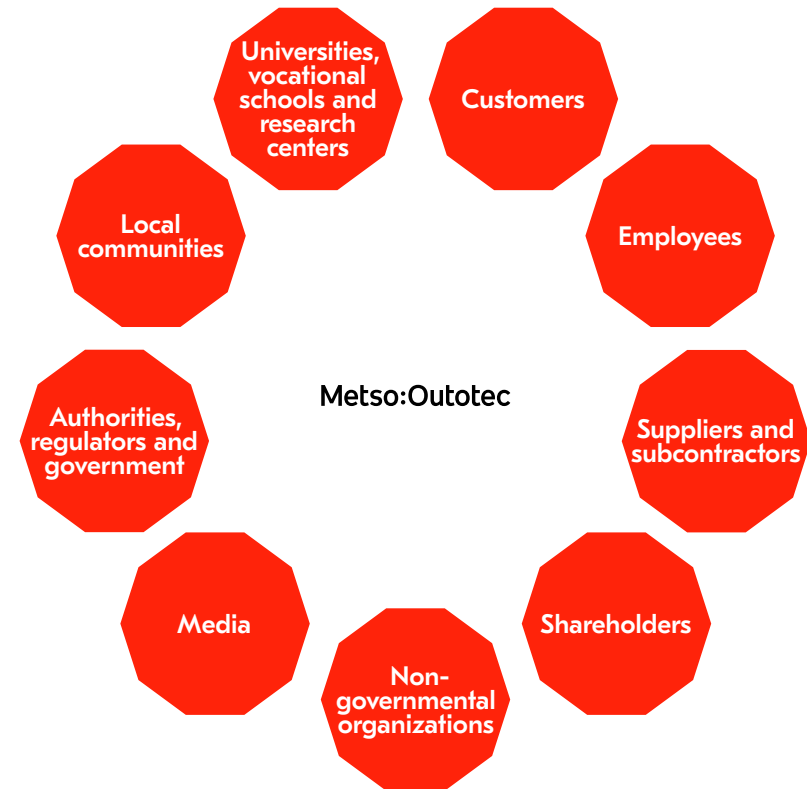
Customer centricity is one of Metso Outotec's values and customer satisfaction is agenda priority. Our customer relationships are built on continuous interaction, extensive know-how and long-term commitment. Our ambition is to create mutual business success and to be the number one choice and a preferred partner in all that we do. We deepen our understanding of our customers' needs and challenges by systematically collecting feedback.

In our customer feedback surveys, we collect Net Promoter Score and Customer Satisfaction ratings, and we analyze the open comment feedback to understand customers' reasoning behind the scores. This analysis helps us to understand their true need and to hear their voice, and to plan for improvement actions. At the time of publication of this report, we are building our data baseline for the new Metso Outotec company. Based on historical data from both Metso and Outotec, the most important drivers for our NPS are product quality and reliability, care for the customer, and on-time delivery of our products, services and projects.

Employees

People are a high strategic priority. We emphasize safety in all our operations. We regard our people and their knowledge, expertise and skills as one of our competitive advantages. We continuously develop our managers' leadership capabilities and promote the competence development of our employees. Employee Net Promoter Score (eNPS) is one of the key indicators we follow in employee engagement.

More about employees is available in the Business Overview and in the statement of non-financial information.



Suppliers and subcontractors

We work closely with many of our suppliers and subcontractors. The cooperation is based on solid partnership and long-term collaboration. We have transparency in our supplier requirements and we encourage safe working practices. We conduct internal supplier sustainability audits and third-party supplier audits for higher risk suppliers. More about suppliers is available in the Business Overview and in the statement of non-financial information.

Shareholders

Metso Outotec is committed to long-term value creation for its shareholders. We have continued the development of sustainability communications for investors in different channels. We actively engage with our investors and shareholders at events, in meetings, calls and digital channels. More about our investor dialogue in 2020 is available in the Financial Review.

Media

We provide clear and accurate information about Metso Outotec. We proactively and responsibly communicate in many channels. We interact with media representatives both locally and globally to publicize our sustainability work. Additionally, our experts meet trade press representatives at exhibitions and conferences and share the latest product news with them.

Non-governmental organizations

We have good cooperation with non-governmental organizations (NGOs). Our cooperation partners include, e.g., John Nurminen Foundation, Plan India and SOS Children's Villages International.

Local communities

We are a responsible corporate citizen and we work closely with the local communities around our operating sites. We create value by providing employment opportunities, and we support corporate social responsibility projects in our local communities. These community projects are based on local needs and defined through dialogue with local communities. We strive to carry out co-founded community projects in collaboration with our customers. We also aim to integrate voluntary work into community projects. All community projects must bring measurable benefits to the local community.

Universities, vocational schools and research centers

We regard cooperation with universities and research institutes as important and an essential factor in the advancement of innovations. Metso Outotec seeks high expertise from these partnerships in an effort to capture the best available knowledge. We arrange cooperation projects, school visits, apprenticeship training, internships and dissertation positions.

Authorities, regulators and government

Metso Outotec is a core partner in the European Institute of Innovation and Technology's (EIT) Raw Materials Knowledge and Innovation Community. This platform aims to make raw materials into a major strength for Europe by boosting competitiveness and the attractiveness of the raw materials sector. Metso Outotec participates in many related projects that aim to create new business by upscaling technologies, while also generating new educational programs and strengthening Europe's infrastructural network. Metso Outotec's spend on these projects totals approximately one million euros yearly.

In addition, Metso Outotec has representation in many other industry associations and has committed to several external initiatives.

Reporting principles

Sustainability data for the full-year 2020 for Metso and Outotec has been combined to illustrate the new company Metso Outotec, which was formed on 1 of July 2020. The sustainability data presented in this report excludes Neles which demerged from Metso on 30 June 2020. Unless otherwise stated, our historical sustainability data is also presented as combined basis for Metso Outotec.

Economic data

The economic data in this report is based on data collected through our enterprise resource planning and management reporting systems. The figures used in Metso Outotec's consolidated Financial Statements 2020 have been prepared in accordance with the International Financial Reporting Standards.

Environmental data

Environmental data has been collected through our HSE24 reporting system.

The environmental data is available for Metso Outotec's largest business units. Our smallest offices, typically with fewer than 100 persons, and the smallest service centers, assembly shops and warehouses with fewer than 50 people are not included in the scope of the environmental reporting. This is because they are often in large office facilities together with other companies. They 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 is not significant on the Metso Outotec total figures.

Our principle in collecting the environmental data is financial control, and leased assets are included in the reported figures.

Environmental data has been collected from all our manufacturing units, research centers, service centers, assembly shops and warehouses with more than 50 employees, and it includes energy use, water use, waste, and VOC emissions. In addition, energy data is collected from offices with more than 100 employees.

Our positive climate impact, our handprint, is measured by the emissions avoided by using Metso Outotec technologies. We have calculated the carbon dioxide (CO₂) emissions from the use of Metso Outotec technologies against industry baseline or alternative technology.

Environmental data from Metso Outotec's project site operations is excluded from the data collection. All the local subsidiaries from which the data was collected are fully owned by Metso Outotec; for this reason, no allocations to subsidiaries regarding the environmental indicators have been made.

The methodology of calculating the scope 3 emissions of purchased goods and services is based on Metso Outotec's spending and is carried out using the environmentally extended input-output matrices from Exiobase.

Social data

Data on our employees was collected applying a global master data system based on SAP SuccessFactors. The system includes accurate basic data on all Metso Outotec employees globally in business areas. Data prior to the merger was collected from Metso's and Outotec's global HR master systems.

Health and safety

Metso Outotec's global HSE24 reporting system is used for health and safety data collection and to monitor progress towards common health and safety targets in all Metso Outotec operations.

We have implemented a health and safety management system fulfilling local statutory requirements. The system also supports standards such as OHSAS 18001 and ISO 45001. The Occupational Health and Safety management system and the reported indicators cover employees and workers who are not employees but whose work or workplace is controlled by the organization.

All work-related injuries are reported, without exception, in our HSE24 reporting system. Injuries are investigated and the results are reported in the system. Injuries are reviewed with the management, and the necessary corrective actions are established during the investigation. Fatalities are counted separately. All lost time incidents are reviewed at least annually in order to identify high-consequence work-related injuries. All incidents reported with Consequence "Lost time incident", "Restricted Work", and "Medical treatment" are included in Recordable injuries. The type of injury is reported based on the Injury classification on the Injury form for each incident.

The number of hours per month is estimated as headcount at the end of the month times 160 hours. Hours are not published but are used only to calculate rates. Where the number and rate are to be reported, only the rate is reported so that reporting is concise. Hours for non-employees are not reported because they are business-sensitive information and add little value to rate information.

Our Hazard identification and risk assessment (HIRA) process is used to identify work-related hazards and to assess related risks. HIRA process quality is ensured by involving local HSE staff to support the process as defined in our HSE roles and responsibilities. Actions resulting from the HIRA process continually improve our occupational health and safety management system. All workers are expected to report work-related hazards in our HSE24 reporting system. There is also a channel for anonymous reports of any illegal or unethical conduct.

Key performance indicators

Location of operations (102-4)

20 largest countries by personnel

	2020	2019
Finland	2,357	2,563
Chile	2,267	2,679
Brazil	1,503	1,368
United States	1,030	1,136
India	1,023	1,027
China	978	999
Australia	975	1,075
Sweden	743	932
Canada	549	788
Germany	544	589
United Kingdom	486	517
South Africa	448	789
Mexico	428	454
France	343	367
Peru	282	311
Lithuania	264	52
Czech Republic	259	272
Russian Federation	228	224
Denmark	99	95
Indonesia	84	78

Information on employees and other workers (102-8)

2020	Female	Male	Total
By employment contract			
Permanent	2,385	10,542	12,927
Temporary	284	2,175	2,459
By employment type			
Full-time	2,541	12,586	15,127
Part-time	128	131	259
Total	2,669	12,717	15,386
2020			
By region			
Europe	5,372	199	5,571
North and Central America	1,978	33	2,011
South America	2,447	1,609	4,056
APAC	1,618	454	2,072
Africa, Middle East and India	1,513	164	1,677
Total	12,928	2,459	15,387

External initiatives (102-12)

Metso Outotec is a supporter of the UN Global Compact. As a supporter, we are committed to annually communicating on the UN Global Compact website how we have advanced in the development of our activities in the defined areas.

We are committed to complying with the UN Declaration of Human Rights and UN Guiding Principles on Human Rights.

Metso Outotec also supports and operates according to the principles described in the OECD Guidelines for Multinational Enterprises and the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work.

Membership in associations (102-13)

Metso Outotec is involved with various industry, trade and expert organizations.

On the national level in Finland, Metso Outotec is a member of the Federation of Finnish Technology Industries and the Confederation of Finnish Industries, and participates in issue-specific working groups related to energy, competitiveness, training and logistics.

Metso Outotec participates in the work of the International Chamber of Commerce (ICC) and is represented in its bodies and working groups focused on environment and energy.

Collective bargaining agreements (102-41)

Metso Outotec supports freedom of association and the right to collective bargaining for all our employees. 50% of Metso Outotec employees were covered by bargaining agreements in 2020. The percentage varied widely between regions; it was highest in APAC (88%) and lowest in Africa, Middle East and India (1%).

GRI 201: ECONOMIC PERFORMANCE

Direct economic value generated and distributed (201-1)

EUR million	2020	2019
Customers: Sales and other income	3,319	2,819
Suppliers: Operating costs	2,231	1,749
Employees: Wages and benefits	686	585
Public sector: Taxes	52	66
Creditors: Interest	38	33
Communities: Sponsorships and donations	1.3	0.60
Shareholders: Payments to providers of capital	177	144
Economic value retained	133	242

Income taxes*, largest countries

EUR million	2020	EUR million	2019
USA	29	Finland	16
Brazil	9	USA	15
Sweden	9	Brazil	8
China	6	Sweden	7
India	5	India	5
France	5	China	5
Chile	3	Chile	4
Canada	3	France	3
Australia	3	Canada	3
Russia	2	Russia	3

* presented on an accrual basis.

The partial demerger of Metso Corporation and combination of Metso's Minerals business and Outotec was completed on June 30, 2020. In the consolidated financial statements according to IFRS this transaction is treated as a reverse acquisition, where Metso Minerals is the accounting acquirer and Outotec the accounting acquiree. The acquisition of Outotec has been accounted for in the consolidated financial statements as business combination using the acquisition method. Outotec has been consolidated from the acquisition date 30 June 2020 onwards to the group's financial figures. The economic data for indicator 201-1 is presented accordingly.

GRI 204: PROCUREMENT PRACTICES

Proportion of spending on local suppliers (204-1)

Our most significant operations, based on the spend volume, are in Brazil, China, Finland, France, India, Sweden and the United States. We define 'local supplier' as sourced from the same country as the plant and location and 'significant location of operation' as the biggest countries for Metso Outotec procurement.

Our spending on suppliers that are local to the purchasing operations in 2020 amounted to 67% of our total supply spend.

GRI 205: ANTI-CORRUPTION

Operations assessed for risks related to corruption (205-1)

Fraud, misconduct and crime are relevant threats to Metso Outotec due to its global presence, various counterparties and high number of business transactions.

Internal Audits were conducted in 28 Metso Outotec's units in 2020 covering approximately 32% of Metso Outotec's annual sales in 2020.

GRI 302: ENERGY

Energy consumption within the organization (302-1), TJ

	2020	2019	2018
Direct energy consumption by fuel			
Natural gas	562	616	535
Coal	0	0	0
Heavy fuel oil (HFO)	0	0	0
Diesel	50	28	21
Liquefied petroleum gas (LPG)	37	35	43
Renewable fuel	27	0	0
Indirect energy consumption			
Electricity	623	688	650
District heat	98	99	107
Steam	44	49	48
Total energy consumption	1,450	1,514	1,404

Cooling consumed and sold is included in the electricity. The consumption figures are calculated based on invoicing. Standard conversion factors (SI) are used in the calculations.

Reduction of energy consumption (302-4), TJ

Reduction in energy consumption as a direct result of conservation and efficiency initiatives was 9 TJ in 2020.

Reductions in energy consumption include electricity, heating, cooling, steam and fuel since baseline year 2019.

GRI 303: WATER AND EFFLUENTS

Water withdrawal (303-3), 1,000 m³

	2020	2019	2018
Surface water	665	926	1 012
Groundwater	50	66	54
Rainwater	0	0	0
Municipal water or other utilities	269	298	327
Total	984	1 290	1 392

Municipal water and other water utilities are reported by each unit based on invoicing.

Groundwater and rainwater are calculated by unit records and methodologies; some assumptions are also used.

As a result of water efficiency measures approximately 7000 m³ of water was saved in our operations in 2020.

GRI 305: EMISSIONS

Direct (Scope 1) GHG emissions (305-1), tCO₂

	2020	2019	2018
Scope 1 emissions	37,534	40,360	34,432

GHG emissions reporting covers only CO₂.

The resulted emissions are based on invoicing and converted from MWh to CO₂ emissions.

We use standard conversion factors (SI).

Source for emission factors are IEA "CO₂ emissions from fuel combustion" 2020 edition.

Indirect (Scope 2) GHG emissions (305-2), tCO₂

	2020	2019	2018
Scope 2 emissions (market based)	13,563	87,432	93,835
Scope 2 emissions (location based)	73,457	81,613	81,918

GHG emissions reporting covers only CO₂.

The resulted emissions are based on invoicing and converted from MWh to CO₂ emissions.

We use standard conversion factors (SI).

Source for emission factors are IEA "CO₂ emissions from fuel combustion" 2020 edition. In calculations for market-based emission we used supplier specific emission factors and 'Residual mix CO₂e emission' factors (AIB, European Residual Mixes Results of the calculation of Residual Mixes for the calendar year 2019) when needed.

Other indirect (Scope 3) greenhouse gas emissions (305-3), tCO₂

	2020	2019
Purchased goods and services	901,035	925,316
Fuel and energy related emissions	18,016	19,584
Upstream transportation	31,672	47,581
Business travel	10,004	29,441
Downstream transportation	52,786	71,075
Use of sold products	2,421,532	1,640,502

Metso Outotec conducted an analysis of all Scope 3 emission categories. Based on that analysis, six 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 Outotec has assessed its scope 3 emissions based on the GHG Protocol's Corporate Value Chain Accounting and Reporting Standard. GHG emissions reporting covers only CO₂. Metso Outotec does not have any biogenic CO₂ emissions in its operations.

Purchased goods and services Scope 3 emissions cover direct spend accounting for approx. 88% of total direct spend. The analysis is based on the monetary value of purchased goods and services by supplier type, and carried out using the environmentally extended input-output matrices from Exiobase. The Outotec share of emissions was estimated based on Outotec's 2019 emissions and 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) Coverage is 100% and emission factor source:

www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2016

Upstream transportation emissions are based on CO₂ data provided by logistics service providers (LSPs), the distance provided by the LSPs and gross weight. Data coverage is 63% of the total transportation spend and for the remaining share, extrapolation is made. Upstream transportation CO₂ considers transportation between tier 1 suppliers and own operations, and transportation between Metso Outotec units.

Metso Outotec currently monitors and reports Scope 3 emissions stemming from business travel in Europe, North America, Mexico, India, China, Australia and Brazil which accounts for 81% of Metso's workforce. Ex-Outotec business travel emissions are from globally centralized travel agency that covers all major locations. We have estimated that the coverage of the travel agency report is higher than 98%. We annually offset Metso Outotec's emissions from business flights.

Downstream transportation emissions are based on CO₂ data provided by logistics service providers (LSPs), the distance provided by the LSPs and gross weight. Data coverage is 63% of the total transportation spend and for the remaining share, extrapolation is made. Downstream transportation CO₂ considers transportation of products from Metso Outotec units to customers and transportation from suppliers to customers.

Use of sold products: Equipment emissions are based on annual hours of operation and baseline operating conditions. Adjustments are made for energy sources (by country for electricity) and materials (steel, rubber, ceramic). Emission from use of sold products for 2020 includes the following products: crushing equipment (Pebble Crushing, Ore Sorters, Conveyor solutions), grinding equipment (HRC, Vertimill®, SMD, HIGmill, AG mills, Pebble mills), separation equipment (FloatForce, SkimAir, Dry Cobblers) and Ceramic filters. Emission from use of sold products for 2019 includes the following

products: HRC, VTM, SMD and HIGmill. The country specific and other emission factors used were retrieved from Ecoinvent 3.7 database in 2020 and from GaBi database in 2019.

Reduction of GHG emissions (305-5), tCO₂

	2020
Reduction of emissions, scope 1	62
Reduction of emissions, scope 2	65,143

The emissions reduction achieved is calculated on the basis of the reduction in energy consumption since baseline year 2019, based on invoicing and conversion to CO₂ emissions.

GHG emissions reporting covers only CO₂.

The resulted emissions are based on invoicing and converted from MWh to CO₂ emissions.

We use standard conversion factors (SI).

Source for emission factors are IEA "CO₂ emissions from fuel combustion" 2020 edition. In calculations for market-based emission we used supplier specific emission factors and 'Residual mix CO₂e emission' factors (AIB, European Residual Mixes Results of the calculation of Residual Mixes for the calendar year 2019) when needed.

Savings from renewable energy certificates and guarantees of origin are included.

Nitrogen oxides, sulfur oxides, and other significant air emissions (305-7)

	2020	2019	2018
VOC emission, (tonnes)	341	362	359

GRI 306: EFFLUENTS AND WASTE

Waste by type and disposal method (306-2), T

	2020	2019	2018
Hazardous			
Recycling	990	616	765
Recovery	472	145	456
Incineration	95	183	198
Landfill	281	3,631	7,072
On-site storage	21	237	28
Total	1,859	4,812	8,520
Non-hazardous			
Recycling	44,314	37,351	42,292
Composting	200	227	199
Recovery	1,699	2,290	2,154
Incineration	36	69	46
Landfill	14,155	21,207	21,517
On-site storage	15	20	11
Total	60,419	61,165	66,219

The waste disposal method has been determined based on information provided by the waste disposal contractor.

Significant spills (306-3)

	2020	2019	2018
Spills	0	0	0

GRI 401: EMPLOYMENT

New employee hires and employee turnover (401-1)

Employment 2020

Category	Indicator	Number of new hires	% of total no. of new hires	New hire rate %
New hires by age group	<30	685	31%	35%
	30–50	1,356	61%	13%
	>50	194	9%	6%
New hires by gender	Female	415	19%	16%
	Male	1,819	81%	14%
New hires by region	Europe	677	30%	12%
	North and Central America	147	7%	7%
	South America	1,018	46%	25%
	APAC	250	11%	12%
	Africa, Middle East and India	143	6%	9%
Total new hires	Total	2,235		15%

Category	Indicator	Number of leavers	% of total no. of leavers	Turnover rate %
Leavers by age group	<30	595	18%	30%
	30–50	1,880	58%	18%
	>50	786	24%	25%
Leavers by gender	Female	517	16%	19%
	Male	2,743	84%	22%
Leavers by region	Europe	897	28%	16%
	North and Central America	476	15%	24%
	South America	1,230	38%	30%
	APAC	384	12%	19%
	Africa, Middle East and India	274	8%	16%
Total leavers	Total	3,261		21%

Total number and rate of new employee hires during the reporting period, by age group, gender and region.

Total number and rate of employee turnover during the reporting period, by age group, gender and region.

Mergers, divestments and Valves business (Neles) excluded. Employee can retain a right to not inform gender.

GRI 402: LABOR/MANAGEMENT RELATIONS

Minimum notice periods regarding operational changes (402-1)

Notice periods and the time period for the consultation process related to operational changes varies by country and region.

Minimum notice periods are based on the local labor legislation of each country we operate in.

Work-related injuries (403-9)

OWN EMPLOYEES

		2020	2019	2018
Fatalities	Number of fatalities	0	0	2
		2020	2019	2018
High-consequence injury rate				
By region	Europe	0.1	0.4	1.7
	North and Central America	0	0.3	0.6
	South America	0.2	0.0	0.4
	Asia-Pacific	0.3	0.3	0.5
	Africa, Middle East and India	0	0.3	0.5
	Total	0.1	0.3	0.9

High-consequence injury rate reflects the number of high-consequence injuries per million hours worked. High-consequence injuries exclude fatalities but include injuries from which the worker cannot recover, or does not or is not expected to recover fully to pre-injury health status within 6 months. High-consequence injury rate does not include fatalities.

403-9-c: Based on the history of high-consequence injuries, hazards that pose risk of high-consequence injury include contact with moving machinery, handling of heavy objects, fall from height, exposure to hot material, and road travel.

Actions taken to minimize related risks include observing installing guarding on machinery, designing improved lifting tools, installing railings on working platforms, improved vehicle safety, and training employees on safe work methods.

		2020	2019	2018
Lost time incident frequency				
By region	Europe	2.1	1.9	3.5
	North and Central America	1.2	1.5	2.8
	South America	1.3	1.3	1.9
	Asia-Pacific	1.0	1.0	2.3
	Africa, Middle East and India	0.8	1.8	2.6
	Total	1.5	1.6	2.8

Lost time incident frequency (LTIF) reflects the number of injuries resulting in an absence of at least one workday per million hours worked.

		2020	2019	2018
Recordable injury rate				
By region	Europe	5.0	4.1	7.3
	North and Central America	5.6	5.2	7.7
	South America	2.7	3.0	3.2
	Asia-Pacific	6.1	6.8	7.6
	Africa, Middle East and India	2.1	6.3	5.5
	Total	4.3	4.8	6.3

Includes lost time, restricted work, and medical treatment incidents.

		2020	2019	2018
Injury rate				
By region	Europe	15.0	17.1	20.9
	North and Central America	13.9	17.3	15.7
	South America	5.9	5.9	6.9
	Asia-Pacific	21.8	42.6	19.5
	Africa, Middle East and India	6.8	20.2	13.7
	Total	12.9	19.2	16.2

Includes lost time, restricted work, medical treatment and first-aid incidents.

403-9-d:

Actions taken to minimize risks from hazards related to other than high-consequence injuries include introduction of safer tools, work methods, additional training, and improved personal protective equipment.

		2020	2019	2018
Types of Injury	Superficial injuries and open wounds	52%	52%	58%
	Dislocations, sprains and strains	9%	8%	8%
	Burns, corrosions, scalds and frostbite	7%	6%	6%
	Fractures	6%	3%	6%
	Concussion and internal injuries	2%	3%	2%
	Traumatic amputations	0%	0%	0%
	Acute poisonings and infections	2%	1%	1%
	Other specified types of injury	3%	3%	1%
	Unspecified	18%	24%	18%
	Total	100%	100%	100%

According to ILO classification, % of total injuries.

		2020	2019	2018
Risk observation frequency				
By region	Europe	1,452	835	510
	North and Central America	2,473	1,595	1,054
	South America	7,409	2,079	1,605
	Asia-Pacific	4,728	4,675	1,293
	Africa, Middle East and India	2,379	2,309	2,032
	Total	3,377	1,959	1,131

Includes risk observations.

		2020	2019	2018
Near miss frequency				
By region	Europe	62	52	52
	North and Central America	61	64	51
	South America	59	20	19
	Asia-Pacific	25	36	31
	Africa, Middle East and India	51	105	94
	Total	55	52	48

Includes near misses.

NON-METSO OUTOTEC EMPLOYEES – CONTRACTORS AND SUPERVISED WORKERS

		2020	2019	2018
Fatalities	Number of fatalities	0	0	0
		2020	2019	2018
High consequence injury rate				
By region	Europe	0.0	0.0	1.8
	North and Central America	0.0	0.0	0.0
	South America	0.0	0.5	0.5
	Asia-Pacific	0.0	0.0	0.0
	Africa, Middle East and India	0.0	0.0	0.4
	Total	0.0	0.1	0.7

High-consequence injury rate reflects the number of high-consequence injuries per million hours worked. High-consequence injuries exclude fatalities but include injuries from which the worker cannot recover, or does not or is not expected to recover fully to pre-injury health status within 6 months. High-consequence injury rate does not include fatalities.

		2020	2019	2018
Lost time incident frequency				
By region	Europe	2.6	0.4	2.6
	North and Central America	0.0	0.0	0.0
	South America	2.7	3.3	1.6
	Asia-Pacific	2.3	1.1	2.3
	Africa, Middle East and India	1.6	0.7	1.1
	Total	2.1	1.1	1.7

Lost time incident frequency (LTIF) reflects the number of injuries resulting in an absence of at least one workday per million hours worked.

		2020	2019	2018
Recordable injury rate				
By region	Europe	5.7	2.2	4.0
	North and Central America	13.4	8.9	13.4
	South America	5.5	6.0	4.9
	Asia-Pacific	3.4	4.5	2.3
	Africa, Middle East and India	2.2	2.0	1.6
	Total	4.0	3.2	3.1

Includes lost time, restricted work, and medical treatment incidents.

		2020	2019	2018
Injury rate				
By region	Europe	8.8	7.9	12.8
	North and Central America	22.3	35.6	22.3
	South America	9.8	9.3	8.7
	Asia-Pacific	13.6	27.2	27.2
	Africa, Middle East and India	2.9	4.7	2.7
	Total	7.0	9.1	8.9

Includes lost time, restricted work, medical treatment and first aid incidents.

		2020	2019	2018
Types of Injury				
	Superficial injuries and open wounds	55%	59%	58%
	Dislocations, sprains and strains	3%	2%	5%
	Burns, corrosions, scalds and frostbite	1%	2%	4%
	Fractures	14%	6%	8%
	Concussion and internal injuries	3%	3%	1%
	Traumatic amputations	0%	0%	0%
	Acute poisonings and infections	0%	1%	0%
	Other specified types of injury	3%	1%	0%
	Unspecified	21%	26%	23%
	Total	100%	100%	100%

According to ILO classification, % of total injuries.

Data is collected from all worldwide locations and it covers all Metso Outotec operations including employees and other workers whose work or workplace is controlled by Metso Outotec.

Newly acquired operations are integrated into reporting within a year of the date acquired.

Rates for employees have been calculated based on estimated hours worked.

Rates for non-employee workers have been calculated based on monitored hours worked.

Rates have been calculated per million hours worked.

Some health and safety figures for the years 2018–2019 have been restated based on our internal data validation review.

Omissions: Number of injuries is not reported where rate is used. Hours are not reported.

GRI 404: TRAINING AND EDUCATION

Training and Education (404-3)

Percentage of employees receiving regular performance and career development reviews: 96%

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

Diversity of governance bodies and employees (405-1)

Diversity of governance bodies

	Indicator	2020	2019 (Metso)	2019 (Outotec)
Board of Directors	By gender			
	Female	30%	25%	50%
	Male	70%	75%	50%
	By age group			
	<30	0%	0%	0%
	30–50	0%	13%	13%
>50	100%	88%	88%	
Executive Team	By gender			
	Female	36%	18%	30%
	Male	64%	82%	70%
	By age group			
	<30	0%	0%	0%
	30–50	36%	55%	50%
>50	64%	45%	50%	

Diversity of employees

Employee category	Indicator	2020	
		White-collar	Blue-collar
	By gender		
	Female	25%	2%
	Male	75%	98%
	By age group		
	<30	12%	15%
	30–50	65%	68%
	>50	23%	16%
Total		10,180	5,207

GRI 406: NON-DISCRIMINATION

Incidents of discrimination and corrective actions taken (406-1)

There were no proven incidents of discrimination reported in 2020.

GRI 412: HUMAN RIGHTS ASSESSMENT

Employee training on human rights policies or procedures (412-2)

	2020
Total number of hours spent to training on human rights policies or procedures	6089

Metso Outotec has a annual Code of Conduct training that is mandatory for all employees. Human rights is an important part of the training. In 2020, 96 percent of Metso Outotec employees have taken the Code of Conduct training.

The next Code of Conduct training will be organized in 2021.

In addition, all new employees are requested to take the Code of Conduct training.

METSO OUTOTEC INDICATORS

Metso Outotec topic: Sustainability targets set in R&D projects

	2020
R&D projects with sustainability targets	91%

Sustainability targets include environmental efficiency improvements, safety improvements and capex and opex improvements. Common sustainability categories/criteria for Metso Outotec R&D projects will be defined in 2021.

Metso Outotec topic: Supplier sustainability audits

	2020	2019	2018
Number of supplier sustainability audits	142	160	130

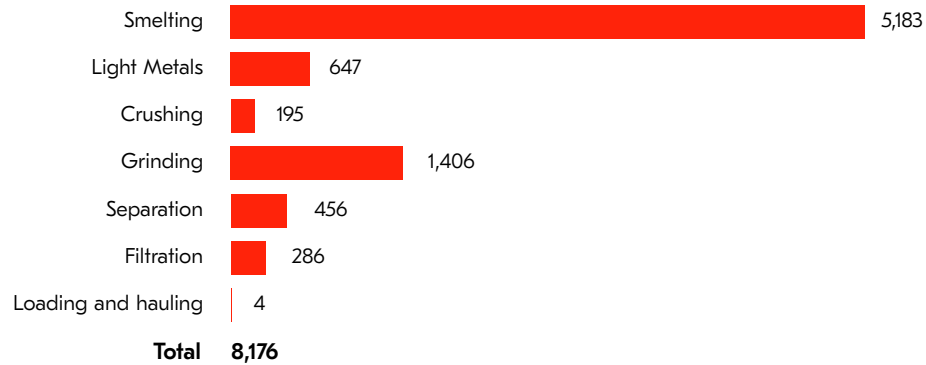
In addition to third-party supplier sustainability audits (15), Metso Outotec also conducted 127 internal supplier sustainability audits in 2020.

Metso Outotec topic: Community engagement

	2020
Support for non-profit organizations (EUR)	1,317,318
Science, research and education	18%
Environmental protection and conservation	2%
Health and social programs	7%
Universities and foundations	1%
Natural disasters	72%
Other	0%

Metso Outotec topic: Handprint (Reductions in CO₂ emissions of products and services)

CO₂ emissions avoided (thousand tonnes) 2020



Ferrochrome process, copper flash smelting and alumina calcination:

The handprint for ferrochrome process, copper flash smelting and alumina calcination, is measured by the emissions avoided by using these technologies. These technologies are measured against industry baseline annually. Emission reductions are directly proportional to energy savings. The amount of emissions avoided depends on actual production rates by the industry.

Other products:

The handprint for grinding products (HRC, Vertimill®, SMD, HIGmill, Autogenous and pebble mills), mineral separation (FloatForce™, SkimAir®, dry cobbing, ore sorting) and dewatering (ceramic filters) as well as Truck Body is measured by the CO₂ equivalent emissions avoided by using these technologies. Each of these technologies is measured against a common alternative baseline technology annually. Emission reductions are based on energy savings. In case of Vertimill®, SMD, HIGmill, Autogenous and pebble mills, there are also reductions in embedded energy related to consumables such media and /or wear items such as liners. The country specific and other emission factors used were retrieved from Ecoinvent 3.7 database. Emissions factors were used for embedded energy from steel, rubber and ceramics in consumables and wear items.

The emissions are indicated in CO₂. The country specific and other emission factors used were retrieved from Ecoinvent 3.7 database.

Smelting includes: copper flash smelting and ferrochrome process, Light metals includes: alumina calcination, Crushing includes: pebble crushing, ore sorters, conveyor solutions, Grinding includes: HRC, Vertimill®, SMD, HIGmill, AG and pebble mills, Separation includes: FloatForce, SkimAir, dry cobblers, Filtration includes: ceramic filters and Loading and hauling includes truck body.

GRI Content Index

General Disclosures

Abbreviations

BO Business Overview
FR Financial Review
CG Corporate Governance
GRI GRI Supplement

Abbreviations

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

1. Organizational profile

Disclosure number	Disclosure title	Page number	Additional information	Cross-reference: UNGC SDG
102-1	Name of the organization		Metso Outotec Corporation	
102-2	Activities, brands, products, and services	Our year 2020, BO, p. 5 Value creation and strategy, BO, p. 9		
102-3	Location of headquarters		Helsinki, Finland	
102-4	Location of operations	Our year 2020, BO, p. 5, FR, p. 81–82 Key performance indicators, GRI, p. 9		
102-5	Ownership and legal form		Metso Outotec Corporation is a public company and its shares are listed on the Nasdaq Helsinki	
102-6	Markets served	Our year 2020, BO, p. 5 Value creation and strategy, BO, p. 9		
102-7	Scale of the organization	Our year 2020, BO, p. 5 Value creation and strategy, BO, p. 9		
102-8	Information on employees and other workers	Key performance indicators section, GRI, p. 9	The share of the organization's activities performed by workers who are not Metso Outotec employees is not significant. Employee data has been compiled from Metso Outotec's global HR information system.	UNGC Principle 6 SDG 8
102-9	Supply chain	Value creation and strategy, BO, p. 9 Responsible Procurement, BO, p. 33		SDG 12
102-10	Significant changes to the organization and its supply chain	Our year 2020, BO, p. 5		
102-11	Precautionary Principle or approach	Risk and risk management, CG, p. 14		
102-12	External initiatives	External initiatives, GRI, p. 9		
102-13	Membership of associations	Membership in associations, GRI, p. 9		

2. Strategy

Disclosure number	Disclosure title	Page number	Additional information
102-14	Statement from senior decision-maker	From the CEO, BO, p. 7	
102-15	Key impacts, risks, and opportunities	Value creation and strategy, BO, p. 9 Non-financial information, FR, p. 14–18	

3. Ethics and integrity

Disclosure number	Disclosure title	Page number	Additional information	Cross-reference: UNGC SDG
102-16	Values, principles, standards, and norms of behaviour	Responsible and trusted partner, BO, p. 31		UNGC Principle 10 SDG 8
102-17	Mechanisms for advice and concerns about ethics	CG, p. 17		UNGC Principle 10 SDG 8

4. Governance

Disclosure number	Disclosure title	Page number	Additional information	
102-18	Governance structure	CG, p. 6–12		
		Sustainability governance, GRI, p. 5		
102-32	Highest governance body's role in sustainability reporting	Sustainability governance, GRI, p. 5		

5. Stakeholder engagement

Disclosure number	Disclosure title	Page number	Additional information	
102-40	List of stakeholder groups	Metso Outotec's stakeholders, GRI, p. 6		
102-41	Collective bargaining agreements	Key performance indicators, GRI, p. 9		UNGC Principle 3
102-42	Identifying and selecting stakeholders	Stakeholder engagement, GRI, p. 6		
102-43	Approach to stakeholder engagement	Stakeholder engagement, GRI, p. 6		
102-44	Key topics and concerns raised	Sustainability, BO, p. 20		
		Stakeholder engagement, GRI, p. 6		

6. Reporting practice

Disclosure number	Disclosure title	Page number	Additional information	
102-45	Entities included in the consolidated financial statements	FR, p. 81–82	All Group companies are included in the reporting.	
102-46	Defining report content and topic boundaries	About this GRI Supplement, GRI, p. 4		
102-47	List of material topics	Sustainability, BO, p. 20		
		Management Approach Disclosures, GRI, p. 24		
102-48	Restatements of information		Possible restatements have been indicated in the report. Unless otherwise stated, our historical sustainability data is also presented as combined basis for Metso Outotec.	
102-49	Changes in reporting		Sustainability data for the full-year 2020 for Metso and Outotec has been combined to illustrate the new company Metso Outotec, which was formed on 1 of July 2020. The sustainability data presented in this report excludes Neles which demerged from Metso on 30 June 2020. Unless otherwise stated, our historical sustainability data is also presented as combined basis for Metso Outotec.	
102-50	Reporting period		January 1, 2020 – December 31, 2020	
102-51	Date of most recent report		Metso's GRI Supplement 2019 was published in March 2020 and Outotec's Sustainability report 2019 was published in March 2020.	
102-52	Reporting cycle		Annual	
102-53	Contact point for questions regarding the report		safu.man@mogroup.com, harald.huppe@mogroup.com	
102-54	Claims of reporting in accordance with the GRI Standards	About this GRI Supplement, GRI, p. 4	This report has been prepared in accordance with the GRI Standards: Core option.	
102-55	GRI Content Index	GRI Content Index, GRI, p. 19		
102-56	External assurance	About this GRI Supplement, GRI, p. 4	This report has been externally assured by DNV GL Business Assurance.	
		Assurance Statement, GRI, p. 28		

Topic-specific Disclosures

GRI 200: Economic Standard Series

GRI Material Topic	Disclosure number	Disclosure title	Page number	Omission/Additional information	Cross-reference: UNGC SDG
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Key performance indicators, GRI, p. 10		SDG 8, 9
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Task force on climate-related financial disclosure, BO, p. 25–28		SDG 13
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Key performance indicators, GRI, p. 10		SDG 12
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Key performance indicators, GRI, p. 10		UNGC Principle 10 SDG 8

GRI 300 Environmental Standard Series

GRI Material Topic	Disclosure number	Disclosure title	Page number	Omission/Additional information	Cross-reference: UNGC SDG
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Sustainability, BO, p. 23–24, 33 Key performance indicators, GRI, p. 11		UNGC Principle 7 SDG 8, 12, 13
	302-4	Reduction of energy consumption	Sustainability, BO, p. 23–24, 33 Key performance indicators, GRI, p. 11		UNGC Principles 7, 8, 9 SDG 8, 12, 13
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Sustainability, BO, p. 23, 33 Key performance indicators, GRI, p. 11		UNGC Principles 7, 9 SDG 6
	303-2	Management of water discharge-related impacts	Sustainability, BO, p. 23, 33 Key performance indicators, GRI, p. 11 Management Approach Disclosures, GRI, p. 24		UNGC Principles 7, 9 SDG 6
	303-3	Water withdrawal by source	Sustainability, BO, p. 23, 33 Key performance indicators, GRI, p. 11 Management Approach Disclosures, GRI, p. 24		UNGC Principles 7, 9 SDG 6
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Sustainability, BO, p. 23–24, 33 Key performance indicators, GRI, p. 11		UNGC Principle 7 SDG 12, 13
	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability, BO, p. 23–24, 33 Key performance indicators, GRI, p. 11		UNGC Principle 7 SDG 12, 13
	305-3	Other indirect (Scope 3) GHG emissions	Sustainability, BO, p. 23–24 Key performance indicators, GRI, p. 12		UNGC Principle 7 SDG 12, 13
	305-5	Reduction of GHG emissions	Sustainability, BO, p. 23–24, 33 Key performance indicators, GRI, p. 12		UNGC Principles 7, 9 SDG 13
	305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	Key performance indicators, GRI, p. 12	Only VOCs are reported as other emissions are not relevant.	
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	Sustainability, BO, p. 33 Key performance indicators, GRI, p. 13		UNGC Principle 7 SDG 6, 12
	306-3	Significant spills	Key performance indicators, GRI, p. 13	No significant spills during the 2020 reporting period.	UNGC Principle 7 SDG 6, 12

GRI 400: Social Standard Series

GRI Material Topic	Disclosure number	Disclosure title	Page number	Omission/Additional information	Cross-reference: UNGC SDG
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Key performance indicators, GRI, p. 13		UNGC Principles 3, 6 SDG 8
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Key performance indicators, GRI, p. 13		UNGC Principles 3, 6 SDG 8
GRI 403: Occupational Health and Safety 2018	403-1	OHS management system	Reporting principles, GRI, p. 8		UNGC Principle 6 SDG 8
	403-2	Hazard identification, risk assessment, and incident investigation	Reporting principles, GRI, p. 8		UNGC Principle 6 SDG 8
	403-3	Occupational health services	Reporting principles, GRI, p. 8		UNGC Principle 6 SDG 8
	403-4	Worker participation, consultation, and communication on OHS	Reporting principles, GRI, p. 8		UNGC Principle 6 SDG 8
	403-5	Worker training on OHS	Reporting principles, GRI, p. 8		UNGC Principle 6 SDG 8
	403-6	Promotion of worker health	Reporting principles, GRI, p. 8		UNGC Principle 6 SDG 8
	403-7	Prevention and mitigation of OHS impacts directly linked by business relationships	Reporting principles, GRI, p. 8		UNGC Principle 6 SDG 8
	403-9	Work-related injuries	We continue to drive for zero harm, BO, p. 31 Key performance indicators, GRI, p. 14–16		UNGC Principle 6 SDG 8
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	Engaged and diverse experts, BO, p. 32 Key performance indicators, GRI, p. 16	Not reported by gender or employee category.	UNGC Principle 6 SDG 8
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Key performance indicators, GRI, p. 17		UNGC Principle 6 SDG 8
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Key performance indicators, GRI, p. 17		UNGC Principles 1, 2, 6
GRI 412: Human Rights Assessment	412-2	Employee training on human rights policies or procedures	Engaged and diverse experts, BO, p. 32 Key performance indicators, GRI, p. 17		UNGC Principle 1
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Sustainable offering and innovations, BO, p. 29–30 Value creation and strategy, BO, p. 9 Non-financial information, FR, p. 15–16		SDG 12
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No fines were imposed in relation to non-compliance with laws and regulations or voluntary codes regarding the use of Metso Outotec products.		

Metso Outotec topics

Material Topic	Disclosure title	Page number	
Metso Outotec topic: Sustainability targets set in R&D projects	Percentage of R&D projects that include a sustainability target	Key performance indicators, GRI, p. 17	SDG 6, 12, 13
Metso Outotec topic: Sustainability supplier audits	Number of supplier sustainability audits	Key performance indicators, GRI, p. 17	UNGC Principle 4, 5 SDG 12
Metso Outotec topic: Community engagement	Support for non-profit organization (EUR)	Key performance indicators, GRI, p. 17	
Metso Outotec topic: Handprint	CO ₂ emissions avoided using Metso Outotec's technologies	Sustainable offering and innovations, BO, p. 29–30 Key performance indicators, GRI, p. 18	SDG 13
Metso Outotec topic: Employee engagement and satisfaction	Employee engagement index	Engaged and diverse experts, BO, p. 32	SDG 8

Management Approach Disclosures

Management Approach Disclosure

Economic	
	Description/Reference
GRI Material Topic	GRI 201: Economic performance 2016, GRI 204
Key topics for our management approach	Value creation, Sustainable productivity, R&D, innovation, Customer engagement, Responsible business practices, Responsible procurement
Targets	Our annual sustainability targets and long-term goals, BO, p. 23; Responsible procurement ensures sustainable cooperation, BO, p. 33
Policies, processes, management model	Metso Outotec Code of Conduct, Sustainability criteria for suppliers, Anti-corruption Policy, Misconduct Policy, Intellectual Property Policy, Brand Policy
Monitoring the effectiveness of our approach – Specific actions and results	Our annual sustainability targets and long-term goals, BO, p. 23; Responsible procurement ensures sustainable cooperation, BO, p. 33
Disclosures	Metso Outotec's stakeholders, GRI, p. 6, Sustainable offering and innovations, BO, p. 29
Topic boundary	201-1, 201-2, 204-1, Metso Outotec indicator: Supplier sustainability audits; Metso Outotec indicator: Sustainability targets set in R&D projects
	External impacts within our value chain, Metso Outotec indicator. Internal and external impacts within our value chain
	Relevant entities: customers, communities, authorities, suppliers and NGOs.

Environmental	
	Description/Reference
GRI Material Topic	GRI 302: Energy 2016, GRI 303: Water and Effluents 2018, GRI 305: Emissions 2016, GRI 306: Effluents and Waste 2016
Key topics for our management approach	Environmental efficiency of Metso Outotec's operations
Targets	Sustainability, BO, p. 23–24
Policies, processes, management model	Sustainability, BO, p. 23–24, 33; Non-financial information, FR, p. 14-18
Monitoring the effectiveness of our approach – Specific actions and results	Sustainability, BO, p. 23–24, 33
Disclosures	Sustainable offering and innovations, BO, p. 29
Topic boundary	201-2, 302-1, 302-4, 303-1, 303-2, 303-3, 305-1, 305-2, 305-3, 305-5, 305-7, 306-2, 306-3, Metso Outotec indicator: Handprint
	Internal impacts in our own operations. 302-5, 305-3, external impacts within our value chain.
	Relevant entities: customers, communities, authorities, suppliers and NGOs

Labor practices and decent work	
	Description/Reference
GRI Material Topic	GRI 401: Employment 2016, GRI 402: Labor/Management Relations 2016, GRI 403: Occupational Health and Safety 2018, GRI 404: Training and Education 2016, GRI 405: Diversity and Equal Opportunity 2016, GRI 412: Human Rights Assessment 2016
Key topics for our management approach	Metso Outotec Code of Conduct, Human Rights in the value chain, Safe working environment, Responsible procurement
Targets	Sustainability, BO, p. 23
Policies, processes, management model	Engaged and diverse experts, BO, p. 32; Non-financial information, FR, p. 14–18; Metso Outotec Code of Conduct, QEHS Policy, QEHS Management, Metso Outotec Supplier Code of Conduct, Reporting Principles, GRI, p. 8
Monitoring the effectiveness of our approach – Specific actions and results	Engaged and diverse experts, BO, p. 32 and Key performance indicators, GRI, p. 9, Reporting Principles, GRI, p. 8
Disclosures	401-1, 402-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 404-3, 405-1, 406-1, 412-2, Metso Outotec indicator: Employee engagement and satisfaction
Topic boundary	Internal impacts
	Relevant external entities: suppliers, contractors, communities, government, NGOs and customers.

Human rights

	Description/Reference
GRI Material Topic	GRI 406: Non-discrimination 2016, GRI 412: Human Rights Assessment 2016
Key topics for our management approach	Metso Outotec Code of Conduct, Human rights in the value chain, Responsible procurement ensures sustainable cooperation
Targets	Sustainability, BO, p. 23, 33
Policies, processes, management model	Engaged and diverse experts, BO, p. 32; Non-financial information, FR, p. 14-18, Metso Outotec Supplier Code of Conduct
Monitoring the effectiveness of our approach – Specific actions and results	Key performance indicators, GRI, p. 17
Disclosures	412-2
Topic boundary	Internal impacts within our operations Relevant external entities: suppliers, contractors, communities, government and NGOs.

Society

	Description/Reference
GRI Material Topic	GRI 205: Anti-corruption 2016
Key topics for our management approach	Metso Outotec Code of Conduct, Anti-corruption
Targets	Sustainability, BO, p. 23 Engaged and diverse experts, BO, p. 32
Policies, processes, management model	Code of Conduct, Anti-corruption Policy, Metso Outotec Code of Conduct
Monitoring the effectiveness of our approach – Specific actions and results	Key performance indicators, GRI, p. 10
Disclosures	205-1, Metso Outotec indicator: Community engagement
Topic boundary	Internal impacts within our operations Relevant external entities: communities, employees and government.

Sustainable productivity

	Description/Reference
GRI Material Topic	GRI 416: Customer Health and Safety 2016
Key topics for our management approach	Sustainable offering and innovations, BO, p. 29
Targets	Sustainability, BO, p. 23 Sustainable offering and innovations, BO, p. 29
Policies, processes, management model	Metso Outotec Code of Conduct, QEHS Policy, QEHS Management
Monitoring the effectiveness of our approach – Specific actions and results	All new R&D projects have to set environmental efficiency and product safety innovation targets (if applicable).
Disclosures	416-1, 416-2, Metso Outotec indicator: Sustainability targets set in R&D projects
Topic boundary	External impacts within our value chain. Relevant external entities: customers, suppliers.

Responsible procurement

	Description/Reference
GRI Material Topic	GRI 204: Procurement Practices 2016, GRI 305: Emissions 2016
Key topics for our management approach	Responsible procurement ensures sustainable cooperation, BO, p. 33
Targets	Responsible procurement ensures sustainable cooperation, BO, p. 33; Our annual sustainability targets and long-term goals, BO, p. 23
Policies, processes, management model	Metso Outotec Supplier Code of Conduct, Sustainability criteria in supplier selection
Monitoring the effectiveness of our approach – Specific actions and results	Responsible procurement ensures sustainable cooperation, BO, p. 33; Our annual sustainability targets and long-term goals, BO, p. 23
Disclosures	204-1, Metso Outotec indicator: Supplier sustainability audits
Topic boundary	External impacts within our value chain. Relevant external entities: suppliers.

SASB Industrial Machinery and Goods Disclosure

Topic	Accounting Metric	Unit of measure	Code	Page number/information	Omission/ Additional information
Energy Management	1. Total energy consumed	Gigajoules (GJ)	RT-IG-130a.1	GRI 301-1 in GRI supplement, p. 11	
Energy Management	2. Percentage grid electricity	%	RT-IG-130a.1	99.6%	
Energy Management	3. Percentage renewable energy	%	RT-IG-130a.1	45%	
Employee Health and Safety	1. Total recordable incident rate (TRIR)	Rate	RT-IG-320a.1	GRI 403-9; LTIF and recordable injury rates reported in GRI supplement p. 14–16 (per million hours worked)	
Employee Health and Safety	2. Fatality rate	Rate	RT-IG-320a.1	GRI 403-9 in GRI supplement, p. 14–16 (number of fatalities)	
Employee Health and Safety	3. Near miss frequency rate (NMFR)	Rate	RT-IG-320a.1	GRI 403-9 in GRI supplement, p. 15 (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.
Fuel Economy & Emissions in Use-phase	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	RT-IG-410a.2		Information not available.
Fuel Economy & Emissions in Use-phase	Sales-weighted fuel efficiency for stationary generators	Watts per gallon	RT-IG-410a.3		Information not available.
Fuel Economy & Emissions in Use-phase	Sales-weighted emissions of: (1) nitrogen oxides (NOx) for (a) marine diesel engines	Grams per kilowatt-hour	RT-IG-410a.4		Not applicable
Fuel Economy & Emissions in Use-phase	Sales-weighted emissions of: (1) nitrogen oxides (NOx) for (b) locomotive diesel engines	Grams per kilowatt-hour	RT-IG-410a.4		Information not available.
Fuel Economy & Emissions in Use-phase	Sales-weighted emissions of: (1) nitrogen oxides (NOx) for (c) on-road medium- and heavy-duty engines	Grams per kilowatt-hour	RT-IG-410a.4		Information not available.
Fuel Economy & Emissions in Use-phase	Sales-weighted emissions of: (1) nitrogen oxides (NOx) for (d) other on-road diesel engines	Grams per kilowatt-hour	RT-IG-410a.4		Information not available.
Fuel Economy & Emissions in Use-phase	Sales-weighted emissions of: (2) particulate matter (PM) for (a) marine diesel engines	Grams per kilowatt-hour	RT-IG-410a.4		Not applicable
Fuel Economy & Emissions in Use-phase	Sales-weighted emissions of: (2) particulate matter (PM) for (b) locomotive diesel engines	Grams per kilowatt-hour	RT-IG-410a.4		Information not available.
Fuel Economy & Emissions in Use-phase	Sales-weighted emissions of: (2) particulate matter (PM) for (c) on-road medium- and heavy-duty engines	Grams per kilowatt-hour	RT-IG-410a.4		Information not available.
Fuel Economy & Emissions in Use-phase	Sales-weighted emissions of: (2) particulate matter (PM) for (d) other on-road diesel engines	Grams per kilowatt-hour	RT-IG-410a.4		Information not available.

Topic	Accounting Metric	Unit of measure	Code	Page number/information	Omission/ Additional information
Materials Sourcing	Description of the management of risks associated with the use of critical materials	n/a	RT-IG-440a.1	Metso Outotec 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 Outotec'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 substance that are listed on the REACH list or if suppliers provide products that contain RoHS substances in concentration 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 2020 was 306 MEUR.	

Independent Limited Assurance Report to the Management of Metso Outotec Corporation

Scope of Engagement

Metso Outotec Corporation ("Metso Outotec") commissioned **DNV GL Business Assurance Finland OY/AB** ("DNV GL") to conduct a limited assurance engagement over selected sustainability disclosures presented in the Business Overview and GRI Supplement of Metso Outotec Annual Report ("Report") for the period 1st January to 31st December 2020.

Selected Information

The scope and boundary of our work is restricted to the General and Topic-specific GRI disclosures (the "Selected Information"). The location of Selected Information in the Report is specified in the "GRI Content Index".

To assess the Selected Information, which includes an assessment of the risk of material misstatement in the Report, we have used Global Reporting Initiative's GRI Standards and Metso Outotec's internal reporting instructions (the "Criteria").

We have not performed any work, and do not express any conclusion, on any other information that may be published in the Report or on Metso Outotec's website for the current reporting period.

Our conclusions

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 Selected Information is not fairly stated and has not been prepared, in all material respects, in accordance with the Criteria. We believe that the Report is in line with the "Core" requirements of the GRI Standards.

This conclusion relates only to the Selected Information and is to be read in the context of this Assurance Report, in particular with the inherent limitations explained below.

Standard and level of assurance

We performed a limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 revised – 'Assurance Engagements Other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and that we plan and perform the assurance engagement to obtain limited assurance.

DNV GL applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021:2015 – Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

The procedures performed in a limited assurance engagement vary in nature and timing, and are less detailed than those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our opinion, so the risk of this conclusion being in error is reduced, but not completely eliminated.

Basis of our conclusion

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Information. Our work included, but was not restricted to:

- Assessing the appropriateness of the Criteria for the Selected Information;
- Conducting interviews with Metso Outotec's responsible persons to obtain an understanding of the data management systems and processes used to generate, aggregate and report the Selected Information;
- Conducting three remote site audits to review processes and systems for preparing site-level data consolidated at Head Office. The site visits were conducted at:
 - Metso Outotec Canning Vale, Australia,
 - Metso Outotec Outokumpu, Finland, and
 - Metso Outotec Mâcon, France.

DNV GL was free to choose the sites on the basis of materiality;

- Reviewing data at source and following this through to consolidated Group data;
- Reviewing whether the evidence, measurements, and scope of the Selected Information is prepared in accordance with the Criteria;
- Reviewing the Report and narrative accompanying the Selected Information in the Report with regard to the Criteria;
- Evaluation of the disclosed information in the Report against the requirements for "in accordance with the GRI Standards: Core option".

Inherent limitations

Our assurance relies on the premise that the data and information provided to us by Metso Outotec as part of our review procedures have been provided in good faith. Because of the selective nature (sampling) and other inherent limitations of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities may not have been detected. Energy use data utilized in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for determining such data. Finally, the selection of different but acceptable measurement techniques may result in materially different measurements.

DNV GL expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Report.

Our competence, independence and quality control

DNV GL's established policies and procedures are designed to ensure that DNV GL, its personnel and – where applicable – others subject to independence requirements (including personnel of other entities of DNV GL) maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals; the members of that team have not been involved in the development of any of the Criteria. Our multi-disciplinary team consisted of professionals with a combination of environmental and sustainability assurance experience.

Responsibilities of the Management of Metso Outotec and DNV GL

The Management of Metso Outotec has sole responsibility for:

- Preparing and presenting the Selected Information in accordance with the Criteria;
- Designing, implementing and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Information that is free from material misstatements;
- Measuring and reporting the Selected Information based on their established Criteria; and
- Contents and statements contained within the Report and the Criteria.

Our responsibility is to plan and perform our work to obtain limited assurance about whether the Selected Information has been prepared in accordance with the Criteria and to report to Metso Outotec in the form of an independent limited assurance conclusion, based on the work performed and the evidence obtained. We have not been responsible for the preparation of the Report.

For and on behalf of DNV GL Business Assurance Finland OY/AB
Espoo, Finland

12th February 2021

Mikael Niskala

Lead Auditor
DNV GL – Business Assurance

Souvik Kumar Ghosh

Principal Consultant and Reviewer
DNV GL – Business Assurance

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