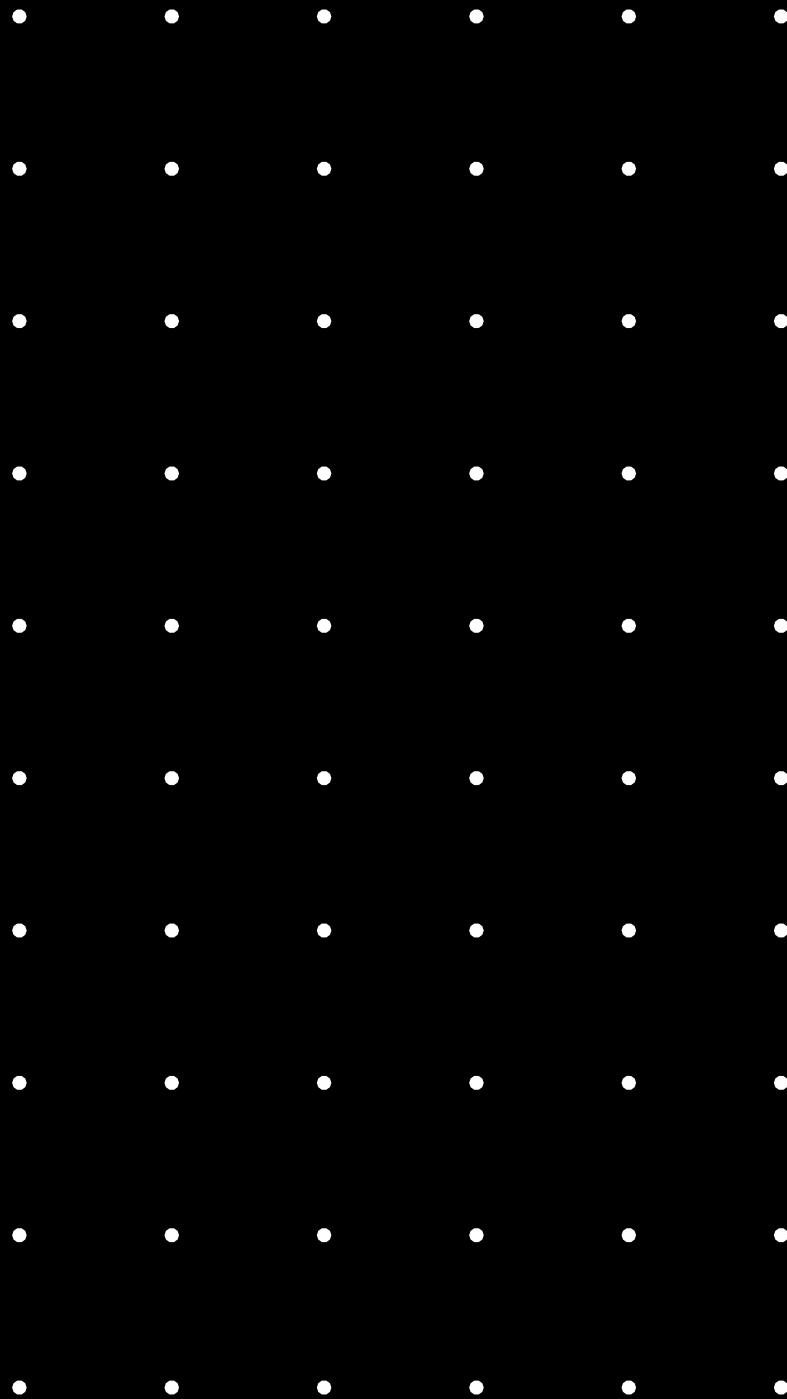




GRI supplement

**We are the partner
for positive change.**

2021



Metso Outotec's Annual report 2021 consists of five sections:
Business overview, Financial review, Corporate governance statement,
Remuneration report and GRI supplement.



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

All Annual report sections are available in English and in Finnish. They are
downloadable on our Annual report website at www.mogroup.com/annualreport.
In this Annual report, we apply integrated reporting elements.

METSO OUTOTEC CHANNELS

- > mogroup.com
- > twitter.com/MetsoOutotec
- > facebook.com/MetsoOutotec
- > youtube.com/MetsoOutotec
- > instagram.com/metsooutotec

Metso Outotec's Annual report 2021 consists of five report sections. This is the GRI supplement, including independent practitioner's assurance report.

Contents

Sustainability governance	6
Metso Outotec's stakeholders	7
Reporting principles	9
Key performance indicators	10
GRI Content Index	21
SASB Industrial Machinery and Goods Disclosure	29
Independent Limited Assurance Report	30

About this GRI supplement

Metso Outotec publishes its sustainability data annually. The quantitative data for the 2021 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 the disclosure of non-financial information. The required non-financial information is disclosed in the Review by the Board of Directors in Metso Outotec's Financial statements 2021. In our Statement of non-financial information we also disclose to what extent our activities are eligible for the EU Taxonomy as required by the EU Taxonomy Regulation and the Finnish Accounting Act. 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 as well as transportation.

The sustainability data is presented at the group level, unless otherwise stated. In addition, unless otherwise stated, our historical sustainability data is also presented on a combined basis for Metso Outotec.

Metso Outotec's Annual report 2021 consists of the Business overview, Financial review, Corporate governance statement, Remuneration report, and the GRI supplement. The GRI reporting principles for defining report content and 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 Standard.

Sustainability data is presented in various sections of the Annual report. Key figures are summarized in the 'Key Performance Indicators' section of this GRI supplement, with references to additional information set out in the 'GRI Content Index' section.

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

Metso Outotec's sustainability agenda and related action plans, targets and long-term goals are also aligned with the UN Sustainable Development Goals (SDGs), and this report also describes Metso Outotec's progress against these goals. We have integrated the most relevant Sustainable Development Goals into our sustainability agenda. Five SDGs have been identified as the most relevant areas where we want to demonstrate our impact during this strategy period.

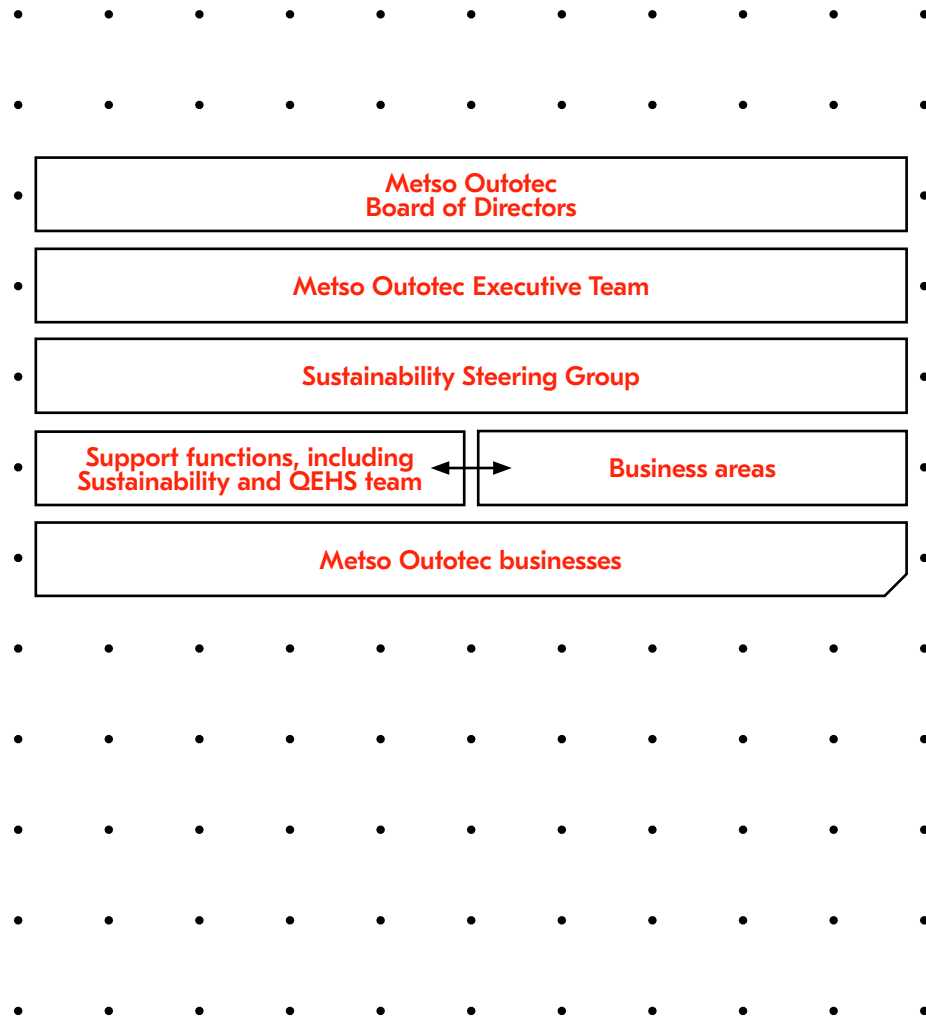
In line with the goals set by the UN General Assembly, our products help our customers make their operations more sustainable, with increased resource efficiency and greater adoption of clean and environmentally efficient technologies (SDG 9). This includes actions to combat climate change (SDG 13) through the use of our technologies. We also increase the efficiency of water use by reducing the amount of freshwater needed in our processes, by increasingly recycling and safely re-using water, thus decreasing the amount of wastewater (SDG 6).

We offer work opportunities for all genders, including young people and persons with disabilities. Furthermore, we aim to achieve equal pay for work of equal value, as well as to protect labor rights and promote a safe and secure working environment for all employees (SDG 8).

In addition, because the majority of Metso Outotec's manufacturing is outsourced, responsible procurement is important to us. By requiring sustainable practices along our supply chain, we also promote the wider adoption of responsible management practices, thus enabling our clients to use natural resources sustainably and to reduce waste generation (SDG 12).

DNV Business Assurance Finland Oy Ab has provided limited assurance on the sustainability information disclosed in Metso Outotec's Annual report 2021, as an independent third party. The scope of the assured information is indicated in the independent assurance report on page 30 of this report.

Sustainability governance



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

Metso Outotec’s Board of Directors oversees the effectiveness of Metso Outotec’s sustainability governance and follows up the impact of the sustainability agenda.

The Metso Outotec Executive Team is the group’s top decision-making committee. It regularly reviews and ensures the implementation of the sustainability agenda and makes decisions on corporate-level sustainability priorities, such as climate targets. Business area heads are accountable for sustainability matters in their respective business areas.

The Sustainability and QEHS team drives the sustainability agenda at the corporate level in cooperation with the businesses and other corporate functions. The SVP Business Development, who is a member of the Metso Outotec Executive Team, has overall accountability for sustainability. The SVP Business Development and the Sustainability and QEHS team jointly lead Metso Outotec’s group-level approach to material sustainability issues. This includes the development of the overall sustainability agenda and sustainability practices and communications, as well as the implementation of corporate policies. The team provides inputs to sustainability-related training, risk assessment and management as well as external reporting in cooperation with other corporate functions, and it is also responsible for the proactive management of internal and external stakeholders’ expectations.

The Sustainability Steering Group includes leaders and subject matter experts from different business areas and functions. The Sustainability Steering Group meets twice in a quarter to review the overall progress of the sustainability agenda and performance against targets and provides guidance on sustainability matters, governance and policies.

Metso Outotec’s integrated management system 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 work under ISO14001 (environment), ISO 45001, or OHSAS18001 (safety) standards.

Metso Outotec's stakeholders

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

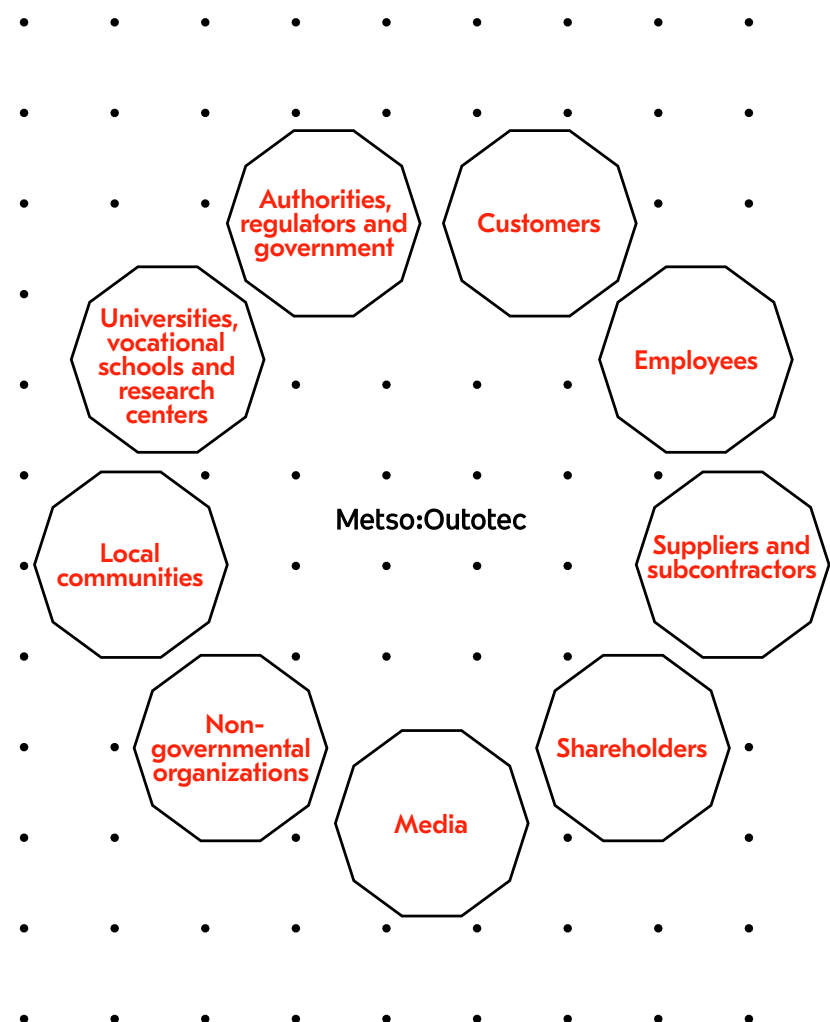
Customers

'Customer in center' is one of Metso Outotec's values and ensuring customer satisfaction is a priority. Our strategy highlights 'Customer success' as one of our strategic priorities. Our customer relationships are built on continuous interaction, offering extensive know-how and long-term commitment. Our ambition is to create mutual business success, to be our customers' number-one choice for the sustainable use of earth's natural resources, 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 customer comments to understand their reasoning driving these scores. This analysis helps us to understand their requirements and to plan for improvement actions. During 2021, we established the baseline data for Metso Outotec. Highlights include how customers rate our product and solution quality, safety culture, and technical expertise of personnel; customers expect quick responses to their inquiries, high availability and prompt deliveries.

Employees

People are a high strategic priority, and we regard our people and their knowledge, expertise and skills as one of our competitive advantages. We emphasize safety in all our operations. 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. Our employees are highly committed to Metso Outotec's sustainability agenda and consider the ability to influence sustainability as a very motivating matter. More detail about employees is available in the Business overview and in the Statement of non-financial information.



Suppliers and subcontractors

We work closely with our suppliers and subcontractors. This cooperation is based on solid partnership and long-term collaboration. We are transparent in what we require of our suppliers, and we encourage safe working practices. We conduct internal supplier sustainability audits and third-party supplier audits for high risk suppliers. Further detail about our approach to working with 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, and we believe our sustainability performance contributes to this. We have continued the development of sustainability communications for investors in different channels. We actively engage with our investors and shareholders at events, and meetings, and in calls and digital channels. More about our investor dialogue in 2021 is available in the Financial review.

Media

We provide clear and accurate information about Metso Outotec through 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. Plan International. Our focus in sponsorships and donations are environmental protection and conservation, safety programs, and natural disaster relief.

Local communities

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

Universities, vocational schools and research centers

We regard cooperation with universities and research institutes as important and an essential factor in our approach to innovation. 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 the raw materials sector into a major strength for Europe by boosting its competitiveness.

Metso Outotec is participating in the Finland-based battery ecosystem research program related to the recycling of battery materials, BATCircle 2.0, which is coordinated by Aalto University. Also, Metso Outotec has joined BATTRACE, a research and development project focused on the sustainable processing and traceability of battery metals, minerals, and materials. In addition, Metso Outotec is representative in the Association Delegation of Batteries European Partnership association. The goal of these programs is to define a long-term vision, strategic research agenda, and action plans for battery ecosystems within Europe.

In addition, Metso Outotec participates in more than 30 externally funded projects that aim to create new business, while also developing educational programs and strengthening the infrastructure network. Metso Outotec's spend on these projects is more than three million euros annually.

Reporting principles

Economic data

The economic data in this report is based on data collected through our enterprise resource planning and management reporting systems. Figures used in Metso Outotec's consolidated Financial statements 2021 have been prepared in accordance with International Financial Reporting Standards.

Environmental data

Environmental data has been collected through our HSE24 reporting system. The principle applied in defining the scope for which environmental data is collected is financial control, and leased assets are included in the reported figures.

The environmental data is available for Metso Outotec's largest business units. 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 smallest offices, typically with fewer than 100 employees, and the smallest service centers, assembly shops and warehouses with fewer than 50 employees, are not included in the environmental reporting. This is because they are often located in large office facilities together with other companies. They typically pay a monthly lump sum to the office space providers, and therefore it is not possible to determine their specific electricity, heat, or water consumption. We have estimated that the impact of these locations is not material for Metso Outotec's total figures.

Waste generated in Metso Outotec's own activities is predominantly from the production process of operational sites, such as foundries, manufacturing sites, and assembly and service workshops. The largest amount of waste is generated in foundries (sand and slag) and manufacturing sites (rubber and metallic scraps).

Metso Outotec has implemented several initiatives that aim to reduce waste generation in its operational sites by improving the production process as well as by developing new alternatives for external recycling (for example less slag generation in arc furnaces by argon injection, investing in new sand reclamation systems, in the reduction of rubber waste, in the recycling of sand, slag and rubber waste, and in the reduction of landfill wastes).

Waste is mainly recycled/recovered by external companies. These suppliers are selected and managed by each location in accordance with the company and local legal requirements. Waste figures are reported in the HSE24 system bi-annually for each operational location.

Environmental data from Metso Outotec's project sites are excluded from the data collection process. All local subsidiaries from which the data was collected are fully owned by Metso Outotec; for this reason, no allocations to subsidiaries regarding 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 by supplier type and country and is carried out using data supplied by the environmentally extended input-output matrices from Exiobase.

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.

Social data

Data on our employees was collected applying a global HR master data system based on SAP SuccessFactors.

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 as well as 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 injuries are reviewed at least annually in order to identify high-consequence work-related injuries. All injuries reported with a consequence defined as a "lost-time injury", "restricted work", or "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 worked per month is estimated as headcount at the end of the month multiplied by 160 hours. Hours worked are not made public 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 would add little value to information about injury frequency rates.

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 framework. 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

	2021	2020	2019
Chile	2,343	2,267	2,679
Finland	2,302	2,357	2,563
Brazil	1,603	1,503	1,368
India	1,215	1,023	1,027
United States	998	1,030	1,136
China	974	978	999
Australia	874	975	1,075
Sweden	660	743	932
Canada	531	549	788
Mexico	526	428	454
United Kingdom	526	486	517
Germany	445	554	589
South Africa	436	448	789
Lithuania	389	264	52
France	357	343	367
Peru	322	282	311
Czech Republic	269	259	272
Russian Federation	252	228	224
Indonesia	115	84	78
Saudi Arabia	85	35	24

Information on employees (102-8)

2021	Female	Male	Total
By employment contract			
Permanent	2,404	10,548	12,953
Temporary	373	2,304	2,677
By employment type			
Full-time	2,654	12,694	15,349
Part-time	123	158	281
Total	2,777	12,852	15,630
2021			
By region			
Europe	5,132	303	5,435
North and Central America	2,028	30	2,058
South America	2,608	1,663	4,271
APAC	1,517	475	1,992
Africa, Middle East and India	1,668	206	1,874
Total	12,953	2,677	15,630

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.

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 2021. The percentage varied widely between regions; it was highest in APAC (89%) and lowest in Africa, Middle East and India (1%).

GRI 201: ECONOMIC PERFORMANCE**Direct economic value generated and distributed (201-1)**

EUR million	2021	2020	2019
Customers: Sales and other income	4,236	3,319	2,819
Suppliers: Operating costs	2,598	2,231	1,749
Employees: Wages and benefits	941	686	585
Public sector: Taxes	92	52	66
Creditors: Interest	39	38	33
Communities: Sponsorships and donations	0.4	1.3	0.60
Shareholders: Payments to providers of capital	166	177	144
Economic value retained	401	133	242

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. For comparison year 2020 the economic data for indicator GRI 201-1 is presented accordingly.

Income taxes*, largest countries

EUR million	2021	EUR million	2020
Finland	22	USA	29
USA	18	Brazil	9
Brasil	13	Sweden	9
China	9	China	6
Canada	8	India	5
Mexico	7	France	5
Sweden	6	Chile	3
Australia	5	Canada	3
India	4	Australia	3
France	3	Russia	2

* presented on an accrual basis.

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 or 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 2021 amounted to 68% 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 31 Metso Outotec's units in 2021 covering approximately 52% of Metso Outotec's annual sales in 2021.

GRI 302: ENERGY

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

	2021	2020	2019
Direct energy consumption by fuel			
Natural gas	621	551	599
Coal	0	0	0
Heavy fuel oil (HFO)	0	0	0
Diesel	24	49	47
Liquefied petroleum gas (LPG)	102	37	35
Renewable fuel	29	27	0
Indirect energy consumption			
Electricity	738	610	667
District heat	87	84	84
Steam	28	44	49
Total energy consumption	1,629	1,404	1,482

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

	2021	2020
Reduction of energy consumption	69	9

Reduction in energy consumption as a direct result of conservation and efficiency initiatives

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

	2021	2020	2019
Surface water	30	665	926
Groundwater	73	50	66
Rainwater	0	0	0
Municipal water or other utilities	278	253	279
Total	381	968	1,271

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.

Surface water use decreased significantly due to the closure of one operation.

As a result of water efficiency measures approximately 15,000 m³ of water was saved in our operations in 2021.

GRI 304: BIODIVERSITY

Significant impacts of activities, products, and services on biodiversity

Our activities have the potential to affect biodiversity, both at our manufacturing sites and indirectly through the way our equipment is used by customers.

Our equipment manufacturing sites, assembly and service workshops are mostly in industrial parks (zoned for industrial use) with limited biodiversity sensitivity, and in which the environmental permits take into account potential biodiversity and endangered species impacts.

When Metso Outotec opens new sites, we require that they are built with tight controls over their environmental impacts, and we check whether construction requires an environmental permit. In case the construction could have an impact on biodiversity, an environmental impact assessment is carried out (impacts on flora, fauna, endangered species, water management, pollution or habitat conversion).

The operations of our customers in the aggregates and mining industries typically have significant land footprints, often in environmentally sensitive areas, and land disturbance and pollution can impact habitats and species. If not properly manufactured, used, or maintained, Metso Outotec's products have the potential to harm the biodiversity surrounding our customers' plants.

To mitigate this risk, in cooperation with customers, we design products and processes to minimize the release of effluents and atmospheric emissions. Metso Outotec's technological focus in this regard is mainly on closed water loops, raw material efficiency, tailings management and emissions management systems. These have a positive impact on conserving natural habitats, reducing land-use impacts, preventing pollution and reducing groundwater consumption. It is also beneficial to customers in that it contributes to minimizing the amount of raw materials needed as inputs for operating their plants.

GRI 305: EMISSIONS

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

	2021	2020	2019
Scope 1 emissions	43,048	36,918	39,492

GHG emissions reporting covers only CO₂.

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

We use standard conversion factors (SI).

The source for emission factors is the IEA's "CO₂ emissions from fuel combustion" 2020 edition

Calculated in accordance with the GHG protocol.

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

	2021	2020	2019
Scope 2 emissions (market based)	9,168	7,995	83,376
Scope 2 emissions (location based)	91,879	70,463	78,520

GHG emissions reporting covers only CO₂.

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

We use standard conversion factors (SI).

The source for emission factors is the IEA's "CO₂ emissions from fuel combustion" 2020 edition. In calculations for market-based emissions we used supplier-specific emission factors.

Calculated in accordance with the GHG protocol.

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

	2021	2020	2019
Purchased goods and services	523,000	362,000	438,000
Fuel and energy related emissions	22,000	18,000	20,000
Upstream transportation	36,000	32,000	48,000
Business travel	9,000	10,000	29,000
Downstream transportation	61,000	54,000	71,000
Use of sold products	2,669,000	2,422,000	1,641,000

Figures rounded to nearest thousand.

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 are calculated using a spend-based approach and cover direct and indirect spend. The analysis is based on the monetary value of purchased goods and services by supplier type and country, and is carried out using the environmentally extended input-output matrices from Exiobase. In 2021, our calculation methodology was revised considering the harmonized Metso Outotec spend categories and 2019-20 numbers were updated.

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 the emission factor source is:

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 65% of the total transportation spend and extrapolation is made for the remaining share. Upstream transportation CO₂ emissions take into account 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 79% of workforce.

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 65% of the total transportation spend and extrapolation is made for the remaining share. Downstream transportation CO₂ emissions take into account 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). Emissions from use of sold products for 2021 includes the following products: crushing equipment (Pebble Crushing, Ore Sorters, Conveyor solutions and Lokotrak®), grinding equipment (HRCe, Vertimill®, SMD, HIGmill®, AG mills, Pebble mills), separation equipment (FloatForce™ mechanism, SkimAir, Dry LIMS) and Ceramic filters. Emission from use of sold products for 2020 did not include Lokotrak and for 2019 included the following products: HRC, VTM, SMD and HIGmill. The country specific and other emission factors used were retrieved from Ecoinvent 3.7 database in 2021 and 2020 and from GaBi database in 2019.

Reduction of GHG emissions (305-5), tCO₂

	2021	2020
Reduction of emissions, scope 1	5,608	2,266
Reduction of emissions, scope 2	89,926	69,839

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

We use standard conversion factors (SI).

The source for emission factors is the IEA "CO₂ emissions from fuel combustion" 2020 edition. In calculations for market-based emissions we used supplier specific emission factors.

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

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

	2021	2020	2019
VOC emissions, (tonnes)	528	331	345

In 2021, SO_x emissions were 1.1 tonnes and NO_x emissions were 15.3 tonnes.

GRI 306: WASTE 2020**Waste by type and disposal method (306-3, 306-4, 306-5), T**

	2021	2020	2019
Hazardous			
Recycling (306-4)	463	976	606
Recovery (306-5)	1,312	468	144
Incineration (306-5)	130	97	183
Landfill (306-5)	109	159	3,395
On-site storage (306-5)	0	0	0
Total (306-3)	2,014	1,700	4,327
Non-hazardous			
Recycling (306-4)	75,371	47,206	35,979
Composting (306-4)	229	200	224
Recovery (306-5)	2,874	1,526	2,252
Incineration (306-5)	59	15	4
Landfill (306-5)	5,574	14,030	20,979
On-site storage (306-5)	0	0	0
Total (306-3)	84,108	62,977	59,439
Waste diverted from disposal (306-4)	76,063	48,382	36,809
Waste directed to disposal (306-5)	10,059	16,294	26,957

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

There were no significant spills in 2021, 2020 or 2019.

GRI 401: EMPLOYMENT

New employee hires and employee turnover (401-1)

Employment 2021

Category	Indicator	Number of new hires	% of total no. of new hires	New hire rate %
New hires by age group	<30	1,432	32%	64%
	30–50	2,539	57%	26%
	>50	450	10%	13%
New hires by gender	Female	759	17%	27%
	Male	3,661	83%	28%
New hires by region	Europe	1,228	28%	23%
	North and Central America	486	11%	24%
	South America	1,966	44%	46%
	APAC	367	8%	18%
	Africa, Middle East and India	374	8%	20%
Total new hires	Total	4,421		28%

Category	Indicator	Number of leavers	% of total no. of leavers	Turnover rate %
Leavers by age group	<30	738	20%	33%
	30–50	2,222	60%	22%
	>50	746	20%	22%
Leavers by gender	Female	587	16%	21%
	Male	3,119	84%	24%
Leavers by region	Europe	1,039	28%	19%
	North and Central America	409	11%	20%
	South America	1,684	45%	39%
	APAC	422	11%	21%
	Africa, Middle East and India	152	4%	8%
Total leavers	Total	3,706		24%

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. Divestments 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 vary by country and region.

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

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

Work-related injuries (403-9)

OWN EMPLOYEES

		2021	2020	2019
Fatalities	Number of fatalities	1	0	0
		2021	2020	2019
High-consequence injury rate				
By region	Europe	0.2	0.1	0.4
	North and Central America	0.0	0.0	0.3
	South America	0.0	0.1	0.0
	Asia-Pacific	0.5	0.2	0.2
	Africa, Middle East and India	0.0	0.0	0.3
	Total	0.1	0.1	0.3

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.

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.

		2021	2020	2019
Lost time injury frequency				
By region	Europe	1.7	1.6	1.8
	North and Central America	0.3	1.0	1.3
	South America	0.8	0.9	1.1
	Asia-Pacific	0.5	1.0	1.0
	Africa, Middle East and India	0.3	0.6	1.8
	Total	1.0	1.1	1.5

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

		2021	2020	2019
Recordable injury rate				
By region	Europe	3.3	4.5	3.9
	North and Central America	5.1	4.4	4.6
	South America	1.3	1.8	2.6
	Asia-Pacific	3.9	5.7	6.7
	Africa, Middle East and India	1.5	2.0	6.3
	Total	2.9	3.7	4.5

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

		2021	2020	2019
Injury rate				
By region	Europe	15.2	14.7	17.0
	North and Central America	8.7	11.1	15.1
	South America	4.0	4.0	5.1
	Asia-Pacific	16.3	20.9	41.5
	Africa, Middle East and India	6.2	6.9	20.2
	Total	10.5	11.4	18.1

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 the introduction of safer tools and work methods, additional training, and improved personal protective equipment.

		2021	2020	2019
Types of Injury	Superficial injuries and open wounds	60%	54%	52%
	Dislocations, sprains and strains	7%	8%	8%
	Burns, corrosions, scalds and frostbite	5%	7%	6%
	Fractures	5%	6%	3%
	Concussions and internal injuries	4%	2%	3%
	Traumatic amputations	1%	0%	0%
	Acute poisonings and infections	2%	2%	1%
	Other specified types of injury	5%	3%	3%
	Unspecified	11%	17%	24%
	Total	100%	100%	100%

According to ILO classification, % of total injuries.

		2021	2020	2019
Risk observation frequency				
By region	Europe	1,351	1,292	765
	North and Central America	2,477	1,952	1,395
	South America	6,662	5,097	1,781
	Asia-Pacific	3,172	4,620	4,550
	Africa, Middle East and India	3,303	2,553	2,304
	Total	3,356	2,963	1,835

Includes risk observations.

		2021	2020	2019
Near miss frequency				
By region	Europe	72	60	51
	North and Central America	46	48	56
	South America	23	40	17
	Asia-Pacific	34	24	35
	Africa, Middle East and India	76	52	102
	Total	51	48	49

Includes near misses.

NON-METSO OUTOTEC EMPLOYEES – CONTRACTORS AND SUPERVISED WORKERS

		2021	2020	2019
Fatalities	Number of fatalities	0	0	0
		2021	2020	2019
High consequence injury rate				
By region	Europe	0.0	0.0	0.0
	North and Central America	0.0	0.0	0.0
	South America	0.7	0.0	0.6
	Asia-Pacific	0.0	0.0	0.0
	Africa, Middle East and India	0.0	0.0	0.0
	Total	0.1	0.0	0.1

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.

		2021	2020	2019
Lost time incident frequency				
By region	Europe	0.9	2.3	0.0
	North and Central America	25.1	0.0	0.0
	South America	4.6	3.7	3.5
	Asia-Pacific	0.0	3.9	1.6
	Africa, Middle East and India	0.7	1.7	0.9
	Total	1.5	2.3	1.2

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

		2021	2020	2019
Recordable injury rate				
By region	Europe	2.1	5.0	1.5
	North and Central America	25.1	14.3	6.1
	South America	6.5	7.4	6.5
	Asia-Pacific	21.9	5.9	6.3
	Africa, Middle East and India	2.4	2.4	2.7
	Total	3.7	4.4	3.5

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

		2021	2020	2019
Injury rate				
By region	Europe	4.1	7.3	6.4
	North and Central America	75.2	23.9	24.5
	South America	11.7	13.4	10.0
	Asia-Pacific	46.8	23.6	38.0
	Africa, Middle East and India	5.1	3.2	6.3
	Total	7.4	7.6	10.1

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

		2021	2020	2019
Types of Injury	Superficial injuries and open wounds	63%	55%	58%
	Dislocations, sprains and strains	10%	3%	2%
	Burns, corruptions, scalds and frostbite	3%	1%	2%
	Fractures	10%	16%	6%
	Concussions and internal injuries	4%	3%	3%
	Traumatic amputations	0%	0%	0%
	Acute poisonings and infections	1%	0%	1%
	Other specified types of injury	0%	3%	1%
	Unspecified	10%	21%	26%
	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.

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

Some health and safety figures for the years 2019–2020 have been restated based on internal data validation.

GRI 404: TRAINING AND EDUCATION

Training and Education (404-3)

Percentage of employees receiving regular performance and career development reviews: 94%

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

Diversity of governance bodies and employees (405-1)

Diversity of governance bodies

	Indicator	2021	2020	2019 (Metso)	2019 (Outotec)
Board of Directors	By gender				
	Female	29%	30%	25%	50%
	Male	71%	70%	75%	50%
	By age group				
	<30	0%	0%	0%	0%
	30–50	0%	0%	13%	13%
	>50	100%	100%	88%	88%
Executive Team	By gender				
	Female	40%	36%	18%	30%
	Male	60%	64%	82%	70%
	By age group				
	<30	0%	0%	0%	0%
	30–50	50%	36%	55%	50%
	>50	50%	64%	45%	50%

Diversity of employees

Employee category	Indicator	2021	
		White-collar	Blue-collar
	By gender		
	Female	25%	3%
	Male	75%	97%
	By age group		
	<30	13%	17%
	30–50	63%	65%
	>50	24%	18%
	Total	10,356	5,274

GRI 406: NON-DISCRIMINATION

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

There were no incidents of discrimination reported in 2021.

GRI 412: HUMAN RIGHTS ASSESSMENT

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

	2021	2020
Total number of hours devoted to training on human rights policies or procedures	10,672	6,089

Metso Outotec has an annual Code of Conduct training that is mandatory for all employees. Human rights is an important part of the training. In 2021, 96.9 percent of Metso Outotec employees completed have taken the Code of Conduct training.

The next Code of Conduct training will be organized in 2022.

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

	2021	2020
% of the spend on R&D projects with sustainability targets	95%	91%

Sustainability targets include environmental efficiency improvements and safety improvements. The figure reported for 2021 is the percentage of the spend on R&D projects with sustainability targets, whereas the 2020 figure is % of the projects with sustainability targets. Therefore these are not directly comparable.

Metso Outotec topic: Supplier sustainability audits

	2021	2020	2019
Number of supplier sustainability audits	152	142	160

In addition to third-party supplier sustainability audits (17), Metso Outotec also conducted 135 internal supplier sustainability audits in 2021.

Metso Outotec topic: Community engagement

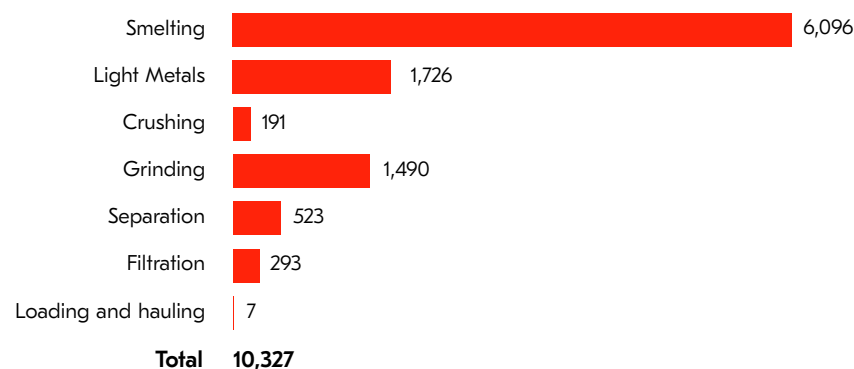
	2021
Support for non-profit organizations (EUR)	364,868
Environmental protection and conservation	2%
Health and social programs	80%
Natural disasters	0%
Other	18%

Metso Outotec topic: Planet Positive sales

	2021
Planet positive sales (including capital equipment and consumables' sales) (MEUR)	592

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

CO₂ emissions avoided (thousand tonnes) 2021



Smelting and Light metals:

The handprint for ferrochrome process, copper flash smelting, nickel advisor, alumina calcination and hot tube digestion is measured by the emissions avoided by using these technologies. These technologies are measured against industry baselines and the actual saved emissions depend on the annual production volumes. For Ni Advisor the benchmark is the same process operated without the tool. The country specific and other emission factors used were retrieved from Ecoinvent 3.7 database. The calculation method for copper flash smelting was updated due to changes in data availability.

Other products:

The handprint of crushing products (pebble crushing, ore sorters, conveyor solutions and Lokotrak®), grinding products (HRCe, Vertimill®, SMD, HIGmill®, Autogenous and pebble mills), mineral separation (FloatForce™ mechanism, SkimAir®, dry LIMS) 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 the 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 equivalents. The country specific and other emission factors used were retrieved from Ecoinvent 3.7 database.

Smelting includes copper flash smelting, ferrochrome process and nickel advisor. Light metals includes alumina calcination and hot tube digestion. Crushing includes pebble crushing, ore sorters, conveyor solutions and Lokotrak®. Grinding includes HRCe, Vertimill®, SMD, HIGmill®, AG, and pebble mills. Separation includes FloatForce™ mechanism, SkimAir, dry LIMS. Filtration includes ceramic filters. 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 2021, BO, p. 6		
102-3	Location of headquarters		Helsinki, Finland	
102-4	Location of operations	Our year 2021, BO, p. 6 FR, p. 76 Key performance indicators, GRI, p. 10		
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 2021, BO, p. 6 Value creation and strategy, BO, p. 17–18		
102-7	Scale of the organization	Our year 2021, BO, p. 6 Value creation and strategy, BO, p. 9		
102-8	Information on employees and other workers	Key performance indicators, GRI, p. 10	The share of the organization's activities performed by workers who are not Metso Outotec employees is not significant. Metso Outotec did not have any significant variations in employment numbers during the reporting period. 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 ensures sustainable cooperation, BO, p. 32		SDG 12
102-10	Significant changes to the organization and its supply chain	Value creation and strategy, BO, p. 9		
102-11	Precautionary Principle or approach	Risks management, CG, p. 13		
102-12	External initiatives	External initiatives, GRI, p. 10		
102-13	Membership of associations	Membership in associations, GRI, p. 10		

2. Strategy

Disclosure number	Disclosure title	Page number	Additional information
102-14	Statement from senior decision-maker	CEO on sustainability, BO, p. 7	
102-15	Key impacts, risks, and opportunities	Value creation and strategy, BO, p. 9 Non-financial statement, FR, p. 13	

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. 28		UNGC Principle 10 SDG 8
102-17	Mechanisms for advice and concerns about ethics	CG, p. 15		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. 6		
102-32	Highest governance body's role in sustainability reporting	Sustainability governance, GRI, p. 6		

5. Stakeholder engagement

Disclosure number	Disclosure title	Page number	Additional information	
102-40	List of stakeholder groups	Metso Outotec's stakeholders, GRI, p. 7		
102-41	Collective bargaining agreements	Key performance indicators, GRI, p. 10		UNGC Principle 3
102-42	Identifying and selecting stakeholders	Metso Outotec's stakeholders, GRI, p. 7		
102-43	Approach to stakeholder engagement	Metso Outotec's stakeholders, GRI, p. 7		
102-44	Key topics and concerns raised	Sustainability, BO, p. 21 Metso Outotec's stakeholders, GRI, p. 7		

6. Reporting practice

Disclosure number	Disclosure title	Page number	Additional information	
102-45	Entities included in the consolidated financial statements	FR, p. 76	All Group companies are included in the reporting.	
102-46	Defining report content and topic boundaries	About this GRI Supplement, GRI, p. 5		
102-47	List of material topics	Sustainability, BO, p. 21 Management Approach Disclosures, GRI, p. 26		
102-48	Restatements of information		Some historical data has been restated due to internal validation processes. Unless otherwise stated, our historical sustainability data is also presented on a combined basis for Metso Outotec.	
102-49	Changes in reporting		No changes.	
102-50	Reporting period		January 1, 2021 – December 31, 2021	
102-51	Date of most recent report		Metso Outotec's GRI Supplement 2020 was published in March 2021.	
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. 5	This report has been prepared in accordance with the GRI Standards: Core option.	
102-55	GRI Content Index	GRI Content Index, GRI, p. 21		
102-56	External assurance	About this GRI Supplement, GRI, p. 5 Assurance Statement, GRI, p. 30	This report has been externally assured by DNV Business Assurance Finland Oy Ab.	

Topic-specific Disclosures

GRI 200: Economic Standard Series

GRI Material Topic	Disclosure number	Disclosure title	Page number	Omissions/Additional information	Cross-reference: UNGC SDG
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Key performance indicators, GRI, p. 11		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. 33		SDG 13
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Key performance indicators, GRI, p. 11		SDG 12
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Key performance indicators, GRI, p. 11		UNGC Principle 10 SDG 8

GRI 300 Environmental Standard Series

GRI Material Topic	Disclosure number	Disclosure title	Page number	Omissions/Additional information	Cross-reference: UNGC SDG
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Aiming for smaller environmental footprint, BO, p. 31 Key performance indicators, GRI, p. 12		UNGC Principle 7 SDG 8, 12, 13
	302-4	Reduction of energy consumption	Aiming for smaller environmental footprint, BO, p. 31 Key performance indicators, GRI, p. 12		UNGC Principles 7, 8, 9 SDG 8, 12, 13
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Aiming for smaller environmental footprint, BO, p. 31		UNGC Principles 7, 9 SDG 6
	303-2	Management of water discharge-related impacts	Aiming for smaller environmental footprint, BO, p. 31		UNGC Principles 7, 9 SDG 6
	303-3	Water withdrawal by source	Aiming for smaller environmental footprint, BO, p. 31 Key performance indicators, GRI, p. 12		UNGC Principles 7, 9 SDG 6
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	Key performance indicators, GRI, p. 12		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Aiming for smaller environmental footprint, BO, p. 31 Key performance indicators, GRI, p. 13		UNGC Principle 7 SDG 12, 13
	305-2	Energy indirect (Scope 2) GHG emissions	Aiming for smaller environmental footprint, BO, p. 31 Key performance indicators, GRI, p. 13		UNGC Principle 7 SDG 12, 13
	305-3	Other indirect (Scope 3) GHG emissions	Aiming for smaller environmental footprint, BO, p. 31 Key performance indicators, GRI, p. 13		UNGC Principle 7 SDG 12, 13
	305-5	Reduction of GHG emissions	Aiming for smaller environmental footprint, BO, p. 31 Key performance indicators, GRI, p. 14		UNGC Principles 7, 9 SDG 13
	305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	Key performance indicators, GRI, p. 14		

GRI Material Topic	Disclosure number	Disclosure title	Page number	Omissions/Additional information	Cross-reference: UNGC SDG
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Reporting principles, GRI, p. 9		UNGC Principle 7 SDG 6, 12
	306-2	Management of significant waste-related impacts	Reporting principles, GRI, p. 9		UNGC Principle 7 SDG 6, 12
	306-3	Waste generated	Key performance indicators, GRI, p. 14		UNGC Principle 7 SDG 6, 12
	306-4	Waste diverted from disposal	Key performance indicators, GRI, p. 14		UNGC Principle 7 SDG 6, 12
	306-5	Waste directed to disposal	Key performance indicators, GRI, p. 14		UNGC Principle 7 SDG 6, 12

GRI 400: Social Standard Series

GRI Material Topic	Disclosure number	Disclosure title	Page number	Omissions/Additional information	Cross-reference: UNGC SDG
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Key performance indicators, GRI, p. 15		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. 15		UNGC Principles 3, 6 SDG 8
GRI 403: Occupational Health and Safety 2018	403-1	OHS management system	Reporting principles, GRI, p. 9		UNGC Principle 6 SDG 8
	403-2	Hazard identification, risk assessment, and incident investigation	Reporting principles, GRI, p. 9		UNGC Principle 6 SDG 8
	403-3	Occupational health services	Reporting principles, GRI, p. 9		UNGC Principle 6 SDG 8
	403-4	Worker participation, consultation, and communication on OHS	Reporting principles, GRI, p. 9		UNGC Principle 6 SDG 8
	403-5	Worker training on OHS	Reporting principles, GRI, p. 9		UNGC Principle 6 SDG 8
	403-6	Promotion of worker health	Reporting principles, GRI, p. 9		UNGC Principle 6 SDG 8
	403-7	Prevention and mitigation of OHS impacts directly linked by business relationships	Reporting principles, GRI, p. 9		UNGC Principle 6 SDG 8
	403-9	Work-related injuries	We aim for zero harm, BO, p. 28 Key performance indicators, GRI, p. 16		UNGC Principle 6 SDG 8

GRI Material Topic	Disclosure number	Disclosure title	Page number	Omissions/Additional information	Cross-reference: UNGC SDG
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	People, BO, p. 29 Key performance indicators, GRI, p. 18	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. 19		UNGC Principle 6 SDG 8
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Key performance indicators, GRI, p. 19		UNGC Principles 1, 2, 6
GRI 412: Human Rights Assessment	412-2	Employee training on human rights policies or procedures	People, BO, p. 29 Key performance indicators, GRI, p. 19		UNGC Principle 1
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Our sustainable offering and innovations, BO, p. 24		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	Cross-reference: UNGC SDG
Metso Outotec topic: Sustainability targets set in R&D projects	Percentage of the spend on R&D projects with sustainability targets	Key performance indicators, GRI, p. 19	SDG 6, 12, 13
Metso Outotec topic: Sustainability supplier audits	Number of supplier sustainability audits	Key performance indicators, GRI, p. 19	UNGC Principle 4, 5 SDG 12
Metso Outotec topic: Community engagement	Support for non-profit organization (EUR)	Key performance indicators, GRI, p. 19	
Metso Outotec topic: Handprint	CO ₂ emissions avoided using Metso Outotec's technologies	Our sustainable offering and innovations, BO, p. 24 Key performance indicators, GRI, p. 20	SDG 13
Metso Outotec topic: Planet Positive	Planet Positive sales	Our sustainable offering and innovations, BO, p. 24 Key performance indicators, GRI, p. 19	SDG 9
Metso Outotec topic: Employee engagement and satisfaction	Employee engagement index	People, BO, p. 29	SDG 8

Management Approach Disclosures

Management Approach Disclosure

Economic	
	Description/Reference
GRI Material Topic	GRI 201: Economic performance 2016, GRI 204 Procurement practices
Key topics for our management approach	Value creation, Sustainable productivity, R&D, innovation, Customer engagement, Responsible business practices, Responsible procurement
Targets	Our annual sustainability performance, targets and long-term goals, BO, p. 22; Responsible procurement ensures sustainable cooperation, BO, p. 32
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 performance, targets and long-term goals, BO, p.22 Responsible procurement ensures sustainable cooperation, BO, p. 32 Metso Outotec's stakeholders, GRI, p. 7 Our sustainable offering and innovations, BO, p. 24
Disclosures	201-1, 201-2, 204-1, Metso Outotec indicator: Supplier sustainability audits; Metso Outotec indicator: Sustainability targets set in R&D projects
Topic boundary	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 304: Biodiversity 2016, GRI 305: Emissions 2016, GRI 306: Waste 2020
Key topics for our management approach	Environmental efficiency of Metso Outotec's operations
Targets	Sustainability, BO, p. 20
Policies, processes, management model	Sustainability, BO, p. 20; Non-financial information, FR, p. 13
Monitoring the effectiveness of our approach – Specific actions and results	Sustainability, BO, p. 20 Our sustainable offering and innovations, BO, p. 24
Disclosures	201-2, 302-1, 302-4, 303-1, 303-2, 303-3, 304-2, 305-1, 305-2, 305-3, 305-5, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5, Metso Outotec indicators: Handprint and Planet Positive
Topic boundary	Internal impacts in our own operations. 302-5, 304-2, 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. 20
Policies, processes, management model	People, BO, p. 29; Statement of non-financial information, p. 13; Metso Outotec Code of Conduct, QEHS Policy, QEHS Management, Metso Outotec Supplier Code of Conduct, Reporting Principles, GRI, p. 9
Monitoring the effectiveness of our approach – Specific actions and results	People, BO, p. 29; Key performance indicators, GRI, p. 10, Reporting Principles, GRI, p. 9
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. 20
Policies, processes, management model	People, BO, p. 29; Statement of non-financial information, p. 13, Metso Outotec Supplier Code of Conduct
Monitoring the effectiveness of our approach – Specific actions and results	Key performance indicators, GRI, p. 19
Disclosures	412-2, 406-1
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. 20, People, BO, p. 29
Policies, processes, management model	Anti-corruption Policy, Metso Outotec Code of Conduct
Monitoring the effectiveness of our approach – Specific actions and results	Key performance indicators, GRI, p. 11 and 19
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	Our sustainable offering and innovations, BO, p. 24
Targets	Sustainability, BO, p. 20, Our sustainable offering and innovations, BO, p. 24
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. 32
Targets	Responsible procurement ensures sustainable cooperation, BO, p. 32; Our annual sustainability performance, targets and long-term goals, BO, p. 22
Policies, processes, management model	Metso Outotec Supplier Code of Conduct, Sustainability criteria for suppliers
Monitoring the effectiveness of our approach – Specific actions and results	Responsible procurement ensures sustainable cooperation, BO, p. 32; Our annual sustainability performance, targets and long-term goals, BO, p. 22
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 302-1 in GRI supplement, p. 12	
	2. Percentage grid electricity	%	RT-IG-130a.1	99%	
	3. Percentage renewable energy	%	RT-IG-130a.1	47%	
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. 16 (per million hours worked)	
	2. Fatality rate	Rate	RT-IG-320a.1	GRI 403-9 in GRI supplement, p. 16 (number of fatalities)	
	3. Near-miss frequency rate (NMFR)	Rate	RT-IG-320a.1	GRI 403-9 in GRI supplement, p. 16 (per million hours worked)	
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons per 1,000 ton-miles	RT-IG-410a.1		Information not available.
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	RT-IG-410a.2		Information not available.
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon	RT-IG-410a.3		Information not available.
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Grams per kilowatt-hour	RT-IG-410a.4		Information not available and not applicable for marine diesel engines.
Materials Sourcing	Description of the management of risks associated with the use of critical materials		RT-IG-440a.1	Metso 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 substances that are listed on the REACH list or if suppliers provide products that contain RoHS substances in concentrations over the limit.	
Remanufacturing Design and Services	Revenue from remanufactured products and remanufacturing services	Reporting currency	RT-IG-440b.1	Service and Consumables business' revenue from upgrades, modernizations and repairs in 2021 was 292 MEUR.	

Independent Limited Assurance Report to the Management of Metso Outotec Corporation

Scope of Engagement

Metso Outotec Corporation ("Metso Outotec") commissioned **DNV Business Assurance Finland Oy Ab** ("DNV") to conduct a limited assurance engagement over selected sustainability disclosures presented in the Board of Directors Report, Business Overview and GRI Supplement of Metso Outotec Annual Report ("Report") for the period 1st January to 31st December 2021.

Selected Information

The scope and boundary of our work is restricted to the General and Topic-specific GRI disclosures, SASB Industrial Machinery and Goods disclosures and Metso Outotec topics-specific disclosures (the "Selected Information") specified in the "GRI Content Index". In addition, we have reviewed the EU taxonomy eligibility disclosures presented in the Statement of non-financial information as part of the Board of Directors Report.

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, SASB Industrial Machinery and Goods Sustainability Accounting Standard 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 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 Irapuato, Mexico,
 - Metso Outotec Sala, Sweden, and
 - Metso Outotec Vadadora, India.

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

- Reviewing data at source and following this through to consolidated Group data;
- Assessing 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 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's established policies and procedures are designed to ensure that DNV, its personnel and – where applicable – others subject to independence requirements (including personnel of other entities of DNV) 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

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 Business Assurance Finland Oy Ab
Espoo, Finland

7th February 2022

Mikael Niskala

Lead Auditor
DNV Business Assurance

Olli Miettinen

Principal Consultant and Reviewer
DNV Business Assurance

DNV Business Assurance Finland Oy Ab is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

Metso Outotec Corporation

Postal address

Metso Outotec Corporation, PO Box 1220, 00101 Helsinki, Finland.

Visiting address

Metso Outotec Corporation, Töölönlahdenkatu 2, 00100 Helsinki, Finland.

Telephone

+358 20 484 100

© 2022 Metso Outotec Corporation. All rights reserved.