

Facts

about social responsibility

– what you should know about our actions towards the well-being of our employees and how we support the communities where we operate

At Metsä Fibre, we understand the impact we have on the surrounding communities in which we operate, and we respect our local stakeholders. We are an active member of the local communities and employ a significant number of people and actively promote well-being at work.

We engage in active dialogue with various stakeholders. Our mills are involved in numerous kinds of local co-operation activities with schools, decision makers, the media, forest owners, politicians and authorities.

We are committed to being ethical, responsible, reliable and transparent in all our operations.

RESPONSIBLE CORPORATE CULTURE

Our work is guided by Metsä Group's values: responsible profitability, reliability, cooperation and renewal. We always follow the laws and regulations, Metsä Group's [Code of Conduct](#) and Metsä Group's policies, such as environmental, human resources and equality policy. We are also committed to respecting internationally recognised human rights. We conduct our operations with honesty, integrity, and transparency towards all our stakeholders. Furthermore, we are committed to promoting diversity, equality and inclusion in our daily work and implement this work according to Metsä Group's definition, "[Metsä for all](#)".

The same high standards apply also to our partners, and these are defined in the Metsä Group's Supplier Code of Conduct.

We at Metsä Fibre are committed to continuous development and are keen on understanding the different viewpoints of our employees when developing our company. It is important that our employees continue to show an interest in developing both our operations and their own competences.

To measure this we carry out a comprehensive Personnel Survey including an Ethics Barometer survey every year. The purpose of the survey is to determine our personnel's views about their work, the workplace community and leadership, corporate culture as well as about us as an employer. In 2024 the overall index of the

survey results was A+/72.0 (2023: A+/73.0), which is slightly below the European benchmark data. In order to strengthen the company culture, concrete development actions will be defined in all units. Our target is to reach the index of AAA for 2030.

ACCIDENT FREE WORKING ENVIRONMENT

The health and safety of our employees is our number one priority, and we take systematic actions to promote occupational safety and welfare.

Three areas in which we have several projects, where we are developing our safety culture:

1. Personnel safety development.
2. Technical safety development.
3. Improvement of safety management systems.

Key aspects of safety management include proactive safety work, risk identification and assessment, addressing unsafe working methods, and ensuring the entire personnel's commitment. We engage in long-term work to improve safety at work and require occupational safety skills from our suppliers and partners as well.

The development and harmonisation of Group-level safety standards began in 2020, and the work will continue with the implementation of new standards and the continuous improvement of existing guidelines. We provide all our employees and the partners working at our mills

with induction training on safe ways of working.

Our goals and the occupational safety indicators we monitor encourage us to develop our operations continuously. In 2024, Metsä Fibre's lost time accident frequency (LTA1) per million working hours was 7.6 and the total recordable incident frequency (TRIF) was 9.8. The internationally used TRIF metric takes all recorded accidents at work into account. Our long-term goal is zero accidents. All accidents, hazardous situations and close calls are investigated, and corrective measures are adopted to prevent similar situations in the future. To read more about our safety KPIs, please see [Metsä Group Annual review](#).

SUPPORTING LOCAL COMMUNITIES WHERE WE OPERATE

We strive to be a responsible and active member in the communities where we operate. We believe that open and effective stakeholder dialogue supports our business and strategy.

- Metsä Fibre promotes traffic safety of primary school children in its production unit locations, in the form of an annual traffic safety campaign. The first campaign was organized in autumn 2018 in Äänekoski, after which it has also expanded to other Metsä's mill locations.

- In Kemi mill area we are running a pilot project to boost biodiversity in an industrial environment. Over 12 hectares of meadows and sunlit habitats will be added to the mill area. Metsä Group is committed to regenerative forest management, aiming at boosting economic growth and natural assets side by side.
- Collaboration with educational institutions is systematic. In practice, this means active interaction between the employer and the educational institutions, presentations and guest lectures by Metsä Fibre, work experience days and internships for students. Metsä Fibre also distributes annual Metsä scholarships to students from schools and educational institutions in the mill region.
- Metsä Group is one of the few companies in Finland using anonymous recruitment as a main recruitment method. The goal of anonymous recruitment is to reduce the impact of unconscious biases and offer all job applicants equal opportunities during the recruitment process. Anonymous recruitment has been Metsä Group's main recruitment method since November 2022. It means that the applicants' personal data such as name, age, gender and educational institution are hidden during the screening stage.



Our community impact in a nutshell:

- We promote well-being at work.
- We engage in active dialogue with stakeholders, including schools, media, and authorities.
- We value responsible profitability, reliability, cooperation, and renewal.
- We commit to diversity, equality, and inclusion in our daily work.
- We conduct regular Personnel and Ethics Surveys to improve workplace culture, efficiency and ethical practices.
- We strive for a zero-accident workplace with comprehensive safety projects and standards.
- We support local economies through local production and employment and enhance community well-being and open communication.