

# Our commitment to equality

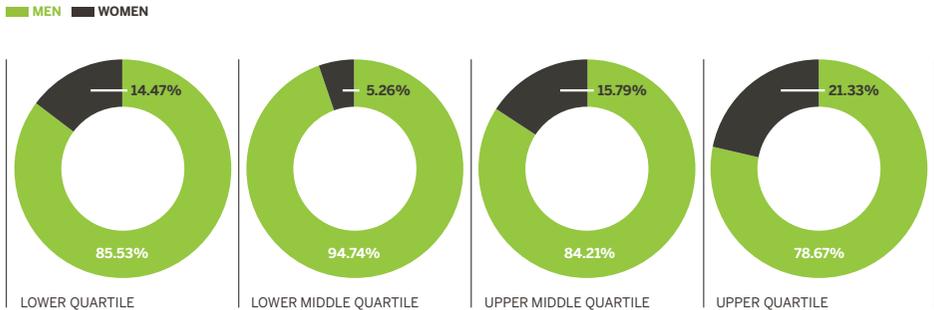
We are committed to fair pay for both genders and making Metsä Wood an inclusive place to work

Metsä Wood UK's Gender Pay Gap has seen significant improvement in the pay gap between genders, but this is not a subject about which we are complacent. The gender pay gap statistics are influenced by the lower percentage of women within the workplace, and we are improving our practices, policies and working environment to further grow the number of women in our business, and to further increase the percentage of women in leadership roles within the business. For example, we accommodate flexible working hours and have mentorship programs which support the development of women in leadership roles within the business. We continue to take feedback and suggestions from our employees and engage with specialists to understand and implement strategies to support our vision of a workplace that is inclusive for all.

As part of our Group's Metsä For All vision, we focus on metrics like gender representation in leadership roles and overall employee satisfaction, and work to ensure equality, embrace diversity, and enhance inclusion.

## GENDER PAY GAP | PAY QUANTILES

Proportion of men and women according to quartile pay bands



## GENDER PAY GAP | BASIC HOURLY RATE

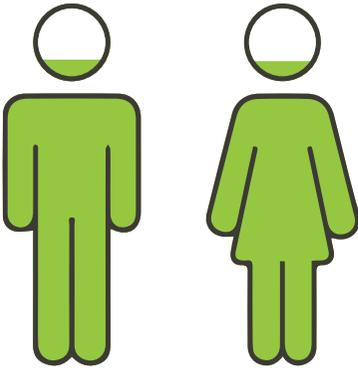
The percentage average difference in Men's and Women's hourly pay

	2025	2024	2023
MEDIAN	-12.12%	-14.05%	7.48%
MEAN	-11.79%	-6.48%	21.26%

## GENDER PAY GAP | BONUS GAP

The percentage average difference in Men's and Women's bonus pay

	2025	2024	2023
MEDIAN	-16.52%	-396.92%	-267.60%
MEAN	-9.82%	-2.73%	-72.14%



## GENDER PAY GAP | MW BONUS PAY

The proportion of men and women receiving bonus

MEN	89.49%
WOMEN	89.13%

We confirm that the data in this report is accurate – James Davenport, Managing Director. | Median: the middle value | Mean: average | A positive percentage indicates men are paid more than women, a negative percentage indicates women are paid more than men | Published April 2026.

