

## Valmet Equal Opportunity and Diversity Policy

Valmet is committed to promoting equal opportunities for all employees, regardless of gender, age, race, religion or beliefs, ethnic or national origins, marital/civil partnership status, sexuality or disability. We recognize the business benefits of having a diverse workforce and we aim to create and sustain a work environment that values diversity and provides equal opportunities to everyone.

### To fulfill the Equal Opportunity and Diversity Policy, we will

- Comply with the principles of equal opportunity in hiring and promotion practices.
- Actively engage our diverse workforce to strive for continuous improvement in order to improve the products and services we provide.
- Act as an equal opportunity employer in compensation and benefits matters.
- Provide access to opportunities for professional development based on employees' competence development needs in their current and future positions.

### And we will not

Tolerate discrimination on the basis of gender, age, race, religion or beliefs, ethnic or national origins, marital/civil partnership status, sexuality or disability or on any other basis prohibited by law in any condition of employment.

### Implementation, evaluation and improvement of the Policy

- The main responsibility for executing this policy lies with the management of each unit and local Human Resources.
- The Human Resources function together with managers is responsible for ensuring that procedures relating to recruitment, selection and career development are carried out in accordance with the Equal Opportunity and Diversity Policy.
- At the global level, the principles and policies are defined, maintained, measured and evaluated by Valmet Group Human Resources.
- Different elements of the Equal Opportunity and Diversity Policy are included in the quarterly Top Management People Report.

Anu Pires  
SVP, HR  
Valmet