

The equality and non-discrimination plan of Finnish Minerals Group for 2026–2027

1 Introduction

Pursuant to the Act on Equality between Women and Men (8.8.1986/609) and the Nondiscrimination Act (30.12.2014/1325), employers that regularly have at least 30 employees must draw up a plan for advancing equality and non-discrimination. At Finnish Minerals Group, these plans have been combined into one single document, as both are about preventing discrimination and developing an equal work community with no discrimination.

This plan concerns specifically Finnish Minerals Group Oy, as the aim is to separate Sokli Oy's administration from the parent company's line organization at the beginning of 2026.

2 General principles

The goal of Finnish Minerals Group is to be a successful company where all employees have equal opportunities to succeed and develop in their own work and to advance their careers. It is the responsibility of the company and the work community to take into account equal treatment and equal opportunities for employees, both in day-to-day operations and in decision-making.

All positions in our company are open to everyone regardless of age, gender, sexual orientation, religion, beliefs, colour, political opinions, ethnic, national or social origin or any other similar circumstances. We are aiming at making our work community more diverse and inclusive.

All employees and job applicants must be treated equally in our work community regardless of age, gender, sexual orientation, religion, beliefs, colour, political opinions, ethnic, national or social origin or any other similar circumstances. Respect for others is presented, for example, in the company's ethical code of conduct, and principles are discussed in order to ensure that employees are aware of our standpoint.

In recruitment, we focus on the requirements of each position and aim to hire the candidate best suited for the role, provided that the applicant's salary request is in line with the company's salary framework. We also inform employees about open positions and, whenever possible, develop the job descriptions of current employees by introducing new areas of responsibility.

Any inappropriate treatment and discrimination at work is strictly prohibited and will be addressed immediately. It is the responsibility of every employee to ensure that their own behaviour does not cause problems in the work community.

3 Measures promoting equality and non-discrimination

The measures to promote equality and non-discrimination are based on an employee survey and a workshop.

3.1 Data collection and planning

- **Data collection:** We regularly obtain information from our employees on their experiences regarding equality and non-discrimination, including anonymous responses.
Responsibility: HR
- **Statistics:** We compile personnel data disaggregated by job complexity, gender and age, and report on the metrics on an annual basis.
Responsibility: HR
- **Planning:** On the basis of the collected data, we prepare an equality and non-discrimination plan every two years. The plan is reviewed in accordance with the cooperation procedure.
Responsibility: HR

3.2 Recruitment and employment

- **Recruitment:** We treat genders equally in recruitment by focusing on how the candidates' skills match the requirements applicable to the position. We balance the gender distribution of our personnel when the available applicants are otherwise equal.
Responsibility: Recruiting supervisors and HR
- **During employment:** During employment, we treat teams and employees equally and without discrimination, regardless of factors such as gender, age or family situation.
Responsibility: Supervisors
- **Termination of employment:** When employment ends, we listen to feedback with an open mind in order to also develop equality and non-discrimination.
Responsibility: Supervisors and VP, People

3.3 Workplace community spirit

- **Resourcing:** Management reviews the company's resourcing at least twice a year. Employees may also propose initiatives to improve the distribution of work and develop their own job descriptions.

Responsibility: Management and personnel

- **Listening and appreciation:** We want to strengthen the experience of being heard and valued. Our aim is to increase face-to-face interactions across team boundaries and to give each other more positive feedback.

Responsibility: Entire personnel

- **Feedback:** In addition to annual target and development discussions, we hold two conversations during the year in which the supervisor and employee openly provide each other with constructive feedback as equal colleagues.

Responsibility: HR and supervisors

3.4 Work-life balance

- **Working hours:** We aim to work proactively and avoid last-minute task requests, which supports work-life balance and overall well-being at work.

Responsibility: Supervisors and all employees

- **Leisure time:** We respect each other's private life. Devices may be switched off after working hours.

Responsibility: Entire personnel, especially supervisors

- **Hybrid work:** The possibility to work remotely provides flexibility for everyone. The company requires employees to come to the office on average at least two days per week.

Responsibility: Entire personnel

3.5 Remuneration

- **Principles:** Remuneration is based on the demands of the position and individual performance.

Responsibility: Personnel and remuneration committee of the Board of Directors, CEO and VP, People

- **Salary reviews:** The differences in the remuneration of employees doing the same work or work of equal value are reviewed on a regular basis and any identified differences are addressed during salary adjustment rounds.

Responsibility: CEO and VP, People

- **Salary survey:** A salary survey reviewing the differences between men and women is conducted at least every two years and its results are reviewed together with the personnel.

Responsibility: VP, People and CEO

3.6 Harassment and bullying

- **Harassment:** We do not tolerate harassment of any kind and investigate all harassment cases in accordance with the agreed process.

Responsibility: VP, People and CEO

- **Channels:** It is everyone's responsibility to intervene in cases of bullying or harassment. The company offers training related to equal treatment of genders and channels (HR, whistleblowing channel, supervisors, occupational safety and health committee, employee representative, occupational health care) through which any disruptive behaviour can be brought up.

Responsibility: HR and occupational safety and health committee

- **Respectful behaviour:** We speak and behave respectfully towards everyone.

Responsibility: Entire personnel

4 Metrics

Theme	Description	Objective
Planning	Gender equality survey and drawing up the gender equality and non-discrimination plan	Every two years
Gender distribution	Annual gender distribution of personnel	60/40
Remuneration	Pay gap between men and women with equal skills and educational backgrounds doing the same work or work of equal value	No difference at the annual level
Non-discrimination	Harassment reports*	All harassment reports processed

*) Reported to HR

5 Plan adoption

The equality and non-discrimination plan prepared in cooperation with personnel representatives has been reviewed by the company's management on 8 January 2026, after which Matti Hietanen, CEO of Finnish Minerals Group has signed the plan.

The plan will be renewed next time in 2028. The document is public.

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