

Annual Report 2025

Sustainability data package



Sustainability data package

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Sustainability reporting 2025

In 2025, Neste continued reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD).

To ensure reporting continuity, Neste's Sustainability data package serves as a single source for relevant sustainability metrics and indicators. The package includes metrics reported in accordance with the European Sustainability Reporting Standards (ESRS), as well as entity-specific indicators. Principles for calculating indicators are included on pages 48–49 with additional information on pages 35–42.

Reporting frameworks and guidelines

We are committed to the UN Global Compact (UNGC), United Nations Guiding Principles on Human Rights (UNGP) and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Neste follows the OECD Guidelines for Multinational Enterprises and guidelines for good governance. Neste has been a signatory of the UNGC Principles since 2014. Our Communication of Progress with Global Compact Principles for 2025 information will be reported via the UNGC portal.

Our reporting meets the requirements of the European Sustainability Reporting Standards (ESRS) as set out in the Commission Delegated Regulation (EU) 2023/2772 and the Finnish Accounting Act 1997/1336. The information is disclosed in the Sustainability statement in the Review by the Board of Directors.

Neste is committed to applying the Task Force on Climate-related Financial Disclosures (TCFD) reporting principles from 2019 to disclose climate-related financial risks and opportunities in the reporting. Climate-related financial disclosures are mainly covered in the Sustainability statement as part of the Review by the Board of Directors. [The TCFD index](#) of this report helps navigate to content relevant for the requirements of California Health and Safety Code § 38533 on climate related financial risks.

In addition, Neste discloses selected indicators from the SASB Oil & Gas Refining and Marketing and Biofuels Standards where applicable. Neste follows the development and adoption of relevant reporting frameworks, such as the ISSB Standards. By applying the ESRS, TCFD reporting principles, and SASB Standards where relevant, Neste expects to be well aligned with the ISSB Standards.

Neste does not disclose a separate GRI index in 2025, but refers to the reporting principles of the GRI Standards for relevant metrics. Sector-specific disclosures are integrated in the Sustainability data package, where relevant.

Our financial reporting complies with the international IFRS accounting standards, and governance-related reporting complies with the legislation on listed companies and the Finnish Corporate Governance Code.

Changes to information disclosed in previous years (incl. restatements) or calculation principles are communicated in connection with the relevant indicators. The definitions and calculation principles of reported indicators are presented under “Principles for calculating the key indicators”.

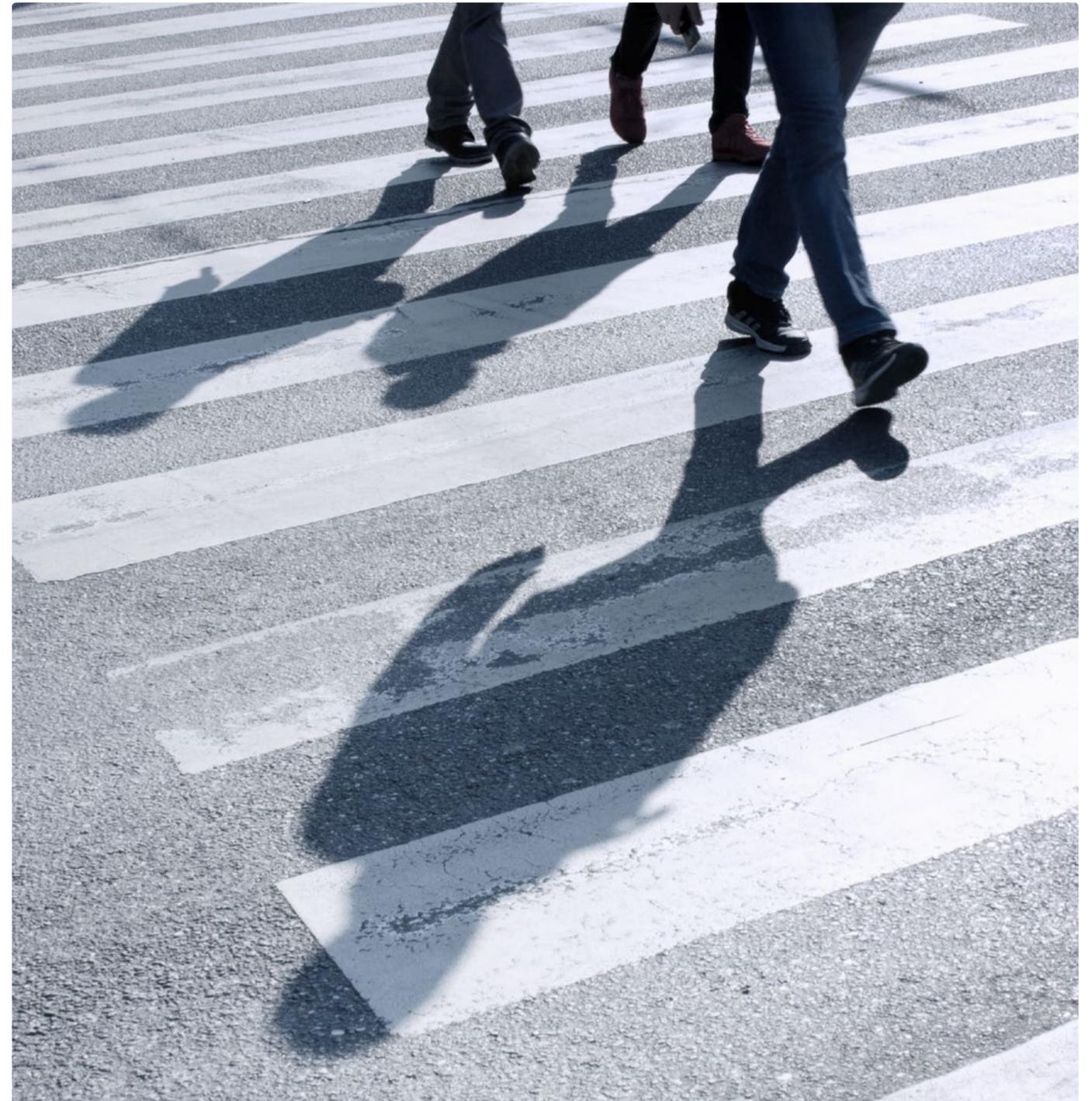
Third-party assurance

An independent third party, KPMG Oy Ab, has conducted a limited assurance on the numerical sustainability indicators in the Value creation table and Performance in figures pages of the report.

Scope

This report covers the period from 1 January 2025 to 31 December 2025. The Annual Report is published annually. The scope of consolidation of sustainability reporting is the same as for the financial statements, except for joint operations, joint ventures and associates outside of Neste’s operational control, which are excluded. Entities which are subsidiaries or controlled similarly to subsidiaries are fully included in the reporting scope. Joint operations, joint ventures and associates, including Martinez Renewables, are treated as part of Neste’s value chain and excluded from information related to Neste’s own operations, as they are not in Neste’s operational control. The reporting of safety information also covers service providers and contractors. Individual exceptions are communicated in connection with the relevant indicators.

The Annual review and Sustainability data package are available in English as a pdf at neste.com. The Review by the Board of Directors, including the Sustainability statement, the Corporate Governance Statement and the Financial statements are available also in Finnish.



Value creation

Input



Neste is the world's leading producer of renewable diesel and sustainable aviation fuel (SAF), with production on three continents. The company's renewables production capacity is expected to reach 6.8 million tons annually in 2027.

Neste also produces high-quality oil products at its Porvoo refinery in Finland. The company has a network of nearly 1,000 fuel stations with expanding service offering, such as EV charging, in Finland and in the Baltics.

Neste's strategy focuses on growth in renewable fuels, which help Neste's customers reduce their greenhouse gas emissions.

Output



Outcome



¹⁾ Includes natural gas and industrial gas suppliers. ²⁾ Includes goods and services that are not included in the sourcing and delivery of crude oil and other fossil raw materials or renewable and recycled raw materials. ³⁾ Annual average number of employees. ⁴⁾ Leaving rate affected by organizational change. ⁵⁾ Full-time equivalent (FTE). ⁶⁾ Total Recordable Injury Frequency ⁷⁾ A day without a TRI accident, process safety events, fire or ignition, breach of environmental permit, or traffic accident. ⁸⁾ Palm fatty acid distillate ⁹⁾ The volumes are presented in millions of tons. The share of the volumes are calculated from exact figures, and the rounded figures presented may therefore deviate from the share of volumes disclosed. ¹⁰⁾ Compared to fossil fuel. Calculation principles can be found [on page 48](#).

[Information on Neste's tax footprint on our website](#)

Performance in Figures: Climate and the environment

Related priority SDGs



Climate targets and indicators

	2025	2024	2023
Carbon handprint: Help Neste's customers to reduce their greenhouse gas emissions by at least 20 million tons annually by 2030 with renewable and circular solutions			
Reduced GHG emissions by Neste customers with Neste's renewable products during the reporting year (compared to fossil fuel), MtCO ₂ e ¹⁾	14.2	12.1	11.0
Scope 1 & 2: Reduce GHG emissions in Neste's own operations by 24% by 2030, 50% by 2035, and 80% by 2040 compared to 2019 baseline			
Absolute scope 1 & 2 GHG emissions, MtCO ₂ e ²⁾	3.1	2.7	2.8
Scope 3: Reduce the use-phase emission intensity of sold products by 50% by 2040 compared to 2020 levels			
Use-phase emission intensity, gCO ₂ e/MJ ³⁾	54	54	58

Emissions into the air, tons

	2025	2024	2023
Direct CO ₂ emissions (scope 1) ²⁾	2,669,000	2,290,000	2,291,000
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	94	94	90
Indirect GHG emissions (scope 2, location-based) ²⁾	466,000	470,000	503,000
Indirect GHG emissions (scope 2, market-based) ²⁾	412,000	393,000	463,000
Other indirect GHG emissions (scope 3) ²⁾	51,590,000	56,490,000	58,000,000
Purchased goods and services	5,070,000	7,390,000	5,800,000
Fuel- and energy-related activities	90,000	100,000	<50,000
Upstream transportation and distribution ⁴⁾	670,000	820,000	2,000,000
Waste generated in operations	30,000 ⁵⁾	310,000	400,000
Downstream transportation and distribution ⁶⁾	590,000	720,000	700,000
Use of sold products	42,240,000	45,070,000	47,700,000
End-of-life treatment of sold products	1,110,000	900,000	1,100,000
Investments	1,790,000	1,180,000	-
VOC	3,270	3,540	2,380
NOX	1,430	1,170	1,210
SO ₂	1,650	1,570	2,470
Particulate matter	83	67	72

Calculation principles can be found [on page 48](#)

¹⁾ Calculation principles can be found on page 48. Includes Neste-sold volumes from the joint operation Martinez Renewables.

²⁾ Scope of reporting aligned with the European Sustainability Reporting Standards (ESRS). 2025 and 2024 data is not comparable with 2023 disclosures.

³⁾ Use-phase emission intensity is calculated by dividing the GHG emissions from the use of fuel products sold by Neste (part of scope 3) with the total amount of sold energy (gCO₂e/MJ)

⁴⁾ Part of upstream transportation emissions are accounted in other categories.

⁵⁾ Use of primary data and change in methodology in 2025

⁶⁾ Part of downstream transportation emissions are accounted in other categories.

Performance in Figures: Climate and the environment

	2025	2024	2023
Energy use			
Total energy consumption, MWh ²⁾	13,564,000	12,272,000	12,600,000
Share of fossil sources in total energy consumption, %	80	80	-
Share of consumption from nuclear sources in total energy consumption, %	5	0	-
Share of renewable sources in total energy consumption, %	15	20	16
Total energy consumption per net revenue, MWh/MEUR ²⁾	713	595	610
Energy efficiency, energy saving measures, GWh	39.7	43.8	27.2
Water, m³/a			
Total water withdrawal by source	9,298,000	8,921,000 ⁷⁾	9,562,000 ⁷⁾
Process water & other water use			
Surface water	7,866,000	7,489,000	8,485,000
Third-party water (municipal)	1,432,000	1,431,000 ⁷⁾	1,077,000 ⁷⁾
Total water discharge by destination	8,418,000	9,109,000 ⁷⁾	8,720,000
Surface water	152,000	147,000	148,000
Seawater	7,454,000	8,162,000 ⁷⁾	8,024,000
Third-party water (municipal)	813,000	800,000	548,000
Effluents to water, tons			
Effluents of oil to water	0.5	1.7 ⁷⁾	1.8
Chemical oxygen demand	197	190	235
Effluents of nitrogen to water	14	15	18
Effluents of phosphorus to water	1.7	1.6	1.2

	2025	2024	2023
Waste generated, tons			
Non-hazardous	53,500	52,600	71,200
Preparation for reuse	4,400	1,500	1,400
Recycling	24,700	23,200	170
Other recovery operations	19,900	22,800	63,800
Incineration (with energy recovery)	1,500	2,200	2,200
Incineration (without energy recovery)	100	200	320
Landfill	900	2,200	3,300
Other disposal operations	1,900	400	40
Hazardous	140,300	199,900	230,000
Preparation for reuse	1,000	1,600	1,400
Recycling	18,900	11,200	5,800
Other recovery operations	2,800	2,800	14,200
Incineration (with energy recovery)	110,000	92,200	87,800
Incineration (without energy recovery)	2,600	7,300	5,200
Landfill	500	1,000	4,700
Other disposal operations	4,500	84,000	111,000
Environmental safety			
Emission limits and overruns: Deviations from environmental permits	Permit violations: 9, of which 1 in OP, 8 in RP and 0 in M&S	Permit violations: 15, of which 3 in OP, 11 in RP and 1 in M&S	Permit violations: 13, of which 6 in OP, 6 in RP and 1 in M&S
Number and magnitude of significant releases	2pc / 11t + 12m ³	6pc / 1,674m ³	1pc / 60m ³
Availability of pollution prevention technology on average at refineries, terminals and retail sites, %	93	92	91

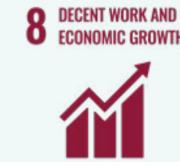
Calculation principles can be found [on page 48](#)

²⁾ Scope of reporting aligned with the European Sustainability Reporting Standards (ESRS). 2025 and 2024 data is not comparable with 2023 disclosures.

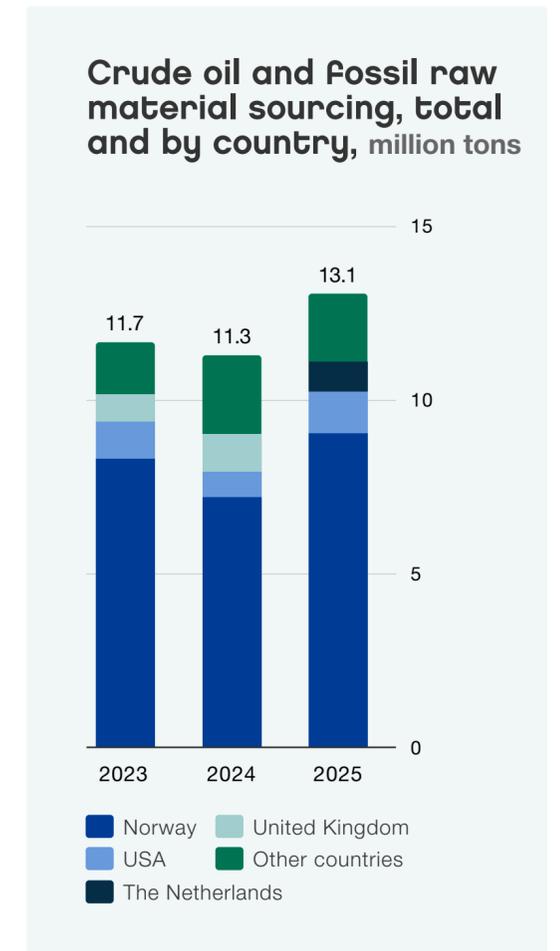
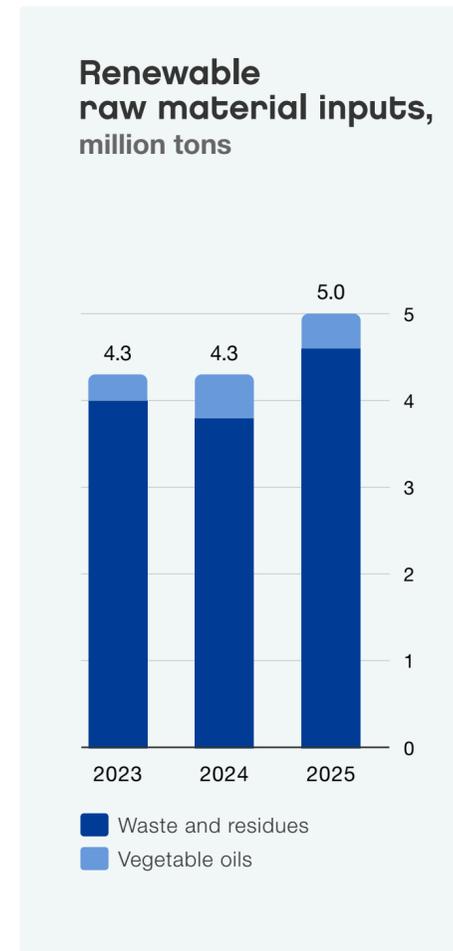
⁷⁾ Figure revised

Performance in Figures: Supply chain and raw materials

Related priority SDGs



Supply chain and raw materials	2025	2024	2023
Business partners who have committed to Neste's minimum sustainability requirements covered in the Supplier Code of Conduct or equivalent ¹⁾	100% of the renewable and recycled raw material volumes, 93% of the crude oil and fossil raw materials volumes and 92% of overall indirect contracted spend	100% of the renewable and recycled raw material volumes, 81% of the crude oil and fossil raw materials volumes and 91% of overall indirect contracted spend	100% of the renewable raw material volumes, 86% of the crude oil and fossil raw materials volumes and 91% of overall indirect contracted spend
Renewable raw material inputs globally, Mt ²⁾	5.0	4.3	4.3
Share and total volume of waste and residue raw material inputs globally ²⁾	95% 4.6Mt	90% 3.9Mt	92% 4.0Mt
Amount of non-renewable resource use that Neste's renewable and circular solutions helped replace in transport, aviation and polymers and chemicals sectors, Mt ³⁾	4.5	4.0	3.0
Number of all renewable raw material suppliers	527	624	614
Number of renewable raw material suppliers' sustainability assessments and their outcome ⁴⁾	Total: 300 New approved suppliers: 135 All approved: 235 Pending: 59 Rejected: 6	Total: 222 New approved suppliers: 104 All approved: 170 Pending: 48 Rejected: 4	Total: 388 New approved suppliers: 249 All approved: 279 Pending: 102 Rejected: 7
New renewable raw material suppliers evaluated using sustainability criteria, %	100	-	-
Number of new fossil raw material suppliers sustainability assessments	10	36	46
Number of sustainability audits conducted	36	141	154
Crude oil and fossil raw material sourcing, total and by country, Mt	13.1	11.3	11.7
Norway	9.1	7.2	8.3
US	1.2	0.8	1.1
Netherlands	0.9	0.5	0.3
Other countries	2.0	2.9	2.0



¹⁾ After the assessment of the supplier's or business partner's own policies and principles, Neste may agree that compliance with their own code of conduct is sufficient for the purpose of complying with the Neste Supplier Code of Conduct.

²⁾ The volumes are presented in millions of tons. The share of the volumes are calculated from exact figures and consequently the rounded figures presented may deviate from the share of volumes disclosed. Includes Neste's share of raw material inputs for Martinez Renewables joint operation.

³⁾ Calculation principles can be found on page 48.

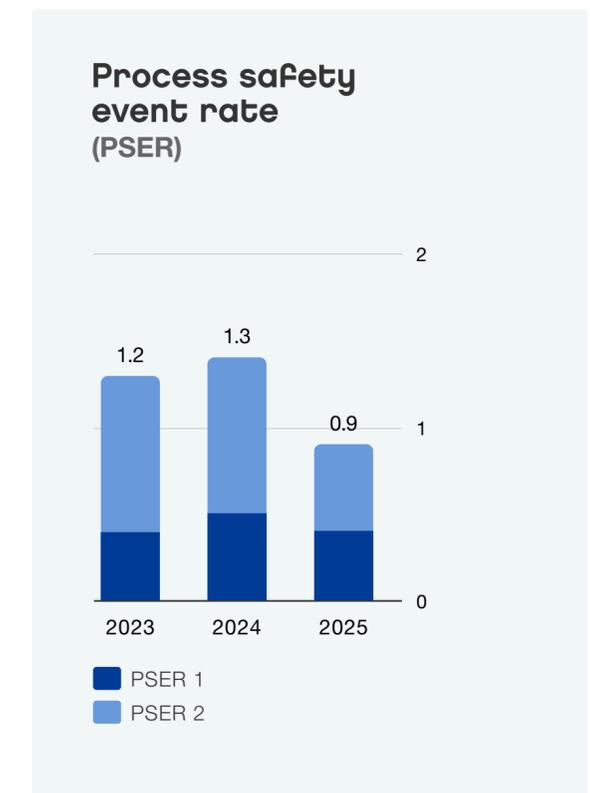
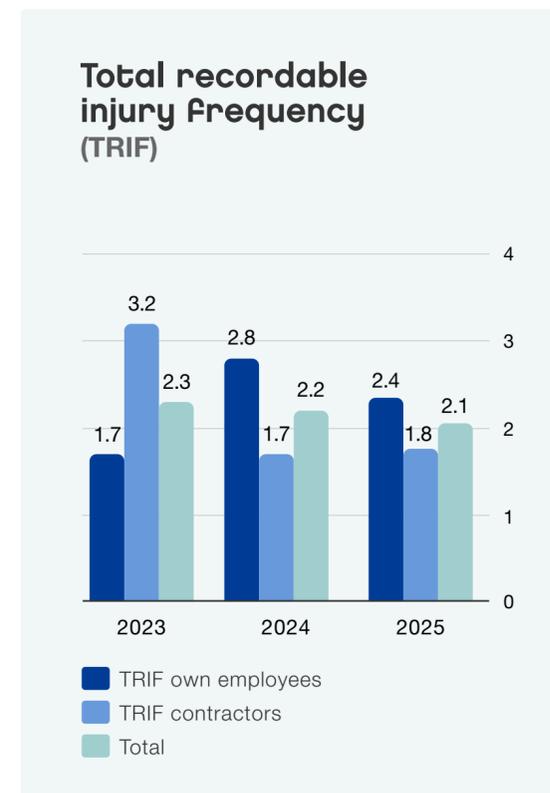
⁴⁾ Figures include existing suppliers, which undergo a sustainability assessment process every 3–5 years. Supplier data includes only main contractual parties, excluding second-tier suppliers.

Calculation principles can be found [on page 48](#).

Performance in Figures: Safety



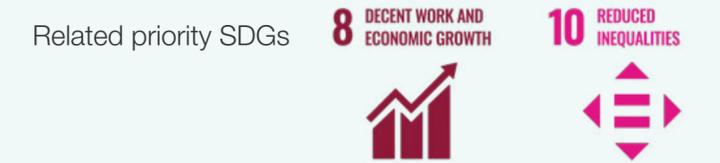
Safety	2025	2024	2023
Total recordable injury frequency (TRIF) total ¹⁾	2.1	2.2	2.3
TRIF own employees	2.4	2.8	1.7
TRIF contractors	1.8	1.7	3.2
Lost workday injury frequency (LWIF) total	1.4	1.4	1.8
LWIF own employees	1.4	1.7	1.1
LWIF contractors	1.3	1.2	2.8
Process safety event rate (PSER) total	0.9	1.3	1.2
PSER 1	0.4	0.5	0.4
PSER 2	0.5	0.9	0.9
Safe days ²⁾	296	278	278
Fatalities	0	0	0



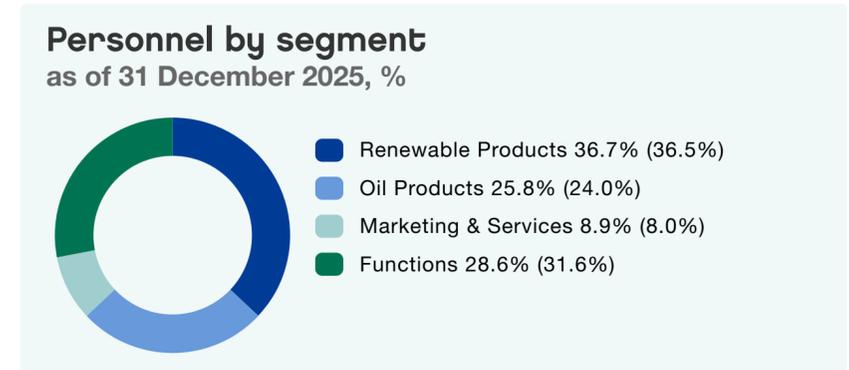
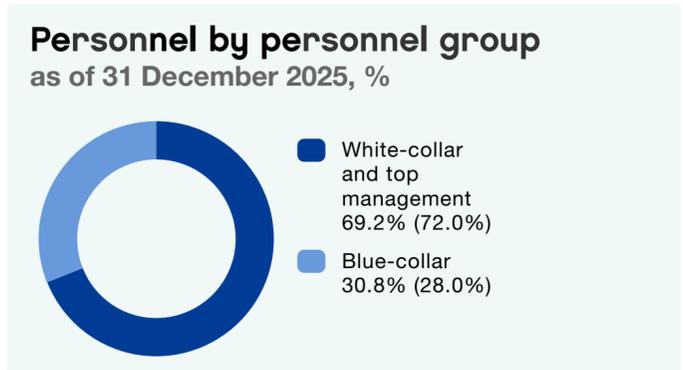
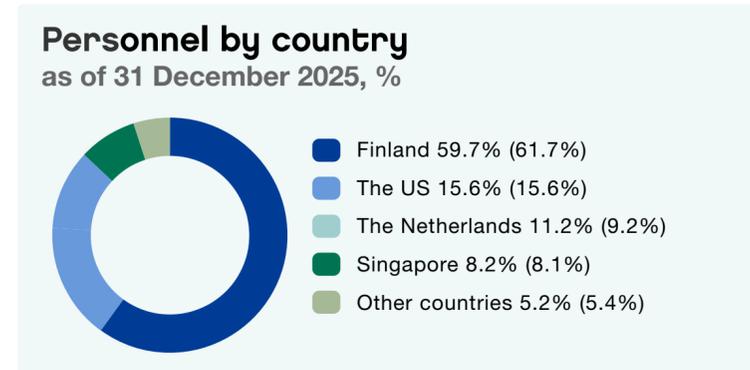
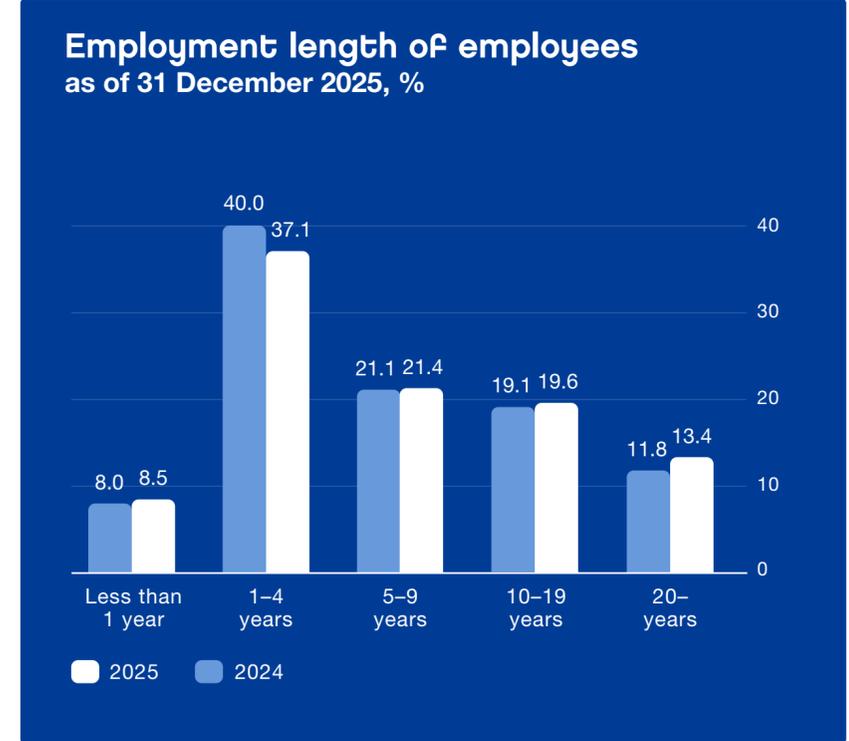
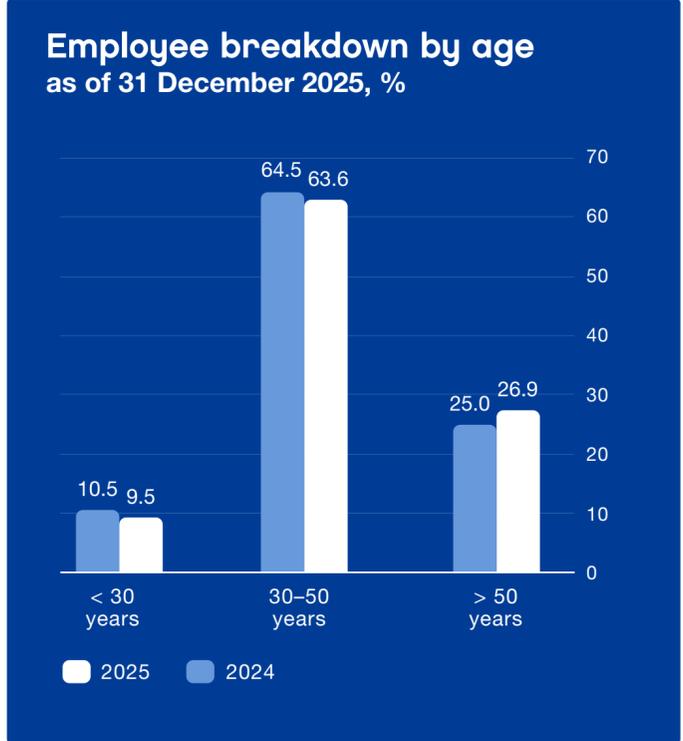
¹⁾ Total Recordable Incident Frequency, number of cases per million hours worked. Includes both Neste's and contractors' personnel. Excludes green-field expansion projects where Neste is not responsible for the construction site.

²⁾ A day without any personal safety accident (TRI), process safety incident (PSE 1 and PSE 2), fires, leaks, environmental permit violations, traffic accidents or marine safety incidents.

Performance in Figures: People



Our people	2025 (2024)
Employee engagement	Employee engagement favorability 52% (40%) ¹⁾
Response rate to employee engagement survey, %	84 (77)
Hiring rate of employees, %	12.2 (11.3) ²⁾
Leaving rate of employees, %	22.8 (21.2)
Recorded average training hours per FTE	17.7 (18.5)
Multi-country teams, %	20 (23)
Collective bargaining agreement coverage, % ³⁾	71 (65)
Women to men pay ratio, % ³⁾	99



¹⁾ Comparative figure revised due to new methodology for calculating engagement score.
²⁾ Comparative figure revised to include all employees.
³⁾ Calculation principles can be found on page 48.
⁴⁾ The number in the Financial statements is reported as an average and does not include temporary hourly workers.

Performance in Figures: People

Employee distribution and turnover as of 31 December 2025, %

	Total		Finland		USA		Singapore		The Netherlands		Other countries	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
All employees	29.9	70.1	33.1	66.9	21.8	78.2	28.6	71.4	14.6	85.4	53.3	46.7
under 30	3.3	6.3	3.9	6.5	1.9	6.1	1.7	5.9	1.4	6.8	5.8	3.9
30–50	19.1	44.4	20.2	42.4	14.1	43.5	22.7	54.7	10.1	53.9	36.2	34.6
over 50	7.5	19.4	8.9	18.2	5.7	28.7	4.2	10.8	3.1	24.7	11.3	8.2
Hiring rate of permanent employees, all	10.1	13.1	10.4	10.9	10.1	16.4	5.2	11.7	7.4	20.5	13.1	5.8
Proportion of permanent hires	24.6	75.4	31.9	68.1	14.7	85.3	15.0	85.0	5.8	94.2	72.0	28.0
under 30	13.5	27.8	21.5	38.2	4.3	19.8	2.5	17.5	1.0	11.7	24.0	16.0
30–50	9.0	35.1	8.2	22.1	7.8	44.8	10.0	65.0	3.9	58.3	44.0	12.0
over 50	2.2	12.5	2.2	7.9	2.6	20.7	2.5	2.5	1.0	24.3	4.0	0.0
Leaving rate of permanent employees, all	26.8	21.1	28.3	21.6	27.4	16.4	23.3	19.3	19.8	9.1	21.9	33.3
Proportion of permanent leavers	35.1	64.9	39.3	60.7	21.8	78.2	32.5	67.5	27.1	72.9	42.9	57.1
under 30	7.1	13.5	9.8	17.0	1.9	10.9	1.2	2.4	3.4	6.8	5.7	5.7
30–50	20.4	37.3	21.1	30.8	15.2	49.3	26.5	53.0	18.6	40.7	24.3	45.7
over 50	7.6	14.0	8.4	13.0	4.7	18.0	4.8	12.0	5.1	25.4	12.9	5.7
Permanent employees	27.7	61.1	31.5	64.2	14.8	32.2	28.6	70.9	14.4	84.9	51.0	45.5
Temporary employees	0.7	0.9	1.0	1.2	0.1	0.0	0.0	0.5	0.2	0.5	1.9	0.8
Non-guaranteed hours employees	1.5	8.1	0.6	1.5	6.9	46.0	0.0	0.0	0.0	0.0	0.4	0.4
Full-time employees	28.2	68.1	30.8	64.3	21.8	78.2	28.6	71.4	11.7	81.8	52.1	46.3
Part-time employees	1.7	2.0	2.2	2.7	0.0	0.0	0.0	0.0	2.9	3.6	1.2	0.4

Information on employees and governance bodies by gender ratio as of 31 December 2025, %

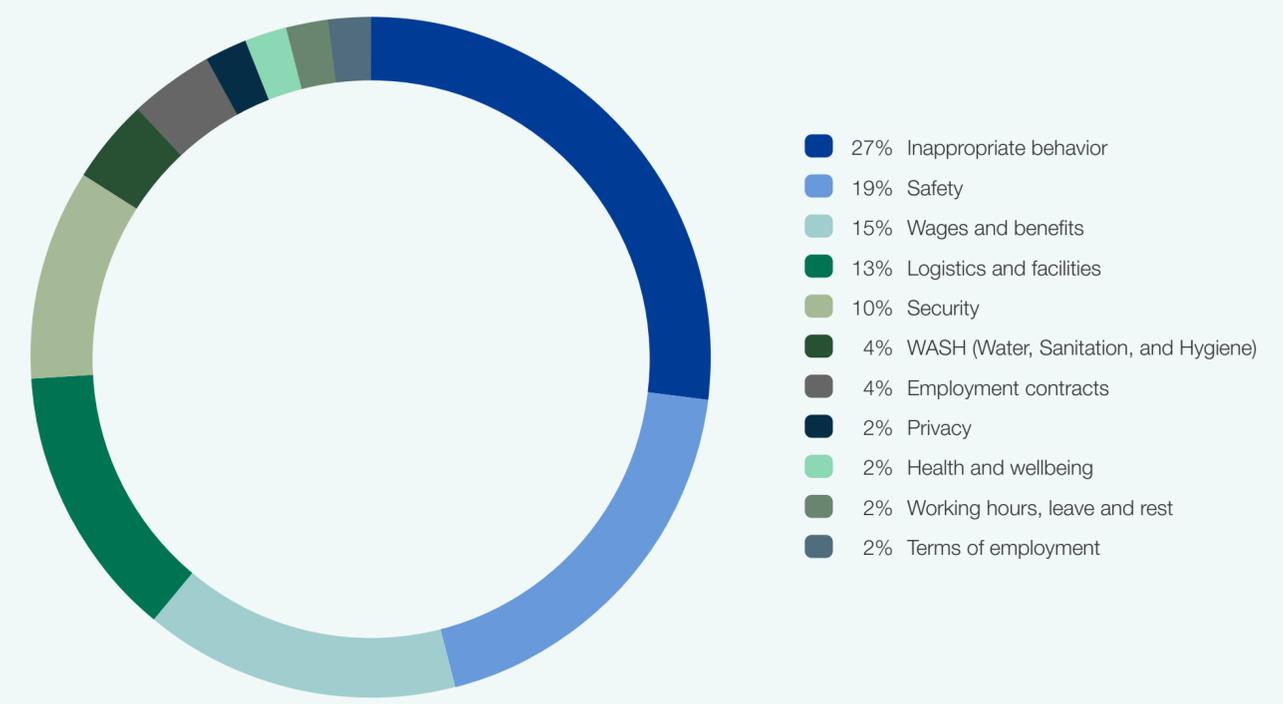
	Women		Men	
	2025	2024	2025	2024
All employees	29.9	31.3	70.1	68.7
Blue-collar	5.8	5.7	94.2	94.3
White-collar and top management	40.6	41.2	59.4	58.8
Managers	29.7	29.3	70.3	70.7
Top management	28.3	33.3	71.7	66.6
Neste Leadership Team	33.3	11.1	66.7	88.9
Board of Directors	37.5	33.3	62.5	66.7

Performance in Figures: Human rights



Human rights	2025 (2024)
Human Rights Due Diligence (HRDD) ¹⁾ carried out for key business areas/functions.	Four major assessments/initiatives undertaken in 2025: 1) Corporate-wide assessment to review Neste's salient human rights issues and mitigation actions. 2) Collaboration with third-party experts to conduct three on-the-ground human rights risk assessments, focused on salient issues in Neste's high risk supply chains. 3) Human rights due diligence maturity assessments completed for Neste's offices, owned pre-treatment facilities and ground transportation. 4) Living wage gap assessments completed for Neste's own employees globally.
Employee training on modern slavery and human rights policies and procedures	4,735 (478) of Neste employees, including 100% (67%) of new hires ²⁾ received training on forced labor and Neste's human rights policies and processes, through the company's Code of Conduct e-learning during 2025. 100% (100%) of Neste Group security personnel received formal training on Neste human rights policies through Neste's Code of Conduct e-learning.

Complaints received through site-level We Care channels for third-party workers at Neste refineries as of 31 December 2025, %



In 2025³⁾, 48 (78) complaints were received via site-level We Care channels for third-party workers at Neste refineries in Porvoo, Rotterdam and Singapore. Neste takes all complaints seriously and investigates all cases. All channels can be used anonymously and complaints are handled confidentially and without fear of retaliation.

¹⁾ HRDD refers to any activities carried out to identify, assess, address, prevent or mitigate forced labor risks, such as developing internal processes, carrying out impact assessments, risk mapping, gap assessments, etc.
²⁾ Excluding Mahoney Environmental Solutions
³⁾ Rotterdam Capacity Growth Project included for the first time in 2025

Neste's grievance ecosystem

Neste's grievance ecosystem is implemented in accordance with the UNGP Effectiveness Criteria and EU Corporate Sustainability Due Diligence Directive

Rightsholders

Individuals or social groups who may be impacted by Neste's business activities

Channels

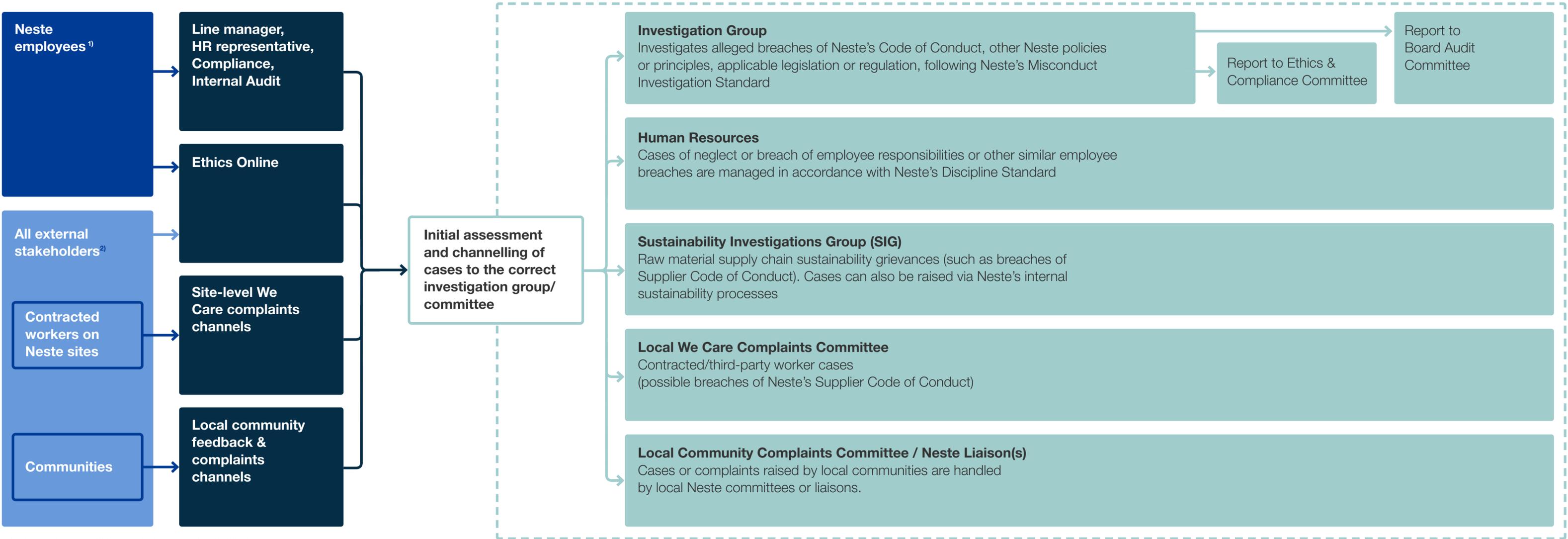
Complaints can be raised anonymously, and are handled confidentially and without fear of retaliation

Initial assessment - Delegation - Investigation

Case investigation follows Neste's internal standards and guidelines; Investigation approach and lead are decided depending on the nature of the case; Communication with the person reporting the allegation or concern is done in accordance with applicable laws

Resolution and decision - Documentation and reporting

Case resolution and decision (incl. agreed actions or non-cases) are documented following applicable practices; Communication with the person reporting the allegation or concern is done in accordance with applicable laws



¹⁾ incl. employees of Neste wholly-owned subsidiaries
²⁾ incl. individuals, business partners, NGOs, contracted workers, communities

TCFD Recommendations Disclosure

TCFD Recommendations Disclosure	Location in the report
<p>Governance Disclose the organization's governance around climate-related risks and opportunities.</p>	<p>a) Describe the board's oversight of climate related risks and opportunities. 56, 60, 87–88</p> <hr/> <p>b) Describe management's role in assessing and managing climate related risks and opportunities. 60, 62, 88</p>
<p>Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.</p>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. 69–71, 91, 103–105</p> <hr/> <p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. 90, 91, 105, 157</p> <hr/> <p>c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario. 90, 105</p>
<p>Risk management Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	<p>a) Describe the organization's processes for identifying and assessing climate-related risks. 92–93, 104</p> <hr/> <p>b) Describe the organization's processes for managing climate-related risks. 67–68, 106–109</p> <hr/> <p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. 88, 93, 104</p>
<p>Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. 36–37, 106</p> <hr/> <p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. 36, 111</p> <hr/> <p>c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets. 16, 36, 111–112</p>

SASB Content Index

Neste disclosure of SASB Sustainability Accounting Standards for Oil and Gas Refining and Marketing and Biofuels

Code	Accounting metric	Unit of measure	Location in the report or our webpage	Additional SASB reporting information Reporting (R) / Omission (O)
Greenhouse Gas Emissions				
EM-RM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (t) CO ₂ -e, Percentage (%)	111-112	
EM-RM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	16-19 , 106-107	
Air Quality				
EM-RM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, (3) particulate matter (PM10), (4) H ₂ S, and (5) volatile organic compounds (VOCs)	Metric tons (t)	36 , 48	
EM-RM-120a.2	Number of refineries in or near areas of dense population	Number	23	
Water management				
EM-RM-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	37 , 48	Neste's water withdrawal from areas with water stress is not significant and seen as not material. (R)
EM-RM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number		Zero incidents of non-compliance associated with water quality permits, standards and regulations. (R)
Hazardous Materials Management				
EM-RM-150a.1	(1) Amount of hazardous waste generated, (2) percentage recycled	Metric tons (t), Percentage (%)	37 , 48	140,300 metric tons (t), recovered or recycled 16% (R)
Workforce Health and safety				
EM-RM-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	39 , 48-49	Neste reports the most relevant OHS performance figures in its own operations (TRIF, LWIF, PSER, Safe days, Fatalities). (O/R)
EM-RM-320a.2	Discussion of management systems used to integrate a culture of safety	n/a	30-31 , 123-126	
Management of the Legal & Regulatory Environment				
EM-RM-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	n/a	69 , 71 , 91-92	

Code	Accounting metric	Unit of measure	Location in the report or our webpage	Additional SASB reporting information Reporting (R) / Omission (O)
Critical Incident Risk Management				
EM-RM-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) and lesser consequence (Tier 2)	Rate	39 , 48–49	Neste reports PSER1 and PSER2 rates as described in Principles for calculating the key indicators. (R)
EM-RM-540a.2	Challenges to Safety Systems indicator rate (Tier 3)	Rate		Tier 3 Challenges to Safety Systems are followed in Neste's PSE3. The rate is not disclosed. (O)
EM-RM-540a.3	Discussion of measurement of Operating Discipline and Management System Performance through Tier 4 Indicators	n/a	31 , 124–126	Process safety management system weaknesses that may cause PSE1/2 events in the future, followed as part of PSE4 indicator at Neste. (R)

Code	Activity metrics	Unit of measure	Location in the report or our webpage	Additional SASB reporting information
EM-RM-000.A	Refining throughput of crude oil and other feedstocks	Barrels of oil equivalent (BOE)		Oil Products 88.9 MMBOE (R)
EM-RM-000.B	Refining operating capacity	Million barrels per calendar day (MBPD)	14	Oil Products 0.24 MBPD (R)
RR-BI-000.A	Biofuel production capacity	Millions of litres (ML)	14 , 81	Volumes disclosed in tons. (R)
RR-BI-000.B	Production of: (1) renewable fuel, (2) advanced biofuel, (3) biodiesel, and (4) cellulosic biofuel	Millions of litres (ML)	81	Volumes disclosed in tons. (R)
RR-BI-000.C	Amount of feedstock consumed in production	Metric tonnes (t)	38	

UN Guiding Principles Reporting Framework Index

Section of the Framework	Location in annual report or website	Page location in 2024 Modern Slavery Statement ¹⁾
PART A: Governance of Respect for Human Rights		
A1 Policy Commitment		
A1	p. 22, 124 ; Neste Human Rights Principle .	p. 7–8
A1.1	p. 22, 124 ; Neste Human Rights Principle . Neste's Human Rights Principle was updated in 2022, incorporating extensive consultation with topic experts, NGOs, government representatives and trade union experts. In 2025, the Principle underwent minor updates to reflect changes in Neste's governance structure for human rights.	p. 7–8
A1.2	All of Neste's rights-holders as defined on p. 14 of the Neste Human Rights Principle	
A1.3	p. 22–24, 26–27, 42 . Neste Human Rights Principle is published on our company website and internally accessible on the Neste intranet. It is communicated to employees via e-learning, and to business partners via Neste's Supplier Code of Conduct Guidance and capacity building workshops.	p. 7, 20–21
A2 Embedding Respect for Human Rights		
A2	p. 15, 22–24 , NBNHR Joint Statement , Neste Human Rights Principle (p. 9–11)	p. 3, 7–8, 22–23
A2.1	Described under section 6.1 of the Neste Human Rights Principle (p. 9–10)	p. 7–8
A2.2	p. 60, 87–88 ; Neste Human Rights Principle (p. 9–11)	p. 25
A2.3	p. 24, 42, 63, 131–132 . Neste Code of Conduct (p. 7), Neste Human Rights Principle (p. 11–12)	p. 7–8, 20–21
A2.4	p. 24, 26–27, 94, 137–138 , Neste Supplier Code of Conduct Guidance (p. 13–21)	p. 7, 13–19, 20–21
A2.5	p. 22–24, 26–27, 31, 42	p. 7–9, 10–12, 16, 20–22, 24
PART B: Defining the Focus of Reporting		
B1 Statement of salient issues	p. 22 ; Neste Human Rights Principle (p. 2–9)	p. 8
B2 Determination of salient issues	p. 22	p. 8
B3 Geographical focus	p. 130	p. 10–12
B4 Additional severe impacts	N/A	N/A

UN Guiding Principles Reporting Framework Index

The UN Guiding Principles Reporting Framework provides comprehensive guidance for companies to report on human rights issues in line with their responsibility to respect human rights. For full details on the framework, please visit www.ungpreporting.org

Section of the Framework	Location in annual report or website	Page location in 2024 Modern Slavery Statement ¹⁾
PART C: Management of Salient Human Rights Issues		
C1 Specific Policies		
C1	Neste Human Rights Principle, Code of Conduct, Supplier Code of Conduct, Sustainability Policy, Sustainability Principle, Responsible Sourcing Principle, People Policy, Equality and Non-Discrimination Principle, Misconduct Investigation Standard, Neste Life Saving Rules, Operations Excellence Policy, Operational Safety Principle, Occupational Health Principle, Reproductive Health Standard, Privacy Principle, Cyber Security Principle	p. 7–8
C1.1	p. 22–24, 27, 31, 42, 126, 131, 134–135	p. 20–21
C2 Stakeholder Engagement		
C2	p. 22–23, 94–95, 124, 131 , Neste Human Rights Principle (p. 11–12)	p. 22–24
C2.1	p. 22–23, 94–95, 124, 131 , Neste Human Rights Principle (p. 11–12)	p. 22–24
C2.2	p. 22–23, 94–95, 124, 131	p. 22–24
C2.3	p. 22–23, 94–95, 124, 131	p. 10–12, 22–44
C3 Assessing Impacts		
C3	p. 22–24, 25–27, 30–31, 38–42, 92–93, 123–133	p. 8, 10–18, 24
C3.1	p. 23–24, 26–27, 31, 38–42	p. 16–18
C3.2	p. 23–24, 26, 39, 42 , Renewable Raw Material Grievance Log	p. 11–12, 16
C4 Integrating Findings and Taking Action		
C4	p. 22–24, 25–27, 30–31, 123–133	p. 10–18
C4.1	Cross-functional collaboration and committees e.g. 22–24, 87–88, 131–132 Neste Human Rights Principle (p. 9–10)	p. 7–8, 11–12
C4.2	Neste Human Rights Principle	p. 11–12, 19
C4.3	p. 22–27, 30–31, 38–42	p. 7–24
C5 Tracking Performance		
C5	p. 22–27, 30–31, 38–42, 123–133	p. 16–18, 24
C5.1	p. 22–27, 30–31, 38–42	p. 16–18, 24
C6 Remediation		
C6	p. 22–23, 124–125, 131–133, 138 , Neste Human Rights Principle (p. 7 & 6.5), Grievances & Concerns webpage.	p. 9, 19, 24
C6.1	p. 22–23, 124–125, 131–133, 138 , Neste Human Rights Principle (p. 7 & 6.5)	p. 9, 19, 24
C6.2	p. 22–23, 42, 124–125, 131–133, 138 , Renewable Raw Material Grievance Log	p. 24
C6.3	p. 22–23, 42, 124–125, 131–133, 138 , Renewable Raw Material Grievance Log , Neste Human Rights Principle (p. 7)	p. 9, 19, 24
C6.4	p. 42 , Renewable Raw Material Grievance Log	N/A
C6.5	p. 42 , Renewable Raw Material Grievance Log	p. 18

¹⁾ Page numbers provided for 2024 Modern Slavery Statement, as the 2025 statement will only be published in Q2, 2026.

Principles for calculating the key indicators

Principles for calculating the key numerical indicators presented in the Value creation and Performance in figures sections of the report. The figures in the Neste Annual report may be subject to rounding, which may cause some differences in aggregate totals calculated from exact figures.

Environment

Energy: Energy consumption and production data is collected either from Neste's own measurement devices or via energy invoices. Some minor consumption sources have been estimated. The share of fossil energy use covers consumption from crude oil and petroleum products and natural gas and purchased or acquired electricity, heat, steam and cooling from fossil sources. The share of renewable energy use covers consumption of renewable fuels, purchased or acquired electricity, heat, steam and cooling from renewable sources, and self-generated non-fuel renewable energy.

Energy efficiency: Neste follows the Energy Efficiency Agreement for Industries which is an agreement between the Government and industrial associations on the efficient use of energy, providing also guiding methodology for energy efficiency calculations. Reporting is based on the energy savings achieved by comparing energy consumption to a selected baseline value.

Greenhouse gas emissions (GHG): Neste follows GHG Protocol Corporate Standard and its supplement Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The reporting includes emissions of the GHGs covered by the GHG Protocol. Emissions have been converted into carbon dioxide equivalents.

Carbon handprint: Carbon handprint describes the difference of carbon footprint of a product or service and a baseline product or service. Neste's customer GHG emissions reduction is calculated by aggregating the customer's GHG emission reduction for each batch of renewable products delivered to Neste's customers. The GHG emission related to each batch is compared with the GHG emission that the same quantity of a fossil

fuel reference (baseline) would emit. Emission factors for the fossil references are dependent on the market where the product was sold and its regulation.

 More detailed reporting principles for energy and GHG emissions are available in [the Sustainability statement](#)

VOC, NOx, SO2, PM: Emissions to air (excluding CO₂) are determined by direct measurements (on-line or periodic) or with indirect monitoring methods. Both direct measurements and indirect monitoring is based on the site environmental permit or other local environmental regulation. Relevant process parameters linked to pollutant emission measurements are monitored too. All emission monitoring is done in accordance with standards. If EN standards are not available, ISO, national or other international standard/method is used to ensure the provision of data of high quality. Neste considers the reported emissions as significant.

Water withdrawal: The water withdrawal volumes are based on the company's own measurements or on invoicing. Categorization of water withdrawal volumes is based on relevant definitions in GRI 303-3 Water withdrawal. Neste's water risk assessment is based on WWF Water Risk Filter. The latest risk assessment was conducted in 2024.

Wastewater discharges: Neste reports the wastewater volumes, Chemical Oxygen Demand (COD), as well as the oil, nitrogen and phosphorus effluents. The figures are calculated on the basis of refinery- or terminal-specific data based on sampling or continuous metering. The figures do not include the loading values of wastewater treated in municipal or other external

wastewater treatment plants. Neste operates according to local discharge permits and requirements. Waste waters are treated to meet the requirements before they are safely discharged. Categorization of water discharge volumes is based on relevant definitions in GRI 303-4 Water discharge.

Waste generated: The waste volumes are based on the invoicing data. Categorization of waste volumes is based on definitions in GRI 306-3 Waste generated, 306-4 Waste diverted from disposal and 306-5 Waste directed to disposal.

Number and magnitude of significant releases: Significant releases are defined as releases to the environment over 10 m³ and confirmed to have originated from Neste's own operations. Volumes are based on reporting in accordance with the Neste management system.

Availability of pollution prevention technology: Average of environmental control and abatement technology availability on a monthly basis at refineries, retail sites and Oil Products' terminals.

Non-renewable resource use replacement: Calculations include fossil resource usage over Neste's renewable and circular solutions production life cycles. An energy-based comparison is made with relevant fossil references in transport, aviation and polymers & chemical sectors. The difference is expressed as the energy content of crude oil.

Supply chain and raw materials

Supplier Code of Conduct coverage: The share of renewable and recycled raw material volumes and crude oil and fossil raw materials volumes covered by the

Neste Supplier Code of Conduct or equivalent is calculated based on the volumes delivered to Neste during the reporting year. The share of the Neste Supplier Code of Conduct coverage for indirect procurement is calculated based on spend.

Renewable raw material inputs: Includes all renewable refinery production. The share of waste and residue raw materials, such as used cooking oil, various wastes and residues from vegetable oils processing and animal fat from food industry waste, is calculated based on raw material input volumes.

PFAD supply traceability: Based on risk-calibrated traceability to palm oil mills and plantation. Figures are weighted by refinery volumes supplied to Neste.

 Reporting principles for supplier screening and sustainability audits are available in [the Sustainability statement](#)

Safety

Total Recordable Injury Frequency (TRIF): Workplace accidents are those accidents that occur at work or while performing work duties. Total Recordable Injuries (TRI) includes the recorded accidents at work which result in absence from work, restriction to work, medical treatment or fatality. The formula for calculating accident frequency (number of accidents at work per million working hours): total number of accidents at work × 1,000,000 / hours worked. The calculation includes in-house personnel, contractors and service providers working at Neste's sites.

Safe day: A day without any personal safety accident (TRI), process safety incident (PSE 1 and PSE 2), fires, leaks, environmental permit violations, traffic accidents or marine safety incidents.

Hours worked: The hours worked by the whole personnel and the service providers during the period under review. When recording the working hours of service providers, an estimate (e.g. accounting hours) can be used if the accurate number of hours is not known.

LWIF (Lost Workday injury frequency): The number of accidents at work resulting in lost workdays, relative to a million hours worked. The calculation includes in-house personnel, contractors and service providers working at Neste's sites.

Process safety event rate (PSER): Rate of process safety events per million hours worked. It includes PSE1 and PSE 2 cases in Neste's own operations. Process safety performance is tracked in accordance with the American Petroleum Institute (API) standards.

PSE1 (Process Safety Event): An unplanned and uncontrolled release of any material, including nontoxic and non-flammable materials from a process, resulting in consequences according to the PSE1 classification.

PSE2 (Process Safety Event): An unplanned and uncontrolled release of any material, including nontoxic and non-flammable materials from a process, resulting in consequences according to the PSE2 classification.

Fatalities: An workplace accident or an accident during a work-related travel causing an injury resulting in death within one year of the day of the accident.

 More detailed reporting principles for safety are available in [the Sustainability statement](#)

Personnel

Personnel metrics: Calculated as numbers of employees, and include, as a rule, all personnel with active contracts of employment or employees on leave. Temporary hourly paid employees are included. Unless otherwise specified, the personnel numbers are reported as of December 31.

Employee categories: Top management at Neste includes members of the Neste Leadership Team, Business Area or Function Leadership Teams and the President and CEO of Neste's subsidiary Mahoney Environmental Solutions. Managers category includes all employees with subordinates, if not already in the Top management category.

Leaving rate of employees: The number of employees leaving a contract of employment from Jan 1 to Dec 31/the number of employees on Dec 31. Includes employees who have resigned or left due to dismissal, retirement, death, end of temporary contract or mutual consent.

Hiring rate of employees: The number of employees entering a contract of employment from Jan 1 to Dec 31/ the number of employees on Dec 31.

Average training hours per FTE: Neste calculates average training hours per FTE based on the definitions in GRI 404-1 Average hours of training per year per employee.

Training costs: The training costs include external training-related costs, such as the fees of external trainers, and the participation fees for external training events, but not, for example, the salaries of participants or the company's own trainers.

Women to men pay ratio: The pay ratio includes all salaried employees at Neste, also part-time employees, which are calculated with full-time equivalent salary. It is presented as a raw pay gap, calculated by dividing the mean basic pay of women with the mean basic pay of men.

Employee engagement: Engagement favorability percentage based on employee engagement surveys conducted during the reporting year.

Multi-country teams: Percentage of teams at Neste with employees from more than one nationality. Managers are considered in their own peer group teams.

Employees who participated in voluntary work: Number of employees who have reported participation in voluntary work during the reporting year.

 More detailed reporting principles for personnel are available in [the Sustainability statement](#)

Economic

Economic value retained: The difference between economic value generated (revenue, other income, revenues from financial investments) and distributed (operating costs, employee wages and benefits, payments to providers of capital, payments to government, donations and sponsorships) in the reporting year.

Donations and sponsorships: Total sum of donations and sponsorships in the reporting year, reported in accordance with Neste's Donation Principle and Sponsoring Principle.

Oil Products and Renewable Products sold in the wholesale market: The number of countries and customers with product deliveries in the reporting year.

Number of service stations: The total number of fuel stations operating at the end of the reporting year.

M&S B2B Customer satisfaction: The weighted Net Promoter Score (NPS) from customer surveys conducted during the reporting year. Scores are weighted based on customer segment and country.

Independent Practitioners' Assurance Report

To the Management of Neste Oyj

Scope of Assurance

We have been engaged by the management of Neste Oyj (business ID 1852302-9) (hereafter "Neste") to provide limited assurance on selected sustainability information specified below.

Information Subject to Assurance

The selected sustainability information presented in Sustainability data package section of the Neste's Annual Report 2025 for the reporting period January 1–December 31, 2025 subject to the limited assurance (hereafter "Sustainability Information") consists of the following information:

- Numerical information presented in the "Value Creation" section on page 35 and
- Numerical information presented in the "Performance in figures" section on pages 36–42.

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Sustainability Information for the reporting period January 1–December 31, 2025 subject to the limited assurance engagement is not prepared, in all material respects, in accordance with the Reporting Criteria defined later in the report.

Basis for Conclusion

We performed the assurance of the Sustainability Information as a limited assurance engagement in compliance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Our responsibilities under this standard are further described in the Responsibilities of the Independent Practitioner section of our report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Independent Practitioner's Independence and Quality Management

We are independent of the company in accordance with the ethical requirements that are applicable in Finland and are relevant to our engagement, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

KPMG Oy Ab applies International Standard on Quality Management ISQM 1, which requires the authorised audit firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Management's Responsibilities

The management of Neste Oyj is responsible for the preparation and presentation of the Sustainability Information in accordance with the reporting criteria i.e. in accordance with the company's reporting principles presented on pages 48–49 with additional information on pages 35–42 of the Annual Report 2025 ("Reporting Criteria" in this assurance report). This responsibility also includes such internal control as the management determine is necessary to enable the preparation of Sustainability Information that is free from material misstatement, whether due to fraud or error.

Inherent Limitations in the Preparation of Sustainability Information

Preparing Sustainability Information requires a company to make materiality assessment to identify relevant matters to report. This includes significant management judgement and choices. It is characteristic to reporting on sustainability information that reporting of this kind of information includes estimates and assumptions as well as measurement and estimation uncertainty.

The determination of greenhouse gases is subject to inherent uncertainty due to the incomplete scientific data used to determine the emission factors and the numerical values needed to combine emissions of different gases.

Responsibilities of the Independent Practitioner

Our responsibility is to perform an assurance engagement to obtain limited assurance about whether the Sustainability Information subject to the limited assurance is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our opinion.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the Sustainability Information.

Compliance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) requires that we exercise professional judgment and maintain professional scepticism throughout the engagement. We also:

- Identify and assess the risks of material misstatement of the Sustainability Information, whether due to fraud or error, and obtain an understanding of internal control relevant to the engagement in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of parent company's or the group's internal control.

- Design and perform assurance procedures responsive to those risks to obtain evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Description of the Procedures That Have Been Performed

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. The nature, timing and extent of assurance procedures selected depend on professional judgment, including the assessment of risks of material misstatement, whether due to fraud or error. The procedures performed in a limited assurance engagement primarily consist of making inquiries and applying analytical procedures. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our procedures included, among others, the following:

- We interviewed the company's management and persons responsible for collecting and preparing the Sustainability Information.
- Through interviews we gained understanding of the key processes, controls and information systems related to collecting and consolidating the Sustainability Information.
- We assessed the accuracy of the Sustainability Information through an inspection of the background documentation and documents prepared by the company on a sample basis and assessed whether they support the presented Sustainability Information.
- We assessed the application of the reporting principles of the Reporting Criteria in disclosing the Sustainability Information.

Helsinki, 2 March 2026 KPMG OY AB

Leenakaisa Winberg
Authorized Public Accountant

