

Neste People Policy

The People Policy gives clear direction to Neste leaders and employees on how Neste's values guide our work. The Policy describes how Neste's values form the backbone of our culture and our ways of working, and outlines how Neste leadership principles support daily work as well as company's strategy implementation and future renewal. Neste leaders, line managers and people deliver on the following goals through Neste-wide Human Resource practices:

- **Forecasting changing business requirements** through strategic workforce planning, and drives proactive, strategy-based capability development.
- **Becoming the employer of choice in chosen segments.** Neste provides every new and returning employee as well as every employee changing positions with structured and well-planned onboarding and induction.
- **Being a responsible employer:** Neste wants to become an attractive cross-industry employer among critical workforce segments in key labor markets.
- **Ensuring diversity and equality:** Neste drives equality and non-discrimination and always provides career and development opportunities to employees who are most qualified without letting any personal attribute such as gender, ethnic background, nationality, age, pregnancy, sexual orientation or gender identity, disability, religion, political opinions, play any part in decision-making.
- **Improving and sustaining wellbeing:** Neste ensures occupational health and safety in all of its operations and cares about employees' wellbeing holistically.
- **Nurturing transparency:** Neste practices transparent internal communication, decision-making and processes to increase personnel's commitment and motivation.
- **Applying effective and inspiring leadership:** Every Neste leader, line manager and employee working in a position that requires leadership is expected to demonstrate and practice Neste leadership principles – drive clarity, support growth, and empower renewal.
- **Goal setting based on strategy:** Every Neste employee shall understand the connection between job content and job specific goals and Neste's strategy. Accordingly, every employee will have clear job specific goals and regular performance and development review discussions.
- **Remuneration:** Neste remuneration aims at ensuring the execution of Neste strategy, driving performance and value-based behavior, encouraging individual and team accountability, and being fair and transparent.
- **Developing and retaining talent:** Neste is an employer that develops in-house talent and invests in existing employees' career development. Neste always considers business needs, long-term potential, competences as well as diversity, inclusion and equality when filling open positions.
- **Fostering Neste culture:** Neste invests in developing its company culture proactively. When Neste establishes new legal entities, units or teams, continuation of Neste culture shall be ensured.