



REWARDING AND BENEFITS AT NESTE

Our benefits support your way forward

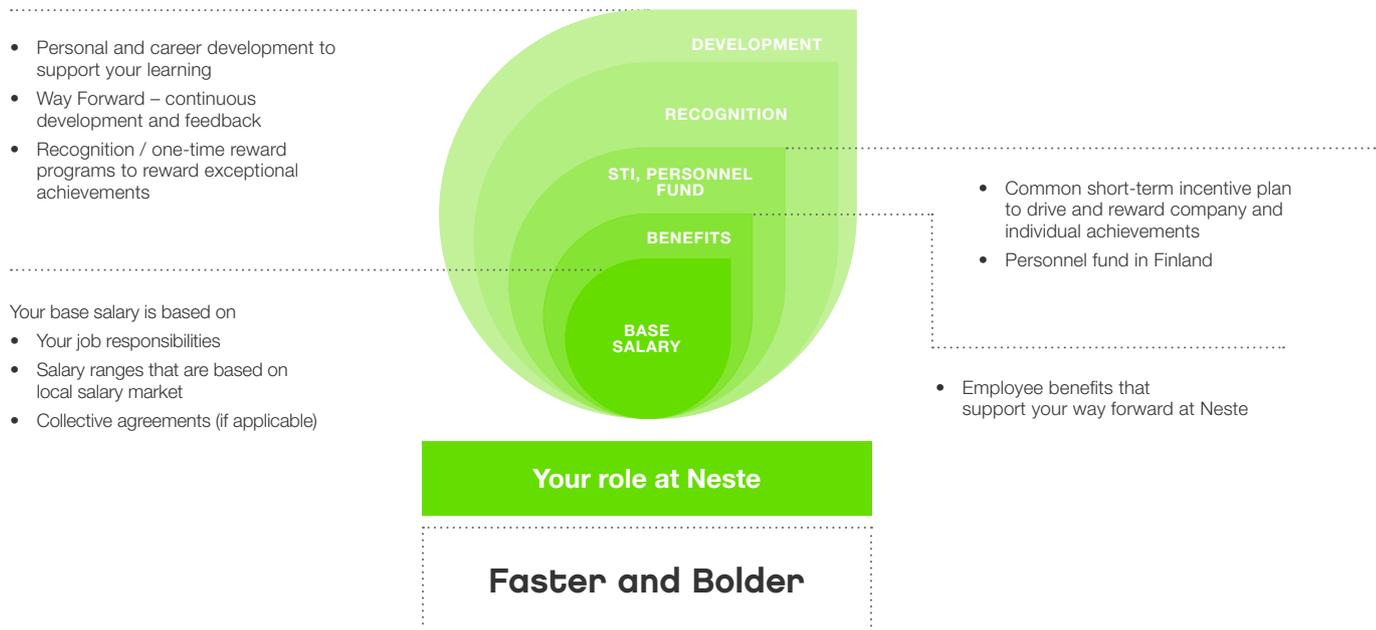
We recognize and reward high performance and responsible behavior to achieve business results and renewal for the future.

We want to reward our employees for good performance, believing that fair remuneration motivates our people to strive for excellence. Therefore, we consider remuneration and its fairness important, and continuously aim to develop our policies in a more transparent direction.

Our remuneration principles promote the implementation of our strategy, encourage people to perform well, and pay increasing attention to the transparency of rewarding and the uniformity of the principles. The principles are applied in different countries according to the local collective agreements, labor market conditions and the competitive situation.

Fair remuneration motivates our people to strive for excellence.

Total rewards at Neste are based on Neste strategy and job responsibilities



We believe the growth of a company is linked to the development and wellbeing of its employees

It is vital for us to offer benefits that support employees' way forward with Neste.

Your health and energy at work

Your work feels good and does good at Neste. We take care of work wellbeing together. For example, we provide extensive healthcare, a health insurance fund, lunch benefits and exercise opportunities to support your work wellbeing.

Your professional development

You can count on us to empower your improvement and support you on your personal journey to become the best version of your professional self. We move forward as a company by providing different development and training programs and by giving regular feedback on your performance and progress.

Your safety and productivity

Neste provides you with everything you need to work effectively and safely. Our professional lives are evolving—we need to be smarter, better and bolder. At Neste everyone is the expert of their own work. We believe in giving employees responsibility, challenges that match their abilities and trust that they will perform their best.

Similarly, we want to equip employees in the best way possible. We do this by promoting effective and safe ways of working. Depending on your work, a variety of tools enable us to do just that, from offering flexible hours and possibilities to work remotely to making well-designed facilities and proper tools and equipment available for use.

Your membership in a global family

Giving respect, providing feedback and acting according to our shared values are at the core of our healthy work community. With us at Neste, you are part of a family of purpose-driven, dedicated professionals. In order to integrate into our family, we would like to encourage you to take part in various social activities, join different clubs and sign up for a variety of events.