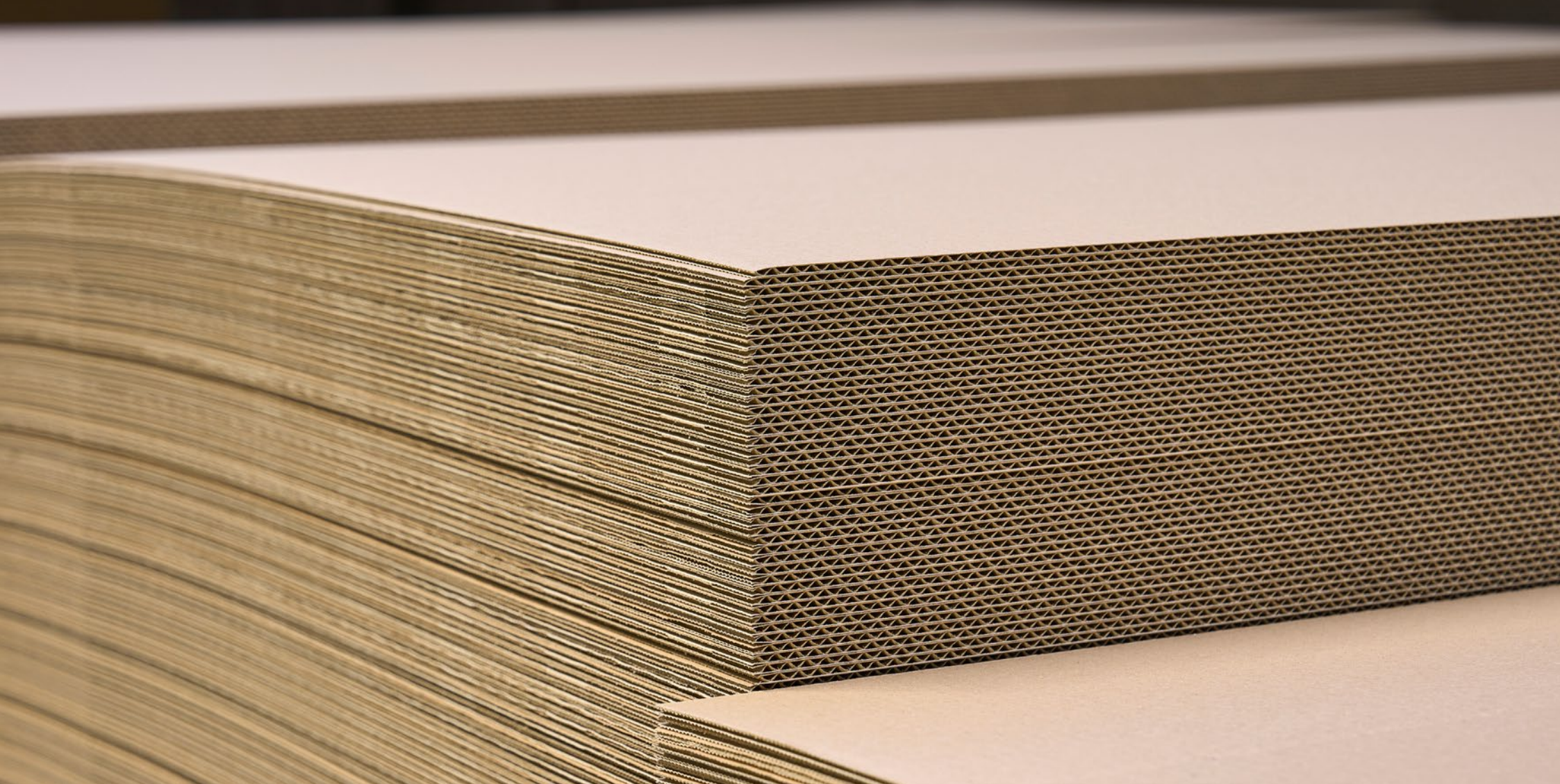


Mondi Group

Sustainable Development Consolidated Performance Data 2023



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We completed the sale of our operations in Russia in October 2023. All key performance figures exclude Russian operations. Key performance indicators for our Russian operations until October this year are disclosed in the tab 'Russian operations'.



Consolidated performance data

Financial performance

€ million, unless otherwise stated	2019	2020	2021	2022	2023
Group revenue	7,268	6,663	6,974	8,902	7,330
Underlying EBITDA	1,658	1,353	1,157	1,848	1,201
Underlying operating profit	1,223	925	782	1,443	790
Operating profit	1,221	868	789	1,685	763
Basic underlying earnings per share (EPS) (euro cents)	171.1	129.3	110.1	195.6	107.8
Basic EPS (euro cents)	167.6	120.0	112.0	244.5	103.5
Capital expenditure cash payments	757	630	481	508	830
Net debt	2,207	1,791	1,689	1,011	419
ROCE (%)	19.8	15.2	13.9	23.7	12.8

Financial performance figures for 2021-2023 are presented on a continuing basis and therefore exclude the results from the Russian discontinued operations. 2019-2020 figures include the results from the Group's previously owned Russian operations.

Circular driven solutions

Products that are reusable, recyclable or compostable	2020	2021	2022	2023
% of total revenue ¹	74	77	82	85

¹ See our Mondi 'Path to Circularity Scorecard' on page 26 in our 2023 SD report for details on the methodology applied.

Training

	2020	2021	2022	2023
Employee time devoted to training and development ¹	174,279	192,446	226,408	276,648
Safety training (critical and general)	183,473	219,443	204,233	225,197
Safety training (critical and general) for recent acquisitions ²	1,733	13,264	12,342	1,071
Total training hours of employees and contractors	359,485	425,153	442,983	502,916

¹ Including all local vocational training, Mondi Academy, e-learning and sustainability training hours.

² In line with all other safety data, the safety training hours reported exclude recent acquisitions. To show the full scope of training provided to all employees, recent acquisitions are included in the total sum of training hours.

	2022	2023
Coverage of safety in total training hours (%)	49	45
Average training hours ³ per employee per year	20	23

³ Including safety training for contractors.

Consolidated performance data continued

Diversity

	North America		South America		Western Europe		Emerging Europe		Africa		Asia and Australia		Total	
	Total	Female (%)	Total	Female (%)	Total	Female (%)	Total	Female (%)	Total	Female (%)	Total	Female (%)	Total	Female (%)
Employee numbers ⁴														
Total employees	1,534	22.9%	49	18.4%	6,942	21.5%	10,643	22.3%	1,983	24.1%	623	34.5%	21,774	22.6%
Permanent employees	1,513	22.1%	44	15.9%	6,518	21.5%	9,737	21.6%	1,902	23.3%	620	34.4%	20,334	22.2%
Temporary employees	21	81.0%	5	40.0%	424	21.0%	906	29.4%	81	40.7%	3	66.7%	1,440	28.4%
Full-time employees	1,521	22.8%	47	19.1%	6,493	17.8%	10,572	22.0%	1,899	24.0%	617	34.8%	21,149	21.3%
Part-time employees	13	38.5%	2	0.0%	449	75.5%	71	57.7%	84	26.2%	6	0.0%	625	65.1%
New employee hires	441	30.2%	53	26.4%	1,181	28.9%	1,913	25.8%	314	37.9%	78	39.7%	3,980	28.4%
Employee turnover	472	21.2%	24	29.2%	732	20.2%	1,707	21.1%	205	19.0%	73	54.8%	3,213	21.6%

4 Headcount of employees that are active or on leave as of 31 December 2023.

Gender diversity	Male		Female		Other ⁵	
	Total	%	Total	%	Total	%
Directors	6	60.0%	4	40.0%	0	0%
Senior managers ⁶	188	81.4%	43	18.6%	0	0%
Production employees	12,556	86.9%	1,900	13.1%	1	0%
Non-production employees	4,300	58.8%	3,017	41.2%	0	0%

5 Unassigned and not disclosed.

6 As of 31 December 2023. Senior managers as defined by Mondi and including directors of all subsidiaries in accordance with the definition set out in Section 414C of the UK Companies Act 2006.

Age diversity	Under 30 years		30-50 years		Over 50 years	
	Total	%	Total	%	Total	%
Total employees	3,739	17.2%	12,583	57.8%	5,452	25.0%
Production employees	2,669	18.5%	8,127	56.2%	3,661	25.3%
Non-production employees	1,070	14.6%	4,456	60.9%	1,791	24.5%
New employee hires	2,006	50.4%	1,626	40.9%	348	8.7%
Employee turnover	854	26.6%	1,583	49.3%	776	24.2%

Consolidated performance data continued

Safety

	2020	2021	2022	2023
Number of work-related fatalities				
Employees	0	0	0	0
Contractors	1	0	1	1
	2020	2021	2022	2023
Total recordable case rate (per 200,000 hours worked)	0.67	0.71	0.63	0.64
Audits (number)				2023
Management Engagement Walkabouts ⁷				10,089
First line manager task audits ⁸				19,396

⁷ Management engagement with employees in open safety and health discussions, focusing on top risks, permit to work, energy isolation, training, procedural compliance, etc.

⁸ Supervisors are required to conduct audits of high risk activities to determine if procedures are understood and adhered to when the task is being conducted.

Forests and fibre procurement

	2020	2021	2022	2023
South African forestry data				
Total area of forestry landholdings (ha)	253,680	253,680	252,857	254,858
Total percentage of forestry landholdings certified to FSC™	100	100	100	100
Proportion of land set aside for conservation (%)	28	28	28	24
Number of seedlings planted	20,840,725	19,397,040	19,774,738	19,612,266
Wood fibre use in the manufacturing process				
Wood (internal and external) (million m ³)	13.8	13.3	14.5	12.8
Pulp (externally procured) (million tonnes)	0.2	0.3	0.3	0.2
Paper for recycling (million tonnes)	1.3	1.4	1.3	1.3
Certified pulp procured (%)				
FSC™	91	93	93	96
PEFC	3	7	7	4
Total	94	100	100	100
Certified wood procured (%)				
FSC™	36	39	42	38
PEFC	37	37	33	37
Total	73	76	75	75

Consolidated performance data continued

GHG emissions

GHG emissions from our pulp and paper mills (tonnes)	2019	2020	2021	2022	2023
Scope 1	1,879,716	1,636,232	1,657,743	1,589,418	1,625,690
Scope 2	456,323	429,170	448,449	327,479	286,764
Total	2,336,039	2,065,402	2,106,192	1,916,897	1,912,454
Specific GHG emissions from our pulp and paper mills (tonnes per tonne of saleable production)	2019	2020	2021	2022	2023
Scope 1	0.37	0.32	0.31	0.30	0.33
Production-related Scope 1	0.33	0.28	0.28	0.27	0.30
Sales-related Scope 1	0.04	0.04	0.03	0.03	0.03
Scope 2	0.09	0.08	0.08	0.06	0.06
Specific total (Scope 1 and 2)	0.46	0.41	0.40	0.36	0.39
GHG emissions from our pulp and paper mills, by country (tonnes)					2023
Austria					155,950
Bulgaria					45,064
Czech Republic					302,345
Finland					92,301
Poland					184,254
Slovakia					117,900
South Africa					952,247
Sweden					23,810
Turkey					38,583
Total					1,912,454
GHG emissions from our converters (tonnes)	2019	2020	2021	2022	2023
Scope 1	132,976	128,315	131,641	130,782	117,531
Scope 2	226,129	214,748	172,695	131,331	66,091
Total	359,105	343,064	304,336	262,113	183,622

Consolidated performance data continued

GHG emissions continued

GHG emissions by activity (tonnes)	2019	2020	2021	2022	2023
Energy sales-related GHG emissions	194,909	189,872	177,474	142,787	131,487
Mills Scope 1 excluding energy sales	1,684,807	1,446,361	1,480,268	1,446,631	1,494,203
Mills Scope 1 emissions from fuel combustion	1,825,979	1,608,120	1,624,731	1,609,164	1,649,042
Mills Scope 1 emissions from use of carbonates	9,602	9,093	14,402	10,808	6,421
Mills Scope 1 emissions from production-related mobile transportation	11,870	10,872	10,952	12,111	10,552
Mills Scope 1 emissions from landfills and wastewater treatment plants	701	1,069	1,463	359	416
Mills Scope 1 emissions from ozone depleting substances	31,565	7,079	6,195	7,805	6,764
Mills Scope 1 emissions reduction from PCC ¹ plants	0	0	0	-50,829	-47,505

1 Precipitated calcium carbonate (CaCO₃), or PCC, is pure calcium carbonate (limestone), which is used in paper coating, in the rubber, paint and food industries. It is produced by introducing carbon dioxide (e.g. contained in the off-gas of the lime kiln) in calcium hydroxide, resulting in the precipitation of water insoluble calcium carbonate.

GHG emissions from our pulp and paper mills (further details) (tonnes)	2019	2020	2021	2022	2023
Scope 1 GHG emissions from C ²	1,759,378	1,538,478	1,560,936	1,543,611	1,588,387
Scope 1 GHG emissions from CH ₄ ²	9,102	9,454	8,940	9,244	8,567
Scope 1 GHG emissions from N ₂ O	69,369	71,039	65,807	68,422	62,640
Scope 1 GHG emissions from ozone-depleting substances	31,565	7,079	6,195	7,805	6,764
Scope 2 market-based ³	456,323	429,170	448,449	327,479	286,764
Scope 2 location-based ⁴	441,333	380,665	455,891	423,597	419,526
Biogenic GHG emissions	10,480,081	10,848,529	9,758,670	10,137,537	9,237,448

2 Scope 1 GHG emissions include those from fuel combustion and mobile transportation. Additional Scope 1 GHG emissions in 2023 derive from the operation of landfills and wastewater treatment plants (416 tonnes) and the use of carbonates (6,421 tonnes). Scope 1 emissions were decreased by GHG sent to PCC plants (in 2023: 47,505 tonnes).

3 Market-based method: A method to quantify Scope 2 GHG emissions, based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity bundled with instruments, or unbundled instruments on their own (CDP, 'Accounting of Scope 2 emissions', V3, 2016).

4 Location-based method: A method to quantify Scope 2 GHG emissions based on average energy generation emission factors for defined locations, including local, sub-national, or national boundaries (CDP, 'Accounting of Scope 2 emissions', V3, 2016).

Scope 3 GHG emissions (tonnes)	2023
Purchased goods and services	1,759,495
Fuel and energy-related activities	200,849
Upstream transportation and distribution	329,784
Downstream transportation and distribution	158,000
Employee commuting	18,235
Business travel	5,430
Other ⁵	55,000
Total	2,526,794

5 Other Scope 3 categories include capital goods; waste generated in operations; investments; processing, use and end-of-life of sold products.

Consolidated performance data continued

Energy

Electricity self-sufficiency of our pulp and paper mills (%)	2019	2020	2021	2022	2023
Own electricity produced	82.6	83.7	78.1	80.6	77.8
Electricity purchased	20.9	20.1	25.2	22.9	24.9
Electricity sold	3.5	3.7	3.3	3.5	2.7
Fuel consumption of our pulp and paper mills (million GJ)	2019	2020	2021	2022	2023
Produced from our own biomass	68.4	70.6	62.6	64.9	58.3
Purchased fuel	37.3	35.4	35.2	34.8	34.4
Total fuel consumption from non-renewable sources⁶ (GJ)	2019	2020	2021	2022	2023
Black coal	6,923,940	5,168,909	5,549,786	5,771,046	5,705,325
Brown coal	3,254,698	3,143,412	3,150,767	2,853,180	2,198,441
Heavy fuel oil	750,392	487,566	593,300	745,481	984,080
Natural gas	12,593,943	12,204,066	11,869,470	10,975,560	10,384,677
Other fossil fuel	1,662,229	1,589,800	1,579,581	1,929,252	2,769,313
Total fuel consumption from renewable sources (GJ)	2019	2020	2021	2022	2023
Biomass purchased	13,825,757	14,532,957	14,224,401	14,182,872	13,895,748
Black liquor/base liquor - thickened	58,902,028	60,311,249	52,531,374	54,969,430	49,220,936
Own biomass	6,911,829	7,558,912	7,465,496	8,283,605	7,117,826
Other renewable fuel	2,845,470	2,992,689	2,899,174	1,935,789	2,225,419
Fuel sources for our pulp and paper mills (%)	2019	2020	2021	2022	2023
Renewables	78	81	79	80	78
Black liquor	55.8	56.9	53.7	55.1	53.1
Purchased biofuel	13.4	14.0	14.9	14.5	15.3
Own biomass	6.5	7.1	7.6	8.3	7.7
Other biofuel	2.4	2.5	2.6	1.6	2.1
Non-renewables	22	19	21	20	22
Natural gas	10.6	10.2	10.7	9.7	9.9
Black coal	6.6	4.9	5.7	5.8	6.2
Brown coal	3.1	3.0	3.2	2.9	2.4
Other fossil fuel	1.7	1.4	1.6	2.0	3.4

6 Fuels are reported according to their lower heating value (LHV); the emissions factor source is taken from ÜBPV (BGBl II Nr. 339/2007).

Consolidated performance data continued

Energy continued

Production-related specific energy (GJ per tonne of saleable production)	2019	2020	2021	2022	2023
Electricity consumption	3.44	3.68	3.32	3.38	3.42
Heat consumption	11.30	11.40	11.09	11.33	11.62
Total energy consumption in our pulp and paper mills	14.74	15.08	14.41	14.71	15.04

Energy use of our pulp and paper mills (GJ)	2019	2020	2021	2022	2023
Electricity purchased	3,623,860	3,468,404	4,492,261	4,143,350	4,258,046
Own biomass	68,351,452	70,563,075	62,588,575	64,881,724	58,285,769
Purchased biofuel	14,131,917	14,828,655	14,531,364	14,489,712	14,174,160
Fossil fuels consumed	23,136,064	20,594,613	20,704,626	20,316,738	20,266,251
Heat purchased	0	0	0	0	0
Energy sales	-3,034,416	-2,972,567	-2,846,131	-3,022,088	-2,609,229
Total	106,208,877	106,482,180	99,470,695	100,809,436	94,374,997

Energy use of our converting operations (GJ)	2019	2020	2021	2022	2023
Electricity purchased	1,781,993	1,727,100	1,764,440	1,607,535	1,388,552
Fossil fuels consumed	2,049,137	1,999,140	2,038,279	1,957,781	1,775,586
Purchased biofuel	1,715	4,077	505	260	-
Heat purchased	195,472	203,891	231,658	201,064	185,405
Total	4,028,317	3,930,131	4,034,883	3,766,640	3,349,543

	2019	2020	2021	2022	2023
Electricity purchased from renewable sources (%)	9	5	44	61	55

Consolidated performance data continued

Water

Water input (ML ¹)	2020	2021	2022	2023
Potable water	21,738	20,225	22,938	24,645
Non-potable water	199,317	204,545	195,903	180,612
Second-class water	3,553	3,387	2,795	3,236
Surface water	176,466	182,512	174,568	162,128
Ground water	19,298	18,645	18,540	15,248
Total water input (ML)	221,054	224,770	218,840	205,257

1 ML - Megalitre = 1,000 m³.

Total water input (%)	2020	2021	2022	2023
Non-potable water	90	91	90	88
Potable water	10	9	10	12

Contact and non-contact water use (ML)	2020	2021	2022	2023
Non-contact water	74,209	76,063	68,654	66,088
Contact water	145,826	146,359	146,439	135,320

Water discharges (ML)	2020	2021	2022	2023
Discharge via on-site or off-site treatment	150,051	151,266	149,495	141,613
Discharge of non-contact water to surface water	64,707	65,762	60,934	57,201
Discharge to irrigate land	35	31	42	42
Discharge sent to third parties for recycling or reuse of water	1,129	1,760	1,679	1,665
Total water output (including third parties)	215,922	218,818	212,150	200,521
Waste water from third parties and other Mondi operations	15,081	12,980	11,793	12,336
Total water output (excluding third parties)	200,841	205,838	200,357	188,185
Water discharged to ocean/sea	16,773	17,814	21,369	23,803
Water discharged to rivers	199,149	201,004	190,782	176,718

Emissions to water (tonnes)	2020	2021	2022	2023
COD	29,754	27,455	28,479	29,205
AOX	62	44	62	55
TSS	5,676	4,039	5,577	5,730
TSS - fresh water	2,361	2,151	3,076	3,228
TSS - ocean/sea	3,315	1,888	2,501	2,503

Consolidated performance data continued

Water continued

Water footprint by type 2023 ² (%)	2022	2023
Green water	94.2	94.1
from purchased wood	68.8	68.2
from own wood	7.1	7.1
from purchased pulp	1.2	0.8
from recovered paper	17.2	18.0
Blue water	2.5	2.4
ground water	0.2	0.2
surface water	2.0	1.9
potable water	0.3	0.3
second-class water	0.0	0.0
Grey water	3.3	3.5

² Representing a total of approximately 8.4 billion m³.

Consolidated performance data continued

Air

Air emissions (tonnes)	2020	2021	2022	2023
Total NOx emissions from processes	6,423	6,448	6,255	5,552
TRS from processes	37	31	35	25
Total particulate emissions	648	742	687	598
Total SO₂ emissions from processes	1,016	1,212	1,399	1,352
Particulate emissions from processes (tonnes)	2020	2021	2022	2023
Particulate emissions from drying of pulp	1	1	1	0
Particulate emissions from bark boiler	21	28	28	28
Particulate emissions from lime kiln	48	38	39	41
Particulate emissions from auxiliary boilers	126	110	124	89
Particulate emissions from recovery boiler	451	564	490	414
Particulate emissions from other sources (allocated to paper production)	0	0	4	25
Particulate emissions from other sources (allocated to pulp production)	1	1	1	0
Total	648	742	687	598
Emissions of ozone-depleting substances (kg)	2020	2021	2022	2023
HFC	3,473	2,769	3,676	3,132
HCFC	274	344	388	414
CFC	0	0	0	–
Halons	0	0	0	–
PFC	0	0	0	–
Total	3,747	3,113	4,063	3,546

Consolidated performance data continued

Waste

Waste to landfill (tonnes)	2020	2021	2022	2023
Non-hazardous waste landfilled	120,770	123,949	110,672	64,642
Hazardous waste landfilled	297	289	5,093	571
Total	121,067	124,238	115,765	65,213
Hazardous waste (tonnes)	2020	2021	2022	2023
Hazardous waste treated	10,746	10,454	9,861	11,026
Hazardous waste incinerated	3,960	3,551	3,488	3,011
Hazardous waste recycled/reused	2,574	2,331	2,558	2,219
Hazardous waste landfilled	297	289	5,093	571
Total	17,577	16,626	20,999	16,828
Non-hazardous waste (tonnes)	2020	2021	2022	2023
Non-hazardous waste treated	4,070	3,453	5,018	33,574
Non-hazardous waste incinerated	72,777	111,485	114,421	101,822
Non-hazardous waste recycled/reused	620,765	670,510	641,092	610,178
Non-hazardous waste landfilled	120,770	123,949	110,672	64,642
Total	818,382	909,398	871,203	810,216
Hazardous waste (%)		2021	2022	2023
Hazardous waste treated		63%	47%	66%
Hazardous waste incinerated		21%	17%	18%
Hazardous waste recycled/reused		14%	12%	13%
Hazardous waste landfilled		2%	24%	3%
Non-hazardous waste (%)		2021	2022	2023
Non-hazardous waste treated		0%	1%	4%
Non-hazardous waste incinerated		12%	13%	13%
Non-hazardous waste recycled/reused		74%	74%	75%
Non-hazardous waste landfilled		14%	13%	8%

Consolidated performance data continued

Waste continued

Total debris ³ (tonnes)	2020	2021	2022	2023
Non-hazardous debris	57,367	40,972	22,455	41,781
Hazardous debris	6,363	191	24	638
Total	63,731	41,162	22,479	42,419

3 Debris from construction activities on-site (including soil) is reported here separately from hazardous and non-hazardous waste.

Total solid waste (tonnes)	2020	2021	2022	2023
	899,690	967,186	914,681	869,463

Environmental compliance

Environmental complaints	2020	2021	2022	2023
Odour complaints	214	78	153	161
Noise complaints	66	29	13	5
Other complaints	4	6	1	5
Total complaints	284	113	167	171

Incidents and non-compliances	2020	2021	2022	2023
Major environmental incidents ⁴	31	24	28	35
Minor non-compliances	75	85	38	26

4 A major environmental incident is any occurrence that has resulted in the loss of primary containment of at least 1 kg of a GHS hazard category 1 substance or >10 used to categorise chemicals by their hazardous characteristics. GHS is the 'Globally Harmonized System of Classification and Labelling of Chemicals' and is an internationally agreed upon system, created by the United Nations to classify substances.

Consolidated performance data continued

Communities

Social Investment (€ thousand)	2020	2021	2022	2023
Health and wellbeing	911	1,132	1,995	1,362
Education	715	937	793	758
Infrastructure and development	2,369	2,710	2,873	3,663
Enterprise and employment support	472	469	523	476
Environmental protection	0	101	301	368
Special donations ¹	305	15	2,497	679
Total	4,772	5,364	8,982	7,306

¹ Investments under this category cover donations to address significant humanitarian need impacting countries of Mondi operations (2020-21 Covid-19; 2022 Ukraine war; 2023 Ukraine war, Türkiye earthquake).

Value distribution ² (%)	2022	2023
Employees	34%	48%
Dividends	10%	15%
Taxes	10%	7%
Interest	5%	3%
Reinvested	41%	27%
Total in € million	3,167	2,274

² Defined as operating profit before taking into account personnel costs and depreciation, amortisation and impairments.

Consolidated performance data – Russian operations

The sale of the Group's operations in Russia was completed in October 2023. The sustainability performance for 2023 of our Russian operations reported below, which has not been subject to third-party assurance by ERM CVS, includes their performance up to the point of sale.

GHG emissions

GHG emissions from Russian pulp and paper mills (tonnes)	2023
Scope 1	1,246,561
Scope 2	0
Total	1,246,561
GHG emissions from Russian converters (tonnes)	2023
Scope 1	7,264
Scope 2	4,051
Total	11,315

Energy

Total fuel consumption from non-renewable sources ¹ (GJ)	2023
Black coal	0
Brown coal	0
Heavy fuel oil	124,504
Natural gas	21,469,293
Other fossil fuel	44,867

¹ Fuels are reported according to their lower heating value (LHV); the emissions factor source is taken from ÜBPV (BGBl II Nr. 339/2007).

Total fuel consumption from renewable sources (GJ)	2023
Biomass purchased	432,075
Black liquor/base liquor – thickened	11,047,515
Own biomass	2,216,923
Other renewable fuel	557,006

Consolidated performance data – Russian operations continued

Energy continued

Energy use from Russian pulp and paper mills (GJ)	2023
Electricity purchased	0
Own biomass	13,821,444
Purchased biofuel	432,075
Fossil fuels consumed	21,525,656
Heat purchased	48,283
Energy sales	-4,847,796
Total	30,979,662
Energy use from Russian converting operations (GJ)	2023
Electricity purchased	40,517
Fossil fuels consumed	113,009
Total	153,526

Consolidated performance data – Russian operations continued

Water

Water input (ML¹)	2023
Total water input (ML)	63,487
Contact and non-contact water use (ML)	2023
Non-contact water	14,405
Contact water	41,064
Water discharges (ML)	2023
Total water output (including third parties)	74,113
Waste water from third parties and other Mondi operations	14,889
Total water output (excluding third parties)	59,224
Emissions to water (tonnes)	2023
COD	3,968
AOX	32
TSS	87

¹ Megalitre = 1,000 m³.

Air

Air emissions (tonnes)	2023
Total NOx emissions from processes	3,212
TRS from processes	12
Total particulate emissions	216
Total SO ₂ emissions from processes	33
Emissions of ozone-depleting substances (kg)	2023
HFC	426
HCFC	0
Total	426

Consolidated performance data – Russian operations continued

Waste

Waste to landfill (tonnes)	2023
Non-hazardous waste landfilled	6,790
Hazardous waste landfilled	0
Total	6,790



[Click here for definitions of key terminology](#)

For definitions of any of the terms used in this index please see the glossary of our Sustainable Development report.



[Click here to download our consolidated performance data in excel](#)

To make our key performance tables more accessible and convenient, we have included them in a downloadable spreadsheet.