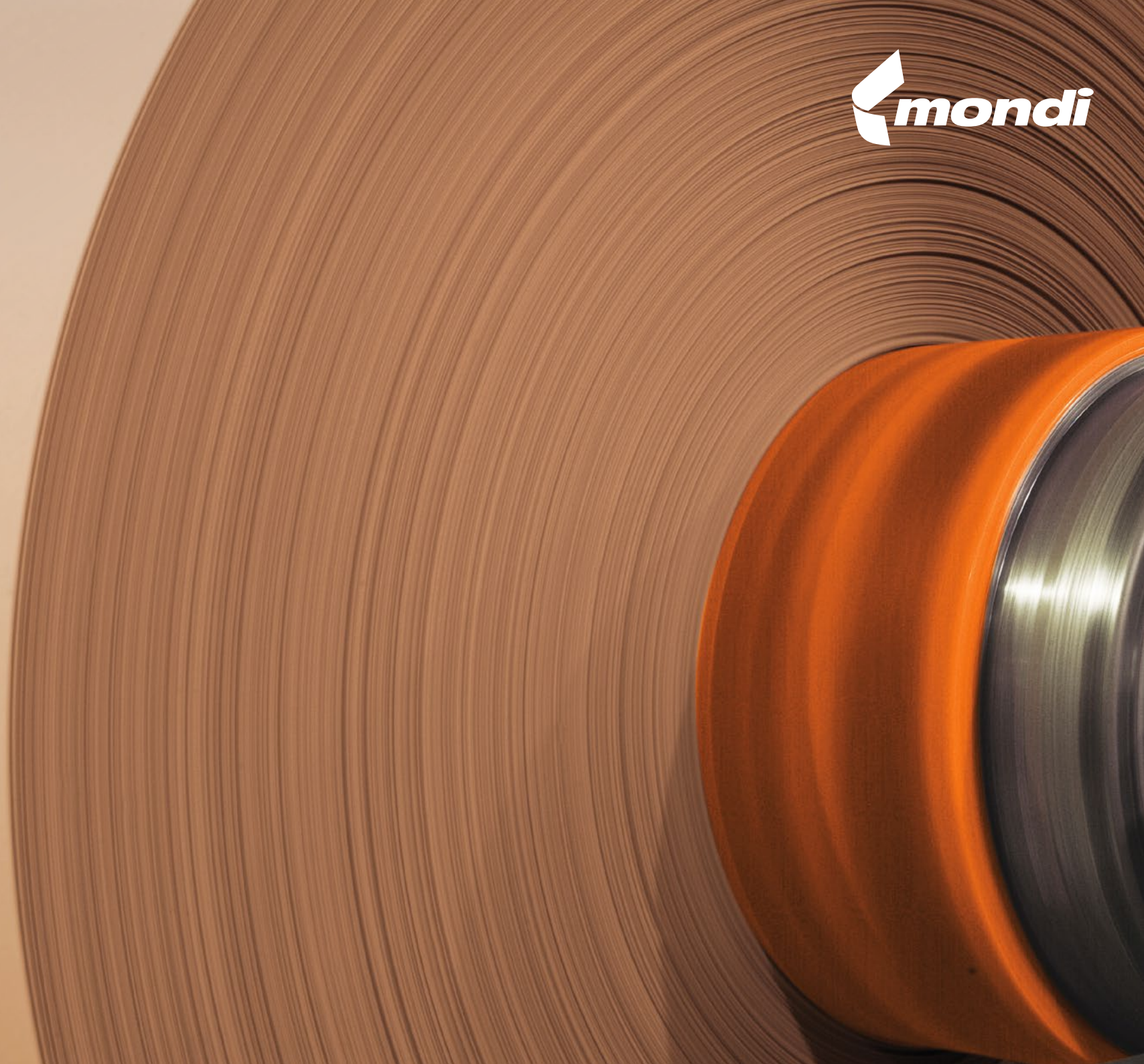


Mondi Group

# Stakeholder Engagement Index 2023



## Engagement and collaboration along the value chain are essential to drive progress

We engage in meaningful global partnerships and multi-stakeholder collaborations that have the potential to bring about positive change. Sharing knowledge, resources and best practice opens up opportunities to identify sustainable solutions across the value chain. This Stakeholder Engagement Index provides a detailed list of Mondi's key stakeholders, the topics most important to them, and our activities.

Please see the Stakeholder Engagement section in our Sustainable Development report for our responses in 2023 and a summary overview (pages 16–17).



# Key stakeholders in 2023

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
<b>Our employees</b>	Our people make Mondi. By engaging with our employees and creating positive experiences for them, we shape our culture and live our values. We foster open dialogue to provide an opportunity to identify and resolve challenges together, as well as identify and support development initiatives so that our employees are empowered to drive our business forward. We also want to be an employer of choice so that we can attract and retain the necessary skills.	<ul style="list-style-type: none"> <li>- Fair working conditions (such as wages, working hours, freedom of association, etc.)</li> <li>- Safe and healthy working conditions</li> <li>- Diversity, inclusion and respect for human rights</li> <li>- Recognition, fair assessment and feedback, and succession planning</li> <li>- Development and training opportunities</li> <li>- Fair remuneration</li> <li>- Open and honest dialogue and communication</li> <li>- Effective grievance mechanisms</li> <li>- Fair process for restructuring and closure</li> <li>- Strong sustainability culture and performance</li> <li>- Our MAP2030 sustainability commitments, and climate change in particular</li> </ul>	<ul style="list-style-type: none"> <li>- Group-wide employee survey</li> <li>- Other surveys, such as integration surveys for new acquisitions, onboarding surveys for new employees and pulse surveys</li> <li>- Employee community platforms that promote diversity and belonging, for example the Curious Community, Employee Resource Groups (ERG) and Men Advocating for Real Change (MARC)</li> <li>- Regular local briefing sessions by managers</li> <li>- Group-wide intranet (planetmondi) and other electronic communication and publications</li> <li>- Virtual colleague conversations and regular personal video messages from our leaders</li> <li>- Recognition schemes, e.g. 'You Make Mondi'</li> <li>- Internal conferences and leadership forums</li> <li>- Labour and trade unions and employee representative bodies</li> <li>- Performance and Development Reviews, Individual Development Plans and 360° feedback</li> <li>- Employee training programmes and workshops, including Mondi Academy, Growth Gym by Flexible Packaging and health and safety programmes</li> <li>- (Reverse) mentoring and coaching programmes</li> <li>- Early career development programmes, such as NEXGEN, International Graduate Programme and 'Becoming a Leader'</li> <li>- Human Rights Due Diligence (HRDD) process</li> <li>- Pre-shut critical task sessions with mills and large contractor companies</li> <li>- Critical task training for employees conducting high risk activities</li> <li>- Annual 'Making a Difference Day' (MADD)</li> <li>- Mondi Diamond Awards to recognise outstanding projects</li> <li>- Stakeholder Engagement Conversations at our mills</li> <li>- Independent, confidential and anonymous grievance platform, SpeakOut</li> <li>- Other formal grievance mechanisms at our operations</li> <li>- Engagement Board process</li> </ul> <p><b>More about how we engaged with our employees in 2023 can be found in our Sustainable Development report 2023</b></p> <ul style="list-style-type: none"> <li>- Promoting individual career paths, page 39</li> <li>- Creating purposeful and inclusive workplaces, page 40</li> <li>- Developing safety training programmes, pages 48</li> <li>- Reducing our greenhouse gas emissions, page 54</li> <li>- Our human rights focus areas, page 79</li> </ul>

## Key stakeholders in 2023 continued

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
<b>Our customers</b>	Evolving consumer preferences and increasing demands on our products require close cooperation with our customers to understand their needs and anticipate market trends. Our engagement helps us to prioritise long-term success for our business and our customers by providing an opportunity to develop innovative, sustainable packaging solutions, build strong relationships with customers and help them to achieve their own objectives. Through collaboration with industry associations and cross-value chain alliances, we believe we can drive progress at scale and support the development of a circular economy.	<ul style="list-style-type: none"> <li>– Sustainable packaging and paper products and solutions</li> <li>– Product innovation</li> <li>– Quality and service</li> <li>– Circular economy</li> <li>– Responsible sourcing</li> <li>– Reliable partner, reduced reputation risk and increased transparency</li> <li>– Product safety</li> <li>– Design for recycling</li> <li>– Environmental product impact assessments</li> <li>– Primary data for Scope 3 calculations</li> </ul>	<ul style="list-style-type: none"> <li>– Key account manager relationships</li> <li>– Regular customer satisfaction surveys</li> <li>– Digital customer interfaces, e.g. mymondi</li> <li>– Collaboration on product innovation and assessment of product impacts</li> <li>– Virtual and hybrid customer and industry events, exhibitions and webinars, e.g. the Let's Paper the World 2023 Summit in Bulgaria</li> <li>– Multi-stakeholder initiatives, e.g. 4evergreen, CEFLEX and CELAB</li> <li>– Participation in supplier sustainability rating platforms, e.g. EcoVadis</li> <li>– Customer questionnaires and surveys</li> <li>– Participation in benchmarking and transparency initiatives, such as CDP and Paper Profile</li> <li>– Using different tools to provide life cycle-based analysis to interested customers, including our in-house Product Impact Assessment (PIA) tool</li> <li>– Ongoing conversations and exchange</li> </ul> <p><b>More about how we engaged with our customers in 2023 can be found in our Sustainable Development report 2023</b></p> <ul style="list-style-type: none"> <li>– Circular Driven Solutions, pages 22–35</li> <li>– Taking Action on Climate, pages 52–67</li> <li>– Responsible Business Practices – Procurement, pages 87–91</li> </ul>

## Key stakeholders in 2023 continued

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
<p><b>Our suppliers and contractors</b></p>	<p>We partner with our suppliers to find solutions to the social and environmental challenges we collectively face across the value chain, encouraging supply chain transparency and promoting fair working conditions. We work closely with our contractors to mitigate risks and improve practices, ensuring they follow Mondi policies in areas such as safety, transparency and business ethics.</p>	<ul style="list-style-type: none"> <li>- Fair and transparent tender process</li> <li>- Support of small, medium and local enterprises</li> <li>- Local procurement</li> <li>- Secure, long-term contracts</li> <li>- Supplier diversity</li> <li>- Capacity building and resource support</li> <li>- Safety and health (contractors)</li> <li>- Sustainability along the supply chain</li> <li>- Human rights in the supply chain</li> <li>- Deforestation-free supply chain</li> <li>- Primary data for our Scope 3 calculation</li> <li>- Minimum standards defined in the Code of Conduct for Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>- Tender processes and supplier relationship management</li> <li>- Strategic supplier partnerships</li> <li>- Code of Conduct is an integral part of procurement contracts and General Terms and Conditions of Purchase</li> <li>- Responsible Procurement process and Due Diligence Management System</li> <li>- Regular compliance and risk assessments of key suppliers</li> <li>- Supplier sustainability risk rating platforms, such as EcoVadis</li> <li>- Pre-shut critical task sessions with mills and large contractor companies</li> <li>- Meetings, workshops and training on our corporate requirements</li> <li>- First Supplier Virtual Event held in 2023; Supplier Innovation Days by Flexible Packaging</li> <li>- Engagement with forest certification schemes such as FSC™ and PEFC to ensure fit-for-purpose certification</li> <li>- Contract managers to facilitate liaison between contracting companies and Mondi Safety, Health and Environment (SHE) professionals</li> <li>- Safety training for contractors</li> <li>- Stakeholder Engagement Conversations at our mills</li> <li>- Independent, confidential and anonymous whistleblowing and grievance platform, SpeakOut</li> <li>- Engaging with suppliers and logistics providers to work on replacing average Scope 3 factors with primary data</li> </ul> <p><b>More about how we engaged with our suppliers and contractors in 2023 can be found in our Sustainable Development report 2023</b></p> <ul style="list-style-type: none"> <li>- Developing safety training programmes, page 48</li> <li>- Creating purposeful and inclusive workplaces, page 40</li> <li>- Collaborating on Scope 3 emissions reduction, page 59</li> <li>- Responsible Business Practices – Procurement, pages 87–91</li> </ul>

## Key stakeholders in 2023 continued

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
<b>Our communities</b>	Our businesses are more likely to succeed when they are part of healthy, prosperous and dynamic communities. Ongoing and transparent dialogue with local communities enables us to collaboratively address challenges, understand and manage risks, generate employment and business opportunities, improve performance and build trust. We invest directly in the communities where we operate, supporting health, education, environmental protection, local enterprise and infrastructure development.	<ul style="list-style-type: none"> <li>– Employment and enterprise support</li> <li>– Community health and negative impacts from our production sites or from activities related to our production (e.g. road traffic and noise)</li> <li>– Partnering with communities and other stakeholders on development initiatives and on investment in local infrastructure, such as education, roads, healthcare services, wastewater treatment, energy provision, etc.</li> <li>– Prioritising local suppliers</li> <li>– Supporting small, medium and local enterprises</li> <li>– Being a good neighbour</li> <li>– Proactive and regular communication on ongoing projects and environmental performance</li> </ul>	<ul style="list-style-type: none"> <li>– Stakeholder and Community Engagement Plans</li> <li>– Stakeholder Engagement Conversations</li> <li>– Water stewardship assessments involve NGOs and big water users, such as community and local industries</li> <li>– Community engagement and social investments</li> <li>– Open days and visits to our sites</li> <li>– Independent, confidential and anonymous whistleblowing and grievance platform, SpeakOut</li> <li>– Dedicated telephone lines (e.g. for complaints) at selected large operations</li> <li>– Various feedback and information mechanisms, such as Group newsletters and community forums, to discuss current and future operational issues and performance</li> <li>– Engaging with communities after complaints to find the reasons and set measures to avoid reoccurrences where possible</li> </ul> <p><b>More about how we engaged with our communities in 2023 can be found in our Sustainable Development report 2023</b></p> <ul style="list-style-type: none"> <li>– Responsible Business Practices – Communities, pages 82–84</li> <li>– Managing water risks, page 64</li> <li>– Working in partnership for nature, page 66</li> </ul>
<b>Our investors</b>	We actively and regularly engage with our investors and analysts to communicate our performance and use the feedback to inform our strategy and decision-making. Our relationship with debt investors and banks as key providers of capital to the Group, together with credit rating agencies, ensures we have access to funding for investment opportunities through the business cycle.	<ul style="list-style-type: none"> <li>– Strategy, financial performance and market dynamics</li> <li>– Governance and remuneration</li> <li>– Transparent communication of our ESG disclosure</li> <li>– The financial impact of climate-related risks and opportunities in accordance with the TCFD recommendations</li> <li>– Anti-corruption and ethical business conduct</li> <li>– Increasing focus on climate change, the circular economy, diversity and inclusion and the supply chain</li> </ul>	<ul style="list-style-type: none"> <li>– Integrated and Sustainable Development reports</li> <li>– Annual General Meetings</li> <li>– Results presentations and trading update calls</li> <li>– Roadshows, telephone calls and other meetings</li> <li>– Questionnaires and ad hoc questions and requests</li> <li>– Independent disclosure platforms for investors, such as CDP</li> <li>– Publication of TCFD-related risks and opportunities</li> <li>– Site visits and capital market days</li> <li>– Investor perception studies</li> </ul> <p><b>Read more about how we engaged with investors in 2023 in our Integrated report 2023</b></p> <ul style="list-style-type: none"> <li>– Stakeholder engagement, pages 38–41</li> <li>– Corporate governance report, pages 94–95</li> <li>– Remuneration report, pages 122–149</li> </ul>

# Key stakeholders in 2023 continued

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
<p><b>Industry associations and NGOs</b></p>	<p>We are a member of a number of industry associations and we work with local and global NGOs in multi-stakeholder collaborations where together we can bring about meaningful change. Shared resources and best practice provide an opportunity for multi-stakeholder collaborations to find sustainable solutions along the entire value chain. We are involved in developing and sharing industry best practices related to climate change, the circular economy, sustainable forestry, human rights and business ethics.</p>	<ul style="list-style-type: none"> <li>- Climate change</li> <li>- Science-based target setting</li> <li>- Deforestation and sustainable forestry</li> <li>- Water stewardship</li> <li>- Biodiversity and ecosystem stewardship</li> <li>- Diversity and inclusion</li> <li>- Resource efficiency</li> <li>- Circular economy and bioeconomy</li> <li>- Responsible sourcing (and human rights)</li> <li>- Rights of communities and indigenous people</li> <li>- Support for research programmes</li> </ul>	<ul style="list-style-type: none"> <li>- Meetings, conferences and forums</li> <li>- Panel discussions and dialogues</li> <li>- Water stewardship assessments involving big industrial water users within the catchment</li> <li>- Validation of our science-based Net-Zero GHG reduction targets by the SBTi</li> <li>- Multi-stakeholder collaborative platforms, e.g. WBCSD Forest Solutions Group, 4evergreen, Flexible Packaging Europe, FEFCO and others</li> <li>- Global and local (multi-stakeholder) partnerships and agreements, for example our partnership with the Endangered Wildlife Trust in South Africa</li> <li>- Memberships, such as Cepi, Ellen MacArthur Foundation, FSC and PEFC</li> <li>- Independent, confidential and anonymous whistleblowing and grievance platform, SpeakOut</li> </ul> <p><b>More about how we engaged with our industry associations and NGOs in 2023 can be found in our Sustainable Development report 2023</b></p> <ul style="list-style-type: none"> <li>- Circular Driven Solutions, pages 22-35</li> <li>- Taking Action on Climate, pages 52-67</li> <li>- Responsible Business Practices – Environmental performance, pages 69-77</li> <li>- Responsible Business Practices – Communities, pages 82-84</li> <li>- Responsible Business Practices – Procurement, pages 87-91</li> </ul>
<p><b>National and local governments and regulators</b></p>	<p>Non-compliance with legal and governance requirements and globally established responsible business conduct in any of the jurisdictions in which we operate could expose us to significant risk. We are also required to comply with permit requirements and to meet local, national and international laws. We engage with national and local governments and regulators to share our intentions, understand their concerns and priorities, and find mutually beneficial solutions.</p>	<ul style="list-style-type: none"> <li>- Compliance with permits and regulations</li> <li>- Payment of taxes to governments</li> <li>- Infrastructure and local development</li> <li>- Local employment</li> <li>- Consideration of a business/industry perspective when developing new regulations</li> <li>- Adoption of sustainability best practices across the forest sector</li> </ul>	<ul style="list-style-type: none"> <li>- Engagement through industry associations, such as Cepi, Flexible Packaging Europe and FEFCO, as well as other regional and national associations</li> <li>- Participation in consultation processes of new laws and regulations</li> <li>- Ongoing monitoring and reporting of legal non-compliances</li> <li>- Agreements with regulators and government authorities to set commitments to meet common goals</li> <li>- Global and local (multi-stakeholder) partnerships and agreements to address community concerns and initiatives, such as the agri-villages project and the mobile health clinics in South Africa</li> </ul> <p><b>More about how we engaged with national and local governments and regulators in 2023 can be found in our Sustainable Development report 2023</b></p> <ul style="list-style-type: none"> <li>- Circular Driven Solutions, pages 22-35</li> <li>- Taking Action on Climate, pages 52-67</li> <li>- Responsible Business Practices – Environmental performance, pages 69-77</li> <li>- Responsible Business Practices – Communities, pages 82-84</li> </ul>

## Key stakeholders in 2023 continued

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
<p><b>Research institutions and academia</b></p>	<p>Science plays an essential role in informing our management practices and our work on the ground, from how we manage our forests and impacts of climate change on our sector to energy efficiency and setting science-based GHG emissions reduction targets.</p> <p>To see the impact of our activities and to improve our effectiveness, we depend on robust evidence provided by scientific research.</p>	<ul style="list-style-type: none"> <li>- Ongoing funding and support for research programmes and projects</li> <li>- Promoting the value of science to help develop practical sustainable business solutions</li> <li>- R&amp;D support for the development of alternative solutions (e.g. utilisation of renewable by-products from the pulp process as raw materials in the industry)</li> </ul>	<ul style="list-style-type: none"> <li>- Forums, roundtables, dialogues and panel discussions</li> <li>- Research funding and collaboration with local science and research institutions, e.g. Stellenbosch University and the Graz University of Technology</li> <li>- International partnerships, such as our IUFRO-Mondi Partnership</li> </ul> <p><b>More about how we engaged with our research institutions and academia in 2023 can be found in our Sustainable Development report 2023</b></p> <ul style="list-style-type: none"> <li>- Circular Driven Solutions, pages 22-35</li> <li>- Taking Action on Climate, pages 52-67</li> </ul>



## Collaborative platforms and initiatives

Collaborative platforms and initiatives	Why we engage	How we engaged in 2023
<b>4evergreen</b>	<p>Mondi joined the 4evergreen alliance at its inception in 2019. It is a cross-value chain collaboration supporting the role of fibre-based packaging in a circular economy, contributing to a climate neutral and sustainable society. 4evergreen currently has over 100 members, from waste collectors, to recyclers, manufacturers, converters and brand owners.</p>	<p>The goal of 4evergreen is to raise the overall recycling rate of fibre-based packaging to 90% by 2030 (currently 82.5%) by focusing on the packaging types that currently have a low recycling rate, in particular household and on-the-go food packaging. Mondi is represented in all four technical workstreams, which focus on how to evaluate recyclability tests, how to design for circularity, best practices for improved collection and sorting, and innovation. Mondi also participates in the communication and advocacy workstream and in the Strategy Taskforce 4.0, working to develop recommendations related to innovation, data management and governance of the alliance post 2024.</p> <p>The following were key outcomes in 2023:</p> <ul style="list-style-type: none"> <li>– Publication of the second version of the ‘Circularity By Design’ guideline for fibre-based packaging and an updated Guidance Document on Collection and Sorting</li> <li>– Using a ‘soft advocacy’ approach, promoted the use of the alliance’s deliverables in terms of the Packaging and Packaging Waste Directive</li> </ul> <p>Learnings from our engagement in 2023 informed our review and update of our Path to Circularity Scorecard. We also applied insights from work on the recyclability evaluation protocol in our new recyclability testing laboratory at Mondi Frantschach (Austria).</p>
<b>AIM (the European Brands Association)</b>	<p>AIM is the European Brands Association representing brand manufacturers in Europe on key issues which affect their ability to design, distribute and market their brands.</p>	<p>In 2021, AIM launched HolyGrail 2.0 with Mondi and over 85 other partners across the value chain. Our goal is to assess whether pioneering digital watermarking technology can enable better sorting and higher-quality recycling rates for packaging in the EU. Digital watermarks have the potential to revolutionise the way we sort and recycle waste, increasing the commercial value of waste so that it can be reused again as a resource. Mondi is a supporting member and we are monitoring developments.</p>
<b>Alliance for Water Stewardship (AWS)</b>	<p>AWS is a global membership collaboration comprising businesses, NGOs and the public sector. AWS members contribute to the sustainability of local water resources through their adoption and promotion of a universal framework for the sustainable use of water – the International Water Stewardship Standard, or AWS Standard – that drives, recognises and rewards good water stewardship performance.</p>	<p>Mondi joined the global AWS in 2020. We have worked with AWS to develop a Group Water Stewardship Standard that is designed to set out how mills will use operation- and catchment-based information to determine a contextually appropriate level of water stewardship response. This work was guided by the current version of the AWS Standard and considers each mill’s exposure to water-related risks. To date, we have assessed 54% of our mills and forestry organisations.</p>
<b>CDP</b>	<p>CDP is a corporate transparency initiative. It plays an important role in disclosing high-quality, comparable data on Group environmental performance to investors. The data covers climate change, water security and forests.</p>	<p>In 2023, we disclosed on all metrics – climate change, water security and forests. More than 23,000 companies disclosed through CDP in 2023. Mondi achieved a double A rating for its forest and water security disclosures, and an A- rating for its climate change disclosure.</p>
<b>CEFLEX</b>	<p>A Europe-wide, multi-stakeholder consortium of over 180 European companies, which aims to enhance the performance of flexible packaging in the circular economy, from packaging design to waste sorting and infrastructure reprocessing. CEFLEX is working to make all flexible packaging in Europe circular by 2025.</p>	<p>As a project stakeholder, our long-term engagement with CEFLEX continues to evolve. We participate in and regularly contribute to three of the seven workstreams:</p> <ul style="list-style-type: none"> <li>– Sustainable end markets: developing the ‘quality recycling process’ to create a mechanical recycled PE or PP resin suitable for flexible non-food packaging applications</li> <li>– Facilitating technologies: developing layer separation technologies to make multi-layer, multi-material structures recyclable, polyolefin chemical recycling and technology screening</li> <li>– Design guidelines: designing for a Circular Economy Guidelines for flexible packaging. The latest development is an online tool to check flexible packaging structures against CEFLEX’s Design for a Circular Economy (D4CE) standard</li> </ul>

## Collaborative platforms and initiatives continued

Collaborative platforms and initiatives	Why we engage	How we engaged in 2023
<b>Circular Economy for Labels (CELAB)</b>	<p>CELAB is an industry-led cross-value chain initiative founded by companies in the self-adhesive label industry to create greater circularity for its products. It currently has two branches: EU and North America.</p>	<p>Mondi joined Circular Economy for Labels (CELAB) in 2020 to facilitate collaboration to enable the recycling of self-adhesive labels. We are engaged in technical workstreams in Europe and North America addressing data mining, recycling solutions and logistics. In 2022, we joined the CELAB-Europe Regulatory workstream.</p>
<b>Cradle to Cradle Products Innovation Institute</b>	<p>The Cradle to Cradle Products Innovation Institute is dedicated to powering innovation for the circular economy through products that have a positive impact on people and planet.</p> <p>Cradle to Cradle Certified® is used by future-focused designers, brands, retailers and manufacturers across the value chain to innovate and optimise materials and products according to science-based measures for material health, product circularity, renewable energy and climate, water and soil stewardship, and social fairness.</p>	<p>Mondi's Uncoated Fine Paper business has developed a product roadmap to drive the 'Sustainable by Design' principle, with the Cradle to Cradle Certified® Products Programme, together with the Green Spirit customer approach, as a cornerstone of the roadmap. Mondi received the Cradle to Cradle certification at Bronze level for its uncoated fine papers produced in its mills in Austria and Slovakia in 2021, with recertification in process against the new Cradle to Cradle Certified® standard at the end of 2023. Mondi South Africa's certification for its uncoated fine paper offering is also pending. Mondi was the first to offer an extensive uncoated fine paper portfolio as Cradle to Cradle Certified® including Mondi's well-known professional printing brands, Color Copy and PERGRAPHICA®, as well as its range of NAUTILUS® recycled papers, and a wide office paper portfolio.</p>
<b>Confederation of European Paper Industries (Cepi)</b>	<p>Mondi is a member of Cepi, a Brussels-based, pan-European association that represents the interests of the forest fibre and paper industry. Through its 18 national associations, Cepi speaks on behalf of around 490 companies operating 885 pulp and paper mills across Europe producing paper, cardboard, pulp and other bio-based products.</p>	<p>Mondi's CEO is a Cepi Board member and other Mondi experts engage in multiple committees, issue groups and other taskforce initiatives, including the Product Policy Issue Group, the Environmental Committee, the Trade Network, the Forest Committee, the GHG Protocol Mirror Group, the Certification Network and the EU Deforestation Implementation Taskforce.</p> <p>We support the forest sector view in favour of continued active use of the European forests by implementing integrated forest management approaches, rather than setting more land aside for conservation. We continue to support Cepi's call for the EU to place the 'cascading use of wood' principle at the core of its climate and energy policy to promote the most efficient use of the available biomass resource. We also continue to promote the complementary nature of fresh and recycled fibre.</p> <p>In 2023, through our membership in Cepi, we:</p> <ul style="list-style-type: none"> <li>- supported engagement on the Packaging and Packaging Waste Regulation;</li> <li>- received briefing notes and updates on various EU dossiers;</li> <li>- organised an industry/policy conference where Mondi representatives participated as panellist speakers;</li> <li>- engaged with Cepi about issues around the practical implementation of the GHG Protocol's Land Sector and Removals Guidance (LSRG) and the Science Based Targets initiative's (SBTi's) Forest, Land and Agriculture (FLAG) tool; and</li> <li>- took active part in the work of the EUDR Implementation Task Force.</li> </ul>
<b>EU Business and Biodiversity Platform</b>	<p>The EU Business and Biodiversity Platform enables members to contribute to a biodiversity-responsible economy that works for people and planet. The platform's activities help companies to assess, commit, transform and disclose their relationship with nature.</p>	<p>We are currently exploring the approaches and tools for biodiversity measurement and accounting developed by the experts of the EU Business and Biodiversity Platform.</p>

## Collaborative platforms and initiatives continued

Collaborative platforms and initiatives	Why we engage	How we engaged in 2023
<b>FEFCO (European Federation of Corrugated Board Manufacturers)</b>	Headquartered in Brussels, FEFCO has 16 Association members, all European national corrugated packaging organisations. FEFCO investigates and analyses economic, financial, technical and policy issues of relevance to the corrugated packaging industry, and to promote the industry's reputation.	In 2023, Mondi participated on the FEFCO Board and our experts also engaged with other FEFCO committees, such as the Regulatory Affairs Committee (RAC). We also joined FEFCO's Communications Committee and actively engaged with FEFCO on evolving the draft of the Packaging and Packaging Waste Regulation. In 2023, the most important topic was advocating for measures that could strengthen the Packaging and Packaging Waste Regulation (PPWR).
<b>Flexible Packaging Europe (FPE)</b>	FPE's core activity is representing the European flexible packaging industry on the international stage. FPE represents over 85 member companies operating more than 350 production sites and employing around 57,000 employees. FPE deals with issues relevant to the flexible packaging industry, most notably food contact, sustainability and environmental issues.	Mondi has been a member of FPE's Sustainability Committee since 2004 and provides input on relevant environmental and sustainability topics raised with members. FPE plays an advocacy role for the European flexible packaging industry at a regional and international level. In 2023, we joined FPE's Circular Economy Task Force to help shape the industry position and advocacy strategy towards PPWR.
<b>Forest Stewardship Council™ (FSC™)</b>	The FSC is an international non-profit, multi-stakeholder organisation to promote responsible management of the world's forests.	Mondi is a member of FSC International.  In 2023, we arranged separate meetings between FSC representatives and relevant Mondi Group experts to better understand how certification schemes are evolving to be fit for purpose and to discuss the most recent changes in the certification requirements.  We invited FSC International to present at our Let's Paper the World customer event in 2023.  The list of Mondi's FSC certificates for all certified operations can be found at <a href="https://search.fsc.org/">https://search.fsc.org/</a> .  The licence number of Mondi Paper Sales GmbH – Fibre Packaging/Paper is FSC-C012179 and Mondi Paper Sales – Uncoated Fine Paper is FSC-C015522.
<b>Paper Profile</b>	Paper Profile is a global, voluntary declaration scheme for presenting uniform environmental product information related to pulp and paper production. It enables the professional paper buyer to make well-informed product choices.	Mondi is a member of the Paper Profile steering committee. Mondi is also a member of the technical working group, which is helping to generate and improve a standardised description of paper product characteristics.  Mondi provides Paper Profiles for relevant products upon customer request.
<b>Science Based Targets initiative (SBTi)</b>	The Science Based Targets initiative (SBTi) is a partnership between CDP, the United Nations Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The SBTi defines and promotes best practice in emissions reductions and net-zero targets in line with climate science, and provides technical assistance and expert resources to companies which set science-based targets in line with the latest climate science.	Mondi's near- and long-term Net-Zero science-based GHG reduction targets are in line with a 1.5°C scenario. We are updating our Net-zero targets by recalculating our 2019 baseline greenhouse gas emissions to reflect our continuing operations, to reflect disposal of our Russian operations and include acquisitions made since 2019. We will submit our revised Net-Zero targets to SBTi for validation in 2024.

## Collaborative platforms and initiatives continued

Collaborative platforms and initiatives	Why we engage	How we engaged in 2023
<b>The Ellen MacArthur Foundation</b>	<p>The Ellen MacArthur Foundation (EMF) works with business, government and academia to accelerate the transition to the circular economy. Since its creation, the charity has emerged as a global thought leader, establishing the circular economy on the agenda of decision-makers globally. The EMF, in collaboration with the UN Environment Programme, leads the Global Commitment, which commits signatories to achieve 100% of plastic packaging to be reusable, recyclable, or compostable by 2025.</p>	<p>Mondi is a member of the Ellen MacArthur Foundation, which brings together leading businesses and experts to rethink and redesign the future of plastics, starting with packaging. Mondi is a signatory of the Global Commitment, alongside large brands, retailers, packaging manufacturers, governments and other stakeholders. The threshold used by the Ellen MacArthur Foundation to prove recycling or composting works 'in practice and at scale' is a 30% recycling/composting rate achieved across multiple regions, collectively representing at least 400 million inhabitants. By this definition, Mondi's flexible plastic-based products are not yet deemed recyclable at scale. However, in 2023, we reported 29% (2022: 31%) of our plastic packaging, based on weight, as designed for recycling, based on the CEFLEX guideline. For examples of our projects in place to achieve this target, please see page 30.</p> <p>In 2022, we joined the Business Coalition for a Global Plastics Treaty, led by the Ellen MacArthur Foundation and WWF, which endorses a common vision for an internationally legal binding instrument to end plastic pollution. In November 2023, talks took place in Kenya and a 'Zero draft' document was shared for consultation, which lists possible policies and actions to consider, and will inform a legally binding treaty expected by the end of 2024.</p>
<b>Endangered Wildlife Trust's National Biodiversity and Business Network (EWT's NBBN)</b>	<p>The Endangered Wildlife Trust's National Biodiversity and Business Network is dedicated to conserving threatened species and ecosystems in Southern and East Africa to the benefit of all. Its strategy focuses on three strategic imperatives: Saving Species, Conserving Habitats and Benefitting People.</p>	<p>In 2023, Mondi launched a three-year partnership with the National Biodiversity and Business Network of the Endangered Wildlife Trust (EWT), which aims to map biodiversity footprints in our South African forestry operations.</p> <p>In 2023, we conducted a desk-based pilot assessment of the biodiversity footprint of Mondi's operations in South Africa using the EWT's Biological Diversity Protocol (BD Protocol), and our forestry operations conducted 'Species Field Days', with over 100 people engaged in tracking species using the iNaturalist app. Find out more <a href="#">here</a>.</p>
<b>The Programme for the Endorsement of Forest Certification (PEFC)</b>	<p>The PEFC is an international non-profit organisation dedicated to promoting sustainable forest management through independent third-party certification.</p>	<p>Mondi is a member of PEFC International.</p> <p>In 2023, Mondi participated in a PEFC/SFI Joint Conference Members in Canada, where the PEFC strategy was approved. Mondi also participates in a number of PEFC International's Working Groups, such as EU policy affairs, focused on the role of forest certification in the new EU Regulations, including EU REDD+ and EUDR.</p> <p>In 2023, we also arranged separate meetings between PEFC representatives and relevant Mondi Group experts to better understand how certification schemes are evolving to be fit for purpose and to discuss the most recent changes in the certification requirements. PEFC was also invited to present at our customer event Let's Paper the World.</p> <p>The list of Mondi's PEFC certificates for all certified operations can be found at <a href="https://www.pefc.org/find-certified">https://www.pefc.org/find-certified</a>.</p>
<b>United Nations Global Compact (UNGC)</b>	<p>A voluntary initiative to encourage businesses worldwide to reinforce socially responsible business practices and demonstrate commitment to universal principles in the areas of human rights, employment, environment and anti-corruption.</p>	<p>In 2023, we submitted our Communication on Progress (CoP). The CoP reporting requirements are incorporated into our annual Sustainable Development report. We continue to support the UNGC's CEO Water Mandate. Find our CoP <a href="#">here</a>.</p>
<b>The United Nations World Food Programme (WFP)</b>	<p>The WFP is the leading humanitarian organisation saving and changing lives, delivering food assistance in emergencies and working with communities to improve nutrition and build resilience, with the ultimate goal of a world with zero hunger.</p>	<p>In 2021, we announced a US \$1 million three-year partnership with the WFP to improve quality standards for its packaging while minimising environmental impacts, by drawing on Mondi's leading packaging expertise and financial contribution. In 2023, Mondi worked with the WFP to develop a structured decision framework, which takes a life cycle thinking approach. The framework will support the WFP to make packaging decisions based on both effectiveness and sustainability to help curb food loss, waste, and environmental impacts. See page 84 in our SD report for information on our humanitarian support in 2023.</p> <p>The WFP and Mondi presented the decision framework at the 'Sixth MSU Food Aid Sustainable Packaging Solutions Workshop' and at the Steering Committee meeting of the 'Joint Initiative for Sustainable Humanitarian Assistance Packaging Waste Management' in 2023.</p>

## Collaborative platforms and initiatives continued

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<b>We Mean Business coalition</b>	<p>The We Mean Business Coalition is a global non-profit coalition working with the world's most influential businesses to take action on climate change. It aims to catalyse business leadership to drive policy ambition and accelerate the transition to a low carbon economy.</p>	<p>Mondi is a member of the We Mean Business Coalition. We support its Responsible Corporate Engagement in Climate Policy and the Science Based Targets initiative (SBTi) by setting up a process to internally audit all activities that influence climate policy, ensuring consistency of those activities and communicating on actions and outcomes via the CDP disclosure. Mondi has also committed to support the global transition to a low carbon economy by positively influencing our sector and policymakers through responsible engagement on climate policy.</p>
<b>World Business Council for Sustainable Development (WBCSD)</b>	<p>The WBCSD is a global, CEO-led community of over 200 of the world's leading sustainable businesses, including many of our key customers, working collectively to accelerate the system transformations needed for a net-zero, nature-positive and more equitable future.</p>	<p>Mondi is a member and co-chair of WBCSD's Forest Solutions Group (FSG), a global platform with the mission to grow an inclusive circular bioeconomy that is rooted in thriving working forests. As part of the FSG, we continue to promote a transformational role of the forest sector in driving an equitable nature-positive and net-zero transition.</p> <p>In 2023, we:</p> <ul style="list-style-type: none"> <li>– participated in the Technical Working Group and Advisory Committee on the development of the GHG Protocol Land Sector and Removals Guidance (LSRG), which is expected to be published in 2024;</li> <li>– worked with other members of the WBCSD's FSG to develop the TNFD forest sector metrics, in collaboration with TNFD Taskforce members Global Canopy, and with technical support from PwC Canada. These metrics form part of broader additional guidance for the forest products value chain; and</li> <li>– worked with other members on the release of a catalogue of 10 high-impact decarbonisation actions to help accelerate the forest sector's transition to net-zero. Find out more <a href="#">here</a>.</li> </ul>
<b>WWF-Mondi Water Stewardship Partnership (WWF-MWSP)</b>	<p>South Africa is a water-stressed country and freshwater ecosystems are vital to wildlife, people and our business. The WWF-MWSP is the next evolutionary phase of the WWF-Mondi Wetlands Programme, which focused on the restoration of wetlands in forestry plantations. The WWF-MWSP promotes the landscape approach to water stewardship through collective action across whole water catchments.</p>	<p>We continue to work on strengthening water resource management and governance in the uMhlathuze catchment (Zululand Coastal Plain Aquifer) and in the uMkhomazi catchment (Southern Drakensberg). We are engaging with forestry and agriculture sectors on improved water stewardship in targeted catchments in KwaZulu-Natal. Activities include supporting the uMhlathuze Water Stewardship Partnership (UWASP) to improve water resource management practices in the uMhlathuze catchment. In 2023 we planned the next development phase for the Flow Tracker tool (developed in 2022) to include additional information, such as levels of coastal lakes and agricultural offtake, to create a catchment balance. More information is available <a href="#">here</a>.</p>

## Research institutions and academia

Collaborative platforms and initiatives	Why we engage	How we engaged in 2023
<b>Graz University of Technology</b>	<p>The Graz University of Technology (TU Graz) and Mondi have set up a strategic partnership on research and education. In addition to research, a further focus of the strategic partnership is future-oriented teaching and the training of young talent in business and science.</p>	<p>Launched in 2019, Mondi has set up a strategic partnership with the Graz University of Technology to advance research and education through an endowment of two professorships, one in Pulp and Paper Technology and one in Food Contact Materials. The Mondi Group Food Safety Laboratory (FSL) is fully integrated at the campus of the Graz University of Technology and it uses the cutting-edge research infrastructure at the university and the research competence of the professors and scientists. The FSL provides testing, simulations and documentation that adheres to Good Manufacturing Practice principles. In 2023, it assessed more than 55,000 analytical parameters, managing data related to raw materials, suppliers and regulatory requirements, to ensure compliance of Mondi products. We continue to work on process improvements, and material and energy efficiency of our pulping process with the TU Graz.</p>
<b>International Union of Forest Research Organizations (IUFRO)</b>	<p>IUFRO is a non-profit, non-governmental international network of forest scientists, which promotes global cooperation in forest-related research and enhances the understanding of the ecological, economic and social aspects of forests and trees. It unites more than 15,000 scientists in around 630 member organisations in over 115 countries.</p>	<p>In 2023, we continued our engagement with IUFRO as part of the TEAMING UP 4 FORESTS platform, bringing together 100+ scientists, business representatives, and policymakers along the forest value chain. The platform aims to translate scientific findings into practical responses for the wood-based sector; offer a meeting point for regular interaction, knowledge exchange and mutual learning among scientists and leading actors in the forest value chain; and actively share outcomes and facilitate discussions with relevant stakeholders and decision-makers on the future of forest goods and services.</p> <p>In 2023, a Think Tank meeting presented preliminary findings of the IUFRO-Mondi synthesis study, which explores ecological, policy, socio-economic, and technological drivers for the future supply of fibre and other forest goods and services.</p> <p>In addition, the <a href="https://teamingup4forests.com">teamingup4forests.com</a> website was launched providing information about the partnerships and meeting resources.</p>
<b>Stellenbosch University</b>	<p>We work with Stellenbosch University to advance research that makes a significant contribution to biodiversity conservation and stewardship of terrestrial and aquatic ecosystems in production landscapes.</p>	<p>We continued our collaboration with the Department of Conservation Ecology and Entomology at Stellenbosch University focused on developing principles for the design and management of conservation corridors, with the aim of improving landscape resilience. In 2023, the Mondi's ecosystem monitoring experts and the Mondi Ecological Network Programme (MENP) at the university contributed to our work with the National Biodiversity and Business Network of the Endangered Wildlife Trust (EWT) to implement the Biodiversity Protocol.</p>
<b>University of Pretoria</b>	<p>We work with the University of Pretoria to stay informed of the most recent scientific trends and developments related to tree breeding and control of pests and diseases.</p>	<p>Changing climatic conditions across Southern Africa have increased biotic and abiotic stress on our trees and, as a consequence, exacerbated pest and disease occurrence in our plantation forests. We are continuing with our tree protection partnership with the University of Pretoria through sponsorship of the Mondi and Forests and Agriculture Biotechnology Institute (FABI) Research Grant. Our ongoing participation in the Tree Protection Co-operative Programme (TPCP) at the University of Pretoria as part of FABI has assisted us in developing practical measures to manage the Sirex and Leptocybe wasps, and other pathogenic diseases, which damage pine and eucalyptus plantations respectively. This work also feeds into our tree improvement programme and enables, through genomic marker selection, the selection of more resistant trees for our plantation forests.</p>