

MAP2030 performance at a glance in 2024



CIRCULAR DRIVEN SOLUTIONS

2024 performance

Make our packaging and paper solutions reusable, recyclable or compostable

- 100% of our packaging and paper products are reusable, recyclable or compostable by 2025



Avoid waste by keeping materials in circulation

- Eliminate waste to landfill from our manufacturing processes



Work with others to eliminate unsustainable packaging

- Progress made through our partnerships and stakeholder engagement activities each year



CREATED BY EMPOWERED PEOPLE

2024 performance

Build skills that support long-term employability

- Enable our employees to participate in upskilling programmes



Provide purposeful employment for all our employees in a diverse and inclusive workplace

- Achieve 90% Purpose Satisfaction score in our Employee Survey
- Achieve 90% Inclusiveness score in our Employee Survey
- Employ 30% women across Mondi



Create an environment that enables a positive work-life experience, valuing safety, health and mental wellbeing

- Zero fatalities
- Zero life-altering injuries
- 15% reduction of Total Recordable Case Rate
- Support our employees in pursuit of a work-life experience that enhances their wellbeing
- Our operations drive awareness of and take measures to improve health and mental wellbeing



TAKING ACTION ON CLIMATE

2024 performance

Reduce our greenhouse gas emissions in line with science-based Net-Zero targets

- Reduce Scope 1 and 2 GHG emissions by 46.2% by 2030 from a 2019 baseline
- Reduce Scope 3 GHG emissions by 27.5% by 2030 from a 2019 baseline
- Reduce Scope 1, 2 and 3 GHG emissions by 90% by 2050 from a 2019 baseline



Maintain zero deforestation in our wood supply, sourcing from resilient forests

- Maintain 100% FSC™ certification in our own forest landholdings
- 100% responsibly sourced fibre with 75% FSC™- or PEFC-certified fibre procured by 2025 and the remainder meeting the FSC Controlled Wood standard
- Implement leading forestry measures to ensure productive and resilient forests



Safeguard biodiversity and water resources in our operations and beyond

- Conduct water stewardship assessments at our mills and forest operations by 2025, and implement required actions to address the findings by 2030
- Conduct biodiversity assessments at our mills and forest operations, introducing biodiversity action plans where necessary by 2025



Completed
 On track
 Behind target
 Not on track

Responsible Business Practices at a glance in 2024

Environmental Performance

We will continually work on improving the environmental performance of our operations to minimise environmental impacts

Targets

Reduce specific contact water consumption by 10% by 2030 from a 2020 baseline

● On track

Reduce specific effluent load (measure COD) by 15% by 2030 from a 2020 baseline

● On track

Reduce specific NOx emissions from our pulp and paper mills by 10% by 2030 from a 2020 baseline

● On track

Reduce specific waste to landfill by 30% by 2030 from a 2020 baseline

● On track

100% of our operations will be certified according to globally accepted environmental standards equivalent to ISO 14001 by 2025

● On track

Human Rights

Strengthen governance systems to prevent human rights violations and remedy any adverse impacts

Targets

Develop the due diligence and risk assessment methodology and guidance with the support of the Danish Institute for Human Rights (DIHR) by end of 2021

✓ Completed

100% of operations with a completed Human Rights Due Diligence and risk assessment and action plan in place to address findings by 2025

● On track

100% of operations to have addressed their human rights impacts (investigate, prevent future occurrences and remedy adverse impacts) by 2030

● On track

Communities

Maintain social investments in our communities to support sustainable development aligned with local needs

Target

Report on our total social investment annually

● On track

Responsible Procurement

We mitigate risks and create greater transparency in our supply chains through our Responsible Procurement process

Target

We will minimise the supplier risk ratio year-on-year

● On track

Ensure that all our wood fibre (round wood, wood chips and market pulp) is sourced solely from credible wood sources

Targets

Maintain 100% of wood fibre compliant with credible standards (FSC, PEFC or controlled wood)

● On track

For high-risk countries maintain 100% FSC-certified fibre sourcing or implement additional risk mitigation measures

● On track

100% PEFC- or FSC-certified market pulp

● Behind target

100% PEFC or FSC Chain-of- Custody certification for our pulp and paper mills

● On track

We will continue to work with certification bodies to ensure credibility of the certification and controlled wood systems

● On track

✓ Completed ● On track ● Behind target ● Not on track