

Mondi Group



ESRS & Performance index 2024



ESRS & Performance index 2024

We will transition our sustainability reporting in line with the European Sustainability Reporting Standards (ESRS), applicable for our 2025 report. This index supports our transition and maps out our current understanding of the ESRS requirements. We acknowledge that gaps remain this year as we work towards ESRS compliance.

ESRS Standard (tier 1)	Location in reporting suite (including page reference)	Direct answers, notes and omissions
ESRS 2 General disclosures		
BP-1 General basis for preparation of the sustainability statement		
Consolidation	Integrated report – List of subsidiaries and associated undertakings and other significant holdings (pages 209-213)	We report on a consolidated Group level. The entities included in the Integrated report and financial statements 2024 are identical to the entities covered in the SD report 2024.
Upstream and downstream value chain information	SD report – Reporting standards and scope (page 105)	
BP-2 Disclosures in relation to specific circumstances		
Time horizons	SD report – Reporting standards and scope (page 105)	
Value chain estimation	SD report – Reporting standards and scope (page 104)	
Changes in preparation or presentation of sustainability information	SD report – Reporting standards and scope (page 104)	
Reporting error in prior periods		There were no reporting errors identified for prior reporting periods in 2024.
Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements	SD report – Reporting standards and scope (page 104)	
GOV-1 The role of the administrative, management and supervisory bodies		
Composition and diversity of the members of the undertaking's administrative, management and supervisory bodies	Integrated report – Board of directors (page 75), Executive Committee and Company Secretary (page 78)	
Information about the roles and responsibilities of the administrative, management and supervisory bodies	SD report – Sustainability governance (page 18) Integrated report – Board of directors (pages 76-77), Executive Committee and Company Secretary (page 79)	
Description of how the administrative, management and supervisory bodies determine whether appropriate skills and expertise are available or will be developed to oversee sustainability matters	Integrated report – Board of directors (pages 76-77), Executive Committee and Company Secretary (page 79)	
GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies		
Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Integrated report – Sustainable Development Committee (page 110)	
GOV-3 Integration of sustainability-related performance in incentive schemes		
Information about the incentive schemes and remuneration policies linked to sustainability matters	SD report – Sustainability governance (page 20) Integrated report – Remuneration report (pages 111-135)	
GOV-4 Statement on sustainability due diligence		
Mapping of the information provided in its sustainability statement about the due diligence process	SD report – Sustainability governance (page 20); Reporting standards and scope (pages 104-105)	
GOV-5 Risk management and internal controls over sustainability reporting		
Main features of the organisation's risk management and internal control system in relation to the sustainability reporting process	SD report – Reporting standards and scope (page 105) Integrated report – Principal risks (page 61)	
SBM-1 Strategy, business model and value chain		
Strategy, business model and value chain (products and services offered)	SD report – Our business (page 3), Our Group strategy (page 4), Our material sustainability topics across the value chain (page 15)	
- a description of significant groups of products and/or services offered including changes in the reporting period (new/removed products and/or services)	Integrated report – Our business model (pages 9-10), Notes in the consolidated financial statements (page 156)	
- a description of significant markets and/or customer groups served, including changes in the reporting period (new/removed markets and/or customer groups)	SD report – Our business (page 3) Integrated report – Where we operate (page 5)	
- a description of headcount of employees by geographical areas	ESRS & Performance index (pages 8, 11)	
- sustainability-related goals in terms of significant groups of products and services, customer categories, geographical areas and relationships with stakeholders	SD report – Our Group strategy (page 4), Mondi Action Plan 2030 (page 8), Circular Driven Solutions (page 23)	

ESRS & Performance index 2024

ESRS Standard (tier 1)	Location in reporting suite (including page reference)	Direct answers, notes and omissions
ESRS 2 General disclosures continued		
- assessment of current significant products and/or services, and significant markets and customer groups, in relation to its sustainability-related goals	SD report - Circular driven solutions (pages 24-26), Integrated report - TCFD (page 57)	
- elements of the strategy that relate to or impact sustainability matters, including the main challenges ahead, critical solutions or projects to be put in place, when relevant for sustainability reporting	Integrated report - Our business model (pages 9, 14)	
Description of business model and value chain	SD report - Our business (page 3), Our Group strategy (page 4), Our material sustainability topics across the value chain (page 15) Integrated report - Our business model (pages 9-10)	
SBM-2 Interests and views of stakeholders		
A summarised description of its stakeholder engagement	SD report - How we engage with our stakeholders (pages 16-17)	
SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model		
Disclosure of material impacts, risks and opportunities and how they interact with the strategy and business model - results of the materiality assessment and where they fall along the value chain	SD report - Our material sustainability topics (pages 13-14); Our material sustainability topics across the value chain (page 15)	
The current and anticipated effects of its material impacts, risks and opportunities on its business model, value chain, strategy and decision-making, and how it has responded or plans to respond to these effects	SD report - Our material sustainability topics (pages 13-14); Our material sustainability topics across the value chain (page 15)	
Description of impacts	SD report - Our material sustainability topics (pages 13-14)	We describe our impacts, risks and opportunities for each material topic in the related MAP2030 sections throughout the 2024 SD report.
Information about the resilience of the undertaking's strategy and business model regarding its capacity to address its material impacts and risks and to take advantage of its material opportunities	SD report - Our material sustainability topics (page 13)	
Changes to the material impacts, risks and opportunities compared to the previous reporting period	SD report - Reporting standards and scope (page 105)	
IRO-1 Description of the process to identify and assess material impacts, risks and opportunities		
Description of the process to identify and assess material impacts, risks and opportunities	SD report - Our material sustainability topics (page 13)	
Description of process to identify, assess, prioritise and monitor potential and actual impacts on people and environment, informed by due diligence process	SD report - Our material sustainability topics (page 13), How we engage with our stakeholders (page 16), Sustainability governance (page 20)	
Description of how process focuses on specific activities, business relationships, geographies or other factors that give rise to heightened risk of adverse impacts	Integrated report - Principal risks (pages 60-61)	
Description of how process considers impacts with which undertaking is involved through own operations or as result of business relationships	SD report - Sustainability governance (pages 18-19)	
Overview of the process to identify, assess, prioritise and monitor risks and opportunities that have or may have financial effects	Integrated report - Principal risks (pages 60-61)	
Description of the decision-making process and the related internal control procedures	SD report - Sustainability governance (page 18) Integrated report - Principal risks (pages 60-61)	
The extent to which and how the process to identify, assess and manage impacts and risks is integrated into the undertaking's overall risk management process and used to evaluate the undertaking's overall risk profile and risk management processes	SD report - Sustainability governance (pages 18-20) Integrated report - Principal risks (pages 60-61)	
The extent to which and how the process to identify, assess and manage opportunities is integrated into the undertaking's overall management process	SD report - Sustainability governance (pages 18-20) Integrated report - Principal risks (pages 60-61)	
The input parameters it uses (for example, data sources, the scope of operations covered and the detail used in assumptions)	SD report - Reporting standards and scope (pages 105-106)	
Whether and how the process has changed compared to the prior reporting period, when the process was modified for the last time and future revision dates of the materiality assessment	SD report - Our material sustainability topics (page 14), Reporting standards and scope (page 105)	We conduct a refresh of our double materiality assessment roughly every three years.
IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement		
Explanation of how material information to be disclosed in relation to material impacts, risks and opportunities has been determined	SD report - Our material sustainability topics (pages 13-14), Reporting standards and scope (page 105)	

ESRS & Performance index 2024

ESRS Standard (tier 1)	Location in reporting suite (including page reference)	Direct answers, notes and omissions
ESRS E1 Climate change		
E1-1 - Transition plan for climate change mitigation	SD report – Taking Action on Climate (pages 58-59)	
E1-2 - Policies related to climate change mitigation and adaptation	SD report – Taking Action on Climate (page 61)	
E1-3 - Actions and resources in relation to climate change policies	SD report – Taking Action on Climate (pages 58-67)	
E1-4 - Targets related to climate change mitigation and adaptation	SD report – Taking Action on Climate (page 59)	
E1-5 - Energy consumption and mix	SD report – Taking Action on Climate (pages 62-63)	Information unavailable: data on energy consumption from nuclear sources and non-renewable/renewable energy production as well as the consumption of self-generated non-fuel renewable energy is not available in 2024.

Energy consumption and mix (million MWh)	2024	2023
Fuel consumption from coal and coal products	2.00	2.40
Fuel consumption from crude oil and petroleum products	0.24	0.33
Fuel consumption from natural gas	3.15	2.88
Fuel consumption from other fossil sources	0.17	0.51
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	0.56	0.72
Total fossil energy consumption (million MWh) (calculated as the sum of lines 1 to 5)	6.12	6.84
Share of fossil sources in total energy consumption (%)	21%	25%
Consumption from nuclear sources (million MWh)	–	–
Share of consumption from nuclear sources in total energy consumption (%)	–%	–%
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	21.71	20.13
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	0.92	0.87
The consumption of self-generated non-fuel renewable energy	–	–
Total renewable energy consumption (million MWh) (calculated as the sum of lines 8 to 10)	22.63	20.99
Share of renewable sources in total energy consumption (%)	79%	75%
Total energy consumption (million MWh) (calculated as the sum of lines 6, and 11)	28.75	27.83

ESRS & Performance index 2024

ESRS Standard (tier 1)	Location in reporting suite (including page reference)	Direct answers, notes and omissions
ESRS E1 Climate change continued		
E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions	SD report – Taking Action on Climate (page 59)	Information unavailable: data on % of contractual instruments used for the sale and purchase of energy bundled with attributes about energy generation in relation to Scope 2 GHG emissions; % of contractual instruments used for the sale and purchase of unbundled energy attribute claims in relation to Scope 2 GHG emissions; biogenic emissions of CO ₂ from combustion or bio-degradation of biomass not included in Scope 2 GHG emissions; and % of GHG Scope 3 calculated using primary data is not available in 2024.

	Retrospective			Milestones and target years			
	2024	2023	% change 2023 – 2024	2019 baseline	2030	2050	% vs baseline
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions (million tCO ₂ eq)	1.54	1.75	-12%	2.02			-24%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	44%	49%	-10%	52%			-15%
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions (million tCO ₂ eq)	0.56	0.56	–%	0.66			-15%
Gross market-based Scope 2 GHG emissions (million tCO ₂ eq)	0.32	0.35	-9%	0.68			-53%
Total Scope 1 and 2 GHG emissions	1.86	2.10	-11%	2.70	-46.2%		-31%
Significant Scope 3 GHG emissions							
Total gross indirect (Scope 3) GHG emissions (million tCO₂eq)	2.72	2.53	8%	3.19	-27.5%		-15%
Purchased goods and services	1.91	1.75	9%	2.14			-11%
Capital goods	0.01	0.01	–%	0.01			–%
Fuel and energy-related activities (not included in Scope 1 or Scope 2)	0.20	0.20	–%	0.27			-27%
Upstream transportation and distribution	0.35	0.33	6%	0.41			-14%
Waste generated in operations	0.01	0.01	–%	0.01			–%
Business travelling	0.01	0.01	–%	0.01			-58%
Employee commuting	0.02	0.02	–%	0.03			-36%
Upstream leased assets	–	–	–%	–			–%
Downstream transportation	0.17	0.16	6%	0.27			-38%
Processing of sold products	0.01	0.01	–%	0.01			–%
Use of sold products	0.01	0.01	–%	0.01			–%
End-of-life treatment of sold products	0.01	0.01	–%	0.02			-50%
Downstream leased assets	–	–	–%	–			–%
Franchises	–	–	–%	–			–%
Investments	0.01	0.01	–%	0.01			–%
Total GHG emissions							
Total GHG emissions (million tCO₂eq)	4.58	4.63	-1%	5.90		-90%	-22%
Total GHG emissions (location-based) (million tCO ₂ eq)	0.56	0.56	–%	0.66			-15%
Total GHG emissions (market-based) (million tCO ₂ eq)	0.32	0.35	-9%	0.68			-53%

ESRS & Performance index 2024

ESRS Standard (tier 1)	Location in reporting suite (including page reference)	Direct answers, notes and omissions
ESRS E1 Climate change continued		
E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions continued		
GHG emissions (further details) (million tonnes)	2024	2023
Scope 1 GHG emissions from C	1.49	1.70
Scope 1 GHG emissions from CH ₄	0.02	0.01
Scope 1 GHG emissions from N ₂ O	0.06	0.06
Biogenic GHG emissions	7.71	9.24
GHG emissions by activity (million tonnes)	2024	2023
Energy sales-related GHG emissions	0.34	0.13
Scope 1 excluding energy sales	1.20	1.61
Scope 1 emissions from fuel combustion	1.55	1.76
Scope 1 emissions from use of carbonates	0.01	0.01
Scope 1 emissions from production-related mobile transportation	0.02	0.02
Scope 1 emissions from landfills and wastewater treatment plants	–	–
Scope 1 emissions from ozone depleting substances	0.01	0.01
Scope 1 emissions reduction from PCC plants	-0.04	-0.05
Total Scope 1 GHG emissions	1.54	1.75
GHG intensity based on net revenue	2024	2023
GHG emissions per 1,000 EUR net revenue		
Total GHG emissions (location-based) per net revenue (tCO ₂ e/monetary unit)	0.08	0.08
Total GHG emissions (market-based) per net revenue (tCO ₂ e/monetary unit)	0.04	0.05
E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	SD report – Taking Action on Climate (page 59)	Information unavailable: data on GHG removals and storage projects; carbon credits; GHG emissions associated with removal activity; and total GHG reversals is not available in 2024.
E1-8 – Internal carbon pricing	SD report – Taking Action on Climate (page 66)	Information unavailable: data on carbon price applied for each metric tonne of GHG emissions and % of gross Scope 1, 2 or 3 covered by carbon pricing schemes is not available in 2024.
E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Integrated report – TCFD (pages 56-57)	
ESRS E2 Pollution		
ESRS 2 IRO-1 – Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	SD report – Our material sustainability topics (pages 13-14), Environmental performance (pages 80-81)	
E2-1 – Policies related to pollution	SD report – Environmental performance (page 82)	
E2-2 – Actions and resources related to pollution	SD report – Environmental performance (pages 82)	
E2-3 – Targets related to pollution	SD report – Environmental performance (page 82)	
E2-4 – Pollution of water		
Emissions to water (tonnes)	2024	2023
COD	26,911	29,205
AOX	28	55
TSS	4,002	5,730
Nitrogen	979	811
Phosphorus	81	68

ESRS & Performance index 2024

ESRS Standard (tier 1)	Location in reporting suite (including page reference)	Direct answers, notes and omissions
ESRS E3 Water and marine resources		
ESRS 2 IRO-1 – Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	SD report – Our material sustainability topics (pages 13-14), Taking Action on Climate (pages 72-73); Environmental performance (pages 80-81)	
E3-1 – Policies related to water and marine resources	SD report – Taking Action on Climate (page 76); Environmental performance (page 82)	
E3-2 – Actions and resources related to water and marine resources	SD report – Taking Action on Climate (pages 73, 76); Environmental performance (pages 81-83)	
E3-3 – Targets related to water and marine resources	SD report – Taking Action on Climate (page 76); Environmental performance (page 82)	Information unavailable: data on the amount of total water recycled and reused is not available in 2024.
E3-4 – Water consumption	SD report – Environmental performance (pages 81-82)	

Water consumption		
Group (million m ³)	2024	2023
Total water input	222.11	205.26
Water supplied to third parties	-0.91	-0.83
Total water input (excl. water supplied to third parties)	221.19	204.43
Total water output (incl. waste water from third parties)	211.13	200.52
Waste water from third parties	-12.50	-12.34
Total water output (excl. waste water from third parties)	198.62	188.18
Water consumption	22.57	16.24

Areas at water risk (million m ³)		
	2024	2023
Total water input	9.07	8.57
Water supplied to third parties	-0.07	-0.05
Total water input (excl. water supplied to third parties)	9.00	8.52
Total water output (incl. waste water from third parties)	8.88	8.40
Waste water from third parties	-0.07	-0.05
Total water output (excl. waste water from third parties)	8.81	8.35
Water consumption in areas at water risk	0.20	0.17

Water intensity		
Water intensity in m ³ per million net revenue	2024	2023
	3,043	2,217

ESRS E4 Biodiversity and ecosystems

ESRS 2 IRO-1 – Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	SD report – Our material sustainability topics (pages 13-14), Taking Action on Climate (pages 72-73)	
E4-1 – Transition plan and consideration of biodiversity and ecosystems in strategy and business model	SD report – Taking Action on Climate (pages 72-73)	We do not use biodiversity offsets as part of our approach.
E4-2 – Policies related to biodiversity and ecosystems	SD report – Taking Action on Climate (page 76)	
E4-3 – Actions and resources related to biodiversity and ecosystems	SD report – Taking Action on Climate (pages 73-76) GRI Biodiversity disclosure	
E4-4 – Targets related to biodiversity and ecosystems	SD report – Taking Action on Climate (page 76)	
E4-5 – Impact metrics related to biodiversity and ecosystems change	SD report – Taking Action on Climate (page 73), Environmental performance (page 82) GRI Biodiversity disclosure	

ESRS & Performance index 2024

ESRS Standard (tier 1)	Location in reporting suite (including page reference)	Direct answers, notes and omissions
ESRS E5 Resource use and circular economy		
ESRS 2 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	SD report – Our material sustainability topics (pages 13-14), Circular Driven Solutions (pages 24, 27); Environmental performance (page 84)	
E5-1 – Policies related to resource use and circular economy	SD report – Circular Driven Solutions (pages 31, 34); Environmental performance (page 85)	
E5-2 – Actions and resources related to resource use and circular economy	SD report – Circular Driven Solutions (pages 26, 27, 29, 34); Environmental performance (pages 84-85)	
E5-3 – Targets related to resource use and circular economy	SD report – Circular Driven Solutions (page 29); Environmental performance (page 85)	
E5-4 – Resource inflows	SD report – Environmental performance (page 84)	
E5-5 – Resource outflows	SD report – Environmental performance (page 84)	Information unavailable: data on the amount of total radioactive waste is not available in 2024.

Waste to landfill (tonnes)	2024		2023	
Non-hazardous waste landfilled	65,544		64,642	
Hazardous waste landfilled	814		571	
Total	66,358		65,213	
Hazardous waste (tonnes)	2024	%	2023	%
Hazardous waste treated	13,881	68%	11,026	66%
Hazardous waste incinerated	3,606	18%	3,011	18%
Hazardous waste recycled/reused	2,141	10%	2,219	13%
Hazardous waste landfilled	814	4%	571	3%
Non-hazardous waste (tonnes)	2024	%	2023	%
Non-hazardous waste treated	32,643	4%	33,574	4%
Non-hazardous waste incinerated	120,962	14%	101,822	13%
Non-hazardous waste recycled/reused	624,832	74%	610,178	75%
Non-hazardous waste landfilled	65,544	8%	64,642	8%
Total waste	2024	%	2023	%
Recycled/repurposed	626,973	73%	612,397	74%
Non-recycled	237,450	27%	214,647	26%
Total	864,423	100%	827,044	100%

ESRS & Performance index 2024

ESRS Standard (tier 1)	Location in reporting suite (including page reference)	Direct answers, notes and omissions																																															
ESRS S1 Own workforce																																																	
S1-1 - Policies related to own workforce	SD report – Created by Empowered People (pages 43, 47, 53)																																																
S1-2 - Processes for engaging with own workers and workers' representatives about impacts	SD report – How we engage with our stakeholders (page 16), Created by Empowered People (pages 44, 45, 47, 49)																																																
S1-3 - Processes to remediate negative impacts and channels for own workers to raise concerns	SD report – Human rights (page 89)																																																
S1-4 - Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	SD report – Created by Empowered People (pages 42-43, 45-47, 49-52, 54-55)																																																
S1-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	SD report – Created by Empowered People (pages 43, 47, 53, 55)																																																
S1-6 - Characteristics of the undertaking's employees		Information unavailable: data on non-guaranteed hours employees is not available in 2024.																																															
<table border="1"> <thead> <tr> <th>Number of employees (headcount) per gender</th> <th>2024</th> <th>%</th> <th>2023</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>17,032</td> <td>77%</td> <td>16,856</td> <td>77%</td> </tr> <tr> <td>Female</td> <td>5,207</td> <td>23%</td> <td>4,917</td> <td>23%</td> </tr> <tr> <td>Other</td> <td>1</td> <td>–%</td> <td>1</td> <td>–%</td> </tr> <tr> <td>Not reported</td> <td>–</td> <td>–%</td> <td>–</td> <td>–%</td> </tr> <tr> <td>Total employees</td> <td>22,240</td> <td>100%</td> <td>21,774</td> <td>100%</td> </tr> </tbody> </table>			Number of employees (headcount) per gender	2024	%	2023	%	Male	17,032	77%	16,856	77%	Female	5,207	23%	4,917	23%	Other	1	–%	1	–%	Not reported	–	–%	–	–%	Total employees	22,240	100%	21,774	100%																	
Number of employees (headcount) per gender	2024	%	2023	%																																													
Male	17,032	77%	16,856	77%																																													
Female	5,207	23%	4,917	23%																																													
Other	1	–%	1	–%																																													
Not reported	–	–%	–	–%																																													
Total employees	22,240	100%	21,774	100%																																													
<table border="1"> <thead> <tr> <th>Number of employees (headcount) per country¹</th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Poland</td> <td>4,076</td> <td>3,946</td> </tr> <tr> <td>Austria</td> <td>2,711</td> <td>2,705</td> </tr> <tr> <td>Türkiye</td> <td>2,187</td> <td>2,284</td> </tr> <tr> <td>Other</td> <td>13,266</td> <td>12,839</td> </tr> <tr> <td>Total employees</td> <td>22,240</td> <td>21,774</td> </tr> </tbody> </table>			Number of employees (headcount) per country ¹	2024	2023	Poland	4,076	3,946	Austria	2,711	2,705	Türkiye	2,187	2,284	Other	13,266	12,839	Total employees	22,240	21,774																													
Number of employees (headcount) per country ¹	2024	2023																																															
Poland	4,076	3,946																																															
Austria	2,711	2,705																																															
Türkiye	2,187	2,284																																															
Other	13,266	12,839																																															
Total employees	22,240	21,774																																															
<p>1 In accordance with the ESRS methodology, the table shows countries representing at least 10% of the Group's total number of employees.</p>																																																	
<table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="5">2024 (headcount)</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Other</th> <th>Not disclosed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Number of employees</td> <td>5,207</td> <td>17,032</td> <td>1</td> <td>–</td> <td>22,240</td> </tr> <tr> <td>Number of permanent employees</td> <td>4,660</td> <td>15,811</td> <td>1</td> <td>–</td> <td>20,472</td> </tr> <tr> <td>Number of temporary employees</td> <td>547</td> <td>1,221</td> <td>–</td> <td>–</td> <td>1,768</td> </tr> <tr> <td>Number of full-time employees</td> <td>4,801</td> <td>16,771</td> <td>1</td> <td>–</td> <td>21,573</td> </tr> <tr> <td>Number of part-time employees</td> <td>406</td> <td>261</td> <td>–</td> <td>–</td> <td>667</td> </tr> <tr> <td>Employee turnover</td> <td>689</td> <td>2,097</td> <td>–</td> <td>–</td> <td>2,786</td> </tr> </tbody> </table>				2024 (headcount)					Female	Male	Other	Not disclosed	Total	Number of employees	5,207	17,032	1	–	22,240	Number of permanent employees	4,660	15,811	1	–	20,472	Number of temporary employees	547	1,221	–	–	1,768	Number of full-time employees	4,801	16,771	1	–	21,573	Number of part-time employees	406	261	–	–	667	Employee turnover	689	2,097	–	–	2,786
	2024 (headcount)																																																
	Female	Male	Other	Not disclosed	Total																																												
Number of employees	5,207	17,032	1	–	22,240																																												
Number of permanent employees	4,660	15,811	1	–	20,472																																												
Number of temporary employees	547	1,221	–	–	1,768																																												
Number of full-time employees	4,801	16,771	1	–	21,573																																												
Number of part-time employees	406	261	–	–	667																																												
Employee turnover	689	2,097	–	–	2,786																																												
<table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="5">2023 (headcount)</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Other</th> <th>Not disclosed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Number of employees</td> <td>4,917</td> <td>16,856</td> <td>1</td> <td>–</td> <td>21,774</td> </tr> <tr> <td>Number of permanent employees</td> <td>4,508</td> <td>15,825</td> <td>1</td> <td>–</td> <td>20,334</td> </tr> <tr> <td>Number of temporary employees</td> <td>409</td> <td>1,031</td> <td>–</td> <td>–</td> <td>1,440</td> </tr> <tr> <td>Number of full-time employees</td> <td>4,510</td> <td>16,638</td> <td>1</td> <td>–</td> <td>21,149</td> </tr> <tr> <td>Number of part-time employees</td> <td>407</td> <td>218</td> <td>–</td> <td>–</td> <td>625</td> </tr> <tr> <td>Employee turnover</td> <td>694</td> <td>2,519</td> <td>–</td> <td>–</td> <td>3,213</td> </tr> </tbody> </table>				2023 (headcount)					Female	Male	Other	Not disclosed	Total	Number of employees	4,917	16,856	1	–	21,774	Number of permanent employees	4,508	15,825	1	–	20,334	Number of temporary employees	409	1,031	–	–	1,440	Number of full-time employees	4,510	16,638	1	–	21,149	Number of part-time employees	407	218	–	–	625	Employee turnover	694	2,519	–	–	3,213
	2023 (headcount)																																																
	Female	Male	Other	Not disclosed	Total																																												
Number of employees	4,917	16,856	1	–	21,774																																												
Number of permanent employees	4,508	15,825	1	–	20,334																																												
Number of temporary employees	409	1,031	–	–	1,440																																												
Number of full-time employees	4,510	16,638	1	–	21,149																																												
Number of part-time employees	407	218	–	–	625																																												
Employee turnover	694	2,519	–	–	3,213																																												
S1-7 - Characteristics of non-employee workers in the undertaking's own workforce	SD report – Created by Empowered People (page 52)	Information unavailable: data on self-employed people or people provided by undertakings primarily engaged in employment activities is not available in 2024.																																															
S1-8 - Collective bargaining coverage and social dialogue		Information unavailable: we are currently reviewing our data systems and will include the coverage of collective bargaining agreements in future reporting.																																															

ESRS & Performance index 2024

ESRS Standard (tier 1)	Location in reporting suite (including page reference)	Direct answers, notes and omissions
ESRS S1 Own workforce continued		
S1-9 – Diversity metrics	Integrated report – Board of directors (page 75), Executive Committee and Company Secretary (page 78)	In 2024, we had 4 (40%) female directors and 6 (60%) male directors; and 47 (21%) female senior managers and 177 (79%) male senior managers.

	2024					
	Under 30 years		30-50 years		Over 50 years	
Age diversity	Total	%	Total	%	Total	%
Total employees	3,669	16%	12,828	58%	5,743	26%

	2023					
	Under 30 years		30-50 years		Over 50 years	
Age diversity	Total	%	Total	%	Total	%
Total employees	3,739	17%	12,583	58%	5,452	25%

S1-11 – Social protection	SD report – Created by Empowered People (pages 48, 52, 54)	Information unavailable: data on the breakdown by country, type of events and type of employment of employees is not available in 2024.
S1-13 – Training and skills development metrics	SD report – Created by Empowered People (page 43)	In 2024, around 32% of all employees took part in the Performance and Development Review process (50% of female employees and 27% of male employees). Information unavailable: the breakdown of training hours by gender is not available in 2024.

Training hours	2024	2023
Employee time devoted to training and development ²	343,622	276,648
Safety training (critical and general)	221,484	225,197
Safety training (critical and general) for recent acquisitions ³	1,227	1,071
Total training hours of employees and contractors	566,333	502,916
Coverage of safety in total training hours (%)	39%	45%
Average training hours⁴ per employee per year	25	23

² Including all local vocational training, Mondi Academy, e-learnings and sustainability training hours.

³ 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.

⁴ Including safety training for contractors.

S1-14 – Health and safety metrics	SD report – Created by Empowered People (page 53)	Information unavailable: data on cases of recordable work-related ill health of employees, number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees is not available in 2024.
--	---	---

Number of fatalities as a result of work-related injuries	2024	2023
Own workforce	1	–
Other workers working on undertaking's sites	–	1

Number of fatalities as a result of work-related ill health	2024	2023
Own workforce	–	–
Other workers working on undertaking's sites	–	–

Rate of recordable work-related accidents (per 1,000,000 hours worked)	2024	2023
Own workforce	4.22	3.70
Other workers working on undertaking's sites	2.24	2.38
Total	3.41	3.19

For our MAP2030 safety target (15% reduction of Total Recordable Case Rate), we calculate as 'per 200,000 hours worked'. We will continue to report on this KPI using this methodology. In 2024 the rate of recordable work-related cases (per 200,000 hours worked) for our own workforce was 0.84, for other workers working on undertaking's sites was 0.45, and in total was 0.68 (2023: 0.64). In addition, and in this table, we have applied the calculation according to ESRS to reflect the number of respective cases 'per 1,000,000 hours worked'.

ESRS & Performance index 2024

ESRS Standard (tier 1)	Location in reporting suite (including page reference)	Direct answers, notes and omissions
ESRS S4 Consumers and end-users		
ESRS 2 SBM-2 – Interests and views of stakeholders	SD report – How we engage with our stakeholders (pages 16-17), Circular Driven Solutions (page 25)	
ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	SD report – Circular Driven Solutions (page 24)	
S4-1 – Policies related to consumers and end-users	SD report – Circular Driven Solutions (page 31)	Our policies on product stewardship and quality are available on our website .
S4-2 – Processes for engaging with consumers and end-users about impacts	SD report – Circular Driven Solutions (page 25)	As a B2B business, we are in close contact with our customers, who in turn have various ways to engage with final consumers and share these concerns and needs with us. We also do an annual eCommerce trend survey targeting consumers who purchase online.
S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	SD report – Human rights (page 89)	Consumers can get in touch with Mondy through our SpeakOut platform.
S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	SD report – Circular Driven Solutions (page 29)	
S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	SD report – Circular Driven Solutions (page 23)	We have a public target on reusable, recyclable or compostable solutions and also internal quality targets, which are referenced in our SD Report on page 23.
ESRS G1 Business conduct		
ESRS 2 GOV-1 – The role of the administrative, supervisory and management bodies	SD report – Business conduct (page 101)	
ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	SD report – Business conduct (page 101)	
G1-1 – Corporate culture and business conduct policies and corporate culture	SD report – Business conduct (page 101)	
G1-2 – Management of relationships with suppliers	SD report – Responsible procurement (page 97)	
G1-3 – Prevention and detection of corruption and bribery	SD report – Business conduct (page 102)	
G1-4 – Confirmed incidents of corruption or bribery	SD report – Business conduct (page 102)	
G1-5 – Political influence and lobbying activities	SD report – Business conduct (page 102)	

Company-specific disclosure

This section features company-specific disclosures, which are integral to our MAP2030 progress. This data has been included previously in the Mondi Group consolidated performance tables and is featured here to support comparability of our performance over time.

Safety

Audits (number)	2024	2023
Management engagement walkabouts ⁵	13,196	10,089
First line manager task audits ⁶	17,793	19,396

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

6 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.

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 numbers⁷														
Total employees	1,946	22.1%	42	16.7%	6,908	22.6%	10,758	23.2%	1,966	25.4%	620	35.2%	22,240	23.4%
Permanent employees	1,920	22.0%	39	12.8%	6,431	22.5%	9,683	22.0%	1,796	24.4%	603	36.0%	20,472	22.8%
Temporary employees	26	34.6%	3	66.7%	477	23.5%	1,075	33.7%	170	35.9%	17	5.9%	1,768	30.9%
Full-time employees	1,937	22.0%	34	17.6%	6,341	19.0%	10,682	22.9%	1,963	25.5%	616	35.2%	21,573	22.3%
Part-time employees	9	44.4%	8	12.5%	567	62.6%	76	59.2%	3	–%	4	25.0%	667	60.9%
New employee hires	625	26.9%	16	25.0%	1,077	33.9%	2,043	31.9%	285	38.2%	112	42.0%	4,158	32.3%
Employee turnover	461	23.0%	16	18.8%	626	20.1%	1,385	26.1%	192	26.0%	106	40.6%	2,786	24.7%

7 Headcount of employees that are active or on leave as of 31 December 2024.

Gender diversity	Male		Female		Other		Not reported	
	Total	%	Total	%	Total	%	Total	%
Directors	6	60.0%	4	40.0%	–	–%	–	–%
Senior managers ⁸	177	79.0%	47	21.0%	–	–%	–	–%
Production employees	12,689	86.1%	2,056	13.9%	–	–%	–	–%
Non-production employees	4,343	57.9%	3,151	42.0%	1	0.01%	–	–%

8 As of 31 December 2024, 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	3,669	16.5%	12,828	57.7%	5,743	25.8%
Production employees	2,646	17.9%	8,258	56.0%	3,841	26.0%
Non-production employees	1,023	13.6%	4,570	61.0%	1,902	25.4%
New employee hires	2,024	48.7%	1,781	42.8%	353	8.5%
Employee turnover	767	27.5%	1,371	49.2%	648	23.3%

Company-specific disclosure

GHG emissions and energy

GHG emissions of our pulp and paper mills	2024	2023
Absolute Scope 1 emissions (million tonnes CO ₂ e)	1.41	1.63
Absolute Scope 2 emissions (million tonnes CO ₂ e)	0.29	0.29
Total absolute Scope 1 and 2 emissions (million tonnes CO₂e)	1.70	1.91
Specific Scope 1 emissions (tonnes CO ₂ e per tonne of saleable production)	0.27	0.33
Specific Scope 2 emissions (tonnes CO ₂ e per tonne of saleable production)	0.06	0.06
Total specific Scope 1 and 2 emissions (tonnes CO₂e per tonne of saleable production)	0.33	0.39

Energy consumption of our pulp and paper mills	2024	2023
Energy consumed by pulp and paper core processes in the form of heat and electricity at our operations (million MWh)	19.82	18.45
Energy purchased by our mills from external sources (million MWh)	1.06	1.18
Total electricity requirements for producing pulp and paper (million MWh)	4.12	3.93
Total heat requirements for producing pulp and paper (million MWh)	15.69	14.52
Energy sold to the local grids (million MWh)	0.44	0.44
Total energy sales including green fuel sales (million MWh)	0.78	0.72
Our mills' electricity self-sufficiency ⁹	81%	78%

⁹ Including energy generated for sale.

Forests and fibre procurement

South African forestry data	2024	2023
Total area of forestry landholdings (ha)	255,023	254,858
Total percentage of forestry landholdings certified to FSC TM	100%	100%
Proportion of land set aside for conservation (%)	24%	24%
Number of seedlings planted	20,648,261	19,612,266

Wood fibre use in manufacturing	2024	2023
Wood (internally and externally procured) (million m ³)	15.2	12.8
Pulp (externally procured) (million tonnes)	0.3	0.2
Paper for recycling (million tonnes)	1.3	1.3

Certified pulp procured (%)	2024	2023
FSC TM	88%	96%
PEFC	6%	4%
Total	94%	100%

Certified wood procured (%)	2024	2023
FSC TM	29%	38%
PEFC	47%	37%
Total	76%	75%

Company-specific disclosure

Air emissions

Air emissions (tonnes)	2024	2023
Total NO _x emissions	5,647	5,552
TRS	25	25
Total particulate emissions	566	598
Total SO ₂ emissions	818	1,352

Particulate emissions from processes (tonnes)	2024	2023
Particulate emissions from drying of pulp	1	-
Particulate emissions from bark boiler	25	28
Particulate emissions from lime kiln	42	41
Particulate emissions from auxiliary boilers	138	89
Particulate emissions from recovery boiler	332	414
Particulate emissions from other sources (allocated to paper production)	27	25
Particulate emissions from other sources (allocated to pulp production)	1	-
Total	566	598

Emissions of ozone-depleting substances (kg)	2024	2023
HFC	3,508	3,132
HCFC	272	414
CFC	-	-
Halons	-	-
PFC	-	-
Total	3,780	3,546

Waste

Total debris ¹⁰ (tonnes)	2024	2023
Non-hazardous debris	40,684	41,781
Hazardous debris	383	638
Total	41,067	42,419

¹⁰ Debris from construction activities on-site (including soil) is reported here separately from hazardous and non-hazardous waste.

Total solid waste (tonnes)	2024	2023
	905,490	869,463

Communities

Social investment (€ thousand)	2024	2023
Health and wellbeing	1,411	1,362
Education	729	758
Infrastructure and development	3,535	3,663
Enterprise and employment support	498	476
Environmental protection	369	368
Special donations ¹¹	121	679
Total	6,662	7,306

¹¹ Investments under this category cover donations to address significant humanitarian need impacting countries of Mondi operations.

Company-specific disclosure

Environmental compliance

Environmental complaints	2024	2023
Odour complaints	112	161
Noise complaints	13	5
Other complaints	1	5
Total complaints	126	171

Incidents and non-compliances	2024	2023
Major environmental incidents ¹²	28	35
Minor non-compliances ¹³	146	26

¹² 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 >10kg of all other GHS classified substances. 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.

¹³ The higher number of incidents for 2024 was due to a change in methodology and reduced thresholds for recording incidents.