

Mondi Group



ESRS & Performance index 2025



ESRS & Performance index 2025

We will transition our sustainability reporting in line with regulatory requirements, including the European Sustainability Reporting Standards (ESRS). 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 195-198)	We report on a consolidated Group level. The entities included in the Integrated report and financial statements 2025 are identical to the entities covered in the SD report 2025.
Upstream and downstream value chain information	SD report – Reporting standards and scope (page 104)	
BP-2 Disclosures in relation to specific circumstances		
Time horizons	SD report – Reporting standards and scope (page 104)	
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 103)	
Reporting error in prior periods		In 2025 there were no reporting errors identified for prior reporting periods.
Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements	SD report – Reporting standards and scope (page 103)	
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 69), Executive Committee and Company Secretary (page 69)	
Information about the roles and responsibilities of the administrative, management and supervisory bodies	SD report – Sustainability governance (page 17) Integrated report – Board of directors (pages 69-71)	
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 69-71)	
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 98)	
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 19) Integrated report – Remuneration report (pages 99-124)	
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 19); Reporting standards and scope (page 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 104) Integrated report – Principal risks (page 54)	
SBM-1 Strategy, business model and value chain		
Strategy, business model and value chain (products and services offered)	SD report – Our businesses (page 3), Our strategy (page 4), Our material sustainability topics across the value chain (page 14)	
– 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 6, 8-9), Notes in the consolidated financial statements (page 145)	
– 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 7)	
– 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 strategy (page 4), Mondi Action Plan 2030 (page 7), Circular Driven Solutions (page 22)	

ESRS & Performance index 2025

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 23-25), Integrated report - TCFD (page 52)	
- 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 (page 5), Our strategy (page 12)	
Description of business model and value chain	SD report - Our businesses (page 3), Our strategy (page 4), Our material sustainability topics across the value chain (page 14) Integrated report - Our business model (pages 5-6)	
SBM-2 Interests and views of stakeholders		
A summarised description of its stakeholder engagement	SD report - How we engage with our stakeholders (pages 15-16)	
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 12-13); Our material sustainability topics across the value chain (page 14)	
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 12-13); Our material sustainability topics across the value chain (page 14)	
Description of impacts	SD report - Our material sustainability topics (pages 12-13)	We describe our impacts, risks and opportunities for each material topic in the related MAP2030 sections throughout the 2025 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 12)	
Changes to the material impacts, risks and opportunities compared to the previous reporting period	SD report - Reporting standards and scope (page 104)	
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 12)	
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 12), How we engage with our stakeholders (page 15), Sustainability governance (page 19)	
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 54-55)	
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 17-18)	
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 54-55)	
Description of the decision-making process and the related internal control procedures	SD report - Sustainability governance (page 17) Integrated report - Principal risks (pages 54-55)	
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 17-19) Integrated report - Principal risks (pages 54-55)	
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 17-19) Integrated report - Principal risks (pages 54-55)	
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 104-105)	
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 13), Reporting standards and scope (page 104)	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 12-13), Reporting standards and scope (page 104)	

ESRS & Performance index 2025

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 57-58)	
E1-2 - Policies related to climate change mitigation and adaptation	SD report - Taking Action on Climate (page 60)	
E1-3 - Actions and resources in relation to climate change policies	SD report - Taking Action on Climate (pages 57-64)	
E1-4 - Targets related to climate change mitigation and adaptation	SD report - Taking Action on Climate (page 57-58)	
E1-5 - Energy consumption and mix	SD report - Taking Action on Climate (pages 61-62)	
Energy consumption and mix (million MWh)	2025	2024
Fuel consumption from coal and coal products	2.14	2.00
Fuel consumption from crude oil and petroleum products	0.21	0.24
Fuel consumption from natural gas	3.95	3.15
Fuel consumption from other fossil sources	0.17	0.17
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	0.65	0.56
Total fossil energy consumption (million MWh) (calculated as the sum of lines 1 to 5)	7.11	6.12
Share of fossil sources in total energy consumption (%)	23%	21%
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.)	22.91	21.71
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	0.90	0.92
The consumption of self-generated non-fuel renewable energy	0.01	-
Total renewable energy consumption (million MWh) (calculated as the sum of lines 8 to 10)	23.81	22.63
Share of renewable sources in total energy consumption (%)	77%	79%
Total energy consumption (million MWh) (calculated as the sum of lines 6, and 11)	30.92	28.75

ESRS & Performance index 2025

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 58)	Information unavailable: % of contractual instruments for energy purchases bundled with generation attributes, and % of contractual instruments for unbundled energy attribute claims related to Scope 2; biogenic emissions of CO ₂ from combustion or bio-degradation of biomass not included in Scope 2; % of GHG Scope 3 calculated using primary data is not fully available in 2025.

	Retrospective			Milestones and target years ¹		% vs baseline
	2025 ²	2024	2019 baseline	2030	2050	
Scope 1 GHG emissions						
Gross Scope 1 GHG emissions (million tCO ₂ e)	1.76	1.54	3.35			-47%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	43%	44%	–%			–%
Scope 2 GHG emissions						
Gross location-based Scope 2 GHG emissions (million tCO ₂ e)	0.56	0.56	0.67			-16%
Gross market-based Scope 2 GHG emissions (million tCO ₂ e)	0.36	0.32	0.69			-48%
Total Scope 1 and 2 GHG emissions	2.12	1.86	4.04	-46.2%		-48%
Significant Scope 3 GHG emissions						
Total gross indirect (Scope 3) GHG emissions (million tCO₂e)	5.29	2.72	6.90			-23%
Purchased goods and services and fuel- and energy-related activities (not included in Scope 1 or Scope 2)	3.45	2.11	4.82	-27.5%		-28%
Purchased goods and services	3.01	1.91	3.98			
Fuel- and energy-related activities	0.44	0.20	0.84			
Capital goods	0.14	0.01	0.21			
Upstream transportation and distribution	0.44	0.35	0.53			
Waste generated in operations	0.06	0.01	0.05			
Business travel	0.01	0.01	0.01			
Employee commuting	0.02	0.02	0.06			
Upstream leased assets	–	–	–			
Downstream transportation and distribution	0.53	0.17	0.63			
Processing of sold products	0.40	0.01	0.33			
Use of sold products	–	0.01	–			
End-of-life treatment of sold products	0.23	0.01	0.25			
Downstream leased assets	–	–	–			
Franchises	–	–	–			
Investments	0.01	0.01	0.01			
Total GHG emissions						
Total GHG emissions (million tCO₂e)	7.41	4.58	10.94		-90%	-32%

¹ Targets published on the SBTi website:

<https://sciencebasedtargets.org/target-dashboard>.

² 2025 GHG emissions are not comparable to 2024 due to inclusion of emissions from acquisitions in our 2025 performance figures.

 Changes to last year's reporting and entities in scope are included in the SD report on pages 104-106.

ESRS & Performance index 2025

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)	2025³	2024
Scope 1 GHG emissions from C	1.69	1.49
Scope 1 GHG emissions from CH ₄	0.02	0.02
Scope 1 GHG emissions from N ₂ O	0.06	0.06
Biogenic GHG emissions	8.14	7.71
GHG emissions by activity (million tonnes)	2025	2024
Scope 1 emissions from fuel combustion	1.74	1.55
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	0.02	–
Scope 1 emissions from ozone depleting substances	0.01	0.01
Scope 1 emissions excluding reduction from PCC plants	1.80	1.58
Scope 1 emissions reduction from PCC plants	-0.04	-0.04
Total Scope 1 GHG emissions	1.76	1.54
E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	SD report – Taking Action on Climate (page 58)	Information unavailable: data on GHG removals and storage projects; carbon credits; GHG emissions associated with removal activity; and total GHG reversals. For our long-term 2050 Net-Zero target, we acknowledge that there may be residual GHG emissions that we were unable to eliminate through GHG reduction measures. As we work towards our near- and long-term targets, we undertake regular reviews of our progress and continue to review the options available for permanent removals.
E1-8 – Internal carbon pricing	SD report – Taking Action on Climate (page 60)	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
E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Integrated report – TCFD (pages 50-52)	
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 12-13), Environmental performance (pages 79-80)	
E2-1 – Policies related to pollution	SD report – Environmental performance (page 81)	
E2-2 – Actions and resources related to pollution	SD report – Environmental performance (pages 81)	
E2-3 – Targets related to pollution	SD report – Environmental performance (page 81)	
E2-4 – Pollution of water		
Emissions to water (tonnes)	2025	2024
COD	26,700	26,911
AOX	51	28
TSS	4,258	4,002
Nitrogen	1,087	979
Phosphorus	104	81

3 2025 GHG emissions are not comparable to 2024 due to inclusion of emissions from acquisitions in our 2025 performance figures.

ESRS & Performance index 2025

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 12-13), Taking Action on Climate (pages 70-71); Environmental performance (pages 78-79)																																					
E3-1 – Policies related to water and marine resources	SD report – Taking Action on Climate (page 74); Environmental performance (page 83)																																					
E3-2 – Actions and resources related to water and marine resources	SD report – Taking Action on Climate (pages 71, 74); Environmental performance (pages 79-81)																																					
E3-3 – Targets related to water and marine resources	SD report – Taking Action on Climate (page 75); Environmental performance (page 83)	Information unavailable: data on the amount of total water recycled and reused.																																				
E3-4 – Water consumption	SD report – Environmental performance (pages 82-83)																																					
<table border="1"> <thead> <tr> <th colspan="4">Water consumption</th> </tr> <tr> <th>Group (million m³)</th> <th>2025</th> <th>2024</th> <th></th> </tr> </thead> <tbody> <tr> <td>Total water input</td> <td>239.33</td> <td>222.11</td> <td></td> </tr> <tr> <td>Water supplied to third parties</td> <td>-3.86</td> <td>-0.91</td> <td></td> </tr> <tr> <td>Total water input (excl. water supplied to third parties)</td> <td>235.48</td> <td>221.19</td> <td></td> </tr> <tr> <td>Total water output (incl. waste water from third parties)</td> <td>233.95</td> <td>211.13</td> <td></td> </tr> <tr> <td>Waste water from third parties</td> <td>-14.79</td> <td>-12.50</td> <td></td> </tr> <tr> <td>Total water output (excl. waste water from third parties)</td> <td>219.16</td> <td>198.62</td> <td></td> </tr> <tr> <td>Water consumption</td> <td>16.32</td> <td>22.57</td> <td></td> </tr> </tbody> </table>		Water consumption				Group (million m ³)	2025	2024		Total water input	239.33	222.11		Water supplied to third parties	-3.86	-0.91		Total water input (excl. water supplied to third parties)	235.48	221.19		Total water output (incl. waste water from third parties)	233.95	211.13		Waste water from third parties	-14.79	-12.50		Total water output (excl. waste water from third parties)	219.16	198.62		Water consumption	16.32	22.57		From 2025 water-risk areas include converting operations and exclude Stamboljiski (Bulgaria) mill as it ceased its production in 2024.
Water consumption																																						
Group (million m ³)	2025	2024																																				
Total water input	239.33	222.11																																				
Water supplied to third parties	-3.86	-0.91																																				
Total water input (excl. water supplied to third parties)	235.48	221.19																																				
Total water output (incl. waste water from third parties)	233.95	211.13																																				
Waste water from third parties	-14.79	-12.50																																				
Total water output (excl. waste water from third parties)	219.16	198.62																																				
Water consumption	16.32	22.57																																				
<table border="1"> <thead> <tr> <th colspan="4">Areas at water risk (million m³)</th> </tr> <tr> <th></th> <th>2025</th> <th>2024</th> <th></th> </tr> </thead> <tbody> <tr> <td>Total water input</td> <td>1.67</td> <td>9.07</td> <td></td> </tr> <tr> <td>Water supplied to third parties</td> <td>0.00</td> <td>-0.07</td> <td></td> </tr> <tr> <td>Total water input (excl. water supplied to third parties)</td> <td>1.67</td> <td>9.00</td> <td></td> </tr> <tr> <td>Total water output (incl. waste water from third parties)</td> <td>1.26</td> <td>8.88</td> <td></td> </tr> <tr> <td>Waste water from third parties</td> <td>0.00</td> <td>-0.07</td> <td></td> </tr> <tr> <td>Total water output (excl. waste water from third parties)</td> <td>1.26</td> <td>8.81</td> <td></td> </tr> <tr> <td>Water consumption in areas at water risk</td> <td>0.41</td> <td>0.20</td> <td></td> </tr> </tbody> </table>		Areas at water risk (million m ³)					2025	2024		Total water input	1.67	9.07		Water supplied to third parties	0.00	-0.07		Total water input (excl. water supplied to third parties)	1.67	9.00		Total water output (incl. waste water from third parties)	1.26	8.88		Waste water from third parties	0.00	-0.07		Total water output (excl. waste water from third parties)	1.26	8.81		Water consumption in areas at water risk	0.41	0.20		
Areas at water risk (million m ³)																																						
	2025	2024																																				
Total water input	1.67	9.07																																				
Water supplied to third parties	0.00	-0.07																																				
Total water input (excl. water supplied to third parties)	1.67	9.00																																				
Total water output (incl. waste water from third parties)	1.26	8.88																																				
Waste water from third parties	0.00	-0.07																																				
Total water output (excl. waste water from third parties)	1.26	8.81																																				
Water consumption in areas at water risk	0.41	0.20																																				
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 12-13), Taking Action on Climate (pages 71-72)																																					
E4-1 – Transition plan and consideration of biodiversity and ecosystems in strategy and business model	SD report – Taking Action on Climate (pages 71-72)	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 74)																																					
E4-3 – Actions and resources related to biodiversity and ecosystems	SD report – Taking Action on Climate (pages 71-74) GRI Biodiversity disclosure																																					
E4-4 – Targets related to biodiversity and ecosystems	SD report – Taking Action on Climate (page 74)																																					
E4-5 – Impact metrics related to biodiversity and ecosystems change	SD report – Taking Action on Climate (page 71), Environmental performance (page 80) GRI Biodiversity disclosure																																					

ESRS & Performance index 2025

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 12-13), Circular Driven Solutions (pages 23, 26); Environmental performance (page 82)	
E5-1 – Policies related to resource use and circular economy	SD report – Circular Driven Solutions (pages 31, 34); Environmental performance (page 83)	
E5-2 – Actions and resources related to resource use and circular economy	SD report – Circular Driven Solutions (pages 25, 26, 28, 33); Environmental performance (pages 82-83)	
E5-3 – Targets related to resource use and circular economy	SD report – Circular Driven Solutions (page 28); Environmental performance (page 83)	
E5-4 – Resource inflows	SD report – Environmental performance (page 83)	
E5-5 – Resource outflows	SD report – Environmental performance (page 82)	

Waste to landfill (tonnes)	2025		2024	
Non-hazardous waste landfilled	49,056		65,544	
Hazardous waste landfilled	186		814	
Total	49,241		66,358	
Hazardous waste (tonnes)	2025	%	2024	%
Hazardous waste treated	11,592	65%	13,881	68%
Hazardous waste incinerated	3,822	21%	3,606	18%
Hazardous waste recycled/reused	2,197	12%	2,141	10%
Hazardous waste landfilled	186	1%	814	4%
Non-hazardous waste (tonnes)	2025	%	2024	%
Non-hazardous waste treated	34,864	4%	32,643	4%
Non-hazardous waste incinerated	127,538	14%	120,962	14%
Non-hazardous waste recycled/reused	701,994	77%	624,832	74%
Non-hazardous waste landfilled	49,056	5%	65,544	8%
Total waste	2025	%	2024	%
Recycled/repurposed	704,191	76%	626,973	73%
Non-recycled	227,057	24%	237,450	27%
Total	931,248	100%	864,423	100%

ESRS & Performance index 2025

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 42, 46, 47)																																																																																													
S1-2 – Processes for engaging with own workers and workers' representatives about impacts	SD report – How we engage with our stakeholders (pages 15-16), Created by Empowered People (pages 43, 45, 46, 48)																																																																																													
S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	SD report – Human rights (page 88)																																																																																													
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 41-42, 44-46, 48-52, 53-54)																																																																																													
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 42, 46, 52, 54)																																																																																													
S1-6 – Characteristics of the undertaking's employees		Information unavailable: data on non-guaranteed hours of employees.																																																																																												
<table border="1"> <thead> <tr> <th>Number of employees (headcount) per gender</th> <th>2025</th> <th>%</th> <th>2024</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>18,218</td> <td>76.6%</td> <td>17,032</td> <td>76.6%</td> </tr> <tr> <td>Female</td> <td>5,567</td> <td>23.4%</td> <td>5,207</td> <td>23.4%</td> </tr> <tr> <td>Other</td> <td>2</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>23,787</td> <td>100%</td> <td>22,240</td> <td>100%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Number of employees (headcount) per country¹</th> <th>2025</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Poland</td> <td>4,041</td> <td>4,076</td> </tr> <tr> <td>Germany</td> <td>3,750</td> <td>1,957</td> </tr> <tr> <td>Austria</td> <td>2,657</td> <td>2,711</td> </tr> <tr> <td>Türkiye</td> <td>2,041</td> <td>2,187</td> </tr> <tr> <td>Other</td> <td>11,298</td> <td>11,309</td> </tr> <tr> <td>Total employees</td> <td>23,787</td> <td>22,240</td> </tr> </tbody> </table> <p>¹ In accordance with the ESRS methodology, the table shows countries representing at least 10% of the Group's total number of employees in the current or prior year.</p>			Number of employees (headcount) per gender	2025	%	2024	%	Male	18,218	76.6%	17,032	76.6%	Female	5,567	23.4%	5,207	23.4%	Other	2	–%	1	–%	Not reported	–	–%	–	–%	Total employees	23,787	100%	22,240	100%	Number of employees (headcount) per country ¹	2025	2024	Poland	4,041	4,076	Germany	3,750	1,957	Austria	2,657	2,711	Türkiye	2,041	2,187	Other	11,298	11,309	Total employees	23,787	22,240																																									
Number of employees (headcount) per gender	2025	%	2024	%																																																																																										
Male	18,218	76.6%	17,032	76.6%																																																																																										
Female	5,567	23.4%	5,207	23.4%																																																																																										
Other	2	–%	1	–%																																																																																										
Not reported	–	–%	–	–%																																																																																										
Total employees	23,787	100%	22,240	100%																																																																																										
Number of employees (headcount) per country ¹	2025	2024																																																																																												
Poland	4,041	4,076																																																																																												
Germany	3,750	1,957																																																																																												
Austria	2,657	2,711																																																																																												
Türkiye	2,041	2,187																																																																																												
Other	11,298	11,309																																																																																												
Total employees	23,787	22,240																																																																																												
<table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="4">2025 (headcount)</th> <th rowspan="2">Total</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Other</th> <th>Not disclosed</th> </tr> </thead> <tbody> <tr> <td>Number of employees</td> <td>5,567</td> <td>18,218</td> <td>2</td> <td>–</td> <td>23,787</td> </tr> <tr> <td>Number of permanent employees</td> <td>4,968</td> <td>16,817</td> <td>2</td> <td>–</td> <td>21,787</td> </tr> <tr> <td>Number of temporary employees</td> <td>599</td> <td>1,401</td> <td>–</td> <td>–</td> <td>2,000</td> </tr> <tr> <td>Number of full-time employees</td> <td>4,962</td> <td>17,857</td> <td>2</td> <td>–</td> <td>22,821</td> </tr> <tr> <td>Number of part-time employees</td> <td>605</td> <td>361</td> <td>–</td> <td>–</td> <td>966</td> </tr> <tr> <td>Employee turnover</td> <td>858</td> <td>2,625</td> <td>–</td> <td>–</td> <td>3,483</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="4">2024 (headcount)</th> <th rowspan="2">Total</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Other</th> <th>Not disclosed</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>1,786</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>				2025 (headcount)				Total	Female	Male	Other	Not disclosed	Number of employees	5,567	18,218	2	–	23,787	Number of permanent employees	4,968	16,817	2	–	21,787	Number of temporary employees	599	1,401	–	–	2,000	Number of full-time employees	4,962	17,857	2	–	22,821	Number of part-time employees	605	361	–	–	966	Employee turnover	858	2,625	–	–	3,483		2024 (headcount)				Total	Female	Male	Other	Not disclosed	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	–	–	1,786	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
	2025 (headcount)				Total																																																																																									
	Female	Male	Other	Not disclosed																																																																																										
Number of employees	5,567	18,218	2	–	23,787																																																																																									
Number of permanent employees	4,968	16,817	2	–	21,787																																																																																									
Number of temporary employees	599	1,401	–	–	2,000																																																																																									
Number of full-time employees	4,962	17,857	2	–	22,821																																																																																									
Number of part-time employees	605	361	–	–	966																																																																																									
Employee turnover	858	2,625	–	–	3,483																																																																																									
	2024 (headcount)				Total																																																																																									
	Female	Male	Other	Not disclosed																																																																																										
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	–	–	1,786																																																																																									
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																																																																																									
S1-7 – Characteristics of non-employee workers in the undertaking's own workforce	SD report – Created by Empowered People (page 51)	Information unavailable: data on self-employed people or people provided by undertakings primarily engaged in employment activities.																																																																																												
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 2025

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 69), Nominations committee (page 86)	In 2025, we had 4 (40%) female directors and 6 (60%) male directors; and 55 (23%) female senior managers and 188 (77%) male senior managers.

	2025					
	Under 30 years		30-50 years		Over 50 years	
Age diversity	Total	%	Total	%	Total	%
Total employees	3,781	16%	13,495	57%	6,511	27%

	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%

S1-11 – Social protection	SD report – Created by Empowered People (pages 47, 51, 53)	Information unavailable: data on the breakdown by country, type of events and type of employment of employees.
S1-13 – Training and skills development metrics	SD report – Created by Empowered People (page 42)	In 2025, around 31% of all employees took part in the Performance and Development Review process (49% of female employees and 25% of male employees). Information unavailable: the breakdown of training hours by gender.

Training hours	2025	2024
Employee time devoted to training and development ²	309,868	343,622
Safety training (critical and general)	193,653	221,484
Safety training (critical and general) for recent acquisitions ³	8,660	1,227
Total training hours of employees and contractors	512,180	566,333
Coverage of safety in total training hours (%)	40%	39%
Average training hours per employee per year⁴	22	25

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

3 To show the full scope of training provided to employees, training hours from recent acquisitions are disclosed separately in the table above and are included in the total training hours reported.

4 Including safety training for contractors.

S1-14 – Health and safety metrics	SD report – Created by Empowered People (pages 50-52)	Information unavailable: data on cases of recordable work-related ill health of employees, number of days lost to work-related ill health of employees.
--	---	---

Number of fatalities as a result of work-related injuries	2025	2024
Own workforce	1	1
Other workers working on undertaking's sites	-	-
Member of the public	1	-

Rate of recordable work-related accidents (per 1,000,000 hours worked)	2025	2024
Own workforce	4.07	4.22
Other workers working on undertaking's sites	2.28	2.24
Total	3.36	3.41

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 2025 the rate of recordable work-related cases (per 200,000 hours worked) for our own workforce was 0.81, for other workers working on our undertaking's sites it was 0.46, and in total it was 0.67 (2024: 0.68). 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 2025

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 15-16),	
ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	SD report – Circular Driven Solutions (page 23)	
S4-1 – Policies related to consumers and end-users	SD report – Circular Driven Solutions (page 29)	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 24)	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 eCommerce trend surveys generally once per year, 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 88)	Consumers can get in touch with Mondi 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 28)	
S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	SD report – Circular Driven Solutions (page 22)	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 99)	
ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	SD report – Business conduct (page 99)	
G1-1 – Corporate culture and business conduct policies and corporate culture	SD report – Business conduct (page 99)	
G1-2 – Management of relationships with suppliers	SD report – Responsible procurement (page 96)	
G1-3 – Prevention and detection of corruption and bribery	SD report – Business conduct (page 100)	
G1-4 – Confirmed incidents of corruption or bribery	SD report – Business conduct (page 100)	
G1-5 – Political influence and lobbying activities	SD report – Business conduct (page 100)	

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)	2025	2024
Management engagement walkabouts ⁵	13,569	13,196
First line manager task audits ⁶	15,735	17,793

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	1,914	22.5%	63	23.8%	8,829	21.9%	10,411	23.6%	1,947	26.1%	623	35.8%	23,787	23.4%
Permanent employees	1,866	21.9%	56	17.9%	8,150	22.0%	9,390	22.3%	1,745	25.4%	580	37.6%	21,787	22.8%
Temporary employees	48	43.8%	7	71.4%	679	19.9%	1,021	36.0%	202	32.2%	43	11.6%	2,000	30.0%
Full-time employees	1,891	22.1%	63	23.8%	8,037	17.5%	10,260	23.3%	1,947	26.1%	623	35.8%	22,821	21.7%
Part-time employees	23	56.5%	–	–%	792	65.8%	151	47.0%	–	–%	–	–%	966	62.6%
New employee hires	654	24.0%	36	44.4%	1,089	28.7%	1,399	29.0%	232	30.6%	121	42.2%	3,531	28.7%
Employee turnover	624	19.7%	8	37.5%	1,000	24.9%	1,572	25.8%	167	19.8%	112	39.3%	3,483	24.6%

7 Headcount of employees that are active or on leave as at 31 December 2025.

Gender diversity	Male		Female		Other		Not reported	
	Total	%	Total	%	Total	%	Total	%
Directors	6	60.0%	4	40.0%	–	–%	–	–%
Senior managers ⁸	188	77.4%	55	22.6%	–	–%	–	–%
Production employees	13,760	87.2%	2,012	12.8%	–	–%	–	–%
Non-production employees	4,458	55.6%	3,555	44.4%	2	0.02%	–	–%

8 As at 31 December 2025, 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	3,781	15.9%	13,495	56.7%	6,511	27.4%
Production employees	2,761	17.5%	8,642	54.8%	4,369	27.7%
Non-production employees	1,020	12.7%	4,853	60.6%	2,142	26.7%
New employee hires	1,732	49.1%	1,485	42.1%	314	8.9%
Employee turnover	949	27.3%	1,619	46.5%	915	26.3%

Company-specific disclosure

Forests and fibre procurement

South African forestry data	2025	2024
Total area of forestry landholdings (ha)	253,244	255,023
Total percentage of forestry landholdings certified to FSC™	100%	100%
Proportion of land set aside for conservation (%)	24%	24%
Number of seedlings planted	23,487,629	20,648,261

Wood fibre use in manufacturing	2025	2024
Wood (internally and externally procured) (million m ³)	15.1	15.2
Pulp (externally procured) (million tonnes)	0.2	0.3
Paper for recycling (million tonnes)	1.5	1.3

Certified pulp procured (%)	2025	2024
FSC™	82%	88%
PEFC	18%	6%
Total	100%	94%

Certified wood procured (%)	2025	2024
FSC™	32%	29%
PEFC	50%	47%
Total	82%	76%

Company-specific disclosure

Air emissions

Air emissions (tonnes)	2025	2024
Total NOx emissions	6,147	5,647
TRS	34	25
Total particulate emissions	833	566
Total SO ₂ emissions	1,241	818

Particulate emissions from processes (tonnes)	2025	2024
Particulate emissions from drying of pulp	1	1
Particulate emissions from bark boiler	94	25
Particulate emissions from lime kiln	51	42
Particulate emissions from auxiliary boilers	176	138
Particulate emissions from recovery boiler	447	332
Particulate emissions from other sources (allocated to paper production)	51	27
Particulate emissions from other sources (allocated to pulp production)	13	1
Total	833	566

Emissions of ozone-depleting substances (kg)	2025	2024
HFC	3,673	3,508
HCFC	125	272
CFC	-	-
Halons	-	-
PFC	-	-
Miscellaneous compounds ¹⁰	1	-
Total	3,799	3,780

¹⁰ Under miscellaneous compounds we report other refrigerants that are not classified as HFCs or HCFCs (e.g. isobutane).

 Specific air emissions per tonne of saleable production are available in the Sustainable Development report page 81.

Waste

Total debris ¹¹ (tonnes)	2025	2024
Non-hazardous debris	31,315	40,684
Hazardous debris	168	383
Total	31,482	41,067

¹¹ Debris from construction activities on-site (including soil) is reported separately from hazardous and non-hazardous waste.

Total solid waste (tonnes)	2025	2024
	962,731	905,490

Communities

Social investment (€ thousand)	2025	2024
Health and wellbeing	1,454	1,411
Education	666	729
Infrastructure and development	3,699	3,535
Enterprise and employment support	490	498
Environmental protection	316	369
Special donations ¹²	-	121
Total	6,625	6,662

¹² Investments under this category cover donations to address significant humanitarian need impacting countries of Mondi operations.

Company-specific disclosure

Environmental compliance

Environmental complaints	2025	2024
Odour complaints	317	112
Noise complaints	8	13
Other complaints	2	1
Total complaints	327	126
Incidents and non-compliances	2025	2024
Environmental incidents ¹³	35	28
Minor non-compliances	116	146

¹³ An 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.

Environmental performance of non-operational entities

The Stamboljiski (Bulgaria) mill ceased operations in 2024. The environmental performance of Stamboljiski for 2025 is not part of the consolidated Group figures and has not been subject to third-party assurance by ERM CVs.

Environmental performance

GHG emissions (million tonnes CO ₂ e)	2025
Absolute Scope 2 emissions	0.002
Energy (million MWh)	2025
Electricity purchased	0.007
Waste (tonnes)	2025
Hazardous waste	30
Non-hazardous waste	2,707
of which: Waste to landfill	84
Total waste	2,737
Debris (tonnes)	2025
Non-Hazardous debris	23
Water (million m³)	2025
Water input (Non-contact water)	4.06
Emissions to water (tonnes)	2025
COD	73
TSS	28

Discarded unsold consumer products

In accordance with the Article 24 of Regulation (EU) 2024/1781 (Ecodesign for Sustainable Products Regulation), the following disclosure is made on a consolidated basis by Mondi plc in respect of its subsidiaries Mondi SCP, a.s. (Slovak Republic, EUID SKORSR.31637051), Mondi Paper Sales GmbH (Austria, EUID ATBRA.250921-000), and Mondi Neusiedler GmbH (Austria, EUID ATBRA.613183-000).

For the financial year ending on 31 December 2025, a total of 184 tonnes of uncoated fine paper products (Combined Nomenclature Code 4802) were discarded. The proportion of these discarded products delivered for waste treatment operations was as follows: recycling accounted for 99%, disposal accounted for 1%, while preparing for reuse (including refurbishment and remanufacturing) and other recovery (including energy recovery) accounted for zero percent. The recycled portion was processed through repulping facilities.

The primary reasons for discarding these products included damage incurred during transportation or in the warehouse and other product non-conformities that impacted paper functionality.

With respect to preventive measures, we investigate the root causes of such critical non-conformities and have established corrective and preventive actions to prevent reoccurrence.