

SUSTAINABILITY DATA

# Environmental data

## PRODUCTION

		2025	2024	2023	2022	2021
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Rottneros Mill	tonnes	98,400	121,900	122,100	171,600	172,900
Vallvik Mill	tonnes	233,000	218,800	229,600	225,600	222,400

## EMISSIONS TO AIR

		2025	2024	2023	2022	2021
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### SULPHUR

Rottneros Mill	tonnes/year	3.0	2.6	2.4	2.2	1.6
Vallvik Mill	tonnes/year	52	41	50	44	51

### NOX

Rottneros Mill	tonnes/year	25	32	31	33	36
Vallvik Mill	tonnes/year	312	310	325	323	354

## EMISSIONS TO WATER

		2025	2024	2023	2022	2021
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### SUSPENDED SUBSTANCES

Rottneros Mill	tonnes/year	103	129	122	148	148
Vallvik Mill	tonnes/year	452	408	388	321	421

### COD

Rottneros Mill	tonnes/year	2,494	2,047	2,418	3,678	2,936
Vallvik Mill	tonnes/year	2,921	2,772	2,592	3,063	3,054

### AOX

Vallvik Mill	tonnes/year	11	9	10	10	11
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### PHOSPHORUS

Rottneros Mill	tonnes/year	0.3	0.3	0.4	0.4	0.7
Vallvik Mill	tonnes/year	6.3	5.8	6.3	5.7	6.4

### NITROGEN

Rottneros Mill	tonnes/year	16	16	17	23	22
Vallvik Mill	tonnes/year	24	23	22	19	26

### CHLORATE

Vallvik Mill, ECF	tonnes/year	26	36	37	76	48
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## SUSTAINABILITY DATA

ELECTRICITY CONSUMPTION						
		2025	2024	2023	2022	2021
<b>ROTTNEROS MILL</b>						
Electricity generated at mills	GWh	2	0			
– of which fossil-free electricity	GWh	2	0			
Electricity purchased	GWh	124	159	166	254	261
– of which fossil-free electricity	GWh	83	34	60	114	124
<b>VALLVIK MILL</b>						
Electricity generated at mills	GWh	135	118	130	118	134
– of which fossil-free electricity	GWh	134	117	129	117	132
Electricity purchased	GWh	39	52	45	54	39
– of which fossil-free electricity	GWh	18	11	16	24	18
<b>PULP MILLS, TOTAL</b>						
Electricity generated at mills	GWh	137	118	130	118	134
– of which fossil-free electricity	GWh	136	117	129	117	132
Electricity purchased	GWh	163	211	211	307	300
– of which fossil-free electricity	GWh	101	45	76	138	141
<b>Total</b>	GWh	<b>300</b>	<b>328</b>	<b>341</b>	<b>425</b>	<b>434</b>
– of which fossil-free electricity	%	79	49	60	60	63
– share produced in mill	%	46	36	38	28	31

ENERGY CONSUMPTION EXCL. ELECTRICITY						
		2025	2024	2023	2022	2021
<b>ROTTNEROS MILL</b>						
Biofuels	GWh	95	100	93	90	79
Fossil fuels	GWh	1	9	7	25	34
<b>VALLVIK MILL</b>						
Biofuels, incl. black liquor	GWh	1,586	1,538	1,623	1,615	1,635
Fossil fuels	GWh	14	23	21	14	17
<b>GROUP</b>						
Biofuels, incl. black liquor	GWh	1,681	1,638	1,716	1,705	1,714
Fossil fuels	GWh	15	32	28	39	51
<b>Total</b>	GWh	<b>1,696</b>	<b>1,670</b>	<b>1,744</b>	<b>1,744</b>	<b>1,765</b>
Proportion of biofuels	%	99	98	98	98	97

CARBON DIOXIDE EMISSIONS						
		2025	2024	2023	2022	2021
<b>ROTTNEROS MILL</b>						
Fossil fuels	tonnes/year	235	1,915	1,483	5,113	6,927
Biofuels	tonnes/year	38,507	40,135	40,466	35,348	30,875
– proportion of biofuels	%	99	95	96	87	81
<b>VALLVIK MILL</b>						
Fossil fuels	tonnes/year	3,713	6,128	5,737	3,826	4,679
Biofuels	tonnes/year	549,006	531,708	557,154	557,667	560,217
– proportion of biofuels	%	99	99	99	99	99
<b>GROUP</b>						
Fossil fuels	tonnes/year	3,948	8,043	7,220	8,982	11,606
Biofuels	tonnes/year	587,513	571,843	597,620	593,015	591,092
– proportion of biofuels	%	99	99	99	99	98
<b>FOSSIL CARBON DIOXIDE EMISSIONS</b>						
GHG Scope 1	tonnes/year	5,731	9,637	8,972	8,982	11,606
GHG Scope 2	tonnes/year	42,689	110,448	98,809	114,383	107,687

## SUSTAINABILITY DATA

# Other sustainability data

## OTHER SUSTAINABILITY DATA

SAFETY	2025	2024	2023	2022	2021
<b>Own personnel</b>					
Number of fatal accidents	0	0	0	0	0
Number of accidents with sick leave	2	3	5	4	7
Number of accidents without sick leave	21	25	31	38	32
LTIFR	4.6	6.3	10.2	7.4	13.0
Number of risk observations	267	346	487	323	223
<b>Entrepreneurs</b>					
Number of fatal accidents	0	0	0	0	0
Number of accidents with sick leave	1	2	1	0	0
Number of accidents without sick leave	5	8	5	1	11
<b>SICKNESS ABSENCE</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Short-term absence	% 1.61	1.68	1.53	2.64	2.72
Long-term absence	% 1.10	1.61	1.03	1.85	1.80
<b>GENDER EQUALITY</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Proportion of female managers	% 18	26	22	22	19
Proportion of male managers	% 82	74	78	78	81
<b>TRADE UNION COLLABORATION</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Proportion of employees working in a division with a collective bargaining agreement	% 99	99	99	99	99
<b>STAFF TURNOVER</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	
No. of employees who terminated their employment	43	31	52	61	
Staff turnover	% 14	15	9	18	
Number of new employees	20	52	25	29	
Number of voluntary resignations	17	10	21	16	
Number of retirements	4	11	12	32	
<b>OTHER</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	
Proportion of employees earning below the minimum wage	% 0	0	0	0	
Wage gap *	% -7	-9	-9	-18	
Employee survey response rate	% 88	89	77	71	

## OTHER SUSTAINABILITY DATA

BOARD OF DIRECTORS AND GROUP MANAGEMENT	Women	Men	< 30 yrs	30-50 yrs	> 50 yrs
Board of Directors	Number 2	5	0	1	6
Group management	Number 3	5	0	4	4

EMPLOYEES BY GENDER	Women	Men	Total
Number of employees	48	230	278
Number of permanent employees	46	224	270
Number of fixed-term employees	2	6	8
Number of full-time employees	48	228	276
Number of part-time employees	0	2	2
Collectively employed workers	14	150	164
Salaried employees	34	81	115

AGE DISTRIBUTION OF EMPLOYEES	Women	Men
Under 30 years	Number 6	18
30-50 years	Number 26	110
Over 50 years	Number 16	102

HUMAN RIGHTS	2025	2024	2023	2022
Number of cases of discrimination	0	0	0	0
Number of complaints made through channels for employees to express concerns **	0	1	4	3
Number of serious human rights issues and incidents related to the company's workforce	0	0	0	0
Number of serious human rights cases where the company played a role in securing remedies for victims	0	0	0	0
Amount of significant fines, penalties, and compensation for serious human rights issues and incidents related to the company's workforce	0	0	0	0
Amount of material penalties, fines, and compensation for harm caused by violations of social and human rights	0	0	0	0

\* A negative outcome indicates that female employees have a higher average salary than male employees.

\*\* Complaints through the whistle blower function