

Sustainability data and targets

Ahlstrom monitors its performance continuously across environmental, social, and governance areas.

To ensure transparency for all our stakeholders, we report on our progress annually in our [Sustainability Report](#). The report is prepared in accordance with the Global Reporting Initiative (GRI) Standards. Of all metrics, 52 indicators have been independently assured by KPMG, a third-party auditor. For further information, please see the Independent Practitioner's Assurance report in the Sustainability Report, on pages 78-80. For comprehensive information on the scope, methodology, and definitions of the sustainability metrics presented below, please refer to the relevant sections of the Sustainability Report. We process personal data responsibly in compliance with the EU General Data Protection Regulation (GDPR) as well as other relevant national and international laws, and therefore we do not collect specific demographic data, such as employees' racial or ethnic origin.

Last revised: 14.07.2025



Greenhouse gas emissions

Ahlstrom's progress towards near-term emission reduction targets, thousand tons	2024	2023	2022	2021 baseline	Target 2030
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Targets are validated by the Science Based Targets initiative

The target boundary includes land-related emissions and removals from bioenergy feedstocks.

Scope 1 and 2	1,445	1,501	1,731	1,870	1 085
					-42% from 2021

Scope 3	1,870	1,786	2,072	2,218	1 663
Categories: 1. purchased goods and services, 3. fuel- and energy-related activities, and 4. upstream transportation and distribution.					-25% from 2021



GHG emissions, thousand tons actual emissions*	2024	2023	2022	2021
Gross Scope 1 GHG emissions	1,093	998	1,213	1,353
Scope 2 GHG emissions (market based)	353	466	490	497
Gross scope 3 GHG emissions**	2,693	2,565	2,936	3,085
1. Purchased goods and services	1,282	1,196	1,379	1,486
2. Capital goods	10	19	18	11
3. Fuel and energy-related activities	266	282	314	347
4. Upstream transportation and distribution	323	308	379	384
5. Waste generated in operations	18	16	16	19
6. Business travel	4	4	3	1
7. Employee commuting	12	12	11	11
8. Upstream lead assets	1	1	1	1
9. Downstream transportation and distribution	84	81	98	105
10. Processing of sold products	291	267	285	294
11. Use of sold products	10	11	12	11
12. End of life treatment of sold products	376	341	372	278
13. Downstream leased assets	4	3	2	4
14. Franchises	-	-	-	-
15. Investments	14	25	45	33

*Actual emissions reflect our emissions during the reporting year and include emissions from acquired companies starting from the date of ownership, and emissions from divested companies up to the point of divestment.

Therefore, these differ from the adjusted emissions for SBTi target, since those are modified to maintain a consistent baseline over time. In line with SBTi guidance, we retrospectively adjust the baseline and historical emissions to reflect significant acquisitions or divestments as if they had occurred at the start of the base year. This ensures comparability and integrity when tracking progress toward our long-term climate targets.

**Scope 3 emissions exclude divested Aspa and Stenay plants.



	2024	2023	2022	Target	Target year
Fuel consumption from coal and coal products, MWh	492,985	429,180	1,124,453		
Fuel consumption from crude oil and petroleum products, MWh	189,035	179,333	213,115		
Fuel consumption from natural gas, MWh	4,632,214	4,178,943	3,787,986		
Fuel consumption from other fossil sources, MWh	42	41	539		
Total self generated energy from fossil sources, MWh	5,314,277	4,787,496	5,126,093		
Total purchased energy from fossil sources, MWh	921,853	1,181,908	2,083,360*		
Total fossil energy consumption, MWh	6,236,129	5,969,404	7,209,453		
Share of fossil sources of total energy consumption, %	62 %	61 %	66 %		
Total nuclear energy consumption, MWh	530,031	411,127	0*		
Share of nuclear sources of total energy consumption, %	5 %	4 %	0 %		
Fuel consumption from renewable sources including biomass, biofuels, biogas, hydrogen from renewable sources, MWh	2,840,611	3,102,319	3,618,023		
Consumption of self-generated non-fuel renewable energy, MWh	31,915	31,912	37,721		
Total self-generated energy from renewable sources, MWh	2872526	3,134,231	3,655,744		
Total purchased energy from renewable sources, MWh	344868	297941	0*		
Total renewable energy consumption, MWh	3,217,394	3,432,172	3,655,744		
Share of renewable sources of total energy consumption, %	32 %	35 %	34 %		
Total energy consumption, MWh	9,983,554	9,812,703	10,865,197		



Sold energy, MWh	323,090	62,454	23,053
Total energy consumption excluding sold energy, MWh	9,660,464	9,750,250	10,842,144
Energy intensity, MWh/turnover	0.003	0.003	-

*Data collection on the purchased energy source mix began in 2023. For 2022 all purchased energy is allocated to fossil sources to follow worst case scenario principle.

Pollution

	2024	2023	2022	Target	Target year
Emissions to air					
Total weight of air pollutants, tons:					
• NOx as NO ₂	1,139	1,179	2,331		
• Total Sulphur Emissions as SO ₂	1,396	1,326	4,766		
• Particulate Matter	421	397	515		
• VOC	1,388	1,655	1,964		
Emissions to water					
Total weight of water pollutants, tons:					
• TSS	1583	1513	1662		
• COD	5480	5667	6391		
• BOD5	1743	1789	2338		
• P	14	21	27		
• N	0	0	0		

Emissions to air and water include emissions that occur from sources that are owned or controlled by Ahlstrom. Emissions are included only from sites that have a legal, regulatory or other requirement to monitor and report on these emissions. For pollutants listed in Annex II of Regulation (EC) No 166/2006, emissions are included in the consolidated figures only from facilities that exceed the applicable threshold value.



Water

	2024	2023	2022	Target	Target year
Water intake cbm per ton	95.8	93.5	85.7	60	2030
Water intake, million cbm	149.5	145.3	150.6		
Water consumption, million cbm	4.8	5	5.7		

- Water intake intensity refers to the ratio of total water withdrawal from all types of sources divided by net tons of paper and pulp production.
- Water intake refers to total water withdrawal from all types of sources to any type of use, main uses being use in processes and as non-contact water but including also water that is returned to the source directly e.g. as overflows in the intake structures and any other type of use such as sanitary use.
- Water consumption measures the water used by Ahlstrom that is no longer available to the ecosystem or local community during the reporting period. Water consumption is calculated as the difference between total water withdrawal and total water discharge. In certain plants water discharge shows higher values than withdrawal, due to incomplete or unavailable information. In such cases, the reported data includes some adjustments.

Waste

	2024	2023	2022	Target	Target year
Total weight of waste generated, thousand wet tons	295.5	291.9	329.6		
Total weight of non-hazardous waste, thousand wet tons	289.3	285.3	319.9		
Total weight of hazardous waste, thousand wet tons	6.1	6.5	9.7		
Total weight of waste utilized, thousand wet tons	201.1	193.6	202.2		
Total weight of waste to landfill, thousand wet tons	94.0	97.3	125.2	0	2030
Total weight of waste incinerated w/o recovery, thousand wet tons	0.4	0.9	2.1		
Total weight of Non-recycled waste, thousand wet tons	94.3	98.2	127.3		
Percentage of non-recycled waste, %	32 %	34 %	39 %		

- Waste data is collected and reported by operational sites, and reported in wet state
- Hazardous waste is defined according to local regulations in the country of generation.
- Waste utilized refers to hazardous and non-hazardous waste that is diverted from disposal by finding useful purposes for the waste products, including reuse, recycling or recovery.
- Waste to landfill includes the amount of non-hazardous and hazardous waste generated in the operation and disposed of in landfills.



Biodiversity

	2024	2023	2022	Target	Target year
Key employees trained on biodiversity	-	-	-	45 key positions trained	2027

- Ahlstrom is designing a training program for a total of 45 key positions in the business units, and procurement and sustainability functions by 2027.
- The purpose of this training is to strengthen the organization's understanding of complex biodiversity challenges and leverage opportunities for positive impacts on nature.

Safety

	2024	2023	2022	Target	Target year
Employee safety participation	91 %	91 %	89 %	>92%	2024
Total Recordable Incident Rate (TRIR)	0.91	1	1.14	0	Ongoing
Number of days lost to work-related injuries, fatalities and ill health	102	1050	1856		
Employee safety training hours per employee	19.81	21	18.1		

- Employee Safety Participation represents the share of all employees who actively participated in at least one additional health and safety preventative activity, monitored monthly, with annual weighted average.
- TRIR is calculated as the quotient of all recorded occupational accidents for employees and temporary workers under Ahlstrom's supervision (including lost time accidents, occupational diseases, light duty cases, and other recordable incidents) and hours worked: $(TRI/Total\ hours\ worked) \times 200,000$.
- 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.
- Employee safety training hours per employee are calculated by dividing the total safety training hours for employees and temporary workers by the total hours worked, and then dividing the result by 1,800 standard full-time hours.



People

	2024	2023	2022	Target	Target year
Employee Net Promoter Score	39	31	16	Top decile (~40)	2025
Share of employees offered healthcare	100 %	100 %	100 %	100 %	Ongoing
Share of employees covered with healthcare, Operator	94 %	90 %	91 %		
Share of employees covered with healthcare, Office worker	94 %	94 %	93 %		
Annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees	24.9	25.1	20.9		
Share of employees covered by collective agreements	66 %	70 %	71 %		
Number of facilities covered by collective agreements	26	27	27		
Reported child and forced labor cases via our speak up channel	0	0	0	0	Ongoing
Share of office workers to participate in Performance discussions	93 %	92 %	97 %	>90%	Ongoing
Site leader adherence to child labor, forced labor, and human trafficking policy	100 %	-	-	100 %	Ongoing
Living wage analysis conducted on all employees	92 %	-	-	100 %	2027
Employee turnover %	11 %	11 %	-		
	2024	2023	2022	Aspiration	Year
Women as employees	20 %	20 %	19 %	20 %	2030
Women as managers	22 %	23 %	22 %	30 %	2030
Women as top leaders	28 %	26 %	24 %	40 %	2030
Share of women hires	22 %	23 %	22 %		

- Ahlstrom adheres to local country legislation in all countries where we operate.
- Share of employees offered healthcare refers to the percentage of employees being offered healthcare benefits at the same level or above the minimum statutory requirements.
- Share of employees covered with healthcare refers to employees who are using the healthcare package offered by Ahlstrom. Shares separately for office workers and operators.
- Share of employees covered by collective agreements refers to all regular employees that are under a collective bargaining agreement, including employees who are not union members but may nevertheless be subject to collective bargaining agreements.
- Number of facilities covered by collective agreements refers to the count of facilities where collective agreements are present. Topics covered by Collective Bargaining Agreements will vary, but common subjects included in facility CBA's include administration of working hours, joint health and safety efforts, and working conditions.
- Living wage analysis refers to the share of employees that were considered in our living wage analysis, an evaluation made for employees wages compared to country level living wage benchmarks.



Governance

	2024	2023	2022	Target	Target year
Total reported misconduct cases	32	22	10		
• of which investigated cases of harassment and discrimination	8	6	-		
Number of confirmed corruption incidents	0	0	0		
Number of severe human rights incidents	0	0	-		
Code of Conduct course completion	91 %	97 %	91 %	100 %	Ongoing
Information security course completion	62 %			100 %	Ongoing
Office workers trained on corruption, fraud and money laundering				100 %	2027

- Code of Conduct course completion refers to the share of office employees who have completed at least biennially the Code of Conduct course. The course includes topics such as anti-bribery, fair competition, compliance, conflict of interest, data privacy, company assets and information.
- Ahlstrom has a target to train all office workers on the topics of corruption, fraud and money laundering by 2027.



Procurement

	2024	2023	2022	Target	Target year
Share of certified natural fiber	98 %	98 %	98 %	100 %	2030
Share of certified wood fiber	100 %	100 %	100 %		
Share of renewable fibers	94 %	95 %	95 %		
Share of raw material suppliers with contracts that include clauses on environmental and social requirements	100 %	100 %	100 %		
Supplier Code of Conduct compliance	79 %	75 %	75 %	85% of suppliers with over 1M€ spend	2028
Supplier ESG engagement program participation	34% of total spend	-	-	50% of total spend 80% of total spend	2025 2028

- Share of raw material suppliers with contracts with ESG clauses refers to raw material suppliers with purchase orders that include clauses on environmental, labor, and human rights requirements.
- Supplier code of conduct refers to share of suppliers with over 1M€ spend with Ahlstrom that has signed the COC. All new suppliers must be signatories to Ahlstrom Supplier Code of Conduct or be considered compliant.
- Supplier ESG engagement program participation refers to our engagement with supplier representatives. In 2025, we aim to have regular dialogue with suppliers that cover 50% of the total spend, with the ambition to cover 80% by 2028.

Product KPIs

	2024	2023	2022	Target	Target year
Share of Safe and Sustainable by Design	56 %	-	-	80 %	2030
Share of new and improved products	31 %	27 %	27 %	>25%	2026

- Share of Safe and Sustainable by Design refer to the share of net sales coming from products that are safe and sustainable by design. The product assessment is done by scoring the product against different sustainable and safe chemical criteria.
- Share of innovation sales, i.e. new products and product improvements as a percentage of the group's sales. The measurement period includes products launched on the market in the last five years. These sales are expressed as a percentage of the Group's total sales for the reporting year.