

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, 62 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 82-84. 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.

Last revised: 30.03.2026



Greenhouse gas emissions

Ahlstrom's progress towards near-term emission reduction targets, thousand tons	2025	2024	2023	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	1,501	1,576	1,626	2,040	1,183
					-42% from 2021

Scope 3	1,919	2,007	1,863	2,258	1 693
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*	2025	2024	2023
Gross Scope 1 GHG emissions	1,083	1,094	999
Scope 2 GHG emissions (market based)	379	370	481
Gross scope 3 GHG emissions**	2,566	2,707	2,671
1. Purchased goods and services	1,313	1,280	1,223
2. Capital goods	10	21	20
3. Fuel and energy-related activities	292	316	308
4. Upstream transportation and distribution	282	283	275
5. Waste generated in operations	24	27	27
6. Business travel	2	2	2
7. Employee commuting	12	12	12
8. Upstream leased assets	0.5	1	1
9. Downstream transportation and distribution	103	99	98
10. Processing of sold products	127	220	275
11. Use of sold products	3	5	4
12. End of life treatment of sold products	386	426	390
13. Downstream leased assets	1	2	3
14. Franchises	-	-	-
15. Investments	10	14	25

*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.

Data for comparative years 2023 and 2024 have been updated since previous reported values due to more accurate data availability with improved data management processes, as well as due to methodological updates.

For carbon accounting, Ahlstrom follows the GHG Protocol guidance and applies the operational control consolidation approach.



Energy

	2025	2024	2023	Target	Target year
Fuel consumption from coal and coal products, MWh	138,416	492,985	429,180		
Fuel consumption from crude oil and petroleum products, MWh	138,586	188,327	178,789		
Fuel consumption from natural gas, MWh	5,152,021	4,632,428	4,178,943		
Fuel consumption from other fossil sources, MWh	41	42	41		
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources, MWh	843,881	921,925	1,181,908		
Total fossil energy consumption, MWh	6,272,946	6,235,708	5,968,860		
Share of fossil sources of total energy consumption, %	71%	62%	61%		
Total nuclear energy consumption, MWh	482,508	530,118	411,127		
Share of nuclear sources of total energy consumption, %	5%	5%	4%		
fuel consumption for renewable sources including biomass, biofuels, biogas, hydrogen from renewable sources, MWh	1,608,968	2,840,611	3,102,319		
consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources, MWh	457,556	344,921	297,941		
consumption of self-generated non-fuel renewable energy, MWh	27,651	31,915	31,912		
Total renewable energy consumption, MWh	2,094,175	3,217,447	3,432,172		
Share of renewable sources of total energy consumption, %	24%	32%	35%		
Total energy consumption, MWh	8,849,628	9,983,272	9,812,160		



Sold energy, MWh	390,090	327,039	62,454
Total energy consumption related to Ahlstrom operations, MWh	8,458,719	9,656,234	9,749,706
Total self generated energy from renewable sources, MWh	1,636,619	2,872,526	3,134,231
Total self generated energy from fossil sources, MWh	5,429,065	5,313,783	4,786,953
Energy intensity, MWh/turnover	0.003	0.003	0.003

Data for comparative years 2023 and 2024 have been updated since previous reported values due to more accurate data availability with improved data management processes.

Pollution

	2025	2024	2023	Target	Target year
Emissions to air					
Total weight of air pollutants, tons:					
• Total Particulate Matter (TPM)	320	422	397		
• Nitrogen Oxides (NOx as NO ₂)	621	1,139	1,179		
• Total Sulphur Emissions as SO ₂	607	1,420	1,351		
• Volatile Organic Compounds (VOC)	1,086	1,479	1,741		
Emissions to water					
Total weight of water pollutants, tons:					
• Total Suspended Solids (TSS)	1,371	1,583	1,513		
• Chemical Oxygen Demand (COD)	4,152	5,480	5,667		
• Biological Oxygen Demand (BOD5)	1,742	1,743	1,789		
• Phosphorus (P)	28	14	21		
• Nitrogen (N)*	-	-	-		



*Nitrogen emissions to water are tracked, and none of Ahlstrom's sites reported emissions exceeding the threshold value of Annex II of Regulation No 166/2006.

Data for comparative years 2023 and 2024 have been updated since previous reported values due to more accurate data availability with improved data management processes.

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

	2025	2024	2023	Target	Target year
Water withdrawal in cubic meter per ton of net production (paper and pulp)	88.9	97.1	94.8	60	2030
Total water withdrawal, million m ³	127.5	151.5	147.3		
Total water discharge, million m ³	123.2	147.1	142.6		
Total water consumption, million m ³	4.3	4.4	4.7		
Total water consumption in areas of high-water stress	0.8	1.1	1.0		

The term water withdrawal was in previous reporting referred to as water intake. This is a naming change only and the definition remains consistent with previous reporting.

- Water withdrawal in cubic meter per ton of net production (paper and pulp) is calculated by dividing total water withdrawal by the ton of net production (paper and pulp)
- Water withdrawal is the total withdrawal from the water source for any purpose, main uses being used 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 discharge is the sum of effluents, originating from used water and unused water by the site, released to natural water habitat or to a third party. The tracking is at the discharge point.
- Water consumption measures water used by Ahlstrom such that it is no longer available for use by the ecosystem or local community in the reporting period. Water consumption is calculated as the difference between total water withdrawal and total water discharge. In some plants, reported water discharge may be higher than withdrawal due to variations in measurement approaches and data coverage. As part of our continuous improvement efforts, data is harmonized and adjusted where needed to ensure consistency and reliability across the portfolio. The adjustment methodology used has been updated since 2024 reporting, leading to updated withdrawal, discharge and consumption figures also in comparative years 2023 and 2024.



Waste

	2025	2024	2023	Target	Target year
Total weight of waste generated, thousand wet tons	265.1	294.8	291.0		
Total weight of non-hazardous waste, thousand wet tons	258.8	288.7	284.5		
Total weight of hazardous waste, thousand wet tons	6.3	6.1	6.5		
Total weight of waste utilized, thousand wet tons	175.1	200.4	192.8		
Total weight of waste to landfill, thousand wet tons	89.8	94.0	97.3	0	2030
Total weight of waste incinerated w/o recovery, thousand wet tons	0.2	0.4	0.9		
Total weight of non-recycled waste, thousand wet tons	90.0	94.4	98.2		
Percentage of non-recycled waste, %	34 %	32 %	34 %		

- 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

	2025	2024	2023	Target	Target year
Number of sites owned, leased or managed in or near protected areas or key biodiversity areas that undertaking is negatively affecting	0	-	-		
Key employees trained on biodiversity	-	-	-	45 key positions trained	2027

- Number of Ahlstrom sites being located in, adjacent to a protected area or area of high biodiversity value, and/or influencing through downstream water flows the close to site's (max 10 kms) protected area or area of high biodiversity value
- 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

	2025	2024	2023	Target	Target year
Employee safety participation	93 %	91 %	91 %	>92%	2025
Total Recordable Incident Rate (TRIR)	0.73	0.91	1	0.8 0.68	2025 2026
Total Recordable Incidents	48	59	63		
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	1,032	1,082	1,050		
Employee safety training hours per employee	20.7	19.8	21.0		
Number of cases of recordable work-related ill health	0	0	0		
Number of fatalities due to work injuries or work related ill-health	0	0	0		

- 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 is calculated as the total number of days lost for the company's own workforce and temporary workers, including the first full day and last day of absence. Ahlstrom uses calendar days for this calculation, meaning that days when the affected individual is not scheduled to work (for example, weekends and public holidays) are counted as lost days.
- 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

	2025	2024	2023	Target	Target year
Employee Net Promoter Score	42	39	31	Top decile (~40)	Ongoing
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	24.9	24.9	25.1		
Share of employees covered by collective agreements	64 %	66 %	70 %		
Number of facilities covered by collective agreements	24	26	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	98 %	93 %	92 %	>90%	Ongoing
Site leader adherence to child labor, forced labor, and human trafficking policy	100%	100 %	-	100 %	Ongoing
Percentage of direct employees covered by a living wage benchmarking analysis	100 %	92 %	-	100 %	2027
Employee turnover %	10 %	11 %	11 %		
	2025	2024	2023	Aspiration	Year
Women as employees	20 %	20 %	20 %	20 %	2030
Women as managers	23 %	22 %	23 %	30 %	2030
Women as top leaders	28 %	28 %	26 %	40 %	2030
Share of women hires	23 %	22 %	25 %		

- Employee net promoter score metric measures how likely employees are to recommend their organization as a good place to work. It is calculated by asking employees a single question on a scale of 0–10, then subtracting the percentage of detractors (score 0–6) from the percentage of promoters (score 9–10). This score indicates employee satisfaction, engagement, and loyalty
- 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.
- Percentage of direct employees covered by a living wage benchmark analysis refers to the share of employees included in our living-wage analysis, which evaluates employee wages against country-level living-wage benchmarks.
- Gender balance, all employees refers to share of female employees across the whole company's workforce.
- Gender balance, managers refers to share of female employees in manager roles.
- Gender balance, top leaders refers to share of female employees in top leading positions; such positions typically include, with few exceptions, C-levels, VPs, Head of functions and Plant Managers.



Governance

	2025	2024	2023	Target	Target year
Total reported misconduct cases	34	32	22		
• of which investigated cases of harassment and discrimination	7	8	6		
Number of confirmed corruption incidents	0	0	0		
Number of severe human rights incidents	0	0	0		
Code of Conduct training coverage	94 %	91 %	97 %		
Code of Conduct course completion - biennial renewal cycle	68 %	64 %	86 %	100 %	Ongoing
Information security course completion	60 %	62 %	-	100 %	Ongoing
Office workers trained on corruption, fraud and money laundering				100 %	2027
Percentage of employees completed sustainability training	13 %	-	-	100 %	2026

- Code of conduct training coverage refers to share of office employees who have completed Code of Conduct course at least once since the course was launched. The course includes topics such as anti-bribery, fair competition, compliance, conflict of interest, data privacy, company assets and information.
- Code of conduct course completion - biennial renewal cycle Code 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.

In previous reporting periods, the Code of Conduct training completion rate reflected employees who have completed the training at least once since its launch. In 2025, the reporting was clarified to distinguish between overall completion since the launch and completion within the biennial renewal cycle.

- Ahlstrom has a target to train all office workers on the topics of corruption, fraud and money laundering by 2027.
- Percentage of employees completed sustainability training refers to share of employees that have conducted sustainability e-learning, which was launched in December 2025. The e-learning covers the basics of sustainability, including environmental topics such as climate change, water and air pollution, circular economy, and waste management, as well as social sustainability and governance-related considerations.



Procurement

	2025	2024	2023	Target	Target year
Share of certified natural fibers out of total natural fibers	98 %	98 %	98 %	100 %	2030
Share of renewable fibers out of total fiber use	94 %	94 %	95 %		
Share of raw material suppliers with contracts that include clauses on environmental and social requirements	100 %	100 %	100 %		
Supplier Code of Conduct compliance	76 %	76 %	75 %	85% of suppliers with over 1M€ spend	2028
Supplier ESG engagement program participation	48 % of total spend	34% of total spend	-	50% of total spend 70% of total spend	2025 2029

- Share of certified natural fibers out of total natural fibers refers to share of purchased pulp and annual fibers, such as abaca, that originate from certified sources or minimum controlled sources through certified chains of custody, out of total purchased pulp and annual fibers. This metric excludes wood fibers that are used to produce pulp in our own integrated mills.
- Share of renewable fibers out of total fiber use refer to share of purchased natural (wood and non-wood) fibers and other renewable fibers out of total fiber use (all fibers – synthetic fibers derived from fossil-fuel material). This metric includes pulp produced in our own integrated mills. Renewable fiber refers to fibers made from bio-based natural resources, such as plants or trees, that can regenerate naturally within a human lifespan, enabling continual replenishment. At Ahlstrom, this means wood pulp, abaca, including recycled, and other cellulosic fibers.
- 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 spend over 1M€ with Ahlstrom that has signed the Code of Conduct. 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 through collaboration platform. Calculated as the spend covered by suppliers engaged with, expressed as a percentage of total spend. When calculating the outcome, previous years spend data is used.

Product KPIs

	2025	2024	2023	Target	Target year
Share of Safe and Sustainable by Design	66 %	56 %	53 %	80 %	2030
Share of new and improved products	33 %	31 %	27 %	>25%	2026

- Share of Safe and Sustainable by Design refers 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. The Share of SSbD for year 2023 is based on a linear estimate.
- 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.