

FIVE-YEAR REVIEW, SUSTAINABILITY

The environmental and employee data provided is the most relevant information with regard to regulatory requirements and internal monitoring. The key performance indicators provided are widely used in the industry.

Data from all parts of the Group is collected, quality-assured and evaluated. No material changes have otherwise been made to the principles of reporting in 2022. Holmen reports its environmental data to the supervisory authorities monthly and

annually. Reporting to Swedish authorities is made available to the public under the principle of public access to documents. Data from all the mills is reported to the EU annually. Expenditure on environmental protection is reported in accordance with Statistics Sweden guidelines. As some of the details provided in this report had already been collected by the end of the year they refer to, they might differ slightly from the information finally reported to the authorities.

	2022	2021	2020	2019	2018
Production					
Paperboard, '000 tonnes	513	529	551	532	538
Market pulp, '000 tonnes	77	80	84	79	66
Paper, '000 tonnes	1016	998	891	975	1069
Wood products, '000 m ³	1468	1465	1021	877	873
Own production of hydro and wind power, GWh	1561	1230	1352	1109	1145
Electricity production at the mills, GWh ¹⁾	520	445	621	669	679
Raw materials					
Wood, million m ³ sub ²⁾	6.36 ³⁾	6.34	5.62	5.49	5.62
Purchased pulp, '000 tonnes	77	77	78	78	78
Thermal energy, GWh ⁴⁾	4648	5291	5885	5992	6238
Electrical energy, GWh	3930 ⁵⁾	3872	3508	3720	3996
Water use, million m ³ , ⁶⁾	71	70	69	70	73
Plastic granules/foiling material, '000 tonnes	3.0	3.3	2.8	3.2	2.9
Chemicals, '000 tonnes ⁷⁾	147	147	147	181	165
Filler, pigment, '000 tonnes ⁷⁾	162	162	156	160	164
Emissions to air, tonnes⁸⁾					
Sulphur dioxide (counted as sulphur, S)	49	50	64	59	56
Nitrogen oxides	899	811	902	888	986
Particulates	49	52	33	28	45
Fossil carbon dioxide, '000 tonnes	42	81	63	68	75
Biogenic carbon dioxide, '000 tonnes	1657	1423	1545	1585	1660
Emissions to water, tonnes⁸⁾					
AOX (chlorinated organic matter)	36	39	38	44	48
Nitrogen	162	187	210	174	216
Phosphorus	12	16	19	14	16
COD (organic matter), '000 tonnes	19	19	20	21	22
Suspended solids (SS), '000 tonnes	3.6	3.2	3.5	2.9	3.5
By-products, '000 tonnes					
To energy production, internally/externally ⁹⁾	759	1067	937	949	977
To material production ¹⁰⁾	469	412	252	208	166
Waste, '000 tonnes					
Hazardous ¹¹⁾	1.8	2.0	2.3	2.5	1.6
Sent to landfill (wet)	6.3	3.7	4.9	0.9	7.6
Energy supplies					
Branches, treetops and peat, GWh ¹²⁾	325	291	115	101	137
Electrical and thermal energy, GWh ¹³⁾	377	317	351	372	370
Environmental protection expenditure, SEKm					
Investments (remedial and preventive) ¹⁴⁾	215	815	428	310	84
Electricity and heat-saving investments	44	35	18	20	10
Environmental taxes and charges ¹⁵⁾	18	15	10	14	12
Internal and external environmental expenses ¹⁶⁾	239	159	174	182	165
Environmental cost of forestry ¹⁷⁾	83	79	80	65	91

- 1) Bio-based electricity production accounted for 514 GWh. Production was negatively impacted in 2022 as a result of a turbine breakdown in Workington and the turbine at Iggesund being taken out of operation for part of the year.
- 2) At Group level, wood consumption is computed net, taking into account internal deliveries of chips from the sawmills to the nearby mills.
- 3) Harvest of Holmen's own forests amounted to 2 813 000 m³sub.
- 4) The calculation model has been modified for 2022, which means that the data is not fully comparable with the data for 2018–2021.
- 5) 2 494 GWh renewable electricity and 1 436 GWh fossil-free electricity. Direct emissions of fossil carbon dioxide from production of purchased electrical energy totalled 0 tonnes.
- 6) Almost 100 per cent use of surface water from lakes and watercourses, i.e. renewable raw material.
- 7) Non-renewable raw material stated as 100 per cent active substance, equivalent to 219 000 tonnes of commodities for chemicals and 222 000 tonnes of commodities for filler and pigment.
- 8) Relates to emissions at facilities. Emissions of methane and nitrous oxide at the facilities amounted to 15 000 tonnes of carbon dioxide equivalents.
- 9) From 2022 onwards, by-products to energy production are reported as dry weight instead of falling dry content. This produces a somewhat lower amount.
- 10) By-products used, for example, as filling material, construction material or for the production of soil products. Holmen Wood Products has been included from 2021. By-products from Holmen's sawmills are mainly used for pulp. Of by-products to material production, 16 000 tonnes consist of tall oil, which is mainly supplied to the fuel and chemicals industry.
- 11) Hazardous waste is dealt with by an authorised collection and recovery contractor. Certain fractions of the waste are recovered. 26 per cent of the hazardous waste consists of oil sludge from ships that dock at Holmen's ports.
- 12) Branches and treetops (37 GWh) and peat (85 GWh) delivered from Holmen's land and 203 GWh of branches and treetops from felling rights to external energy producers.
- 13) 123 GWh of electrical energy supplied from Workington Mill to the local community. 228 GWh of thermal energy from Iggesund Mill and Braviken Paper Mill to Iggesund Sawmill and Braviken Sawmill. A total of 26 GWh thermal energy from Hallsta Paper Mill and Iggesund Mill was supplied to the local communities' district heating networks.
- 14) The stated amount includes costs of internal process measures and water treatment measures. The figure for 2021 included the costs of constructing Blåbergsliden Wind Farm.
- 15) The stated amount includes costs for waste management, energy tax charged on the use of fossil fuels in Sweden, nitrogen oxide tax and inspection charges. Two environmental incidents led to corporate fines totalling SEK 0.1 million.
- 16) Includes costs of environmental personnel, operation of treatment equipment, waste management, management systems, environmental training, applications for permits, environmental consultants and the costs of inquiries and measures in connection with discontinued operations.
- 17) The environmental cost of forestry is calculated as the value of the wood that is not harvested for environmental reasons. The loss of income in 2022 is valued at SEK 83 million and is due to general considerations and nature conservation.

	2022	2021	2020	2019	2018	
Employees						
<i>Employees</i>						
Average no. of employees (FTE) ¹⁾	3 466	3 474	2 974	2 915	2 955	
of whom women, %	20.9	20.6	20.0	20.0	20.3	
of whom men, %	79.1	79.4	80.0	80.0	79.7	
of whom temporary employees, %	11.4	9.3	8.4	11.1	10.7	
Average age ²⁾	42.9	43.5	44.3	44.4	44.9	
<i>Sickness absence, %</i>						
Total	4.7	4.1	4.3	3.8	4.1	
of which longer than 60 days	1.4	1.4	1.7	1.6	1.6	
<i>Gender equality, %²⁾</i>						
Proportion of female managers out of total no. of managers	23.8	23.1	22.7	22.9	19.8	
Proportion of male managers out of total no. of managers	76.2	76.9	77.3	77.1	80.2	
Women joining the company out of total new employees	44.4	30.3	35.5	39.5	40.1	
Men joining the company out of total new employees	55.6	69.7	64.5	60.5	59.9	
<i>Personnel turnover, %²⁾</i>						
Personnel turnover	8.3	8.9	7.3	7.9	7.9	
of which given notice	0.1	0.3	0.6	0.9	0.4	
of which retiring	2.3	3.0	3.1	2.2	2.6	
of which leaving at own request	5.1	4.3	3.0	4.4	3.9	
New employees	5.3	5.1	2.6	2.5	2.7	
<i>Number of industrial accidents³⁾</i>						
Industrial accidents, more than 8 hours of absence, per million hours worked	7.6	5.6	4.3	5.7	4.9	
<i>Union cooperation, %⁴⁾</i>						
Percentage of employees that work at a unit with a collective agreement ⁵⁾	95	95	94	93	94	
Income statement per stakeholder category, SEKm						
<i>Customers</i>	Sales of products, wood and electricity	26 696	21 169	17 666	18 329	17 339
<i>Suppliers</i>	Purchases of products, services, along with depreciation, etc.	-16 176	-14 675	-12 734	-4 817	-12 539
<i>Employees</i>	Wages and social security costs	-2 322	-2 121	-1 891	-1 819	-1 792
<i>Lenders</i>	Interest	-93	-43	-42	-34	-25
<i>Society⁶⁾</i>	Property tax	-41	-43	-42	-55	-82
	Excise tax	-35	-37	-31	-27	-30
	Social security costs	-576	-558	-481	-472	-479
	Payroll tax	-47	-39	-39	-25	-35
	Corporation tax	-1 532	-651	-427	-2 351	-89
<i>Shareholders</i>	Net profit	5 874	3 004	1 979	8 731	2 268
	Dividend	2 592 ⁷⁾	1 862	1 741	567	1 134

1) See page 74, note 4.

2) Relates to permanent employees.

3) Relates to employees. No industrial accidents with a fatal outcome occurred during the year.

4) Relates to permanent and temporary employees.

5) Relates to Swedish and UK units, all of which have collective agreements. At other foreign units, Holmen supports different forms of collective employee engagement in line with local standards, e.g. Works Councils.

6) Holmen accepts its responsibility to society and pays its taxes in line with the legislation and rules in force in all the countries in which we operate. Holmen's financial policy and guidelines state that Holmen must be transparent in its tax-related deliberations, with a focus on commercial considerations and no transactions whose main purpose is tax planning. Holmen must also not accept, support or facilitate any tax violations by third parties.

7) Board's dividend proposal.