


## Our sustainability targets and key performance indicators (KPIs)

| Key performance indicator (KPI)   |  | 2019   | 2018  | 2017   | Targets  | Progress            |
|---|--|--|---|--|--|---------------------|
|    | Human rights<br>Implementation of Human Rights due diligence programme   | Development areas mapped against the highest priority human rights | Eight highest priority human rights defined | 88% of the human rights actions completed and 100% resolved <sup>1</sup> | Actions to address the development areas to be completed by the end of 2020                              | <b>In progress</b>  |
|    | Employees and wider workforce<br>Total Recordable Incident (TRI) rate <sup>2</sup>   | <b>7.0</b>   | 6.1   | 7.4  | 5.3 milestone by the end of 2019<br>New milestone will be communicated in the Interim Report for Q1 2020 | <b>Not achieved</b> |
|   | Leadership Index <sup>3</sup>  | <b>83</b>  | 83  | 81   | 85 by the end of 2022  | <b>In progress</b>  |
|    | Community<br>% of working hours and in-kind in community investments (CI) <sup>4</sup>   | <b>46%</b>   | 50%   | 43%  | 70% by end of 2023 while also increasing the total CI  | <b>In progress</b>  |
|    | Business ethics<br>Code of Conduct Index <sup>3</sup>  | <b>84</b>  | 85  | 83   | Positive trend   | <b>Not achieved</b> |
|    | Materials, water, and energy<br>Number of significant environmental incidents <sup>5</sup>   | <b>9</b>   | 8   | 10   | Zero significant incidents   | <b>Not achieved</b> |
|   | Materials: Process residuals utilisation rate (%) <sup>6</sup>   | <b>98%</b>   | 98%   | 98%  | Maintain the high utilisation rate of 98%  | <b>Achieved</b>     |
|   | Water: Total water withdrawal per saleable tonne of board, pulp, and paper (m <sup>3</sup> /tonne)   | <b>61</b>  | 56  | 56   | Decreasing trend   | <b>Not achieved</b> |
|   | Water: Process water discharge per saleable tonne of board, pulp, and paper (m <sup>3</sup> /tonne)  | <b>29</b>  | 26  | 26   | Decreasing trend   | <b>Not achieved</b> |
|   | Energy: Reduction in electricity and heat consumption per saleable tonne of board, pulp, and paper (kWh/tonne)   | <b>-2.9%</b>   | -3.6% <sup>7</sup>                          | -3.9% <sup>7</sup>   | -15% by the end of 2020 from a 2010 base-year  | <b>Not achieved</b> |
|    | Carbon dioxide<br>Reduction in CO <sub>2</sub> equivalents per saleable tonne of board, pulp, and paper (kg/tonne)   | <b>-25%</b>  | -18%  | -21%   | -31% by the end of 2030 from a 2010 base-year  | <b>In progress</b>  |
|  | Forests, plantations, and land use<br>% of the lands owned or managed by Stora Enso that are in wood production and harvesting covered by forest certification schemes | <b>98%</b>   | 96%   | 97%  | Maintain the high coverage level of 96%  | <b>Achieved</b>     |
|  | Suppliers<br>% of supplier spend covered by our Supplier Code of Conduct   | <b>96%</b>   | 95%   | 95%  | Maintain the high coverage level of 95%  | <b>Achieved</b>     |

<sup>1</sup> Stora Enso carried out a Group-wide Human Rights Assessment during 2014. Action plans to address the findings were defined during the first half of 2015. At the end of 2017, process for completion was in place for three Group-level actions, but the completion was carried forward into 2018.

<sup>2</sup> Number of incidents among our own employees per one million hours worked. Including joint operations Veracel and Montes del Plata.

<sup>3</sup> Measured in the annual employee survey.

<sup>4</sup> New KPI implemented in 2019. Excluding joint operations. Community investments cover cash donations, employee working hours for voluntary community work, and in-kind.

<sup>5</sup> Environmental incidents involving a non-compliance with environmental legislation or a permit, or a significant stakeholder concern related to environmental performance. For more details, see page 41.

<sup>6</sup> Utilisation rate for process residuals excluding, for example, tall oil, turpentine, and wood chips.

<sup>7</sup> Calculation principles for electricity and heat consumption were revised during 2019.

The figures for 2018 and 2017 have been restated for comparability.