





# Sappi global and regional 2025 targets




The UN Sustainable Development goals define 17 global priorities with an explicit call to all businesses to lean in and apply their creativity and innovation to help solve these challenges. Globally, Sappi has identified seven goals where we believe we can make the most effective contributions. Outlined below are the indicators we use to measure our contribution together with our 2025 global targets. Our baseline year is FY2019.

|  |   |   |   |   |   |
|--|---|---|---|---|---|
|    | SDG 6   |   |   |   |   |
|  | Clean water and sanitation  | 2025 GLOBAL TARGET                            | SOUTHERN AFRICA                               | NORTH AMERICA                                 | EUROPE  |
|  | Reduce specific water use in water-stressed locations*  | 23%   | 23%   | —   | —   |
|    | SDG 7   |   |   |   |   |
|  | Affordable and clean energy   | 2025 GLOBAL TARGET                            | SOUTHERN AFRICA                               | NORTH AMERICA                                 | EUROPE  |
|  | Increase share of renewable and clean energy  | 8% pts  | 7% pts  | Within 5% of baseline (79.1%) or higher       | 11% pts                                       |
|  | Decrease specific total energy  | 5%  | 9%  | 5%  | 5%  |
|    | SDG 8   |   |   |   |   |
|  | Decent work and economic growth   | 2025 GLOBAL TARGET                            | SOUTHERN AFRICA                               | NORTH AMERICA                                 | EUROPE  |
|  | Achieve zero harm in the workplace Injury Index   | 10% year-on-year improvement                  | 10% year-on-year improvement                  | 10% year-on-year improvement                  | 10% year-on-year improvement                  |
|  | Increase proportion of women in management roles  | 3.7% pts                                      | 3.1% pts                                      | 4% pts  | 5.8% pts                                      |
|  | Share of procurement spend with declared compliance with Supplier Code of Conduct                           | 80%   | 80%   | 80%   | 80%   |
|  | Participation in Employee Engagement Survey   | > 85%   | > 85%   | > 85%   | > 85%   |
|  | Percentage of staff engaged with our business   | > 75%   | > 75%   | > 75%   | > 75%   |
|  | Return on capital employed (ROCE)   | 2% pts above weighted average cost of capital | —   | —   | —   |
|  | Return on net operating assets (RONOA)  | —   | 2% pts above weighted average cost of capital | 2% pts above weighted average cost of capital | 2% pts above weighted average cost of capital |
|  | Drive down lost time injury severity rate (LTISR) <sup>†</sup><br><i>Employees and contractors combined</i> | —   | < 25%   | —   | —   |
|  | SDG 12  |   |   |   |   |
|  | Responsible consumption and production  | 2025 GLOBAL TARGET                            | SOUTHERN AFRICA                               | NORTH AMERICA                                 | EUROPE  |
|  | Launch products with defined sustainability benefits  | 25 products                                   | 5 products                                    | 5 products                                    | 15 products                                   |
|  | Reduce specific landfilled solid waste  | 15%   | 24%   | 10%   | 5%  |
|  | Promote sustainable growth in our plantations <sup>†</sup><br><i>Annual growth in million tons</i>          | —   | > 4   | —   | —   |

When data is expressed in specific form, this means that the actual quantity consumed during the year indicated, whether energy, water, emissions, or solid waste, is expressed in terms of a production parameter. For Sappi, as with other pulp and paper companies, this parameter is air dry tons of saleable product.

\* This target currently applies to Sappi's mills in South Africa; Sappi's mills in North America and Europe are not located in water-stressed locations.

† This target is specific to Sappi Southern Africa.

|  |   |                    |                 |               |         |
|--|---|--------------------|-----------------|---------------|---------|
|   | SDG 13  |                    |                 |               |         |
|  | Climate action  | 2025 GLOBAL TARGET | SOUTHERN AFRICA | NORTH AMERICA | EUROPE  |
|  |   |                    |                 |               |         |
|  | Decrease specific GHG (Scope 1 and 2) emissions         | 18%                | 20%             | 5%            | 25%     |
|  | Decrease specific purchased fossil energy <sup>†</sup>  | —                  | 21%             | —             | —       |
|  | SDG 15  |                    |                 |               |         |
|  | Life on land  | 2025 GLOBAL TARGET | SOUTHERN AFRICA | NORTH AMERICA | EUROPE  |
|  |   |                    |                 |               |         |
|  | Share of certified fibre                                | > 75%              | > 82%           | > 55          | > 78%   |
|  | Enhance biodiversity in conservation areas <sup>‡</sup> | 10% improvement    | 10% improvement | —             | —       |
|  | SDG 17  |                    |                 |               |         |
|  | Partnerships for the goals                              | 2025 GLOBAL TARGET | SOUTHERN AFRICA | NORTH AMERICA | EUROPE  |
|  |   |                    |                 |               |         |
|  | Build and activate mutually beneficial partnerships     | Ongoing            | Ongoing         | Ongoing       | Ongoing |

### Additional Priority SDGs in Southern Africa

|  |   |                    |                 |               |        |
|--|---|--------------------|-----------------|---------------|--------|
|   | SDG 1, SDG 4  |                    |                 |               |        |
|  | No poverty, Quality education                                       | 2025 GLOBAL TARGET | SOUTHERN AFRICA | NORTH AMERICA | EUROPE |
|  |   |                    |                 |               |        |
|  | Advance Broad-Based Black Economic Empowerment (BBBEE) <sup>†</sup> | —                  | Level 1         | —             | —      |

When data is expressed in specific form, this means that the actual quantity consumed during the year indicated, whether energy, water, emissions, or solid waste, is expressed in terms of a production parameter. For Sappi, as with other pulp and paper companies, this parameter is air dry tons of saleable product.

<sup>†</sup> This target is specific to Sappi Southern Africa.

<sup>‡</sup> This target is specific to Sappi's own forest landholdings.



For more information on the UN Sustainable Development Goals, visit [www.un.org/sustainabledevelopment](http://www.un.org/sustainabledevelopment).

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