

Mayr-Melnhof Karton AG - KPI Overview



KPI name	Unit Measure	2025	2024	2023
Energy consumption of own operations	MWh	9.104.018	9.370.431	8.783.301
Energy intensity (MWh/thousand EUR net sales)	MWh	2,34	2,30	2,11
Energy consumption by source				
Renewable energy	MWh	5.051.667	5.066.663	n.a.
% of renewable sources in total energy consumption	%	55,49%	54,00%	n.a.
Fossil fuels	MWh	3.454.678	3.749.301	n.a.
% of fossil sources in total energy consumption	%	38%	40%	n.a.
Nuclear sources	MWh	597.673	554.549	n.a.
% of nuclear sources in total energy consumption	%	7 %	6 %	n.a.
Fuel consumption by source				
Renewable fuels	MWh	4.160.998	4.105.359	3.727.841
Natural gas	MWh	1.944.576	2.427.543	2.470.226
Coal and coal products	MWh	863.367	931.267	963.156
Crude oil and petroleum products	MWh	42.932	45.585	42.304
Other fossil fuels	MWh	222.266	226.531	208.758
Consumption of purchased energy				
Electricity, heat, steam and cooling (renewable sources)	MWh	886.353	961.222	n.a.
Electricity, heat, steam and cooling (fossil fuels)	MWh	979.210	672.924	n.a.
Self-generated energy (total)	MWh	6.858.057	7.507.529	7.420.135
Renewable fuels	MWh	4.160.998	4.109.093	3.821.272
Non-renewable fuels	MWh	2.692.743	3.394.704	3.597.874
Self-generated non-fuel-based renewable energy	MWh	4.315	3.732	989
MM Food & Premium Packaging division				
Gross Scope 1 GHG emissions	tCO2e	18.435	21.661	n.a.
Percentage of Scope 1 GHG from regulated emissions trading schemes (in %)	%	0%	0%	n.a.
Gross location-based Scope 2 GHG emissions	tCO2e	70.649	82.855	n.a.
Gross market-based Scope 2 GHG emissions	tCO2e	15.514	30.200	n.a.
Significant Scope 3 GHG emissions	tCO2e	430.611	519.039	n.a.
Total GHG emissions (location-based)	tCO2e	519.694	624.455	n.a.
Total GHG emissions (market-based)	tCO2e	464.560	571.799	n.a.
MM Pharma & Healthcare Packaging division				
Gross Scope 1 GHG emissions	tCO2e	2.308	2.158	n.a.
Percentage of Scope 1 GHG from regulated emissions trading schemes (in %)	%	0%	0%	n.a.
Gross location-based Scope 2 GHG emissions	tCO2e	23.021	16.506	n.a.
Gross market-based Scope 2 GHG emissions	tCO2e	13.964	14.309	n.a.
Significant Scope 3 GHG emissions	tCO2e	124.372	127.031	n.a.
Total GHG emissions (location-based)	tCO2e	149.701	145.695	n.a.
Total GHG emissions (market-based)	tCO2e	140.644	143.498	n.a.
MM Board & Paper division				
Gross Scope 1 GHG emissions	tCO2e	737.753	856.235	829.955
Percentage of Scope 1 GHG from regulated emissions trading schemes (in %)	%	100%	100%	100%
Gross location-based Scope 2 GHG emissions	tCO2e	547.724	460.363	510.420
Gross market-based Scope 2 GHG emissions	tCO2e	59.102	31.663	539.194
Significant Scope 3 GHG emissions	tCO2e	760.270	837.092	1.413.593
Total GHG emissions (location-based)	tCO2e	2.045.747	2.153.690	2.753.968
Total GHG emissions (market-based)	tCO2e	1.557.125	1.724.990	2.782.742
MM Group				
Combined Scope 1 and Scope 2 (market-based) emissions	tCO2e	847.385	957.024	1.469.752
Scope 1 greenhouse gas emissions (GHG)	tCO2e			
Gross Scope 1 GHG emissions	tCO2e	758.534	880.116	853.118
Percentage of Scope 1 GHG from regulated emissions trading schemes (in %)	%	97%	97%	97%
Scope 2 GHG emissions	tCO2e			
Gross location-based Scope 2 GHG emissions	tCO2e	641.665	560.155	597.693
Gross market-based Scope 2 GHG emissions	tCO2e	88.851	76.908	616.633
Significant Scope 3 GHG emissions	tCO2e			
Total gross indirect (Scope 3) GHG emissions	tCO2e	1.315.785	1.491.144	1.448.662
Purchased goods and services	tCO2e	929.014	1.049.430	n.a.
Fuel and energy-related activities (not included in Scope 1 or Scope 2)	tCO2e	257.923	317.250	242.684
Waste generated in operations	tCO2e	121.431	117.382	179.038
Employee commuting	tCO2e	7.416	7.082	1.429
Total GHG emissions	tCO2e			
Total GHG emissions (location-based)	tCO2e	2.715.983	2.931.415	2.899.473
Total GHG emissions (market-based)	tCO2e	2.163.170	2.448.168	2.918.413
GHG emissions/net sales (location-based)	tCO2e/thousand EUR	0,70	0,73	0,70
GHG emissions/net sales (market-based)	tCO2e/thousand EUR	0,56	0,61	0,70
Net sales in thousands of EUR	Thousand EUR	3.885.304	4.079.633	4.164.400

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Air emissions				
Sulphur oxides (SO ₂ /SO ₂)	kg	334.048	381.814	n.a.
Fine dust (particles)	kg	107.528	97.186	n.a.
Carbon monoxide (CO)	kg	1.017.727	697.001	n.a.
Nitrogen oxides (NO _x /NO ₂)	kg	1.170.508	1.276.112	n.a.
Water emissions				
Chemical oxygen demand (COD)	kg	20.173.599	17.412.378	n.a.
Biochemical oxygen demand (BOD)	kg	1.229.757	1.238.759	n.a.
Total suspended solids (TSS)	kg	1.688.626	2.490.758	n.a.
Nitrogen	kg	276.849	279.374	n.a.
Phosphorus	kg	28.670	29.462	n.a.
Water withdrawal	m3	68.053.749	68.714.620	72.876.704
Water discharge	m3	63.094.117	63.851.802	68.736.352
Water consumption	m3	4.959.632	4.862.818	4.140.352
Total water consumption in water-prone areas including areas with high water stress	m3	29.888	36.951	34.967
Total amount of water recycled and reused	m3	10.056.005	5.911.554	7.698.884
Water intensity ratio	m3/thousands EUR	17,52	16,84	17,50
Water withdrawal by source				
Surface water	m3	60.166.560	60.445.820	55.812.289
Groundwater	m3	6.759.389	6.763.632	6.000.553
Seawater	m3	523.309	811.300	1.597.050
Water from third parties	m3	604.491	693.869	9.466.812
Resource inflows				
Total weight of inflows (products and technical and biological materials used)	t	3.583.496	3.779.346	n.a.
Percentage of biological materials from sustainable sources	%	85 %	85 %	n.a.
Secondary reused or recycled materials	t	1.251.819	1.348.239	n.a.
Percentage of secondary reused or recycled materials	%	35 %	36 %	n.a.
Resource outflows				
Total weight of recyclable products	t	2.870.070	3.039.470	n.a.
Percentage of recyclable products	%	100 %	100 %	n.a.
Waste				
Total amount of waste	t	420.839	435.423	431.282
Non-recycled waste	t	159.365	166.747	126.040
Percentage of non-recycled waste	%	38%	38%	29%
Total amount of hazardous waste	t	3.905	3.937	5.592
Total amount of radioactive waste	t	0,0201	0,045	n.a.
Waste treatment				
Non-hazardous waste reused	t	1.268	1.313	n.a.
Non-hazardous waste recycled	t	260.464	266.470	n.a.
Non-hazardous waste recovered	t	71.678	83.080	n.a.
<i>Non-hazardous waste (total)</i>	<i>t</i>	<i>333.410</i>	<i>350.863</i>	<i>303.032</i>
Incineration of non-hazardous waste with energy recovery	t	61.320	62.868	115.979
Incineration of non-hazardous waste without energy recovery	t	1.298	1.387	1.752
Landfilling of non-hazardous waste	t	20.906	16.367	27.449
Hazardous waste reused	t	0	0,26	n.a.
Hazardous waste recycled	t	1.010	1.502	n.a.
Hazardous waste recovered	t	734	628	n.a.
<i>Hazardous waste (total)</i>	<i>t</i>	<i>1.744</i>	<i>2.130</i>	<i>2.210</i>
Incineration of hazardous waste with energy recovery	t	1.301	1.133	1.368
Incineration of hazardous waste without energy recovery	t	731	309	294
Landfilling of hazardous waste	t	128	366	630

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KPI name	Unit Measure	2025	2024	2023
Number of employees (total)	FTE	13.347	14.710	14.209
thereof female	FTE	3.440	3.637	3.335
thereof male	FTE	9.907	11.073	10.874
thereof other	FTE	0	0	0
thereof not reported	FTE	0	0	n.a.
Number of permanent employees (total)	FTE	12.649	13.887	13.511
thereof female	FTE	3.177	3.342	3.042
thereof male	FTE	9.472	10.545	10.470
thereof other	FTE	0	0	0
thereof not reported	FTE	0	0	n.a.
Number of temporary employees (total)	FTE	699	823	698
thereof female	FTE	263	295	293
thereof male	FTE	435	528	405
thereof other	FTE	0	0	0
thereof not reported	FTE	0	0	n.a.
Number of non-guaranteed hours employees (total)	FTE	0	0	n.a.
thereof female	FTE	0	0	n.a.
thereof male	FTE	0	0	n.a.
thereof other	FTE	0	0	n.a.
thereof not reported	FTE	0	0	n.a.
Number of full-time employees (total)	FTE	13.033	14.315	13.902
thereof female	FTE	3.199	3.327	3.089
thereof male	FTE	9.834	10.988	10.812
thereof other	FTE	0	0	0
thereof not reported	FTE	0	0	n.a.
Number of part-time employees (total)	FTE	314	395	308
thereof female	FTE	241	310	245
thereof male	FTE	74	85	62
thereof other	FTE	0	0	0
thereof not reported	FTE	0	0	n.a.
Number of employees in management positions by gender	FTE	1.299	1.397	1.181
male	FTE	980	1.022	893
female	FTE	319	375	287
other	FTE	0	0	n.a.
not reported	FTE	0	0	n.a.
Gender ratio in management positions (%)				
male	%	75 %	73 %	76 %
female	%	25 %	27 %	24 %
other	%	0 %	0 %	n.a.
not reported	%	0 %	0 %	n.a.
Number of employees in TOP management positions by gender	FTE	121	137	n.a.
male	FTE	104	120	n.a.
female	FTE	17	17	n.a.
other	FTE	0	0	n.a.
not reported	FTE	0	0	n.a.
Gender ratio in TOP management positions (%)				
male	%	86 %	88 %	n.a.
female	%	14 %	12 %	n.a.
other	%	0	0	n.a.
not reported	%	0	0	n.a.
Distribution by age				
under 30	FTE	1.688	2.001	1.985
between 30 and 50	FTE	7.086	7.891	7.420
over 50	FTE	4.573	4.818	4.863
Percentage of employees receiving less than the applicable benchmark for fair pay	%	0%	0%	0%
Employees with disabilities	%	2,2%	2,4%	2,2%
male (%)	%	1,7%	1,8%	1,7%
female (%)	%	0,5%	0,6%	0,6%
other (%)	%	0,0%	0,0%	0,0%
not reported (%)	%	0,0%	0,0%	0,0%

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KPI name	Unit Measure	2025	2024	2023
Total training hours	hours	301.627	402.781	n.a.
thereof average number of hours per employee	hours	22	27	n.a.
thereof average number of hours per employee – male	hours	23	28	n.a.
thereof average number of hours per employee – female	hours	20	22	n.a.
thereof average number of hours per employee – other	hours	0	0	n.a.
thereof average number of hours per employee – not reported	hours	0	0	n.a.
Site-specific plant training	hours	242.507	342.012	n.a.
thereof average number of hours per employee	hours	18	23	n.a.
thereof average number of hours per employee – male	hours	19	24	n.a.
thereof average number of hours per employee – female	hours	16	16	n.a.
thereof average number of hours per employee – other	hours	0	0	n.a.
thereof average number of hours per employee – not reported	hours	0	0	n.a.
Group-wide training courses of the MM-Academy	hours	59.120	60.769	n.a.
thereof average number of hours per employee	hours	4	4	n.a.
thereof average number of hours per employee – male	hours	4	4	n.a.
thereof average number of hours per employee – female	hours	5	5	n.a.
thereof average number of hours per employee – other	hours	0	0	n.a.
thereof average number of hours per employee – not reported	hours	0	0	n.a.
Group-wide training portfolio of the MM-Academy	number	416	437	n.a.
Participants in MM-Academy training courses (headcount)	headcount	8.710	8.095	n.a.
thereof managers	headcount	1.483	1.480	n.a.
Total percentage of employees who have received a regular performance and career development review (headcount)	%	61%	66%	n.a.
thereof in management	%	7%	7%	n.a.
thereof in the office	%	17%	19%	n.a.
thereof in the plant	%	41%	40%	n.a.
thereof male	%	42%	43%	n.a.
thereof female	%	19%	23%	n.a.
thereof other	%	0	0	n.a.
thereof not reported	%	0	0	n.a.
Employees covered by a health and safety management system based on legal requirements and/or recognised standards or guidelines (%)	%	100%	100%	83%
Accidents at work with more than one day lost	Days	114	128	166
Accident rate Lost Time Accident Rate (calculated for 1 million h)	Accident/1 million h	4,81	5,03	6,36
Accident rate Lost Time Accident Rate (calculated for 200,000 h)	Accident/200,000 h	0,96	1,01	1,27
Working hours (in million h)	million h	23,70	26,00	26,11
Prevention - number of reports of near misses	number	24.643	19.835	12.263
Days lost due to work-related injuries	days	2.580	2.144	2.099
Plant visits by Group Occupational Health & Safety managers at locations	number	36	67	60
Occupational accidents with fatal consequences	number	0	0	0
Number of cases of notifiable work-related illnesses of employees	number	4	19	n.a.
Gender Pay Gap	%	18%	22%	n.a.
Remuneration Gap	Ratio	1:136	1:134	n.a.
Reports via the complaints channel (whistleblower hotline)	number	58	78	62
Personnel-related reports via the complaints channel (whistleblower hotline)	number	36	60	n.a.
Confirmed cases of discrimination and harassment	number	0	0	2
Confirmed severe human rights incidents (human trafficking, child labor, forced labour)	number	0	0	0