

## Social statistics

### Comments

The number of employees has increased as a result of the acquisition of Verso 31 March 2022. Compared to last year, there is also an increased share of blue collar employees in all age groups due to acquisition.

Workers who are not employees: The most common workers who are not employees are maintenance contractors, hired to do maintenance work on the equipment which could vary from replacement, to repairs, realignment or reassembly. The Group had approximately 2,000 contractors (FTE:s) working for Billerud during 2022. The calculations are based on registered hours worked for Billerud, and estimations were made in cases where data was missing.

Performance review: Over 99% of our employees globally had performance reviews during 2022. For North America, our data on performance review only includes white collar employees.

Collective bargaining agreements: 80% of Group employees are covered by collective bargaining agreements. The number has decreased due to the acquisition of Verso.

Safety: In our European operations, the LTIFR for employees increased compared to the previous year, while the injury rate for contractors decreased somewhat.

Sick leave : The sick leave has increased in the European operations compared to last year. As previously, it is in the older group of employees, aged over 50, that we have the highest reported sick leave. The group 30-49 has the lowest reported sick leave.

Turnover rate: In total, the turnover rate was 9.9, which is the same as for 2021.

Training hours: Training hours per employee increased to 12.7, compared to 9.2 in 2021.

<b>Employees, 2022 (2021)<sup>1</sup></b>	<b>Total</b>	<b>Sweden</b>	<b>North America<sup>2</sup></b>	<b>Finland</b>	<b>Baltic region</b>	<b>Sales offices and other</b>
Average number of employees	5,525 (4,370)	3,824 (3,788)	1,315 (51)	111 (126)	72 (72)	203 (333) <sup>3</sup>
Employees at year-end, no.	6,150 (4197)	4,011 (3,766)	1,701	115 (112)	71 (73)	252 (246)
of whom women, %	22.2 (25.0)	22.2 (23.2)	16.7	16.5 (17.0)	29.6 (27.4)	58.7 (55.7)
of whom blue-collar, %	59.4 (54.5)	58.0 (57.5)	70.5	67.8 (66.1)	66.2 (67.1)	0 (0)
of whom white-collar, %	41.6 (45.5)	42.0 (42.5)	29.5	32.2 (33.9)	33.8 (32.9)	100 (100)
Proportion of female managers, %	26.3 (26.7)	24.2 (24.2)	24.3	23.5 (25.0)	33.3 (37.5)	56.1 (47.6)
Average age, years	–	48 (45)	46	43 (45)	52 (52)	47 (41)
<b>Sick leave per age group<sup>4</sup>, 2022 (2021)</b>						
Total sick leave as % of hours worked	4.0 (3.4)	4.0 (3.4)	–	6.2 (4.9)	6.5 (6.7)	0.8 (1.1)
Sick leave as proportion of hours worked, men %	3.9 (3.3)	3.9 (3.3)	–	6.4 (5.2)	6.7 (7.3)	0.5 (0.6)
Sick leave as proportion of hours worked, women %	4.3 (3.7)	4.3 (4.1)	–	5.6 (3.9)	6.1 (5.3)	1.0 (1.4)

<sup>1</sup> Data for Scandfibre and Bomhus are included in the table above, except for "Average age, years".

<sup>2</sup> In figures for average number of employees, all employees in North America are included. For the other employee statistics, employees from the acquisition of Verso are included in "North America". Other employees in North America are included in "Sales offices and other".

<sup>3</sup> 2021: Includes data for Beetham, which was divested in October 2021.

<sup>4</sup> Data for our North American operations is not included.

<b>Governance bodies, 2022</b>	<b>Women</b>	<b>Men</b>	<b>Under 30 yrs</b>	<b>30-50 yrs</b>	<b>Over 50 yrs</b>
Board of Directors <sup>1</sup> , %	29	71	0	14	86
Group Management Team, %	18	82	0	45	55

<sup>1</sup> Employee representatives are not included in the table. When including employee representatives: 22% are women and 9% are in the age group 30-50 and 91% over the age of 50.

<b>Employees by gender, 2022</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
Number of employees	1,409	4,714	6,123
Number of permanent employees	1,331	4,569	5,900
Number of temporary employees	74	149	223
Number of full-time employees	1,358	4,637	5,995
Number of part-time employees <sup>1</sup>	47	81	128

<sup>1</sup> In European operations: all employees working less than 100%. In North American operations: employees working less than 30 hours/week.

<b>Employees by region, 2022</b>	<b>Europe</b>	<b>North America</b>	<b>Sales offices and other</b>	<b>Total</b>
Number of employees	4,170	1,701	252	6,123
Number of permanent employees	3,959	1,693	248	5,900
Number of temporary employees	211	8	4	223
Number of full-time employees	4,056	1,692	247	5,995
Number of part-time employees <sup>1</sup>	114	9	5	128

<sup>1</sup> In European operations: all employees working less than 100%. In North American operations: employees working less than 30 hours/week.

<b>Safety</b>	<b>Billerud total</b>			<b>2022 Europe</b>			<b>North America</b>			<b>2021 Europe</b>			<b>2020 Europe</b>		
	<b>Employees</b>	<b>Contractors</b>	<b>Total workforce</b>	<b>Employees</b>	<b>Contractors</b>	<b>Total workforce</b>	<b>Employees</b>	<b>Contractors<sup>1</sup></b>	<b>Total workforce</b>	<b>Employees</b>	<b>Contractors</b>	<b>Total workforce</b>	<b>Employees</b>	<b>Contractors</b>	<b>Total workforce</b>
Number of fatalities	0	1	1	0	1	1	0	–	0	0	0	0	2	2	
Number of high-consequence work-related injuries	5	2	7	3	2	5	2	–	2	4	2	6	0	0	0
Number of LTI	65	20	85	61	20	81	4	–	4	48	18	66	51	31	82
Number of TRI	102	27	129	89	27	116	13	–	13	76	23	99	75	43	118
Hours worked	11.9	2.9	14.8	8.3	2.9	11.2	3.7	–	3.7	8.1	2.2	10.3	8.3	2.3	10.6
LTIFR	5.4	6.9	5.7	7.4	6.9	7.3	1.1	–	1.1	5.9	8.3	6.4	6.1	13.7	7.7
TRIFR	8.5	9.3	8.7	10.8	9.3	10.4	3.5	–	3.5	9.4	10.6	9.6	9.0	19.0	11.1
Risk observations	7,301	303	7,604	7,140	303	7,443	161	–	161	4,813	517	5,330	–	–	–
Safety walks	1,619	–	1,619	1,619	–	1,619	–	–	–	666	–	666	–	–	–
Key Safety Performance Audit (KSPA)	687	–	687	–	–	–	687	–	687	–	–	–	–	–	–

Billerud was fined for a workplace accident in one of our production units during 2021. Billerud accepted the fine and continues to work hard to prevent similar accidents from recurring.

<sup>1</sup> Billerud North America will start to report data for contractors in 2023.

Training hours <sup>1</sup> , 2022	Men	Women	Total
Average training hours per FTE	13.5	10.4	12.7
	20 or younger	30-49	50 or older
Average training hours per FTE	17.7	12.2	10.9

<sup>1</sup> Data for our North American operations is not included.

Turnover, 2022	Europe	North America	Sales offices and other
Number of people ended their employment	319	215	31
Number of new hires	340	260	26
Turnover rate, %	8.1	10.4	12.2
Voluntary (own resignation), %	7.8	9.5	9.4
Number of positions filled by internal candidates	144	26	1

### Compensation ratio, 2022

Ratio of the annual total compensation for the organisation's highest-paid individual (CEO) to the average remuneration on a full-time equivalent basis of all employees (excluding the highest-paid individual): 16.47

The ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual (CEO) to the average percentage increase in annual total compensation for all employees in Sweden and North America (excluding the highest-paid individual): 1.05

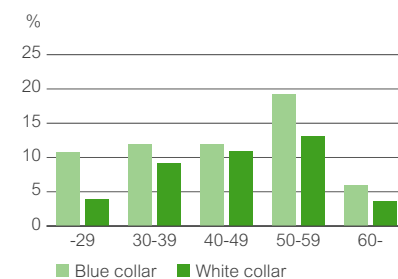
Remuneration includes fixed and variable short-term and long-term remuneration and benefits. We aim to report compensation ratio based on median remuneration for 2023.

### Equal pay analysis, 2022

Average base pay salary, women in relation to men, %	1	2	3	4
Blue collar	95	96	98	–
White collar	91	94	–	74

The annual equal pay analysis covering the four Swedish legal entities was conducted together with union representation. The analysis resulted in three salary adjustments. The table shows women's average salary compared to men's. Group Management Team members are excluded.

Age distribution, total Billerud, 31 december 2022



Sick leave per age group<sup>1</sup>, 2022

