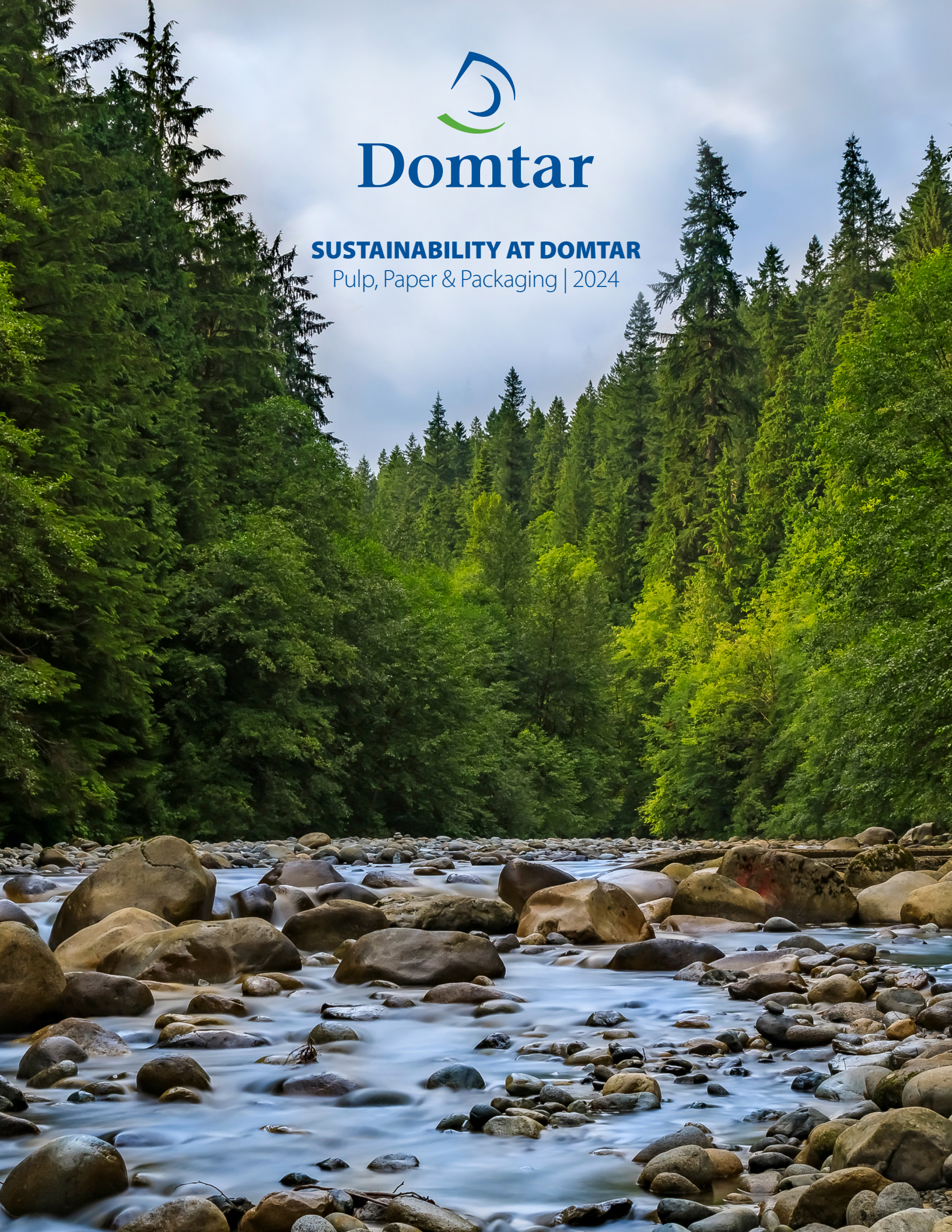




Domtar

SUSTAINABILITY AT DOMTAR

Pulp, Paper & Packaging | 2024





Highway clean-up near Nekoosa Mill by ECA teams, including: From left, back row (standing): Brian Resheske (City of Nekoosa); Troy DeLaet (Wood Procurement Manager); Ginny Johnson (Business Relations Coordinator); David Fry (Engineering Co-op student); John Bowman (Pulp Process Owner); and Amanda Bowman (Quality Engineer). Front row (kneeling): Kevin Moldenhauer (Bleach Plant Process Owner); Joe Kies (Senior Wood Buyer); Mike Lieber (City of Nekoosa); Jonathan Tschudy (Safety Manager); and Corttnee Robus (Training Specialist).

DOMTAR PULP, PAPER & PACKAGING FACTS AND FIGURES – 2023

5,791
EMPLOYEES

As of December 31, 2023.



\$2 MILLION +

Value of community investments made companywide.



4,700+ HOURS

contributed by our employees at Domtar-sponsored events in our communities.



5.9% VOLUNTARY
EMPLOYEE TURNOVER RATE

compared to 13.5 percent for the U.S. Manufacturing & Distribution Industry average.*

*2018 Turnover Report, Compdata Surveys & Consulting.



33% REDUCTION

in recordable lost time injuries since 2010.



Annual reporting to ECOVADIS and CDP.



Domtar has been a member of the U.S. Environmental Agency's SmartWay® Transport Partnership program since 2015,

A PROGRAM DESIGNED TO IMPROVE FUEL EFFICIENCY AND REDUCE ENVIRONMENTAL IMPACTS FROM FREIGHT TRANSPORT.



20 DOMTAR FACILITIES

across North America have active EarthChoice® Ambassador programs.



Data in this document is specific to legacy Domtar facilities, including: Ashdown, Espanola, Hawesville, Johnsonburg, Kingsport, Marlboro, Nekoosa, Plymouth, Rothschild and Windsor mills.



Kingsport's Technical and Quality Manager, Shivamurthy Modgi and Paper Machine Operator, Robert Palmer, work together in the Control Room to assure production line reliability and automation details in 100% recycle operations.

DOMTAR PULP, PAPER & PACKAGING FACTS AND FIGURES – 2023

\$4.2 BILLION

in pulp, paper and packaging sales.



\$178 MILLION

in capital investments in our Pulp, Paper and Packaging business.



\$400,000

contribution to the Nature Conservancy (TNC) by 2026.



31% OF WOOD FIBER

needs were met with certified wood in 2023, including 22 percent from FSC-certified sources.



Initiated a dedicated water reduction capital expenditure fund to support our goal of reducing water use



20% PER UNIT PRODUCT

by 2030 from 2019 levels.

66%

renewable energy used in our pulp and paper mills.* Industry average = 66 percent.**



An equivalent of **59%** of the electricity used in our pulp and paper mills was self-generated. Industry average = 58 percent.**



Battery-powered clamp truck at Kingsport mill moving OCC bales.

83%

of pulp and paper mill manufacturing byproducts were beneficially used.



16%

reduction in waste to landfill since 2019.



28% REDUCTION

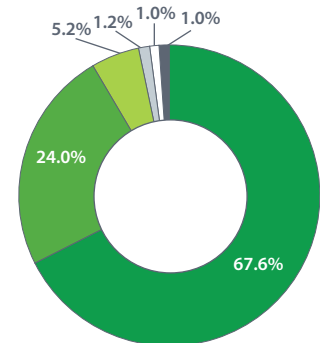
in total direct greenhouse gas emissions and indirect emissions from purchased energy at our pulp and paper mills since 2010.



MANUFACTURING ENERGY SOURCES

Total Energy Use = 116.14 Million Gigajoules

- Biomass
- Natural Gas
- Purchased Electricity (Net)
- Coal
- Purchased Steam (Net)
- Other



*Net of renewable energy and attribute sales.

**Better Practices, Better Planet 2020 Sustainability Progress Report.

Data in this document is specific to legacy Domtar facilities, including: Ashdown, Espanola, Hawesville, Johnsonburg, Kingsport, Marlboro, Nekoosa, Plymouth, Rothschild and Windsor mills.



While data above relates to the Domtar legacy company's 2023 data, the statements below represent the combined Paper Excellence Group sustainability goals and roadmap for 2030 and beyond.

PE Group's foundation is our stakeholders: employees, customers, local and indigenous communities, suppliers, trade association partners, NGOs, and third-party certifying bodies. That bedrock drove the PE Group to conduct a materiality assessment amongst our stakeholders. Their combined impact led to fine-tuning our sustainability strategies, goals for 2030 and beyond, and creating a roadmap for the PE Group to reach those objectives.

PE Group Facts:

- The PE Group governance is led by our Management Board and Business Unit leaders, who play an integral role in our Global Sustainability Steering Committee
- Our Strategic Pillars for Sustainability: Environmental Stewardship, People & Communities and Responsible Business
- PEG Group's key actions and initiatives are incorporated in our nine focus areas:
 - Sustainable Wood Fibre
 - Climate Change & Energy
 - Resource Optimization
 - Employee Health, Safety, Well-being & Development
 - Partnerships & Engagement
 - Diversity, Equity and Inclusion
 - Business Performance & Competitiveness
 - Customer Relations & Satisfaction
 - Business Conduct & Ethics

Data in this document is specific to legacy Domtar facilities, including: Ashdown, Espanola, Hawesville, Johnsonburg, Kingsport, Marlboro, Nekoosa, Plymouth, Rothschild and Windsor mills.

Printed on 80 lb. Cougar® Digital Color Copy Super Smooth Cover.
FSC® C001844