

2023 ESG BY THE NUMBERS



Comprehensive data-driven summary based on the Sustainability Accounting Standards Board (SASB) requirements for forestry management and pulp & paper products as well as select global ESG rating systems.

As a supplier of choice within the forest products industry, Resolute Forest Products focuses on maximizing its contributions to the circular economy, reducing its carbon footprint, creating positive social impact and supporting its operating communities.


Our fundamental goal is to generate value for the company while driving economic activity in a sustainable and responsible way.

We have received regional, North American and global recognition for our leadership in **environmental**, **social** and **governance (ESG)** reporting, corporate social responsibility and sustainable development.

The company established its ambitious sustainability strategy in 2011, and we have been reporting annually on our public commitments according to the requirements of the Global Reporting Initiative (GRI) ever since.



Environmental Highlights¹

	2023 Performance (Absolute)	2023 Performance (Intensity)
 Greenhouse gas (GHG) emissions – scope 1	653 thousands of mt CO ₂ e	170 kg CO ₂ e/mt+bf
GHG emissions – scope 2	335 thousands of mt CO ₂ e	87 kg CO ₂ e/mt+bf
GHG emissions – scope 3	3,388 thousands of mt CO ₂ e	868 kg CO ₂ e/mt+bf
Nitrogen oxide (NO _x) emissions	1.47 thousands of mt	0.89 kg/mt
Sulfur dioxide (SO ₂) emissions	0.35 thousands of mt	0.21 kg/mt
Particulate emissions	0.27 thousands of mt	0.16 kg/mt
Total energy consumed (fuel and electricity)	13,705 thousands of MWh / 49,338,352 GJ	8.32 MWh/mt
Renewable energy used (fuel and electricity)	10,992 thousands of MWh / 80% of consumption	6.67 MWh/mt
Electricity consumed	4,104 thousands of MWh / 14,774,400 GJ	2.49 MWh/mt
Electricity sold	578 thousands of MWh	n/a
Self-generated electricity	1,518 thousands of MWh / 37% of electricity consumption	0.92 MWh/mt
Purchased electricity²	2,586 thousands of MWh / 63% of electricity consumption	1.16 MWh/mt
Fuel used (oil/diesel)	2,326 thousands of MWh / 24% of fuel consumption	1.41 MWh/mt
Fuel used (biomass)	7,441 thousands of MWh / 76% of fuel consumption	4.52 MWh/mt
Water withdrawn	118,595 thousands of m ³	72.00 m ³ /mt
Water treated and discharged	111,717 thousands of m ³	67.82 m ³ /mt
Water used	6,878 thousands of m ³	4.18 m ³ /mt
Water withdrawn from surface water sources	>99% of withdrawals	n/a
Discharges to water – total suspended solids	3.5 thousands of mt	2.11 kg/mt
Biochemical oxygen demand (BOD₅) of discharges	2.7 thousands of mt	1.66 kg/mt
Total waste	3,758 thousands of mt	877 kg/mt
Waste used for beneficial use³	3,693 thousands of mt	860 kg/mt
Waste sent to landfills	75 thousands of mt	17.55 kg/mt
Class 1 and 2 environmental incidents	14	n/a
Significant spills	0	n/a
Significant environmental fines	0	n/a
Total sites	43	n/a
ISO 14001-certified sites	43	n/a
Forest management (FM) certification	100%	n/a
SFI FM certification	50,244,433 acres (100%)	n/a
FSC FM certification	17,585,550 acres (35%)	n/a
Area of forestland with protected conservation status	resoluteftp.com	n/a
Area of forestland in endangered species habitat	resoluteftp.com	n/a
Area of forestland in Indigenous land	resoluteftp.com	n/a
Aggregate standing timber inventory⁴	1,250,000,000 m ³	n/a
Timber harvest volume	8,802,922 m ³	n/a
Total fiber sourced for pulp, paper and tissue mills	2,214,252 adm ^t	n/a
Amount of recycled and recovered fiber procured	64,213 mt	n/a
Total pulp production	619,246 mt	n/a
Total paper production	925,960 mt	n/a
Total tissue production	87,000 st	n/a
Total wood product production⁵	2,194,021,000 bf	n/a

1. Environmental data is for pulp, paper and tissue mills only, except for forest management-related information, greenhouse gas emissions, environmental incidents, ISO 14001 certification and waste management data, which include all operations.

2. Represents purchased electricity, minus actual external sales of electricity produced from cogeneration facilities.

3. Includes waste used beneficially, such as recycling and land spreading, as well as on-site energy recovery





4. Based on 50,244,433 acres of forestland.

5. Does not include remanufactured wood, engineered wood and wood pellets.



Social Highlights

2023 Performance

	Lost time incident rate ⁶	0.26
	OSHA recordable incident rate	0.63
	OSHA severity rate	23.1
	Absenteeism rate	6.0%
	Fatalities – employees	0
	Fatalities – contractors	0
	Fatalities – total	0
	Employees	6,015
	Hires	1,165
	Women in workforce	18.0%
	Women hiring rate	21.76%
	Women in management roles	20.0%
	Women in executive roles	20.0%
	Voluntary employee turnover	18.8%
	Involuntary employee turnover ⁷	11.3%
	Employees unionized	55.8%
	Employee eligibility for participation in retirement plans	100%
	Employee participation in retirement plans	98.1%
	Sustainability metrics for incentive pay	Yes, STIP
	Paid sick leave	Yes
	Retirement contributions	Yes
	Indigenous partnerships and consultative relationships	39
	Direct economic impact	\$2,737,000,000
	Payments to governments ⁸	\$24,908,831
	Community contributions (donations, sponsorships, etc.)	\$1,376,163
	Indirect employment impact ⁹	19,549
	Customer satisfaction ¹⁰	95%
	Customer requests – sustainability and product stewardship	163
	Third-party fiber tracking systems	100%
	Fiber processed with minimum due diligence requirements	100%
	Fiber purchased from external sources that is third-party certified	90%
	Fiber certified to third party standards (sawmills)	55%
	Fiber certified to third party standards (pulp and paper mills)	87%

6. The lost time frequency rate is calculated by multiplying the number of incidents that were lost time cases by 200,000, divided by total number of hours worked.

7. Employees who left the organization due to dismissal, retirement or death in service.

8. Includes corporate income taxes; franchise tax; property and school taxes; and non-recoverable sales taxes. Excludes payroll taxes and countervailing and antidumping duties.




9. Research by the Economic Policy Institute indicates that for every 100 jobs in the paper industry, 325 additional jobs are supported in supplier industries and in local communities due to the re-spending of wages.

10. Customer satisfaction is measured using quality and service key performance indicators (KPI). Including the percentage of root cause problem elimination cases initiated and closed; excludes wood products.



Governance Highlights

2023 Performance

	Directors	7
	Independent directors	86%
	Gender diversity	29% women
	Diversity policy	Minimum 25% of each gender (men and women)
	Chair	Independent
	Committees ¹²	Audit, HRCNG, EHSS, Finance
	Independence of committees	All members of HRCNG & Audit independent as per NYSE standards
	Code of business conduct ¹³	Yes, annual compliance and training
	New employees trained on Code of Ethics and Business Conduct	100%
	Human Rights Policy	Yes
	Related persons policy	Yes
	Insider trading policy	Yes
	Anti-hedging and anti-pledging	Yes
	Recoupment policy	Yes
	Annual say on pay	99% approval rate in 2023
	Annual reviews	Benchmarking by HRCNG against peers
	ESG metric pay incentives	Environmental and health & safety incidents as well as GHG remission reductions
	Board, executive and sustainability committee members trained on ESG	100%
	Number of material issues (shared priorities)	31
	Number of high priority material issues	8
	GRI Universal Standards	Yes, Resolute is in compliance with GRI's "In Accordance" level
	SASB Standards	Yes, pulp & paper and forestry management
	UNSDGs	Yes, eight SDGs
	CDP Climate	B
	CDP Forests	A-
	CDP Water Security	B
	Ecovadis	57 (64th percentile)
	S&P Global Corporate Sustainability Assessment (March 15, 2024)	44 (80th percentile)

11. The information below pertains to Resolute's board of directors, which was dissolved on March 1, 2023. The Management Board of the Paper Excellence Group of Companies is currently the highest governing body of the organization.

12. Committees included: audit; human resources and compensation/nominating and governance (HRCNG); environment, health, safety and sustainability (EHSS); and finance.

13. The Code includes provisions on legal compliance, conflicts of interest, anti-bribery and corruption, human rights, sustainability, fair dealing with third parties, appropriate workplace behavior, protection of intellectual property, security and cybersecurity.

Unless otherwise noted, amounts in this document are in U.S. dollars, and data reported is as at December 31, 2023.

Domtar

We are the fiber
for the future.

On October 24, 2024, the Paper Excellence Group announced the operational integration of Domtar Corporation and Resolute Forest Products with the legacy Paper Excellence business. Now under the name of Domtar, the company is a leading, privately held manufacturer of diversified forest products.

CONTACT US

esg.peg@domtar.com

To learn more about Resolute's sustainability activities and leadership, visit resolutefp.com/sustainability.

