



2023 PUBLIC COMMITMENTS



A detailed overview of our commitment to continuous improvement and transparency, highlighting our 2024 to 2026 sustainability targets and our 2023 performance.

Resolute Forest Products' sustainability performance is driven by our public commitments – a combination of ambitious long-term objectives, annually revised targets and aspirational goals designed to maintain our competitive position.

Based primarily on the shared priority issues identified by our stakeholders, Resolute's public commitments drive our sustainability activities and initiatives. They are reviewed and refined annually by our sustainability committee, a cross functional group comprised of senior managers from various departments.

The following tables provide a summary of Resolute's sustainability performance for all of the operations we operated as at December 31, 2023, with the exception of the Thunder Bay (Ontario) pulp and paper mill, which was held separate until its sale to an affiliate of Atlas Holdings on August 1, 2023.

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, under the name of Domtar. The information in this leaflet pertains to Resolute's sustainability performance for the 2023 reporting year. Future sustainability reports will be published under the unified company, Domtar. Targets will be adapted as a result of the integration, and new company-wide initiatives are currently under development.

Environment Commitments

Greenhouse Gas (GHG) Emissions

2023+ Targets	2023 Performance	2024+ Targets
Report to CDP Climate Change questionnaire, including scope 1, 2 and 3 emissions	Maintained B management-level score on CDP's climate change questionnaire reflecting coordinated action on climate issues; score is higher than the North America regional average of C, and higher than the Wood & Paper Materials sector average of B- Rating: +	Report to CDP climate change questionnaire, including scope 1, 2 and 3 emissions
By 2026, reduce scope 1 and 2 GHG emissions by 41.5% compared to 2015, in line with the Science Based Target initiative (SBTi)*	Sale of Thunder Bay (Ontario) pulp and paper mill triggered obligation to recalculate our targets* Achieved internal GHG reduction target associated with Short Term Incentive Plan (STIP) Rating: >	Assess feasibility of adopting a new SBTi-validated target
By 2026, reduce scope 3 GHG emissions by 16.5% compared to 2015, in line with SBTi*	Achieved in 2022, surpassing our 2026 target by 37%; sale of Thunder Bay (Ontario) pulp and paper mill triggered obligation to recalculate Rating: +	Assess feasibility of adopting a new SBTi-validated target

* Resolute's sustainability performance includes all of the operations we operated as at December 31, 2022, with the exception of the Thunder Bay (Ontario) pulp and paper mill, which was held separately until its sale to an affiliate of Atlas Holdings on August 1, 2023, as required by the Consent Agreement between Domtar Corporation and the Canadian Commissioner of Competition, as registered with the Competition Tribunal of Canada on December 28, 2022. Our SBTi targets were set before the sale of the Thunder Bay mill and are thus subject to re-evaluation in 2024.

++ Surpassed commitment
 + Achieved commitment
 = Maintained achievement
> Ongoing progress
 x Commitment unattained

Environmental Management Systems (EMS)

2023+ Targets	2023 Performance	2024+ Targets
Record 12 or fewer class 1 and 2 environmental incidents	Recorded 14 class 1 and 2 environmental incidents, one fewer than in 2022 Rating: X	Pending Paper Excellence's Global Sustainability Strategy
Maintain ISO 14001 EMS certification at 100% of certified operations	Maintained ISO 14001 EMS certification at 100% of certified operations* Rating: =	Maintain ISO 14001 EMS certification at 100% of certified operations
Complete ISO 14001 EMS certification at Glenwood (Arkansas) facility	Completed ISO 14001 EMS certification at Glenwood sawmill Rating: +	N/A - Target achieved
Implement ISO 14001 EMS certification at Hagerstown (Maryland) tissue converting facility	Completed ISO 14001 EMS certification at Hagerstown tissue converting facility Rating: +	N/A - Target achieved

* Excluding Talladega (Alabama) chip mill and Senneterre (Quebec) thermal plant.

++ Surpassed commitment + Achieved commitment = Maintained achievement
> Ongoing progress X Commitment unattained

Forest Management (FM)

2023+ Targets	2023 Performance	2024+ Targets
Maintain certification of 100% of Resolute owned or managed woodlands to at least one internationally recognized FM standard	Maintained certification of 100% of Resolute owned or managed woodlands to at least one internationally recognized FM standard Rating: =	Maintain certification of 100% of Resolute owned or managed woodlands to at least one internationally recognized FM standard
Report to CDP forests questionnaire	Achieved an A- leadership score on CDP's forests questionnaire by demonstrating use of current best practices; score is higher than the North America regional average of C, and higher than the Wood & Paper Materials sector average of B Rating: +	Disclose 2023 forest-related performance to CDP
Record no more than five FM incidents leading to regulatory infractions in Canada, excluding those of a strictly administrative nature	Recorded one FM incident leading to regulatory infractions in Quebec, excluding those of a strictly administrative nature – total penalties of C\$614 Rating: ++	Record no more than five FM incidents leading to regulatory infractions in Canada, excluding those of a strictly administrative nature

++ Surpassed commitment + Achieved commitment = Maintained achievement
> Ongoing progress X Commitment unattained

Fiber Sourcing and Management

2023+ Targets	2023 Performance	2024+ Targets
Maintain internationally recognized chain of custody (CoC) certifications at 100% of manufacturing facilities	Maintained CoC certifications to internationally recognized standards at 100% of certified facilities Rating: =	Maintain CoC certifications to internationally recognized standards at 100% of certified facilities
By 2026, increase externally sourced certified fiber supply to 75%	Increased externally sourced certified fiber supply to 90%, surpassing our 2026 target three years ahead of schedule Rating: ++	N/A – Target achieved
Reduce roundwood consumption by 0.025 m ³ /m ³ at wood product facilities compared to 2022	Reduced roundwood consumption by 0.080 m ³ /m ³ at wood product facilities compared to 2022 Rating: ++	N/A – Target achieved
By 2026, reduce roundwood consumption by 0.125 m ³ /m ³ at wood product facilities compared to 2021	Reduced roundwood consumption by 0.170 m ³ /m ³ at wood product facilities compared to 2021, surpassing our 2026 target three years ahead of schedule Rating: +	N/A – Target achieved

++ Surpassed commitment + Achieved commitment = Maintained achievement
> Ongoing progress x Commitment unattained

Waste and Residue Management

2023+ Targets	2023 Performance	2024+ Targets
By 2026, reduce waste to landfill by 15% at all pulp, paper and tissue mills compared to 2018	Achieved 2026 target in 2022: reduced waste to landfill by 33% compared to 2018 Rating: N/A	N/A – Target achieved
Record fiber losses of no more than 42 kg per metric tonne (mt) of production at all pulp, paper and tissue mills	Recorded fiber losses of 33.7 kg per mt of production at all pulp, paper and tissue mills Rating: ++	Pending Global Sustainability Strategy
Establish annual fiber-loss targets for each of our pulp, paper and tissue mills	Established annual fiber-loss targets for each of our pulp, paper and tissue mills Rating: =	Establish annual fiber-loss targets for each of our pulp, paper and tissue mills

Water Management

2023+ Targets	2023 Performance	2024+ Targets
Establish annual water-consumption targets for each of our pulp, paper and tissue mills	Established annual water-consumption targets for each of our pulp, paper and tissue mills Rating: =	Establish annual water-consumption targets for each of our pulp, paper and tissue mills
Report to CDP water security questionnaire	Increased to a B management-level score on CDP's water security questionnaire reflecting coordinated action on water issues; score is higher than the North America regional average of C, and higher than the Wood & Paper Materials sector average of C Rating: +	Report to CDP water security questionnaire
Achieve a deeper understanding of water-related physical risks in specific operating regions	Launched project to assess water-related risk analysis at operations in Quebec's Saguenay–Lac-Saint-Jean region Rating: >	Determine water-related physical risks in Quebec's Saguenay–Lac-Saint-Jean region

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> Ongoing progress x Commitment unattained

Health and Safety Incidents

2023+ Targets	2023 Performance	2024+ Targets
Achieve an OSHA incident rate of 0.55 or less	Achieved an OSHA incident rate of 0.63 across all Resolute operations Rating: X	Achieve an OSHA incident rate of 0.85 or less for Wood Products BU
		Achieve an OSHA incident rate of 0.75 or less for Pulp and Tissue BU
Achieve a severity rate of 16 or less	Achieved a severity rate of 23.1 across all Resolute operations Rating: X	Achieve a lost time frequency rate (LTFR) of 0.35 or less for Wood Products BU
		Achieve an LTFR of 0.50 or less for Pulp and Tissue BU
By 2026, achieve an OSHA incident rate of 0.40 or less	Recorded an OSHA rate of 0.63 Rating: >	By 2026, achieve an OSHA incident rate of 0.40 or less
By 2026, achieve 30 million hours without a recordable incident across our operations*	Reached 12 million hours without a recordable incident across our operations Rating: >	By 2026, achieve 30 million hours without a recordable incident across our operations

* Based on increments of facilities achieving 250,000 consecutive hours without a recordable injury; the 30 million hours themselves are not consecutive

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> Ongoing progress X Commitment unattained

Health and Safety Procedures

2023+ Targets	2023 Performance	2024+ Targets
Ensure 100% of hourly employees submit at least two proactive near-miss reports	96% of hourly employees submitted at least two proactive near-miss reports Rating: X	Ensure 100% of hourly employees submit at least two proactive near-miss reports
Review and resolve more than 75% of submitted proactive near-miss reports	Reviewed and resolved 90% of submitted proactive near-miss reports Rating: ++	Review and resolve more than 75% of submitted proactive near-miss reports
Ensure 100% of operations review at least 10 job safety analysis (JSA) or safe operating procedure (SOP) reports that meet company's stringent quality criteria	96% of operations reviewed at least 10 JSA or SOP reports; on track to achieve target Rating: X	Ensure 100% of operations review at least 10 JSA or SOP reports that meet company's stringent quality criteria

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Key Strategic Partnerships

2023+ Targets	2023 Performance	2024+ Targets
Ensure and sustain outreach to stakeholders and develop key strategic partnerships across our operations	<p>Committed annual contributions of US\$250,000 to the Working Forests Initiative and C\$750,000 to Forestry for the Future through 2027, for a total of \$5 million (combined currency)</p> <p>Continued to fund C\$6 million initiative led by Université du Québec de l'Outaouais with a C\$7,000 annual contribution</p> <p>Continued partnership with Nature Conservancy of Canada by contributing C\$15,000 to support Carapace Project in Mauricie (Quebec), and donating 200 hectares (494 acres) of biodiversity-rich land on the north shore of the St. Lawrence Estuary in Quebec's Charlevoix region</p> <p>Engaged 150 employees and suppliers in raising C\$175,000 for three worthy organizations serving Quebec's Saguenay–Lac-Saint-Jean region</p> <p>Committed annual contribution of C\$350,000 over five years for a total of C\$1.75 million to UQAC research consortium focusing on research of critical issues in the forest products industry</p> <p style="text-align: right;">Rating: ></p>	Ensure and sustain outreach to stakeholders and develop key strategic partnerships across our operations

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Renewal and Retention

2023+ Targets	2023 Performance	2024+ Targets
Implement new leadership and human resources practices to create an inclusive and diverse workplace	<p>Integrated power skills assessment into demonstrated effectiveness appraisal process; 18 meetings with management from all functions and divisions; 1,094 salaried employees assessed so far on power skills; power skills integrated into specific team development activities</p> <p style="text-align: right;">Rating: ></p>	Implement new leadership and human resources practices to create an inclusive and diverse workplace
Disclose annual hires, turnover rate and internal employee movement	<p>Hired 1,165 employees, including 198 foreign workers: 136 in Quebec and 62 in Ontario</p> <p>Recorded 14.8% turnover rate, including 11.3% resignation rate</p> <p>Recorded 240 internal employee movements</p> <p style="text-align: right;">Rating: +</p>	Disclose annual hires, turnover rate and internal employee movement

Collective Agreements

2023+ Targets	2023 Performance	2024+ Targets
Renew three collective agreements covering approximately 490 employees at pulp and paper operations and 10 collective agreements covering approximately 430 employees at wood products facilities	<p>Renewed 13 collective agreements covering 1,000 hourly employees in pulp and paper and woodlands operations, and five collective agreements extended for a duration of four years covering 520 employees at our wood products facilities</p> <p style="text-align: right;">Rating: ></p>	Renew collective agreement covering five employees at pulp and paper operations and complete master agreement for Calhoun (Tennessee) tissue mill and Coosa Pines (Alabama) pulp mill

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Human Rights, Diversity, Equity and Inclusion (DE&I)

2023+ Targets	2023 Performance	2024+ Targets
Train 100% of managers on workplace respect and civility with focus on unconscious biases	Trained 56% of managers on workplace respect and civility with focus on unconscious biases Rating: X	Complete training of 100% of managers on workplace respect and civility with focus on unconscious biases – initiated in 2023
Convene DE&I committee at least eight times to develop committee's governance charter and deploy its company-wide DE&I communications program	Convened DE&I committee 10 times, developed committee's governance charter, and deployed a company-wide DE&I communications program via multiple DE&I-focused communications Rating: ++	Pending Global Sustainability Strategy

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Community Outreach and Contributions

2023+ Targets	2023 Performance	2024+ Targets
Ensure 100% of operations report community outreach activities consistently and transparently, focusing on local engagement with external stakeholders and improving over 2022 monthly average	100% of operations reported community outreach activities, focusing on local engagement with external stakeholders with monthly average of 67% Rating: +	Ensure 100% of operations report community outreach activities consistently and transparently, focusing on local engagement with external stakeholders and improving over 2023 quarterly average
Make annual community and charitable contributions of at least \$1 million with emphasis on environmental stewardship, health and education programs, in addition to supporting operations and employee fundraising initiatives	Made community, charitable and academic contributions at corporate and operations levels: - \$254,000 at operations level - \$246,000 through Safety Award Program - \$185,000 through other corporate donations - \$492,000 in academic support* - \$154,000 through local fundraisers in Lac-Saint-Jean region of Quebec - \$45,000 to Centraide Total: \$1.376 million Rating: +	Make annual community and charitable contributions of at least \$1 million with emphasis on environmental stewardship, health and education programs, in addition to supporting operations and employee fundraising initiatives
By 2026, contribute at least \$5 million to charitable community organizations across all operations	Contributed \$3.3 million since 2021, not including Safety Award Program Rating: >	By 2026, contribute at least \$5 million to charitable community organizations across all operations
By 2026, donate at least \$1 million to charitable community organizations through Safety Award Program	Contributions of \$694,000 since 2021 Rating: >	By 2026, donate at least \$1 million to charitable community organizations through Safety Award Program

* Includes \$82,000 in awards from Resolute endowment funds as well as amounts disclosed under strategic partnerships.

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Public Policy

2023+ Targets	2023 Performance	2024+ Targets
Maintain participation in Resolute's political action committee (PAC) at the U.S. operations level and communicate regularly with PAC participants	<p>Through Resolute's PAC, made \$33,500 in contributions to 22 political campaigns</p> <p>Raised \$50,831 via employee PAC contributions</p> <ul style="list-style-type: none"> - 134 PAC participants - Two facility visits by Members of Congress in Florida - 54% of PAC members participated in Leadership Circle <p>Rating: =</p>	Expand PAC participation to eligible Domtar employees and outreach to include support for elected officials representing Domtar's U.S. operations
Ensure Resolute has a voice in public policy discussions that affect its operations, employees, communities and partners	<p>Collaborated on special harvesting plans committee resulting from extensive forest fires in Quebec, led by Quebec's Ministry of Natural Resources and Forests with representation from industry and key stakeholders</p> <p>Continued efforts to oppose softwood lumber duties and support a long-term resolution to the dispute</p> <p>Continued to work with forest industry associations and a range of stakeholders in the U.S. and Canada to ensure stakeholder awareness of facts related to the boreal forest and to address anti-boreal legislative and regulatory initiatives, focusing on the European Union's Deforestation Regulation (EUDR)</p> <p>Rating: ></p>	Ensure Resolute has a voice in public policy discussions that affect its operations, employees, communities and partners

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Sustainability Oversight and Risk Management

2023+ Targets	2023 Performance	2024+ Targets
Maintain sustainability oversight and risk management practices via quarterly meetings of sustainability committee	<p>Maintained sustainability oversight and risk management practices via four meetings of sustainability committee; completed materiality assessment for Paper Excellence Group (PEG) of companies</p> <p>Rating: =</p>	Establish PEG's global governance structure for sustainability; maintain sustainability oversight and risk management practices via quarterly meetings of Resolute's sustainability committee
Provide senior management and sustainability committee members ESG-specific training	<p>Provided climate and carbon training to 49 managers and directors, including sustainability committee members, with a focus on tracking and reporting risks associated with climate change; provided 53 employees foundational training on ESG standards and trends</p> <p>Rating: +</p>	Provide senior management and sustainability committee members focused training sessions on modern slavery legislation and European Corporate Sustainability Reporting Directive (CSRD)
Maintain enterprise risk management (ERM) process to address risk factors	<p>Maintained ERM process to address risk factors, leveraging it to further refine our climate-related risk assessment mechanisms as well as PEG materiality assessment</p> <p>Rating: =</p>	Maintain an ERM process to address risk factors
Continue tying annual STIP to GHG emission reductions as well as safety and environmental performance	<p>Put in place 2023 STIP tied to GHG emission reductions as well as safety and environmental performance</p> <p>Rating: +</p>	Continue tying annual STIP to material ESG metrics, focusing on employee safety

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Sustainability Reporting and Transparency

2023+ Targets	2023 Performance	2024+ Targets
Report according to Global Reporting Initiative's (GRI) new GRI Universal Standards, United Nations Sustainable Development Goals (UNSDGs) and Sustainability Accounting Standards Board (SASB) standards for forestry management and pulp and paper products	Completed 2022 GRI reporting and external audit; aligned ESG by the Numbers with SASB Standards; completed reporting according to UNSDGs Rating: +	Help develop sustainability reporting policy framework for PEG and evaluate CSR requirements
Introduce web-based climate reporting framework according to Task Force on Climate-Related Disclosures (TCFD)	Launched new webpage that highlights Resolute's climate disclosures according to TCFD Rating: +	N/A – Target achieved

Ethics and Conduct

2023+ Targets	2023 Performance	2024+ Targets
Conduct annual review of Code of Business Conduct and Ethics Reporting Policy	Policies under review as part of PEG integration process; review of Resolute Code completed; PEG Code under development Rating: >	Implement PEG Code of Ethics and Business Conduct
Train 100% of new employees on company's Code of Business Conduct	Trained 100% of new employees on Code of Business Conduct Rating: x	Pending Global Sustainability Strategy

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Data Security and Privacy

2023+ Targets	2023 Performance	2024+ Targets
Report twice a year on company's security posture to highest oversight authority	Security posture reported to executive team; PEG integration process to determine highest oversight authority Rating: >	Pending Global Sustainability Strategy
Complete assessment of GRI Standard 418-1	Completed assessment as part of integration of latest materiality assessment into sustainability reporting: 418-1 no longer required Rating: ++	N/A – Target achieved

Customer Satisfaction

2023+ Targets	2023 Performance	2024+ Targets
Determine appropriate KPI for measuring and monitoring root cause problem elimination (RCPE) cases related to wood products	Ongoing work with Wood Products to determine the appropriate publicly disclosed KPI; continued tracking and monitoring quality and service KPIs for pulp, paper and tissue Rating: >	Pending Global Sustainability Strategy
Ensure 93% of RCPE cases are reviewed and closed for pulp, paper and tissue segments	Reviewed and closed 100% of RCPE cases for pulp, paper and tissue segments Rating: ++	Ensure 95% of RCPE cases are reviewed and closed for pulp, paper and tissue segments

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Procurement

2023+ Targets	2023 Performance	2024+ Targets
Measure penetration rates with a view to establishing annual targets for regional and Indigenous spend	Increased Indigenous spend in Canadian operating regions compared to 2021, but slight decrease compared to 2022 Rating: +	Pending Global Sustainability Strategy and governance structure; direction from BU leadership
		New Target Undertake supply chain due diligence according to requirements of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act and submit related report to Public Security Canada
Develop supplier-recognition program	Developed a new program; however, due to PEG integration, program currently on hold Rating: x	Pending Global Sustainability Strategy
By 2026, create an online, one-stop procurement portal for local, regional and global suppliers to highlight supply chain transparency	PEG's global procurement program undergoing integration of PEG legacy companies; target to be re-evaluated on completion Rating: >	Pending Global Sustainability Strategy

Product Innovation

2023+ Targets	2023 Performance	2024+ Targets
Reach target production levels of cellulose filaments project at Kénogami (Quebec) paper mill	Production process stable, trials completed for concrete and food packaging applications Rating: >	N/A – Target achieved

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Indigenous Business Opportunities and Employment

2023+ Targets	2023 Performance	2024+ Targets
Promote economic participation of Indigenous peoples and businesses in forest products sector	Signed 10-year MOA with Whitesand First Nation (WFN) for access to 250,000 m ³ of fiber from Wabadowgang Nooping Forest (Ontario) via joint venture company in which WFN holds 51% ownership; first step toward WFN holding Sustainable Forest Licence in its name Established agreement in principle with Atikamekw Council of Obedjiwan to provide byproducts to Opitciwan (Quebec) thermal plant and install a wood kiln at the sawmill Renewed agreement in principle with Pekuakamiulnuatsh First Nation of Mashteuiatsh for access to approximately 250,000 m ³ of wood fiber annually in Quebec; provided fiber for a small sawmill specialized in large-dimension wood products Renewed partnership agreement with Kitigan Zibi First Nation for access to 128,200 m ³ of softwood for Resolute operations in Quebec's Outaouais region: Maniwaki sawmill and Gatineau newsprint mill Finalized discussions with Lac Simon First Nation in Abitibi (Quebec) and Pessamit First Nation on the North Shore (Quebec) to establish basis for a business partnership and identify employment opportunities Rating: >	Promote economic participation of Indigenous peoples and businesses in forest products sector

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> Ongoing progress x Commitment unattained

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

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

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

