

Sustainability Performance Indicators

Domtar’s sustainability performance indicators provide consolidated ESG metrics from operations across our three business units. This appendix presents ESG performance for both 2023 and 2024, covering the period from January 1 to December 31. It complements the narrative of our inaugural Sustainability Report by offering a quantitative view of our progress and enabling performance tracking over time, with the goal of demonstrating transparency and continuous improvement as a newly integrated company.



Key Performance Indicator (KPI)	Units	2024 Performance - Absolute	2023 Performance - Absolute	Units	2024 Performance - Intensity	2023 Performance - Intensity
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Energy						
Total electricity use	thousands of megawatt hour (MWh)	10,310	10,454	MWh/metric tons (mt)	1.16	1.20
Purchased electricity	thousands of MWh	6,743	7,064	MWh/mt	0.76	0.81
Self generated electricity	thousands of MWh	4,782	4,925	MWh/mt	0.54	0.56
Electricity Sales	thousands of MWh	1,215	1,535	MWh/mt	0.14	0.18
Purchased renewable electricity use	%	42	56	-	-	-
Total fuel use (fossil, liquor, hog and sludges)	Gigajoule (GJ)	187,056,357	195,244,400	GJ/mt	20.97	22.32
Fossil fuels	GJ	44,665,435	45,626,224	GJ/mt	5.01	5.22
Biomass fuels	GJ	142,802,953	150,061,735	GJ/mt	16.01	17.16
Renewable fuel content	%	76	77	-	-	-
Total energy use (power and fuels)	GJ	226,086,196	231,104,298	GJ/mt	25.35	26.42
Total renewable energy use (power and fuels as GJ)	GJ	162,583,685	167,874,243	GJ/mt	18.23	26.42
Renewable energy	%	72	73	-	-	-

Carbon						
Greenhouse gas (GHG) emissions - scope 1	metric tons of carbon dioxide equivalent (mt CO ₂ e)	2,771,302	2,627,307	kilogram (kg) CO ₂ e/mt	311.52	307.75
GHG emissions - scope 2 (market based)	mt CO ₂ e	1,506,496	1,554,133	kg CO ₂ e/mt	169.35	182.04
GHG emissions - scope 2 (location based)	mt CO ₂ e	1,396,975	1,359,570	kg CO ₂ e/mt	157.03	158.25
GHG emissions - scope 1 + 2 (market based) reduction from 2015 baseline¹	%	39	39	-	-	-
GHG emissions - scope 3 (2023)	mt CO ₂ e	Forthcoming	11,353,166	-	-	-

KPI	Units	2024 Performance - Absolute	2023 Performance - Absolute	Units	2024 Performance - Intensity	2023 Performance - Intensity
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Environment						
Total particulate (TP) emissions	mt	2,235	3,559	kg/mt	0.25	0.41
Nitrogen oxide (NO ₂) emissions	mt	16,169	12,867	kg/mt	1.81	1.47
Sulfur dioxide (SO ₂) emissions	mt	5,559	6,275	kg/mt	0.62	0.72
Total reduced sulphur (TRS)	mt	354	526	kg/mt	0.04	0.06
Volatile organic compounds (VOC)	mt	5,783	7,791	kg/mt	0.65	0.89
Water withdrawn	cubic meter (m³)	509,828,021	506,406,271	m³/mt	57.16	57.90
Water used	m³	40,503,831	28,054,722	m³/mt	4.54	3.21
Water treated and discharged²	m³	469,324,190	478,351,549	m³/mt	52.62	54.69
Adsorbable organic halides (AOx)	mt	633	777	kg/mt	0.07	0.09
Biochemical oxygen demand (BOD ₅)	mt	9,159	10,813	kg/mt	1.03	1.24
Total suspended solids (TSS)	mt	12,623	14,369	kg/mt	1.42	1.64
Waste to landfill or disposal						
Solid waste - landfill	bone dried tons (bdt)	312,404	456,775	kg/mt	35.03	52.22
Incineration (Canadian sites only)	bdt	112,573	15,319	kg/mt	12.62	1.75
Waste to beneficial reuse						
Fuel diversion	bdt	913,996	991,364	kg/mt	102.48	113.34
Recycling diversion	bdt	1,919,880	2,623,184	kg/mt	215.26	299.90
Beneficial use³	bdt	344,426	308,165	-	-	-
Repurposed waste	%	88	92	-	-	-
Class 1 and 2 environmental incidents⁴	#	41	58	-	-	-
Manufacturing facilities	#	58	60	-	-	-
Woodlands operations	#	6	6	-	-	-
ISO 14001-certified sites (Manufacturing facilities and woodlands operations)	#	46	45	-	-	-

1 The reported reductions are approximations for 2023 and 2024 and are measured against a 2015 baseline. While 2015 consolidated data reflect the combined emissions of our three legacy companies, methodologies for quantifying GHG emissions have evolved since that time. As such, the baseline should be considered an estimate intended to provide a consistent reference point for tracking progress. Reported figures cover Scope 1 and Scope 2 emissions only.

2 As pulp and paper making is a water-intensive process, we reuse water as much as possible, returning approximately 94% to the environment after primary and secondary treatment; the remaining 6% is captured in the end product or evaporated during the manufacturing process.

3 Includes agricultural and forestry landspreading, site rehabilitation through mining sites and composting.

4 Includes only environmental incidents that are categorized internally as Class 1 and Class 2 incidents.

Sustainability Performance Indicators

KPI	Units	2024 Performance	2023 Performance
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Production			
Total production capacity			
Paper & packaging	short tons (st)	4,277,000	4,277,000
Tissue	st	128,000	128,000
Trade pulp	air dried metric tons (admt)	3,244,000	3,256,000
Wood products	million board feet (mbf)	2,791,000	2,860,000
Total production			
Paper & packaging	st	3,717,000	3,449,000
Tissue	st	112,000	87,000
Trade pulp	admt	2,915,000	2,977,000
Wood products	mbf	2,150,000	2,647,983

Forest management			
Total managed forests			
Certified forests	hectares (ha)	21,756,777	21,756,777
FSC certified	ha	21,756,777	21,756,777
FSC certified	%	35	35
ATF, PEFC, SFI Certified	%	100	100
Public forests	ha	21,722,502	21,722,502
Owned forests	ha	348,980	348,980
Leased forests	ha	16,355	16,355
Areas of forest conservation	ha	47,171	47,171
Standing timber inventory	m³	1,273,937,091	1,277,938,058
Forest fiber harvested	m³	8,188,335	9,371,189
Certified forest fiber harvested	m³	7,049,489	9,318,161
Certified fiber harvested	%	87	99

Fiber sourcing			
Total fiber to pulp/paper mills			
Total chain of custody (CoC) certified fiber	bd	8,303,110	7,653,258
FSC controlled wood (CW)	bd	3,304,110	3,991,777
FSC controlled wood (CW)	%	100	100
SFI fiber sourcing (FS)	%	100	100
FSC CoC certified	%	18	18
ATF, PEFC, SFI CoC certified ⁵	%	22	25
Total purchase of sawmill residue chips	bd	4,649,200	-
Purchased certified recycled fiber	bd	87,458	74,546
Pre-consumer fiber	mt	132,737	110,766
Post-consumer fiber	mt	418,036	269,619
Certified facilities ⁶	%	100	100

5 ATF: American Tree Farm System; PEFC: Programme for the Endorsement of Forest Certification.

6 All of our manufacturing facilities have a CoC tracking system that complies with one or more certifications, including SFI®, FSC® and/or PEFC, all of which require that 100% of the fiber processed meets minimum due diligence requirements related to risks of illegal logging and other important sustainability issues.

KPI	Units	2024 Performance	2023 Performance
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Employees			
Total employees	#	13,946	14,009
Total non-unionized employees	#	5,172	5,182
Full-time equivalent	#	5,112	5,154
Part-time employees	#	60	28
Total unionized employees	#	8,774	8,827
Full-time equivalent	#	8,771	8,823
Part-time employees	#	3	4
Unionization rate	%	63	63
Women in workforce - full time equivalent	#	2,038	2,112
Women in management roles - full time equivalent	#	355	365
Employees with retirement programs - full time equivalent	#	12,625	13,011
Employee turnover	%	16	23
Retirement payments	US\$ millions	145	114
Indirect employment - multiple of direct @3.25	#	45,325	45,529

Socio-economic			
Revenue	US\$ millions	7,640	7,749
Direct economic value distributed	US\$ millions	7,711	8,006
Materials and services purchased	\$	5,534	5,520
Capital investments in our facilities	\$	342	397
Research & development	\$	199	213
Salaries, wages and benefits paid	\$	1,405	1,523
Interest paid to debtholders	\$	247	269
Taxes paid ⁷	\$	(18)	82
Philanthropic giving	US\$ million	2.82	4.34

KPI	2024	2023
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Safety performance ⁸	Paper & Packaging	Pulp & Tissue	Wood Products	Paper & Packaging	Pulp & Tissue	Wood Products
Lost time frequency rate	0.46	0.21	0.07	0.48	0.25	0.29
OSHA total frequency rate	1.09	0.60	0.58	1.20	0.45	0.83
OSHA severity rate ⁹	23.63	19.42	4.67	30.17	17.87	31.27
Fatalities	0			0		
Total employee hours worked	25,318,144			24,487,977		

7 Excludes payroll taxes and countervailing and antidumping duties.

8 Health and safety indicators are reported on a business unit basis rather than expressed as company-wide figures. Metrics such as the Lost Time Frequency Rate, OSHA Total Frequency Rate, and OSHA Severity Rate are incidence-based ratios and therefore cannot be aggregated meaningfully at the company level. Reporting them by business unit ensures accuracy and comparability.

9 OSHA Severity Rate does not include the Crofton and Port Alberni, British Columbia, mills for 2023.