

# 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<br>Performance<br>- Absolute | 2023<br>Performance<br>- Absolute | Units | 2024<br>Performance<br>- Intensity | 2023<br>Performance<br>- Intensity |
|---------------------------------|-------|-----------------------------------|-----------------------------------|-------|------------------------------------|------------------------------------|
|---------------------------------|-------|-----------------------------------|-----------------------------------|-------|------------------------------------|------------------------------------|

| 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 <sub>2</sub> e) | 2,771,302   | 2,627,307  | kilogram (kg) CO <sub>2</sub> e/mt | 311.52 | 307.75 |
| GHG emissions - scope 2 (market based)                                   | mt CO <sub>2</sub> e                                            | 1,506,496   | 1,554,133  | kg CO <sub>2</sub> e/mt            | 169.35 | 182.04 |
| GHG emissions - scope 2 (location based)                                 | mt CO <sub>2</sub> e                                            | 1,396,975   | 1,359,570  | kg CO <sub>2</sub> 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 <sub>2</sub> e                                            | Forthcoming | 11,353,166 | -                                  | -      | -      |

| KPI | Units | 2024<br>Performance<br>- Absolute | 2023<br>Performance<br>- Absolute | Units | 2024<br>Performance<br>- Intensity | 2023<br>Performance<br>- Intensity |
|-----|-------|-----------------------------------|-----------------------------------|-------|------------------------------------|------------------------------------|
|-----|-------|-----------------------------------|-----------------------------------|-------|------------------------------------|------------------------------------|

| Environment                                                                   |                       |             |             |       |        |        |
|-------------------------------------------------------------------------------|-----------------------|-------------|-------------|-------|--------|--------|
| Total particulate (TP) emissions                                              | mt                    | 2,235       | 3,559       | kg/mt | 0.25   | 0.41   |
| Nitrogen oxide (NO <sub>2</sub> ) emissions                                   | mt                    | 16,169      | 12,867      | kg/mt | 1.81   | 1.47   |
| Sulfur dioxide (SO <sub>2</sub> ) 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 <sub>5</sub> )                                 | 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<br>Performance | 2023<br>Performance |
|-----|-------|---------------------|---------------------|
|-----|-------|---------------------|---------------------|

| 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 <sup>5</sup>    | %  | 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 <sup>6</sup>            | %  | 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<br>Performance | 2023<br>Performance |
|-----|-------|---------------------|---------------------|
|-----|-------|---------------------|---------------------|

| 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 <sup>7</sup>               | \$            | (18)  | 82    |
| Philanthropic giving                  | US\$ million  | 2.82  | 4.34  |

| KPI | 2024 | 2023 |
|-----|------|------|
|-----|------|------|

| Safety performance <sup>8</sup> | 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 <sup>9</sup> | 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.