



Sustainability at Domtar

Key Highlights of
Our 2024 Performance

Domtar

Domtar's 2030 Sustainability Strategy



Environmental Stewardship

The integration of three legacy companies into one unified organization marked a unique opportunity for Domtar to develop a comprehensive global sustainability strategy reflecting our shared values and honoring our historical commitments.

Launched in May 2025, our 2030 Sustainability Strategy reflects the culmination of over two years of intensive internal and external engagement, assessment and strategic planning. It brings together the insights and best practices of our legacy businesses, while preparing us to lead in a world where sustainability performance and transparency are an imperative.

Steward the planet's resources responsibly by striving to reduce the environmental footprint of our everyday operations and setting actionable objectives that positively impact nature and the environment.

Objectives:

- Sustainable Forest Management and Fiber Sourcing
- Positive Biodiversity Impacts
- Decarbonization
- Water Resilience

2024 Facts and Figures

100%

of manufacturing facilities have chain of custody (CoC) tracking systems that comply with one or more certifications, including Sustainable Forestry Initiative® (SFI®), Forest Stewardship Council® (FSC®) and/or Programme for the Endorsement of Forest Certification (PEFC)

2024 Integrated CDP Disclosure

Submitted climate change, water security and forests report to CDP on Sept. 17, 2025, building on legacy companies' long established practice



100%

of managed forests are third-party certified to internationally recognized independent certification standards, including FSC® and/or SFI® Forest Management certifications

Scope 3 greenhouse gas (GHG) emissions inventory completed for all legacy companies, building on legacy company Resolute Forest Products' Scope 3 inventory first established in 2009

Ranked in 66th percentile of EcoVadis sustainability rating and among top 35% in our industry



39%

reduction¹ in Scope 1 and 2 GHG emissions from a 2015 baseline

88%

of waste repurposed

Commitment to establish science-based GHG emissions reduction target by 2026

Received American Forest & Paper Association (AF&PA) Award for our water conservation program, showcasing the innovative spirit of our North American team

72%

renewable energy use

76%

renewable fuel use

72%

of manufacturing and woodlands operations ISO 14001-certified

14,000

employees across North America

1. The reported reductions for 2024 is an approximation measured against a 2015 baseline. The 2015 consolidated data reflect the combined emissions of our three legacy companies; however, methodologies for quantifying GHG emissions have evolved since then. Accordingly, the baseline should be viewed as an estimate that provides a consistent reference point for tracking progress. Reported figures cover Scope 1 and Scope 2 emissions only.

United Nations Sustainable Development Goals

Our 2030 Sustainability Strategy aligns with the following United Nations Sustainable Development Goals (UNSDGs) to address global environmental and social challenges:



Our People and Communities

Contribute to the prosperity and quality of life in our operating communities through trusted partnerships, thoughtful engagement and support for the wellbeing and development of our employees in a safe and inclusive workplace.

Objectives:

- Employee Safety
- Indigenous Partnerships
- Community Engagement
- Employee Experience and Talent Development



Responsible Business

Uphold ethical and sustainable business practices and engage with our customers, business partners and stakeholders honestly and transparently.

Objectives:

- Ethical and Sustainable Leadership
- Innovation
- Human Rights
- Partnerships and Accountability

Early investor in First 30x30 Canada, an initiative supporting Indigenous-led conservation projects across Canada



Signed agreement with Tla'amin Nation to return a culturally significant parcel of land, marking a meaningful step toward reconciliation (2025)

Newly integrated **Indigenous Relations Steering Committee**

Recipient of Conseil du patronat du Québec (CPQ) award for foreign workers program

Introducing Domtar Connects, an employee-led framework uniting community investment and volunteer service, with 26 teams in place and plans to expand across sites (2025)

2030 goal to achieve zero employee injuries

100%

of new employees trained on our Code of Ethics and Business Conduct

100%

of salaried employees completed unconscious bias training

\$20 million

2030 community investment commitment with a volunteerism milestone defined by 2026

\$2.8 million

in community, charitable and academic contributions across corporate and operations

CA\$350,000

donated annually over five years to cutting-edge boreal forest research with Boisaco and University of Quebec at Chicoutimi research center

\$342 million

invested to keep our facilities resilient

50

employees trained on Canada's *Forced Labour in Canadian Supply Chains Act* pilot program

Named one of the "Private 25 Most Sustainable Corporations in the World" by Corporate Knights (April 2025)



Launch of Energetec™, an innovative paper product that has significantly greater stretch and flexibility

Committed to establishing a Global Human Rights Policy by 2026, aligned with the Universal Declaration of Human Rights

Environmental Stewardship



Our People and Communities



Responsible Business



Watch
our video
on UNSDGs





DOMTAR.COM