



**ESG AT
RESOLUTE**

100%
of managed forests
third-party certified

85%
reduction in
scope 1 and 2
GHG emissions
since 2000



97%
of water returned to
environment



75%
renewable
energy use

World-class
OSHA
incident rate of
0.62

**\$1.6
million**
in community
and academic
contributions



Close to
40
Indigenous
partnerships
and consultative
relationships



New board of
directors gender
diversity policy
requiring at least
25%
women

At Resolute Forest Products, our business and sustainability strategies have been expressly developed to align our efforts in environmental stewardship and social responsibility with our business objectives.



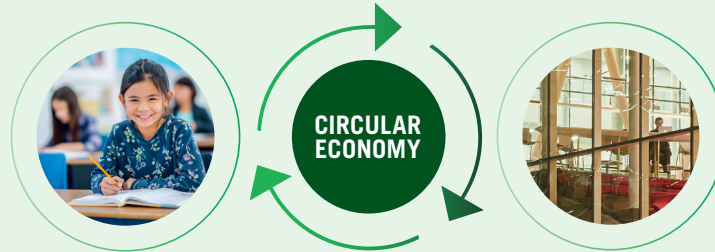
Resolute Thunder Bay (Ontario) employees on the National Day for Truth and Reconciliation, September 30, 2021. Orange shirts honor the lost children and survivors of residential schools, their families and communities.

RESOLUTE'S ESG PERFORMANCE DRIVEN BY OUR LEADERSHIP ON SUSTAINABILITY

Resolute provides **indispensable products for basic human necessities** – such as shelter, nourishment and education – and we contribute to the health and welfare of society.

Leveraging modern practices, we steward **renewable, sustainable, fossil-free resources**; seek resource maximization and waste minimization through **integration and innovation**; and play an important role in **fighting climate change**.

Our fundamental goal is to **generate value for the company and its shareholders** while driving economic activity in a sustainable and responsible way. Our success supports community economic growth and prosperity, social well-being and advancement, and shared environmental benefit.



Our sustainability strategy, based on a balanced approach to environmental, social and economic performance, is aligned with the principles of the circular economy.

SUSTAINABILITY STRATEGY

ENVIRONMENTAL

Manage the resources in our care with the highest respect, differentiating the company as an environmental supplier of choice.

SOCIAL

Position Resolute as an attractive employer – one where employees learn, grow and succeed.

Engage and collaborate with our operating communities, contributing to their prosperity.

ECONOMIC

Operate assets to the best of our ability and make the most of what we have, earning the right to be in business.

SUSTAINABILITY GOVERNANCE AND REPORTING

OVERSIGHT

Cross-functional, senior-level sustainability committee reports to executive team and board of directors – setting targets, monitoring progress and reporting on performance according to United Nations Sustainable Development Goals (SDGs), Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) Standards.

COMMITMENTS

Public commitments, ambitious long-term targets, annually revised targets for continuous improvement and aspirational goals that maintain Resolute's leadership position.

To learn more, visit the **Public Commitments** section of our website.

RECOGNITION

Regional, North American and global recognition for our leadership in ESG, CSR and sustainable development.





ENVIRONMENTAL INDICATORS OF SUSTAINABILITY: PROACTIVE FOR THE PLANET

RESPONSIBLY MANAGING OUR CARBON FOOTPRINT

Taking appropriate steps to responsibly manage climate change is a primary focus of our sustainability strategy.

- **85%** reduction in absolute greenhouse gas (GHG) emissions (scope 1 and 2) since year 2000
- **Up-to-date inventory** of scope 3 GHG emissions
- **2025 target** to reduce absolute scope 1 and 2 GHG emissions by 30% over 2015 levels

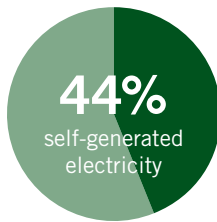
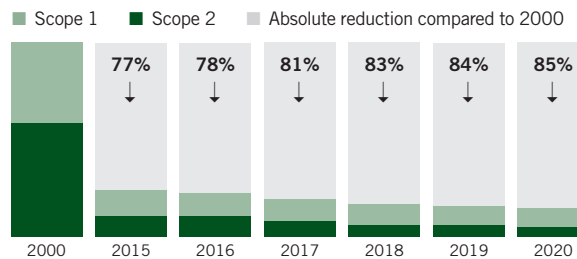
ENSURING THE SUSTAINABILITY OF FORESTS IN OUR CARE

Forest products demonstrate the circular economy in action, beginning with the primary input: fiber, a renewable, natural resource.

- **100%** of forests regenerated naturally or by tree planting and seeding
- **100%** of managed forests certified to internationally recognized standards
- **100%** of facilities certified to chain of custody standards and 100% of fiber sourced according to FSC® Controlled Wood and SFI® Fiber Sourcing standards¹

GHG EMISSION REDUCTIONS – PULP, PAPER AND TISSUE MILLS

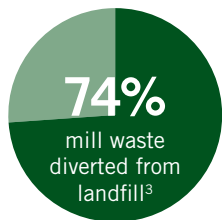
(absolute emissions)



BEYOND LEGAL AND REGULATORY REQUIREMENTS

Our goal is to minimize the environmental impacts of our operating activities.

- **100%** of operations environmental management systems certified to ISO 14001:2015²
- **97%** of water withdrawals returned to environment
- Annual environmental incidents reported publicly and tied to company's **short-term incentive plan**



“A-” leadership
rating for forests – highest score achieved by any North America-based forest products company – and “B-” and “B” management for climate change and water security



Silver + bronze

medals for most recent ESG submissions

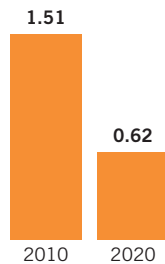


1. Except U.S. sawmills acquired in 2020, to be completed in 2022.
 2. Except U.S. sawmills and Maryland tissue converting facility acquired in 2020, to be completed in 2022.
 3. Recycling, energy recovery and beneficial use alternatives, such as agricultural land spreading for farmland fertilization.
 4. Human resources and compensation/nominating and governance committee.
 5. Following announcement on November 4, 2021; appointment effective January 1, 2022.



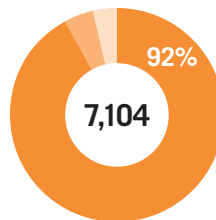
SOCIAL INDICATORS OF SUSTAINABILITY: COMMITTED TO PEOPLE AND COMMUNITIES

OSHA INCIDENT RATE
(number of recordable injuries/ 100 full-time employees)



EMPLOYEES

- Permanent – Full-time
- Permanent – Part-time
- Temporary – Full- and part-time



TRUSTED COMMUNITY AND INDIGENOUS PARTNER

We strive to be a trusted partner to our host communities and to nearly 40 Indigenous communities and organizations.

- **\$1.6 million** in donations and sponsorships, including \$270,000 in COVID-related support and \$420,000 in academic support
- **22-year joint venture** with Atikamekw Council of Obedjiwan at Opitciwan (Quebec) sawmill
- **20-year partnership** with Fort William First Nation, on whose land our Thunder Bay (Ontario) sawmill employs approximately 250 workers



GOVERNANCE INDICATORS OF SUSTAINABILITY: TRANSPARENCY, ACCOUNTABILITY AND ETHICS

100%
new employees trained on Code of Business Conduct

CONDUCTING BUSINESS WITH INTEGRITY

We ensure all aspects of the company's business are conducted with integrity and transparency.

- **100%** of audit and HRCNG⁴ committee members independent, as per NYSE and other applicable standards
- **6 years** average board member tenure; mandatory retirement age
- **99%** member attendance at board and committee meetings



75%
independent board members including chairman

DEVELOPING STRONG LEADERSHIP

Executive compensation is designed to attract and retain superior management ability, insight and judgment.

- **Short-term incentive plan** tied to environmental incidents and health & safety performance
- **President and CEO compensation** 76.5% variable and 50% performance-driven
- **99%** say on pay approval rate in 2021
- **Strong stock ownership guidelines:** 4.5x for CEO, 2.5x for other NEOs
- **22%** women representation on executive team⁵

Unless otherwise noted, amounts in this document are in U.S. dollars, and data reported is as at December 31, 2020, except for the inclusion of Duncan K. Davies, appointed as chairman of the board on September 13, 2021.

This document may contain forward-looking statements. See section on "Cautionary Statements Regarding Forward-Looking Information" in our 2020 Form 10-K.

CONTACT US

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

