

ESG BY THE NUMBERS

Resolute's success supports community economic growth and prosperity, social well-being and advancement, and shared environmental benefit.



As a supplier of choice within the forest products industry, Resolute Forest Products focuses on maximizing our contributions to the circular economy, reducing our carbon footprint, creating positive social impact and supporting our operating communities. **Our fundamental goal is to generate value for the company and shareholders while driving economic activity in a sustainable and responsible way.**







We have received regional, North American and global recognition for our leadership in **environmental**, **social** and **governance** (ESG) reporting, corporate social responsibility and sustainable development. In 2021, the company won two gold awards at the League of American Communications Professionals Vision Awards in both the Sustainability and **ESG** report categories.

The company established its ambitious sustainability strategy in 2011. We have been reporting annually on our public commitments according to the requirements of the Global Reporting Initiative (GRI) ever since. To learn more, visit resolutefp.com/sustainability.

ESG by the Numbers highlights our 2021 ESG performance metrics according to the Value Reporting Foundation's SASB Standards for forestry management and pulp & paper products as well as select global ESG rating systems.



Environmental Highlights¹

	2021 Performance (Absolute)	2021 Performance (Intensity)	
	Greenhouse gas (GHG) emissions – scope 1	1,114 thousands of mt CO ₂ e	415 kg CO ₂ e/mt
	GHG emissions – scope 2	414 thousands of mt CO ₂ e	154 kg CO ₂ e/mt
	GHG emissions – scope 3	3,547 thousands of mt CO ₂ e	1,321 kg CO ₂ e/mt
	Nitrogen oxide (NO _x) emissions	4.5 thousands of mt	1.66 kg/mt
	Sulfur dioxide (SO ₂) emissions	3.0 thousands of mt	1.13 kg/mt
	Particulate emissions	1.0 thousands of mt	0.37 kg/mt
	Total energy consumed (fuel and electricity)	24,091 thousands of MWh / 86,727 TJ	8.97 MWh/mt
	Renewable energy used (fuel and electricity)	78% of consumption / 18,690 thousands of MWh	6.96 MWh/mt
	Electricity used ²	5,937 thousands of MWh	2.21 MWh/mt
	Self-generated electricity	45% of consumption / 2,646 thousands of MWh	0.99 MWh/mt
	Purchased electricity	55% of consumption / 3,265 thousands of MWh	0.43 MWh/mt
	Fuel used (oil and diesel)	7.2 thousands of m ³	0.0027 m ³ /mt
	Water withdrawn	193,136 thousands of m ³	71.92 m ³ /mt
	Water treated and discharged	187,342 thousands of m ³	69.76 m ³ /mt
	Water used	5,794 thousands of m ³	2.16 m ³ /mt
	Portion of water withdrawn from surface water sources	99%	
	Discharges to water – total suspended solids	6.2 thousands of mt	2.32 kg/mt
	Biochemical oxygen demand (BOD ₅) of discharges	4.7 thousands of mt	1.74 kg/mt
	Total waste	409.9 thousands of mt	152.64 kg/mt
	Waste used for beneficial use ³	292.8 thousands of mt	108.81 kg/mt
	Waste sent to landfills	117.7 thousands of mt	43.83 kg/mt
	Class 1 and 2 environmental incidents	12	
	Significant spills	0	
	Significant environmental fines	0	
	Total sites	44	
	ISO 14001-certified sites	40	
	Forest management (FM) certification	100%	
	SFI [®] FM certification	50,244,433 acres (100%)	
	FSC [®] FM certification	13,063,553 acres (26%)	
	Area of forestland with protected conservation status	resolutefp.com	
	Area of forestland on endangered species habitat	resolutefp.com	
	Area of forestland in Indigenous land	resolutefp.com	
	Aggregate standing timber inventory ⁴	1,250,000,000 m ³	
	Timber harvest volume	9,503,691 m ³	
	Fiber sourced for pulp, paper and tissue mills	3,938,021 admt	
	Recycled and recovered fiber procured	199,524 mt	
	Total pulp production	1,134,000 mt	
	Total paper production	1,467,000 mt	
	Total wood product production ⁵	2,138,000,000 bf	

1. Energy, water and waste data is for pulp, paper and tissue mills only.
2. Represents purchased electricity, minus actual external sales of electricity produced from cogeneration facilities.
3. Includes waste used beneficially, such as recycling and land spreading, as well as on-site energy recovery.
4. Based on 50,244,433 acres of forestland.
5. Does not include remanufactured wood, engineered wood and wood pellets.



Social Highlights

2021 Performance

	Lost time incident rate ⁶	0.16
	OSHA recordable incident rate	0.47
	OSHA severity rate	21.6
	Occupational disability rate	0.1%
	Absenteeism rate	6.0%
	Fatalities – employees	0
	Fatalities – contractors	0
	Fatalities – total	0
	Employees	7,055
	Hires	1,490
	Women in workforce	13.2%
	Women hiring rate	15.2%
	Women in management roles	18.5%
	Women in executive roles ⁷	22.2%
	Voluntary employee turnover	13.9%
	Involuntary employee turnover ⁸	4.7%
	Employees unionized	59.1%
	Employee eligibility for participation in retirement plans	100.0%
	Employee participation in retirement plans	92.6%
	Sustainability metrics for incentive pay	Yes, STIP
	Paid sick leave	Yes
	Retirement contributions	Yes
	Indigenous partnerships and consultative relationships	36
	Direct economic impact	\$3,664,000,000
	Payments to governments ⁹	\$27,910,829
	Community contributions (donations, sponsorships, etc.)	\$1,366,919
	Indirect employment impact ¹⁰	22,929
	Customer satisfaction ¹¹	94.6%
	Customer requests – sustainability and product stewardship	166
	Third-party fiber tracking systems ¹²	100%
	Fiber processed with minimum due diligence requirements ¹²	100%
	Fiber purchased from external sources	51.0%

6. The lost time incident rate is calculated by multiplying the number of incidents that were lost time cases by 200,000, divided by total number of hours worked.

7. Employees who left the organization due to dismissal, retirement or death in service.

8. Effective January 1, 2022.

9. Includes corporate income taxes; franchise tax; property and school taxes; and non-recoverable sales taxes. Excludes payroll taxes; and countervailing and antidumping duties.

10. Research by the Economic Policy Institute indicates that for every 100 jobs in the paper industry, 325 additional jobs are supported in supplier industries and in local communities due to the re-spending of wages.

11. Customer satisfaction is measured using quality and service key performance indicators (KPI), including the percentage of root cause problem elimination cases initiated and closed; excludes wood products.

12. Effective March 2022.



Governance Highlights

CONTACT US

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



2021 Performance

	Classes of shares and voting	Common, 1 share = 1 vote
	Shareholders with 10%+	Fairfax Financial Holdings Limited
	Annual say on pay	99% approval rate in 2021
	Shareholder rights plan/poison pill	No
	Proxy access for shareholder proposals	Yes
	Questions in advance of annual general meeting	Yes
	Majority voting and resignation policy	Yes
	Directors	8
	Independent directors	75%
	Gender diversity	25% women
	Diversity policy	Minimum 25% of each gender (men and women)
	Chair	Independent
	Committees¹³	Audit, HRCNG, EHSS, Finance (4)
	Independence of committees	All members of HRCNG & Audit independent as per NYSE standards
	Average tenure	6.6 years
	Average age	63 years
	Term limits	<15 years and 75 years old, except special circumstances
	Number of board meetings	10
	Average board attendance	100%
		Code of business conduct¹⁴
New employees trained on code of business conduct		100%
Ethics reporting policy with hotline and whistleblower protection		Yes
Related persons policy		Yes
Insider trading policy		Yes
Anti-hedging and anti-pledging		Yes
Recoupment policy		Yes
	Annual reviews	With regular benchmarking by HRCNG against peers
	CEO variable compensation	76.5%
	CEO performance-based compensation	60.0%
	ESG metric pay incentives	Environmental and health & safety incidents as well as GHG remission reductions
	Stock ownership guidelines	4.5x CEO salary, other NEOs 2.5x
	CEO severance	2x
	CEO change of control payments	Double trigger, 2.5x
CEO pay ratio	38 to 1	
	Board and executive team members trained on ESG¹⁵	94%
	Number of material issues (shared priorities)	24
	Number of high priority material issues	14
	GRI Standards	Yes, Core
	SASB Standards	Yes, pulp & paper and forestry management
	UNSDGs	Yes, eight SDGs
	CDP	A- on Forests, B on Climate, B on Water Security
	MSCI	BB
Sustainalytics	21.8	

13. Committees include: audit; human resources and compensation/nominating and governance (HRCNG); environment, health, safety and sustainability (EHSS); and finance.

14. The Code includes provisions on legal compliance, conflicts of interest, anti-bribery and corruption, fair dealing with third parties, appropriate workplace behavior, protection of intellectual property, security and cybersecurity.

15. Effective March 2022.

Unless otherwise noted, amounts in this document are in U.S. dollars, and data reported is as at December 31, 2021.

This document may contain forward-looking statements. See section on "Cautionary Statements Regarding Forward-Looking Information" in our 2021 Form 10-K.