



PUBLIC COMMITMENTS



A detailed overview of our commitment to continuous improvement and transparency, highlighting our sustainability targets from 2023 to 2026 and our performance for 2022.

Resolute Forest Products' sustainability performance is driven by our public commitments – a combination of ambitious long-term objectives, annually revised targets and aspirational goals designed to maintain our competitive position.

Based primarily on the shared priority issues identified by our stakeholders, Resolute's public commitments drive our sustainability activities and initiatives. They are reviewed and refined annually by our sustainability committee, a cross-functional group comprised of senior managers from various departments.

The following tables provide a summary of Resolute's sustainability performance for all of the operations we operated as at December 31, 2022, with the exception of the Thunder Bay (Ontario) pulp and paper mill, held separate until its sale to a third party, as required by the Consent Agreement between Domtar Corporation and the Canadian Commissioner of Competition registered with the Competition Tribunal of Canada on December 28, 2022. Targets may be adapted as a result of Resolute becoming a privately owned company pursuant to the merger of Resolute with a subsidiary of Domtar Corporation on March 1, 2023.

Environment Commitments

Greenhouse Gas (GHG) Emissions

2022 Targets	2022 Performance	2023+ Targets
Report to CDP's climate change questionnaire, including scope 1, 2 and 3 emissions	Maintained B management-level score on CDP's climate change questionnaire, reflecting concrete actions on climate issues and steps taken to manage carbon footprint Rating: +	Report to CDP's climate change questionnaire, including scope 1, 2 and 3 emissions
Establish 2026 GHG emission (scope 1 and 2) reduction target in 2022 in line with Science Based Targets initiative (SBTi)	Announced 2026 GHG emission reduction target (scope 1 and 2) to reduce emissions by 41.5%, as validated by SBTi on August 5, 2022 Rating: +	By 2026, reduce scope 1 and 2 GHG emissions by 41.5% compared to 2015, in line with SBTi
Establish 2026 scope 3 GHG emission reduction target in 2022 in line with SBTi	Announced 2026 scope 3 GHG emission reduction target to reduce emissions by 16.5%, as validated by SBTi on August 5, 2022 Rating: +	By 2026, reduce scope 3 GHG emissions by 16.5% compared to 2015, in line with SBTi

++ Surpassed commitment + Achieved commitment = Maintained achievement
> Ongoing progress x Commitment unattained

Environmental Management Systems (EMS)

2022 Targets	2022 Performance	2023+ Targets
Record 12 or fewer class 1 and 2 environmental incidents	Recorded 14 class 1 and 2 environmental incidents Rating:	Record 12 or fewer class 1 and 2 environmental incidents
Maintain ISO 14001 EMS certification at 100% of certified operations	Maintained ISO 14001 EMS certification at 100% of certified operations Rating:	Maintain ISO 14001 EMS certification at 100% of certified operations
Implement ISO 14001 EMS certification at U.S. sawmills	Completed ISO 14001 EMS certification at Cross City (Florida) sawmill; achieved recommendation for certification at El Dorado (Arkansas) sawmill; certification of Glenwood (Arkansas) sawmill in progress (two external audits completed) Rating:	Complete ISO 14001 EMS certification at Glenwood sawmill
By 2023, implement ISO 14001 EMS certification at Hagerstown (Maryland) tissue converting facility	Implementation planned in 2023 Rating:	Implement ISO 14001 EMS certification at Hagerstown tissue converting facility

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> Ongoing progress X Commitment unattained

Forest Management (FM)

2022 Targets	2022 Performance	2023+ Targets
Maintain certification of 100% of Resolute-owned or managed woodlands to at least one internationally recognized FM standard	Maintained certification of 100% of Resolute-owned or managed woodlands to at least one internationally recognized FM standard Rating:	Maintain certification of 100% of Resolute-owned or managed woodlands to at least one internationally recognized FM standard
Report to CDP's forests questionnaire	Received B management-level score on CDP's forests questionnaire, demonstrating our management practices address the environmental impacts of our business Rating:	Report to CDP's forests questionnaire
Record no more than five forest management incidents leading to regulatory infractions in Canada, excluding those of a strictly administrative nature	Received three notices of infraction for forest management incidents recorded in Ontario between 2018 and 2021 – total penalties of C\$16,000 Rating:	Record no more than five forest management incidents leading to regulatory infractions in Canada, excluding those of a strictly administrative nature

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Fiber Sourcing and Management

2022 Targets	2022 Performance	2023+ Targets
Complete integration of U.S. sawmills into Resolute's multisite chain of custody (CoC) certification	Completed integration of U.S. sawmills into Resolute's multisite CoC certification Rating: +	
Maintain CoC certifications to internationally recognized standards at 100% of certified facilities	Maintained CoC certifications to internationally recognized standards at 100% of certified facilities Rating: =	Maintain CoC certifications to internationally recognized standards at 100% of certified manufacturing facilities
By 2026, increase externally sourced certified fiber supply to 75%	Increased externally sourced fiber to 58% Rating: >	By 2026, increase externally sourced certified fiber supply to 75%
Reduce roundwood consumption by 0.025 m ³ /mfbm at wood products facilities	Reduced roundwood consumption by 0.090 m ³ /mfbm at wood products facilities compared to 2021 Rating: ++	Reduce roundwood consumption by 0.025 m ³ /mfbm at wood products facilities compared to 2022
By 2026, reduce roundwood consumption by 0.125 m ³ /mfbm at wood products facilities compared to 2021	Reduced roundwood consumption by 0.090 m ³ /mfbm at wood products facilities compared to 2021 Rating: >	By 2026, reduce roundwood consumption by 0.125 m ³ /mfbm at wood products facilities compared to 2021

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Waste and Residue Management

2022 Targets	2022 Performance	2023+ Targets
By 2026, reduce waste to landfill by 15% at all pulp, paper and tissue mills against 2018 levels	2026 target achieved: Reduced waste to landfill by 33% against 2018 levels Rating: ++	New target pending
Record fiber losses of no more than 39 kg per mt of production at all pulp, paper and tissue mills	Recorded fiber losses of approximately 35 kg per mt of production at all pulp, paper and tissue mills Rating: ++	Record fiber losses of no more than 42 kg per mt of production at all pulp, paper and tissue mills
Establish annual fiber loss targets for each of our pulp, paper and tissue mills	Established annual fiber loss targets for each of our pulp, paper and tissue mills Rating: +	Establish annual fiber loss targets for each of our pulp, paper and tissue mills

Water Management

2022 Targets	2022 Performance	2023+ Targets
Establish annual water reduction targets for each of our pulp, paper and tissue mills	Established annual water reduction targets for each of our pulp, paper and tissue mills Rating: +	Establish annual water consumption targets for each of our pulp, paper and tissue mills
Report to CDP's water security questionnaire	Received C disclosure-level score on CDP's water security questionnaire, measuring the comprehensiveness of Resolute's water management Rating: +	Report to CDP's water security questionnaire
		New Target Deepen understanding of water-related physical risks in specific operating regions

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Safety Incidents

2022 Targets	2022 Performance	2023+ Targets
Achieve an Occupational Safety and Health Administration (OSHA) incident rate of 0.55 or less	Achieved an OSHA incident rate of 0.63 Rating: ✘	Achieve an OSHA incident rate of 0.55 or less
Achieve a severity rate of 16 or less	Achieved a severity rate of 19.03 Rating: ✘	Achieve a severity rate of 16 or less
By 2026, achieve an OSHA incident rate of 0.40 or less	Achieved 0.63 OSHA incident rate in 2022 Rating: ➤	By 2026, achieve an OSHA incident rate of 0.40 or less
By 2026, achieve 30 million hours without a recordable incident across our operations*	7.25 million incident-free hours achieved in 2022* Rating: ➤	By 2026, achieve 30 million hours without a recordable incident across our operations*

*Based on increments of facilities achieving 250,000 consecutive hours without a recordable injury; the 30 million hours themselves are not consecutive

Health and Safety Procedures

2022 Targets	2022 Performance	2023+ Targets
Ensure 100% of hourly employees submit at least two proactive near-miss reports	91% of hourly employees submitted at least two proactive near-miss reports; target not achieved due to integration of recently acquired U.S. facilities Rating: ✘	Ensure 100% of hourly employees submit at least two proactive near-miss reports
Review and resolve more than 75% of submitted proactive near-miss reports	Reviewed and resolved 91% of submitted proactive near-miss reports Rating: ++	Review and resolve more than 75% of submitted proactive near-miss reports
Ensure 100% of hourly employees create and review at least four job safety analysis (JSA) or safe operating procedure (SOP) reports	92% of hourly employees created and reviewed at least four JSA or SOP reports, excluding woodlands operations; target not achieved due to integration of recently acquired U.S. facilities Rating: ✘	Ensure 100% of operations review at least 10 JSA or SOP reports that meet the company's stringent quality criteria

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➤ Ongoing progress ✘ Commitment unattained

Key Strategic Partnerships

2022 Targets	2022 Performance	2023+ Targets
Ensure and sustain ongoing outreach with stakeholders, and develop key strategic partnerships across our operations	Engaged in development of Working Forests Initiative, a partnership supported by U.S. companies and trade associations that seeks to promote broad range of benefits generated by working forests Continued to engage in Forestry for the Future, an initiative led by the Forest Products Association of Canada (FPAC) that highlights how Canadian forestry supports a more sustainable future Announced C\$1.75 million commitment over five years (2023 and 2028) to University of Quebec in Chicoutimi to support boreal forest research consortium Pledged C\$35,000 over five years (2022 to 2027) toward C\$6 million initiative led by University of Quebec in Outaouais and supported by National Council for Air and Stream Improvement (NCASI) Completed fifth year of C\$150,000 funding partnership for Confederation College in Thunder Bay (Ontario) Continued partnership with Nature Conservancy of Canada (NCC), committing C\$60,000 over four years to support the Carapace Project Engaged 120 suppliers and business partners in fundraising C\$232,800 through a number of events Rating: ➤	Ensure and sustain ongoing outreach with stakeholders, and develop key strategic partnerships across our operations

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Renewal and Retention

2022 Targets	2022 Performance	2023+ Targets
Implement new leadership and human resources practices to create an inclusive and diverse workplace	<p>Continued focus on emerging talent program, promotion of employee referral program and development of diversity, equity and inclusion (DE&I) strategy (see Human Rights and Diversity)</p> <p>Deployed learning and development strategy, including Resolute power skills initiative</p> <p>Assessed 1,431 salaried employees through demonstrated effectiveness appraisal process; completed 38 performance review sessions bringing together managers</p> <p style="text-align: right;">Rating: ></p>	Implement new leadership and human resources practices to create an inclusive and diverse workplace
Disclose annual hires, turnover rate and internal employee movement	<p>Hired 1,350 employees, including 148 foreign workers: 114 in Quebec and 34 in Ontario; 165 more expected in 2023</p> <p>Recorded 23.4% turnover rate, including 14.3% resignation rate</p> <p>Recorded 128 internal employee movements</p> <p style="text-align: right;">Rating: =</p>	Disclose annual hires, turnover rate and internal employee movement

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Collective Agreements

2022 Targets	2022 Performance	2023+ Targets
Renew 20 collective agreements covering 1,160 employees at pulp and paper operations and 860 employees at wood products facilities	<p>Renewed 26 collective agreements covering 1,700 employees at 7 Canadian pulp and paper mills and 8 Quebec sawmills</p> <p style="text-align: right;">Rating: ++</p>	Renew three collective agreements covering approximately 490 employees at pulp and paper operations and 10 collective agreements covering approximately 430 employees at wood products facilities

Human Rights and Diversity

2022 Targets	2022 Performance	2023+ Targets
Train 100% of new employees on workplace respect and civility	<p>Sensitized 100% of new employees on workplace respect and civility at Resolute and provided training to 100% of managers, including executive team</p> <p style="text-align: right;">Rating: x</p>	Train 100% of managers on workplace respect and civility with focus on unconscious biases
Establish diversity, equity and inclusion (DE&I) steering committee	<p>Established DE&I steering committee composed of employees from all business segments and corporate to provide recommendations and input toward decisions on DE&I projects and initiatives; held six meetings during the year</p> <p style="text-align: right;">Rating: +</p>	Convene DE&I committee at least eight times to develop committee governance charter and deploy company-wide DE&I communications program
Adopt human rights policy according to international best practices to complement Resolute's existing policies related to human rights	<p>Developed human rights policy according to international best practices to complement Resolute's existing policies related to human rights</p> <p style="text-align: right;">Rating: +</p>	

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Community Outreach and Contributions

2022 Targets	2022 Performance	2023+ Targets
Ensure 100% of operations report community outreach activities consistently and transparently, focusing on local engagement with external stakeholders	100% of operations reported community outreach activities, focusing on local engagement with external stakeholders, with monthly reporting average of 68% Rating: +	Ensure 100% of operations report community outreach activities consistently and transparently, focusing on local engagement with external stakeholders and improving over 2022 monthly reporting average
Make annual community and charitable contributions of at least \$1 million with emphasis on environmental stewardship, health and education programs, in addition to supporting operations and employee fundraising initiatives	Made community, charitable and academic contributions at the corporate and operations levels: - \$248,000 at operations level - \$217,000 through Board of Directors Safety Award program - \$315,000 through other corporate donations - \$297,000 in academic support* - \$150,000 through local fundraisers in Lac-Saint-Jean region of Quebec - \$64,000 to Centraide Total: \$1.290 million* Rating: +	Make annual community and charitable contributions of at least \$1 million with emphasis on environmental stewardship, health and education programs, in addition to supporting operations and employee fundraising initiatives
By 2026, contribute at least \$5 million to charitable community organizations across all operations	Contributed \$1,074,000 in 2022, not including safety award program Rating: >	By 2026, contribute at least \$5 million to charitable community organizations across all operations
By 2026, donate at least \$1 million to charitable community organizations through Board of Directors Safety Award program	Contributed \$217,000 in 2022 Rating: >	By 2026, donate at least \$1 million to charitable community organizations through safety award program

* Includes \$76,000 in awards from Resolute endowment funds as well as amounts disclosed under strategic partnerships

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Public Policy

2022 Targets	2022 Performance	2023+ Targets
Maintain participation in the Resolute political action committee (PAC) at the U.S. operations level and communicate regularly with PAC participants; make special solicitation effort at Arkansas, Florida and Maryland operations	Through the Resolute PAC, made \$60,500 in contributions to 29 political campaigns Raised \$51,939 via employee PAC contributions Rating: =	Maintain participation in the Resolute PAC at the U.S. operations level and communicate regularly with PAC participants
Ensure a Resolute voice in public policy discussions that impact company operations, employees, communities and partners	Ongoing engagement with public authorities and related stakeholders to continue to preserve Resolute's social license to operate Continued efforts to oppose softwood lumber duties and support a long-term resolution to the dispute Continued to work with forest industry associations and a range of stakeholders in the U.S. and Canada in an effort to provide stakeholder awareness on facts related to the boreal forest and to address anti-boreal legislative and regulatory initiatives Rating: >	Ensure a Resolute voice in public policy discussions that impact company operations, employees, communities and partners

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Sustainability Oversight and Risk Management

2022 Targets	2022 Performance	2023+ Targets
Maintain sustainability oversight and risk management practices via quarterly meetings of sustainability committee and board's environment, health, safety and sustainability (EHSS) committee	Maintained sustainability oversight and risk management practices via four meetings of sustainability committee and board's EHSS committee Rating: =	Maintain sustainability oversight and risk management practices via quarterly meetings of sustainability committee
Develop governance charter for sustainability committee	Developed governance charter for sustainability committee Rating: +	
Disclose adoption of related persons policy in 2022 Management Proxy Statement	Disclosed adoption of related persons policy in 2022 Management Proxy Statement Rating: +	
Provide board directors, executive team and sustainability committee members training on environmental, social and governance (ESG) disclosure	Provided 100% of board directors, executive team and sustainability committee members training on environmental, social and governance (ESG) disclosure Rating: +	Provide senior management and sustainability committee members ESG-specific training, such as climate scenario analysis

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Sustainability Oversight and Risk Management (continued)

2022 Targets	2022 Performance	2023+ Targets
Maintain enterprise risk management (ERM) process to address risk factors identified by the corporate disclosure committee and executive management, as well as the board of directors' audit committee, as outlined in the company's Form 10-K for 2022	Maintained an ERM process to identify and address risk factors Rating: =	Maintain an ERM process to identify and address risk factors
Introduce GHG emission reduction incentive into the company's annual short-term incentive plan (STIP), building on safety and environmental performance measures already in place	Introduced GHG emission reduction incentive into the company's annual STIP, building on safety and environmental performance measures already in place Rating: +	Continue tying annual STIP to GHG emission reductions as well as safety and environmental performance

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Sustainability Reporting and Transparency

2022 Targets	2022 Performance	2023+ Targets
Maintain commitment to transparency and annual sustainability reporting by completing materiality assessment of shared priorities according to the Global Reporting Initiative's (GRI) new GRI Universal Standards, and aligning reporting according to UN Sustainable Development Goals (SDGs) and Sustainability Accounting Standards Board (SASB)	Completed materiality assessment of shared priorities according to new GRI Universal Standards via engagement with 114 individual stakeholders from 10 stakeholder groups, and aligned reporting according to UN SDGs and SASB standards for forestry management and pulp & paper products Rating: +	Report according to GRI's new GRI Universal Standards, UN SDGs and SASB standards for forestry management and pulp & paper products
Assess compliance of annual disclosures with SASB standards	Assessed compliance of annual disclosures according to SASB standards through third-party assessment Rating: +	Introduce web-based climate reporting framework according to Task Force on Climate-Related Disclosures (TCFD)

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 x Commitment unattained

Ethics and Conduct

2022 Targets	2022 Performance	2023+ Targets
Conduct annual review of the company's Code of Business Conduct and Ethics Reporting Policy	Conducted annual review of the company's Code of Business Conduct and Ethics Reporting Policy Rating: =	Conduct annual review of the company's Code of Business Conduct and Ethics Reporting Policy
Train 100% of new employees on the company's Code of Business Conduct	Trained 100% of new employees on the company's Code of Business Conduct Rating: +	Train 100% of new employees on the company's Code of Business Conduct

Data Security and Privacy

2022 Targets	2022 Performance	2023+ Targets
Report twice a year to the board's audit committee on Resolute's security posture	Reported twice to the board's audit committee on Resolute's security posture Rating: +	Report twice a year on the company's security posture to the internal oversight authority
Assess reporting according to GRI Standard 418-1: <i>Substantiated complaints concerning breaches of customer privacy and losses of customer data</i>	Given Paper Excellence Group/Resolute transaction, assessment of GRI Standard 418-1 is ongoing Rating: >	Complete assessment of GRI Standard 418-1

++ Surpassed commitment
 + Achieved commitment
 = Maintained achievement
> Ongoing progress
 x Commitment unattained

Customer Satisfaction

2022 Targets	2022 Performance	2023+ Targets
Continue measuring quality and service key performance indicators (KPIs) and monitor established processes for pulp, paper and tissue, and integrate wood products into the initiative	Developed reporting process for wood products to measure quality and service KPIs; continued tracking and monitoring quality and service KPIs for pulp, paper and tissue Rating: >	Determine appropriate KPI for measuring and monitoring root cause problem elimination (RCPE) cases related to wood products
Ensure 90% of RCPE cases are reviewed and closed for pulp, paper and tissue segments	Reviewed and closed 96% of RCPE cases for pulp, paper and tissue segments Rating: ++	Ensure 93% of RCPE cases are reviewed and closed for pulp, paper and tissue segments

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> Ongoing progress x Commitment unattained

Procurement

2022 Targets	2022 Performance	2023+ Targets
Leverage Regional Supplier Registry across all operations to support development of local, regional and Indigenous businesses in our operating communities	Registered 2,809 suppliers through the portal since 2020; ongoing effort focused on contractors and subcontractors Rating: >	Measure penetration rates toward establishing annual targets for regional and Indigenous procurement spend
		New Target Develop supplier recognition program
By 2026, create an online, one-stop procurement portal for local, regional and global suppliers to highlight supply chain transparency	Action plan to be set out in 2023 Rating: >	By 2026, create an online, one-stop procurement portal for local, regional and global suppliers to highlight supply chain transparency

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Indigenous Business Opportunities and Employment

2022 Targets	2022 Performance	2023+ Targets
Promote economic participation of Indigenous peoples and businesses in forest products sector	<p>Maintained consultative relationships and business partnerships with close to 40 Indigenous communities and organizations in Ontario and Quebec</p> <p>Awarded more than \$95 million in procurement contracts among three operating regions: Northwestern Ontario and the regions of Saguenay–Lac-Saint-Jean and Mauricie in Quebec</p> <p>Engaged in five-year, C\$175,000 commitment to fund Laval University's educational leadership chair in Indigenous forestry via Quebec Forest Industry Council</p> <p style="text-align: right;">Rating: ➤</p>	Promote economic participation of Indigenous peoples and businesses in forest products sector

Product Innovation

2022 Targets	2022 Performance	2023+ Targets
Complete construction and ramp-up of cellulose filaments plant at Kénogami (Quebec) paper mill	<p>Launched initial start-up phase of cellulose filaments plant at Kénogami mill in November 2022</p> <p style="text-align: right;">Rating: ➤</p>	Reach target production levels at cellulose filaments plant at Kénogami paper mill

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 + Achieved commitment
 = Maintained achievement
➤ Ongoing progress
 ✗ Commitment unattained



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



Unless otherwise noted, amounts in this document are in U.S. dollars, and data reported is as at December 31, 2022.