



As a supplier of choice within the forest products industry, Resolute 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 key 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.

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



Environmental Highlights¹




	2020 Performance (Absolute)	2020 Performance (Intensity)
 Greenhouse gas (GHG) emissions – scope 1	1,106 thousands of mt CO ₂ e	395 kg CO ₂ e/mt
GHG emissions – scope 2	579 thousands of mt CO ₂ e	137 kg CO ₂ e/mt
GHG emissions – scope 3	3,017 thousands of mt CO ₂ e	1,078 kg CO ₂ e/mt
Nitrogen oxide (NO _x) emissions	4.8 thousands of mt	1.70 kg/mt
Sulfur dioxide (SO ₂) emissions	2.6 thousands of mt	0.93 kg/mt
Particulate emissions	1.6 thousands of mt	0.55 kg/mt
 Total energy consumed (fuel and electricity)	25,340 thousands of MWh / 91,260 GJ	9.03 MWh/mt
Renewable energy used (fuel and electricity)	75% of consumption / 18,895 thousands of MWh	6.76 MWh/mt
Electricity used ²	6,289 thousands of MWh	2.26 MWh/mt
Self-generated electricity	44% of consumption / 2,816 thousands of MWh	1.01 MWh/mt
Purchased electricity	56% of consumption / 3,474 thousands of MWh	1.24 MWh/mt
Fuel used (oil and diesel)	9.7 thousands of m ³	0.0035 m ³ /mt
 Water withdrawn	198,134 thousands of m ³	70.61 m ³ /mt
Water treated and discharged	192,190 thousands of m ³	68.49 m ³ /mt
Water used	5,944 thousands of m ³	2.12 m ³ /mt
Discharges to water – total suspended solids	6.4 thousands of mt	2.29 kg/mt
Biochemical oxygen demand (BOD ₅) of discharges	4.9 thousands of mt	1.75 kg/mt
 Total waste	486.8 thousands of mt	173.47 kg/mt
Waste recycled ³	201.0 thousands of mt	90.51 kg/mt
Waste sent to landfills	125.2 thousands of mt	44.60 kg/mt
Number of significant spills	0	
Number of significant environmental fines	0	
 ISO 14001-certified sites	42	
Total number of sites	45	
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	8,883,194 m ³	
Fiber sourced for pulp, paper and tissue mills	4,407,967 admt	
Recycled and recovered fiber procured	147,498 mt	
Pulp produced	1,167,000 mt	
Paper produced	1,630,000 mt	
Wood products produced ⁵	1,966,000,000 bf	

1. Environmental data is for pulp, paper and tissue mills only, except for forest management-related information, as well as environmental incidents and ISO 14001 certification, which include all operations.
2. Represents purchased electricity, minus actual external sales of electricity produced from cogeneration facilities.
3. Includes waste used beneficially and for 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

2020 Performance

	Lost time incident rate ⁶	0.26
	OSHA recordable incident rate	0.62
	OSHA severity rate	16.8
	Occupational disability rate	0.1%
	Absenteeism rate	6.1%
	Fatalities – employees	0
	Fatalities – contractors	0
	Fatalities – total	0
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	Employees	7,104
	Hires	970
	Women in workforce	12.4%
	Women hiring rate	12.6%
	Women in management roles	18.4%
	Women in executive roles ⁷	22.2%
	Voluntary employee turnover	12.2%
	Involuntary employee turnover ⁸	3.7%
	Employees unionized	63.6%
	Employee eligibility for participation in retirement plans	100%
	Employee participation in retirement plans	93.6%
	Sustainability metrics for incentive pay	Yes, STIP
	Paid sick leave	Yes
	Retirement contributions	Yes
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	Indigenous partnerships and consultative relationships	36
	Direct economic impact	\$2,800,274,283
	Payments to governments ⁹	\$22,187,586
	Community donations and sponsorships	\$1,624,633
	Indirect employment impact ¹⁰	23,088

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. Following announcement on November 4, 2021; appointment effective January 1, 2022.
8. Employees who left the organization due to dismissal, retirement or death.
9. Includes corporate income taxes, franchise tax, property and school taxes, and non-recoverable sales taxes. Excludes payroll taxes, and countervailing and antidumping duty deposits.
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. Committees include: audit; environmental, health and safety (EHS); finance; human resources and compensation/nominating and governance (HRCNG).
12. 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.



Governance Highlights

As at September 30, 2021

	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	
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	Directors	8	
	Independent directors	75%	
	Gender diversity	25% women	
	Gender policy	Minimum 25% of each gender (men and women)	
	Chair	Independent	
	Committees ¹¹	Audit, EHS, Finance, HRCNG (4)	
	Independence of committees	All members of HRCNG and Audit independent as per NYSE and other applicable standards	
	Average tenure	6 years	
	Average age	63 years	
	Term limits	No	
	Mandatory retirement age	Yes, 75, except special circumstances	
	Number of board meetings	8	
	Average board attendance	98.7%	
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		Code of business conduct ¹²	Yes, annual compliance and training
	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	
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	Annual reviews	With regular benchmarking by HRCNG against peers	
	CEO variable compensation	76.5%	
	CEO performance-based compensation	50.0%	
	ESG metric pay incentives	Environmental and health & safety incidents	
	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	49 to 1	

CONTACT US

eco.info@resolutefp.com

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, 2020, except for the inclusion of Duncan K. Davies, appointed as chairman of the board 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.