



2023 Sustainability Performance Review
Our Promise, Our Purpose, Our Progress



The Sylvamo Promise

We believe in the promise of paper to educate, communicate and entertain. Paper connects us to one another and is an enduring bond to renewable natural resources.

Our purpose is to produce the paper you need in the most responsible and sustainable ways. We aim high, innovate and create value for our customers and investors.

The future of paper deserves a company committed to the success of the entire ecosystem. From the forests we love, to the communities where we live, to those who rely on our paper, we know the well-being of each depends on the well-being of all.

We are Sylvamo, built to help the world realize the promise of paper.

Sylvamo. The World's Paper Company.

Hear from our CEO →

“Our 2030 goals are helping us to build a better future for people, the planet and our company.”

Jean-Michel Ribieras

Chairman and Chief Executive Officer



A Message from the Chief Sustainability Officer

TO OUR STAKEHOLDERS:

The future of paper deserves a company committed to the success of the entire ecosystem.



When I think of the range of issues the world faced in 2023 involving global conflicts, financial instability, political tension, expanding regulations and supply chain challenges, I am even more impressed with our more than 6,500 colleagues who continued to safely produce papers that people rely on every day for education, communication and entertainment.

We have never wavered from our purpose to produce the paper the world relies on in the most responsible and sustainable ways.

Over the last year, corporations have had to constantly evaluate capital allocations, expand environmental and sustainability disclosures and implement regulated reporting shifts while simultaneously balancing the needs of their stakeholders, such as employees, customers, investors, communities and key nongovernmental organization (NGO) partners. Fortunately, for Sylvamo, we have the experience and expertise to address all of these challenges and began to set forth programs, projects and partnerships to address them.

In 2023, we spent our time building relationships to support and advance our 2030 goals around sustaining forests, thriving people and communities and responsible operations. We continued to identify ways to grow our People Before Paper safety culture, reduce the amount of energy and

water we use, advance inclusion and diversity initiatives and support education and critical needs in our communities. We also focused on identifying projects that will help deliver a 35% reduction to greenhouse gas (GHG) emissions across Scopes 1, 2 and 3 and a 25% reduction in overall water use.

The groundwork to accomplish our goals has been laid and we will focus on prioritization of projects in 2024. We still have work to do, but we are on the way to building a better future for people, the planet and our company. Our commitment to transparent reporting remains and we expect internal and external stakeholders to hold us accountable to these commitments.

I hope you enjoy our 2023 sustainability performance review and will continue to follow our journey to be the World's Paper Company. For more information about Sylvamo, our sustainability efforts, progress on goals and environmental performance, please visit the Why We Care section of Sylvamo.com.

Sincerely,

James McDonald
Chief Sustainability Officer

2023 Sustainability Highlights

15

years of the Chamex Institute

85%

of mill energy generated from renewable, carbon-neutral biomass residuals rather than fossil fuels

26%

of leadership roles held by women versus a 35% goal



140,000+

trees planted through Arbor Day Foundation partnership



Acquired the Nymolla mill

5,800

backpacks filled with school supplies during most successful Global Day of Service to date

\$4.1 Million

globally invested with strategic partners to support environmental and social initiatives



75%

reduction in serious injuries versus 2022

63%

of globally sourced fiber certified to Forest Stewardship Council® (FSC) and/or Programme for the Endorsement of Forest Certification (PEFC) standard and 100% complied with FSC Controlled Wood standard



Directly engaged with suppliers representing

over 50%

of Scope 3, Category 1 emissions



'A-' Forests
'B-' Water
'C' Climate



Ranked top 9% in environmental performance and top 22% in sustainable procurement in industry

2030 Goals Progress

2030 GOAL	PROGRESS AS OF 2023
Sustainable Forests – Ensure healthy and productive forest ecosystems	
 <p>Sustainable Sourcing</p> <p>Source 100% of our fiber from sustainably managed forests while safeguarding forests, biodiversity and watersheds</p>	<p>100% of globally sourced fiber complied with FSC Controlled Wood standard and 63% was certified to FSC and/or PEFC standard</p>
 <p>Conservation and Restoration</p> <p>Conserve, enhance or restore 250,000 acres of ecologically significant forestland globally</p>	<p>Over 37,000 acres of forestland conserved, enhanced or restored in all Sylvamo regions</p>
Thriving People and Communities – Protect and improve the lives of our employees, and support our communities	
 <p>Workplace Safety</p> <p>Achieve injury-free workplaces</p>	<ul style="list-style-type: none"> Reduced serious injuries by 75% from previous year Launched People Before Paper™ safety message Over 77% of employees completed safety leadership training
 <p>Inclusion and Diversity*</p> <p>Foster inclusive and diverse workplaces by achieving:</p> <ul style="list-style-type: none"> 30% overall women representation 35% women in leadership positions 25% minority representation in North American salaried positions and regional representation targets 	<ul style="list-style-type: none"> 23% overall women representation 26% women in leadership positions 23% minority representation
 <p>Community Impact</p> <p>Support childhood education in our communities</p>	<p>\$9.4 million invested in local communities supporting childhood education and critical community needs since 2021</p>
Responsible Operations – Improve our climate impact and our stewardship of natural resources**	
 <p>Greenhouse Gas Reduction</p> <p>Reduce our Scope 1, 2 and 3 greenhouse gas emissions by 35% and define a pathway to net zero emissions</p>	<p>Reduced scopes 1-3 GHG emissions by 20%</p>
 <p>Water Reduction</p> <p>Reduce overall water usage by 25% and implement context-based water stewardship plans at all mills</p>	<p>7% increase over baseline***</p>

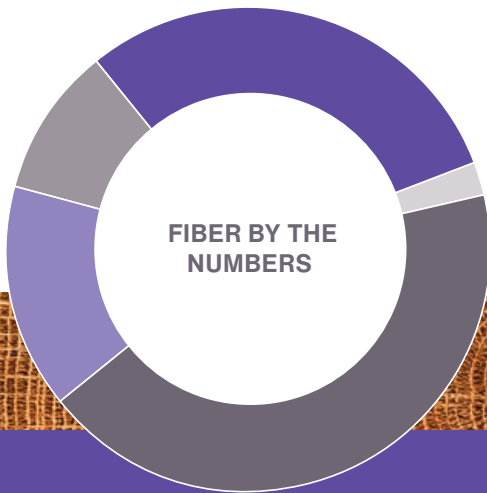
*These percentages are directional goals to which we aspire to better reflect the communities in which we live and work and to be the employer of choice for our employees and potential employees.

**2019 baseline for Responsible Operation Goals

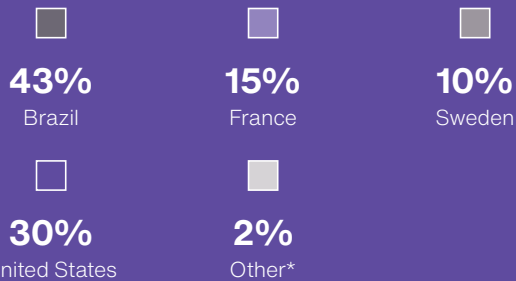
***Overall water efficiency impacted by economic downtime

Improve our climate impact and stewardship of natural resources

[Learn more](#) about why we produce paper in the most responsible and sustainable ways.



Percent of wood sourced by country:



*Primarily Poland, Germany and Portugal

100%

of fiber sourced globally followed the FSC Controlled Wood standard

99%

of our owned forestland is certified to the FSC (C101761) Forest Management standard

63%

of fiber sourced globally is FSC and/or PEFC certified

How We Source Fiber

Europe

Our Saillat, France, mill relies on privately owned forests to meet its fiber supply needs. Our wood-sourcing subsidiary in France, Comptoir des Bois de Brive (CBB), specializes in purchasing and harvesting timber from surrounding areas to supply the Saillat mill, as well as other users in the local wood industry.

Central to CBB's fiber sourcing program is the FSC Forest Management Group Certificate (C109669) managed by Sylvamo Foret Services (SFS), a subsidiary environmental engineering firm that provides forest management and certification services to forest owners. SFS has grown its membership to more than 1,600 landowners, representing 35,200 hectares (87,000 acres) or nearly one-third of all FSC-certified forest areas in France. Both CBB and SFS have pioneered the development and application of FSC's Ecosystem Services program in France, which creates economic incentives for landowners to protect and conserve areas of high conservation value.

Our Nymolla, Sweden, mill partners closely with a wood supplier to fulfill the requirements of Sylvamo's global fiber procurement policy. They supply hardwood and softwood pulp from responsibly managed forests. A majority of fiber is sourced within a 90 kilometer (56 mile) radius. The mill holds chain-of-custody fiber certifications according to FSC (C084255) and PEFC (PEFC/10-31-179) standards and employs a traceability system to document and verify the origin of wood used.

Latin America

Brazil, the only country in which we own forestland, allows us to have the most beneficial ecological footprint through our forest management programs, such as our Bem Te Vi stewardship program. We own 100,000 hectares (247,000 acres) of

forestland, located close to our mills, that provide a sustainable source of high-quality hardwood fiber.

Eucalyptus trees produce an ideal fiber for papermaking and grow to maturity within seven years. Eucalyptus also requires less wood to manufacture pulp compared to other commonly used species, making it an environmentally attractive species for papermaking as well as for generating renewable energy.

Nearly all our owned forestland is certified to the FSC and PEFC forest management standards. More than one-fourth of our forestland is set aside for conservation and features forests of native tree species to support biodiversity habitat preservation. Our Forest Management Plan can be found in the Sustainability Policies section of Sylvamo.com.

North America

To provide wood to our Eastover, South Carolina, and Ticonderoga, New York, mills, we work with a fiber supplier, who is certified to both the FSC (C168336) and Sustainable Forestry Initiative® (SFI) chain of custody standards. It supplies fiber harvested from responsibly managed forests in the surrounding areas.

Approximately three-quarters of the wood used at our Ticonderoga mill is sourced in New York, with the remainder coming primarily from Vermont and New Hampshire. Nearly all the wood used at our Eastover mill comes from South Carolina and North Carolina.

Since most of this fiber comes from privately owned forests, the positive impact this strategic partnership has on social and economic development for people and communities within these areas is substantial. This creates additional opportunities for engaging communities around sustainable forest management practices.

Energy

Energy is vital to papermaking and we are proud of our efforts to reduce energy usage. We generate more than 80% of our total mill energy needs from renewable, carbon-neutral biomass residuals instead of using fossil fuels.

Emissions (Scope 1, 2 and 3)

Total gross Scope 1, 2 and 3 emissions by region (metric tons CO₂e)

Region	Scope 1 Emissions	Scope 2 Emissions*	Scope 3 Emissions
Europe	51,759	4,205	801,514
Latin America	146,846	29,014	2,064,332
North America	493,842	41,596	1,474,541

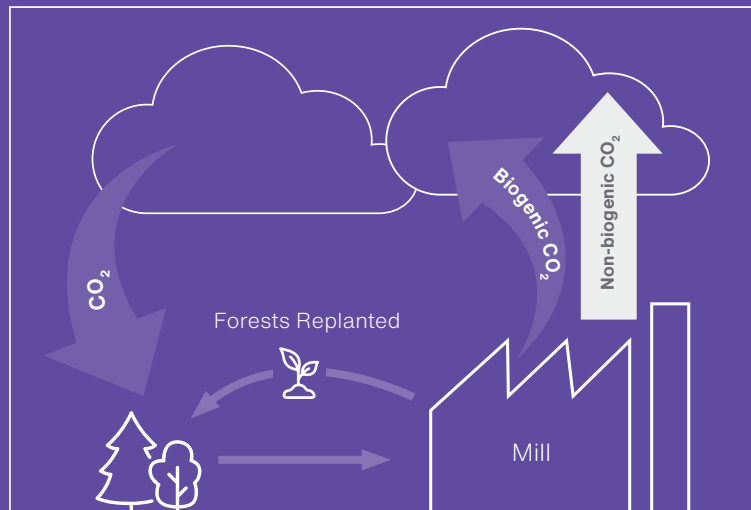
*Location and market based

BIOGENIC CARBON CYCLE



Trees absorb CO₂ from the atmosphere and as they decay, biogenic carbon is released back to the atmosphere. This natural cycle is balanced, so atmospheric CO₂ levels remain unchanged.

SYLVAMO ENERGY SOURCES SUMMARY



Residual biomass is used to generate 85% of our mill energy needs, releasing biogenic carbon back to the atmosphere. The cycle repeats as working forests are sustainably managed to continuously produce fiber for future harvests.

Breakdown of Global Fuel Consumption:

85%
Total Biogenic Fuel Use

15%
Fossil Fuels



Sylvamo Aids in Research to Restore Endangered Primate Species

Our forestry operation in Brazil is working to restore and conserve native forests with high biodiversity and protect water resources in river basins on company-owned forestland reserves, known locally as Reserva Particular do Patrimônio Natural (RPPN).

RPPNs are strategically placed private lands designated to protect areas of high biodiversity and ecological services. Since 2002, the company has partnered with Environmental Research Institute of Sao Paulo to monitor one of Sylvamo's four RPPNs. Researchers have recently recorded the presence of an endangered primate species in Sao Paulo called buffy-tufted marmoset, listed as one of the 25 most endangered primate species in the world by the International Union for Conservation of Nature.

Photo by Jack Hynes, Creative Commons Attribution-ShareAlike 3.0 Unported License, No changes made.



Sylvamo and Arbor Day Foundation Partner to Restore Tree Cover in Critical Communities

We partnered with Arbor Day Foundation to further its commitment to forest conservation, restoration and critical community needs. The collaboration leverages a proven solution, trees and forests, to address climate change, water quality and quantity, biodiversity, human health and environmental inequalities.

In the 7th and 8th wards of Washington, D.C., an average 30% of residents live below the poverty line and face food insecurity. These areas also have below-average tree canopy coverage. Unlocking the power of trees to focus on people and the planet allows residents to breathe cleaner air, foster healthier homes and reduce the risk of heat-related illness by acting as nature's cooling system to shade the ground and lower surface temperature.



Partnership Produces Renewable Fuel From Water Treatment Process

Our Nymolla mill partners with energy company Gasum to convert water used during the manufacturing process into liquified biogas (LBG) to power heavy-duty vehicles, reducing the vehicles' GHG emissions by up to 90%.

After converting wood to paper, organic materials in the water are removed, broken down through anaerobic digestion and then cooled to create LBG. The remaining water is then sent to our treatment plant for final cleaning. The process produces 75-90 gigawatt hours of biogas per year and can be used to fuel up to 200 long-haul trucks.

Sylvamo is proud to be part of a process that creates valuable renewable energy. Replacing fossil fuels with renewable alternatives is another example of how Sylvamo contributes to a lower carbon economy.

[Visit our sustainability hub for more sustainability news](#)

Protect and improve the lives of our employees and support our communities

[Learn more](#) about how we put people before paper.



Operating Safely

Our most important responsibility is to ensure everyone returns home safe and well each day. At Sylvamo, we are focused on fostering a resilient safety culture.

Last year we experienced our first fatality at Sylvamo. This incident reminds us why our commitment to safety is so personal. Being safe is about each of us and those we care about most. We must do everything within our control to make it our last. We will not be satisfied until all our facilities are injury free.

In 2023, we launched “People Before Paper.” The People Before Paper safety message was created to help our employees, contractors and other key stakeholders understand we care for people first, no matter what. We also rolled out our safety leadership training program and successfully trained over 77% of employees and 117

contractors. This curriculum helps our colleagues understand how and why people behave the way they do with respect to safety and risk-taking and the importance of mental health and well-being. When measuring our safety progress, we assess all injuries, no matter the severity. We take our safety performance very seriously and place emphasis on making sure serious or life-changing injuries among employees and contractors do not reoccur. We will continue using leading indicators to work safer than the day before to achieve our goal of injury free workplaces.

2023 Serious Injuries or Life-changing Incidents:

Employees	1
Contractors	0
Total	1

Workforce Inclusion and Diversity Targets

Global

23% (30% Target)

Women Overall

26% (35% Target)

Women in Leadership

Goals based on 2021 baseline
*Does not include Nymolla mill

Regional

17% (21% Target)

Latin America: Racial/Ethnic Minorities

5% (5% Target)

Latin America: People with Disabilities

3% (6% Target*)

Europe: People with Disabilities

23% (25% Target)

North America: Racial/Ethnic Minorities

2023 Community Investments: \$4.1 Million

People



Planet



Safety and Well-being: People Before Paper in Action

Safety and well-being is a continuous effort, one in which our work will never be done until we can sustain an injury-free workplace. The company is making progress towards this goal by intentionally focusing on hazard recognition and risk elimination with targeted safety projects.

A powerful tool for identifying and correcting the safety of critical tasks and conditions, these projects develop the skills and competencies of our safety leaders by putting learned skills from safety training into practice. Leveraging safety projects as a safety leading indicator enables enterprise-wide safety performance. As locations report on proactive measures, Sylvamo can identify where to focus resources, share best practices and recognize teams.

While we are encouraged by our progress, we still have a lot of work to do to create a resilient safety culture. The best safety leaders turn learnings into action. Our teams continue to support one another on this journey and demonstrate we care for the safety and well-being of all.

Sylvamo Advances People with Disabilities Focus in Europe

Sylvamo's Global Business Service Center in Krakow, Poland, is making progress towards the company's 2030 goal to foster inclusive and diverse workplaces by training all employees about disabilities and how to approach people with different needs. Employees received training with a specialist and person with a disability simultaneously, which aligns with Sylvamo's regional target to increase the representation of people with disabilities by 6% in Europe by 2030.

A dynamic office space in Krakow was designed and introduced with inclusivity in mind. There is now an accessible restroom, adapted for movement disabilities and a quiet room to recharge, relax and shield outside stimuli.

Sylvamo is committed to being the employer of choice by fostering an inclusive culture where individuals feel valued, welcomed and included.

Chamex Institute Celebrates 15 Years

The Chamex Institute, a nonprofit that's part of Sylvamo, transforms the lives of children, young people and adults by addressing national educational challenges, celebrated 15 years of impacting lives across Brazil. The institute has invested more than \$3.5 million to impact more than 600,000 people. Last year, it donated more than \$700,000, benefiting more than 74,000 people directly and another 254,000 indirectly.

Educational projects include an essay contest that helps young students prepare for Brazil's national high school exam, a learning program that works to close the educational gap caused during the pandemic, an inclusive educational project for people with disabilities and a citizenship program that supports projects to encourage critical thinking and the active participation of young people in society.

Other projects focus on where Sylvamo team members live and work, like the Generation Sylvamo apprentice program that offers technical courses for socially vulnerable students. To date, 550 students have graduated from the program and 70% of them were hired by Sylvamo.

Fostering a culture of trust, openness and accountability

[Learn more](#) about how we do business in alignment with our values.



How We Make Decisions

At Sylvamo, sustainability strategy, governance and working with various stakeholders aren't just the responsibility of our sustainability team. Every department across the company plays an important role and it is only when we all move in the same direction that meaningful change will occur. Throughout the company, many different groups are working collectively towards our 2030 goals.

How Sylvamo Governs

The **Nominating and Corporate Governance Committee** is responsible for providing oversight and guidance on sustainability and environmental, social and governance (ESG) matters.

Our **senior vice president, Corporate Affairs** is the highest-ranking non-board company executive with direct oversight of climate-related issues. This officer chairs our ESG steering team, a group of cross-functional staff and commercial leaders that

guides the company's sustainability and community engagement strategies, monitors progress and reports directly to the CEO.

Our **chief sustainability officer** is responsible for guiding and executing our sustainability strategy, including the development and implementation of our 2030 goals. The chief sustainability officer reports directly to the senior vice president, Corporate Affairs. The chief sustainability officer leads our ESG Steering Team. In addition, the chief sustainability officer regularly reports to the Nominating and Corporate Governance Committee and to the board of directors (twice annually), provides updates and leads discussions on climate-related issues as well as our voluntary corporate sustainability goals.

The **sustainability team**, led by our chief sustainability officer, has responsibility for developing and executing our sustainability strategy, as well as leading corporate communications involving climate. Our sustainability, human resources and sourcing

teams handle various aspects of sustainability programs in their area. Designated staff at the corporate, business and facility levels help identify, prioritize and manage sustainability-related risks and opportunities.

In addition to the sustainability team, we created a **responsible operations working group**. This cross-functional group is made up of global manufacturing and technical experts focused on key operational issues related to water and GHG emissions.

Our Board Oversees Our Risk Management Process

The Board exercises oversight responsibility directly and through its committees. The oversight responsibility of the board and its committees is informed by reports from our management team and from our internal audit department that are designed to provide visibility to the board into the identification and assessment of key risks and our risk mitigation strategies.

Sylvamo has an Enterprise Risk Management Council with responsibility for ensuring that people and processes are in place to provide visibility to the board into the identification and assessment of key risks and our risk mitigation strategies. The council is made up of senior vice presidents and vice presidents from major staff functions, coordinated by our vice president of audit.

The council meets on a regular basis to evaluate enterprise risks and appropriate members of management who manage such risks at Sylvamo report how existing risks are monitored, how new risks are identified and evaluated and how risks are addressed. These reports occur on a periodic basis that is at least annual, with more frequent reporting as appropriate depending primarily on the potential severity and likelihood of the risk.

Enterprise risks are reviewed with the board and audit committee annually, or more frequently, if necessary. For risk oversight, Sylvamo has a governance system in place where the board of directors and senior management use a system of councils to manage risk and at an operational level for managing the day-to-day and a foundation level by using a system of policies, procedures and controls to manage risk across the company.

Identification and assessment of climate-related risks are evaluated in all relevant areas we operate. By identifying global trends material to our business, we focus our strategy on the issues where we have the greatest impact, such as European (EU) Corporate Sustainability Reporting Directive, United States (US) Securities and Exchange Commission disclosure requirements, US California GHG reporting, EU Green Claims, US Federal Trade Commission Green Guides and Task Force on Climate-related Financial Disclosures. We assess associated risks and opportunities and adjust our tactics when necessary, as part of our deliberate improvement efforts.



The rest of our story

Learn more about our company's sustainability journey, our culture and our complete annual sustainability performance under the Why We Care section on Sylvamo.com.

[Access GRI, TCFD, CDP and EcoVadis other reporting data.](#) →

This Sustainability Performance Review contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934, including our plans and 2030 goals. Any or all forward-looking statements may turn out to be incorrect and our actual actions and results could differ materially from what they express or imply, because they involve known and unknown risks, uncertainties and other factors, many beyond our control, including those disclosed under "Risk Factors" in our 2023 annual report on Form 10-K and other filings with the Securities and Exchange Commission, available on Sylvamo.com. Forward-looking statements reflect current expectations, and we undertake no obligation to update any of them.



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