



# 2024 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.**

### A WORD FROM OUR CEO

“Sustainability plays an important role in the pursuit of our vision to be the employer, supplier and investment of choice.”

**Jean-Michel Ribieras**

Chairman and Chief Executive Officer



[Watch Video Now](#)



# 86%

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

# \$5M

globally invested with strategic partners to support environmental and social initiatives

# 54%

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 ([fsc.org/en/cw](https://fsc.org/en/cw))

# 9,500

children supported through Global Day of Service projects

# 25%

reduction in water use achieved at Tres Lagoas mill versus 2019 baseline

# New partnerships

with UNICEF and the National Fish and Wildlife Foundation (NFWF)

# 89th percentile

ranked top 11% in both environmental performance and sustainable procurement among industry companies assessed by EcoVadis

# A- Forests

# B Water

# B Climate

improved CDP scores for second straight year

## 2024 Sustainability Highlights



## TO OUR STAKEHOLDERS:

# A Message from the Chief Sustainability Officer

In 2024, we witnessed a global push from voluntary to mandatory environmental, social and governance reporting.

Reporting regulations were proposed, approved and implemented in almost all the regions where Sylvamo operates—**Europe, Latin America and North America**. This proliferation of rules required that we adopt a comprehensive strategy to ensure compliance while maximizing the value of our reporting efforts for key stakeholders.

**In Europe**, we focused on the EU Deforestation Regulation (EUDR), the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy for Sustainable Activities. We also began to determine the steps required to comply with the Corporate Sustainability Due Diligence Directive (CSDDD).

**In Latin America**, we tracked Brazil's efforts to create a new framework for carbon capture and storage.

**In North America**, we followed the creation, stay and suspension of the U.S. Securities and Exchange Commission's (SEC) climate-related disclosure requirements, and aligned with global standards such as the Task Force on Climate-related Financial Disclosures (TCFD) and the Task Force on Nature-related Financial Disclosures (TNFD).

To navigate the diverse regulatory landscapes, we established a cross-functional governance team that provided training and fostered internal expertise essential to stay ahead of these regulatory changes.

Based on the complexity of the data, we dedicated considerable time and resources to implementing a streamlined data collection, analysis and reporting system intended to ensure timely and accurate disclosures.

When it comes time to report, we have a robust governance structure that oversees our initiatives and disclosures through internal controls, preparing us for third-party audits and independent data assurance required by various regulatory bodies.

Thankfully, our strategy to ensure that Sylvamo remains a sustainable company—generating profits for our shareowners, protecting the environment and improving the lives of the people we interact with—provides a solid foundation to navigate evolving reporting landscapes, to assure our goals and targets remain relevant for Sylvamo, and to deliver the results our stakeholders expect.

I invite you to read our sustainability performance review to learn about how we implemented this strategy in 2024. As always, we invite you to share your feedback. Please send any questions to [sustainability@sylvamo.com](mailto:sustainability@sylvamo.com).








Sincerely,



James McDonald  
Chief Sustainability Officer



# 2030 Goals Progress

2030 GOAL		PROGRESS AS OF 2024
<b>Sustainable Forests – Ensure healthy and productive forest ecosystems</b>		
	<b>Sustainable Sourcing</b>	
	Source 100% of our fiber from sustainably managed forests while safeguarding forests, biodiversity and watersheds	100% of globally sourced fiber complied with FSC Controlled Wood standard, mitigating risk of using fiber from unacceptable sources ( <a href="https://fsc.org/en/cw">fsc.org/en/cw</a> )
	<b>Conservation and Restoration</b>	
	Conserve, enhance or restore 250,000 acres of ecologically significant forestland globally	Over 41,000 acres of forestland conserved, enhanced or restored in all Sylvamo regions
<b>Thriving People and Communities – Protect and improve the lives of our employees and support our communities</b>		
	<b>Workplace Safety</b>	
	Achieve injury-free workplaces	<ul style="list-style-type: none"> <li>Over 95% of employees completed safety leadership training</li> <li>Focusing on safety with a target to reduce hand injuries by 50%</li> </ul>
	<b>Workforce Inclusion and Diversity Statistics*</b>	
	Foster inclusive and diverse workplaces by achieving: <ul style="list-style-type: none"> <li>30% overall women representation</li> <li>35% women in leadership positions</li> <li>25% minority representation in North American salaried positions and regional representation initiatives</li> </ul>	<ul style="list-style-type: none"> <li>22% overall women representation</li> <li>26% women in leadership positions</li> <li>21% minority representation</li> <li>View our EEO-1 Report on <a href="https://www.sylvamo.com">Sylvamo.com</a> for additional data</li> </ul>
	<b>Community Impact</b>	
	Support childhood education in our communities	\$14.4 million invested in local communities supporting childhood education and critical community needs since 2021
<b>Responsible Operations – Improve our climate impact and stewardship of natural resources**</b>		
	<b>Greenhouse Gas Reduction</b>	
	Reduce our Scope 1, 2 and 3 greenhouse gas emissions by 35% and define a pathway to net zero emissions	Reduced Scope 1, 2 and 3 greenhouse gas emissions by 4%***
	<b>Water Reduction</b>	
	Reduce overall water usage by 25% and implement context-based water stewardship plans at all mills	2% increase over baseline

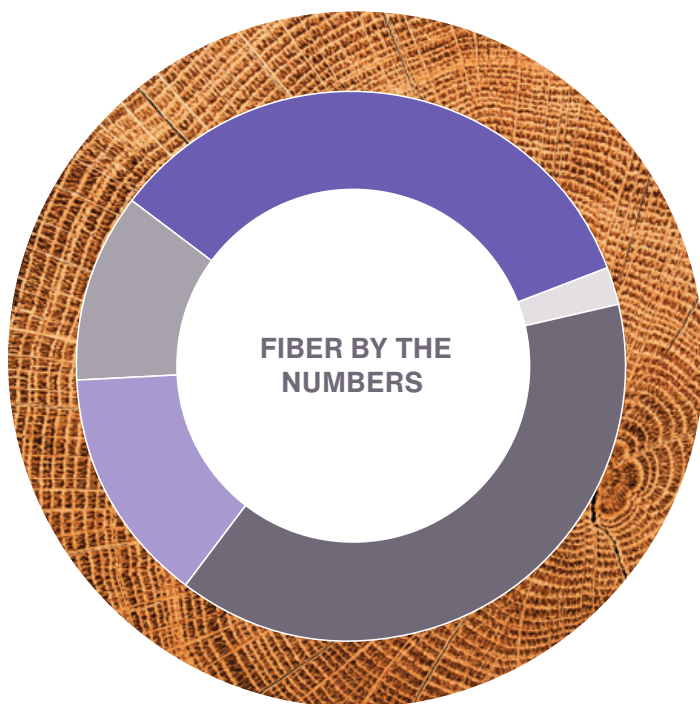
\*We continuously review and update our goals and programs to be the employer of choice. We aim to hire the most qualified candidate for each position, comply with local laws and regulations and align with stakeholder expectations

\*\*2019 baseline for Responsible Operation Goals

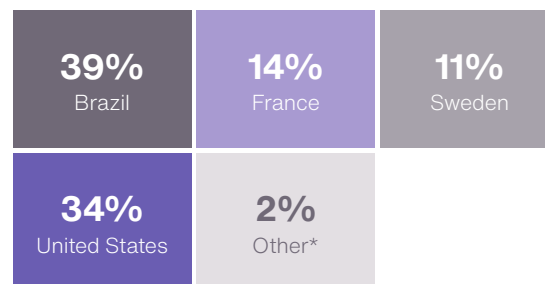
\*\*\*Scope 3 emissions include Categories 1, 3, 4, 6 and 7

# Environmental Stewardship

Improve our climate impact and stewardship of natural resources



Percent of wood sourced by country:



## 100%

of fiber sourced globally followed the FSC Controlled Wood standard ([fsc.org/en/cw](https://fsc.org/en/cw))

## 99%

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

## 54%

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 and other local commercial wood users.

Central to CBB's fiber sourcing program is the FSC Forest Management Group Certificate (C109669), managed by Sylvamo Foret Services (SFS), Sylvamo's environmental engineering subsidiary, which provides forest management and certification services to forestland owners in France. SFS has grown its membership to more than 1,850 landowners, representing 35,250 hectares (87,105 acres), or nearly 30% 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 certified fiber supplier to ensure all purchased fiber meets the requirements of our global fiber procurement policy, which requires that we only use fiber from responsibly managed forests. A majority of the fiber used by the Nymolla mill 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 is the only country in which we own forestland, allowing us to implement forest management programs having a beneficial ecological footprint, such as our Bem Te Vi stewardship program. Bem Te Vi tracks wildlife

activity in our forests to understand and conserve biodiversity on our land. We own 100,000 hectares (247,000 acres) of forestland, located near our mills where we grow eucalyptus trees that provide a sustainable source of high-quality hardwood fiber.

Eucalyptus trees grow to maturity within seven years and produce an ideal fiber for papermaking. Less eucalyptus wood is required to manufacture pulp compared to many other commonly used species. Its fast growth rate and efficiency make it an environmentally attractive species for papermaking, as well as for generating renewable energy.

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

### North America

To provide wood to our Eastover, South Carolina, and Ticonderoga, New York, mills, we work with a fiber supplier certified to the major chain of custody standards. It supplies fiber harvested from nearby responsibly managed forests.

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 of the wood used at our Eastover mill comes from South Carolina and North Carolina.

Most of this fiber comes from privately owned forests, which promotes the economic development of communities within these areas. It also creates opportunities for engaging local forestland owners about good sustainable forest management practices, helping preserve local forest ecosystems for the benefit of these communities.

**To learn how we are preparing for EUDR, see page 11.**



# Energy

Energy is vital to the papermaking process, and we are proud of our efforts to reduce energy consumption. We generate more than 80% of our total mill energy needs from renewable, carbon-neutral biomass residuals, reducing our reliance on fossil fuels.

# Emissions (Scope 1, 2 and 3)

Total gross Scope 1, 2 and 3 emissions by region (metric tons CO<sub>2</sub>e)

Region	Scope 1 Emissions	Scope 2 Emissions*	Scope 3 Emissions
Europe	99,745	3,891	337,910
Latin America	121,886	34,286	521,104
North America	477,926	49,883	740,398

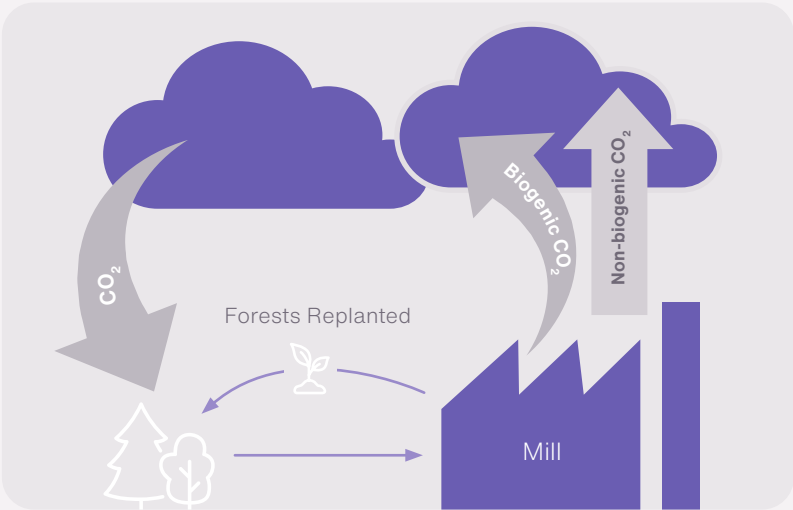
\*Location and market based

## BIOGENIC CARBON CYCLE



Trees absorb CO<sub>2</sub> from the atmosphere and as they decay, biogenic carbon is released back to the atmosphere. This natural cycle is balanced, so atmospheric CO<sub>2</sub> levels remain unchanged.

## SYLVAMO ENERGY SOURCES SUMMARY



Residual biomass is used to generate more than 80% 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:

86%  
Total Biogenic Fuel Use

14%  
Fossil Fuels





## Conserving Water at Tres Lagoas

In October, our mill in Tres Lagoas, Brazil, became the first in Sylvamo's system to achieve a 25% reduction in water use against a 2019 baseline, thanks to the innovation of local team members.

Daniel Herminio, an engineer on the manufacturing team at Tres Lagoas, saw an opportunity to reuse water in the paper production process, instead of treating and discharging it. Based on Herminio's idea, the Tres Lagoas team engineered a solution that returns 100% of the water back into the process.

"This initiative highlights the expertise within our team, showcasing a homegrown solution that has the potential to be scaled across other mills, ensuring a positive impact on our industry and the environment," said Patrick Wilczynski, senior vice president, Operational Excellence.

The breakthrough solution at Tres Lagoas reduced the mill's water consumption by more than 650,000 cubic meters (approximately 172 million gallons) and is being reviewed for potential implementation at our other mills.

"Water is a critical component of our operations, and we recognize the importance of managing it responsibly," Wilczynski said. "By focusing on reducing water usage in high-risk areas, we are not only safeguarding our resources but also demonstrating our commitment to sustainability."

## The Ecological and Economic Value of Sustainably Managed Forests

We are working with World Wildlife Fund (WWF) in France to educate landowners on assessing the ecological value of individual trees, such as the microhabitats they provide for priority species of owls, martens and bats, in addition to their economic value over time.

The Forest Carbon Toolbox project aims to establish methodologies, tools and best practices forest managers can apply when deciding what trees to harvest, what trees to give more time to grow to maximize carbon capture and economic potential, and what trees to conserve for biodiversity.

Sylvamo, with the help of WWF, established a training area, called a marteloscope, within a demonstration forest near our Saillat, France, mill. There, forest managers can simulate these management techniques and their effects over 50 years. The simulation uses scientific models to help participants understand how to balance economic, biodiversity and carbon challenges.

This effort is just one part of our involvement in Forests Forward, a signature WWF program for corporate action in support of nature, climate and people.



**Our enduring partnership with WWF-France has yielded valuable resources for enhancing our forests. The Forest Carbon Toolbox, Biodiversity Toolbox and marteloscope offer a comprehensive and dynamic suite of tools designed to support forests, wildlife, landowners and industry alike."**

Emmanuel Ripout, director, Sylvamo Foret Services



# People

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



## Operating Safely

Our most important responsibility is the safety and well-being of our team members. We know achieving and sustaining an injury-free workplace requires continuous effort that will never be finished.

We utilize targeted safety projects that focus on hazard recognition and risk elimination. These projects not only identify and correct critical safety tasks and conditions, they also develop the skills and competencies of safety leaders by putting the skills learned from safety training into practice. We continue to require safety leadership training for employees and contractors to equip them with the knowledge and skills to recognize and mitigate risks effectively.

We provide platforms for our employees to share and discuss personal stories and experiences related to safety, fostering a deeper understanding of how safety impacts them and promoting our commitment to a strong safety culture. These discussions highlight areas for improvement and celebrate successes and best practices at different facilities.

In 2024, we introduced safety standdowns, where we paused work at all our facilities to focus on safety without distractions. A component of the safety standdowns is a discussion of injury trends, potential hazards, root causes of hazardous situations and how to address these issues. Safety standdowns reinforce our core safety message: **People Before Paper, always.**

Safety standdowns emphasize the importance that every individual has the authority to stop work when unsafe conditions or behaviors exist. Our commitment to creating a resilient safety culture through these programs supports our 2030 goal of achieving an injury-free workplace.

2024 Serious Injuries or Life-changing Incidents:	
Employees	2
Contractors	2
Total	4

# Workforce Inclusion and Diversity Statistics

Global

22%

Women Overall

26%

Women in Leadership



Access our EEO-1 Report.

Regional

3%\*

Europe: People with Disabilities

5%

Latin America: People with Disabilities

19%

Latin American Salaried: Racial/Ethnic Minorities

21%

North American Salaried: Racial/Ethnic Minorities

## 2024 Community Investments: \$5 Million

### People



### Planet



\*Does not include Nymolla mill





Image courtesy of ©UNICEF/UN0398127

## Sylvamo Announces UNICEF Partnership Supporting Skills4Girls

We made a \$500,000 donation to support UNICEF's Skills4Girls initiative. The partnership will increase girls' skills to compete in a 21st century workforce.

Skills4Girls works with and for girls in 19 countries by equipping them with foundational, STEM, digital and life skills, such as self-confidence, problem-solving and decision-making.

"We're proud to partner with UNICEF to address this critical need," said James McDonald, chief sustainability officer. "The portfolio of projects will enable the girls to develop the necessary job-specific skills needed to support lifelong learning and employment."

The initiative promotes girls' leadership and advocacy skills in Latin America through mentoring, training and workshops.

"With 620 million adolescent girls in the world today, we have the opportunity to shape the future for gender equality by ensuring they have the skills to succeed in a 21st century workforce," said Michele Walsh, executive vice president and chief philanthropy officer, UNICEF USA. "UNICEF cannot do this work alone and we greatly appreciate Sylvamo's partnership to support adolescent girls' skills, helping to create transformative change for girls and their communities."

Skills4Girls aligns with our 2030 goals to improve the communities where employees live and work and accelerates progress towards achieving the United Nations' Sustainable Development Goal 5, guaranteeing gender equality and empowering all women and girls.



## Putting People Before Paper into Action

In 2024, we introduced the People Before Paper award, a recognition given to Sylvamo team members who demonstrate exceptional leadership in safety and well-being. One of our inaugural winners, Glauber Sales, energized the safety culture within his team through trust and genuine care for his colleagues.

Sales, an operations manager at our Tres Lagoas, Brazil, mill, started his career as an engineer at our mill in Mogi Guacu, Brazil. He learned through experience that an environment where people feel free to speak up and look out for one another promotes a safe work environment.

"His friendly approach and trust with the operations team demonstrates the importance of people before paper," said Luis Fernando Matielo, mill manager at Tres Lagoas. "He has always demonstrated that people are important."

Sales' dedication to creating a safe work environment is evident in the actions of his team.

"The team feels comfortable stopping work without retaliation," said Matielo. "They follow safety procedures because they genuinely believe in their importance."

# 750+

Safety Projects to Eliminate Injuries in 2024





# Transparency and Compliance

Fostering a culture of trust, openness and accountability

We navigate regulatory uncertainty by relying on our overarching value to always do the right things, in the right ways, for the right reasons. Here are some of the major regulatory developments that lie ahead and what we are doing to prepare.

## European Union Deforestation Regulation

The European Union Deforestation Regulation (EUDR) is the EU regulation to minimize the consumption of products coming from supply chains associated with deforestation or forest degradation.

We spent much of 2024 working with suppliers, customers and other business partners throughout our supply chain to prepare for EUDR by the compliance deadline, which is delayed until Dec. 30, 2025.



**We spent much of 2024 working with suppliers, customers and other business partners throughout our supply chain to prepare for EUDR...”**

We are committed to serving our customers and have made great strides toward compliance, including working with governments and industry associations across our regions to ensure EU policymakers fully understand the complex nature of our business. We will continue that work to reach compliance.

We have made significant progress by:

- Creating a custom solution to report required information to the EU TRACES system, which has been successfully tested
- Continuing to work with suppliers, customers and business partners to support traceability and due diligence compliance

We will test our process to ensure there is sufficient time to address any issues well before the compliance deadline.

Our plans include how we will deal with risk throughout our supply chain while working with other organizations to streamline compliance. We will work to ensure that the fiber we use is not associated with deforestation or forest degradation.

We are developing a comprehensive risk assessment to review fiber suppliers. This includes issuing a questionnaire, verifying supporting documentation and conducting audits. We will also specify mitigation actions for anything more than a negligible risk of noncompliance. We will review assessments annually to prevent noncompliant fibers from entering our supply chain. We also plan to provide an annual statement summarizing our compliance measures.

### **Corporate Sustainability Reporting Directive**

The European Parliament adopted the Corporate Sustainability Reporting Directive (CSRD) to standardize sustainability reporting. CSRD requires us to start reporting for our European operations in 2028 and globally by 2029. We must disclose how sustainability factors, including human rights, are integrated into our business model, strategy, governance, due diligence, risk management and progress tracking.

CSRD introduces “double materiality,” which requires companies to report how sustainability issues impact financial performance and how operations affect people and the planet. It includes mandatory assurance for all reported sustainability information to ensure data reliability and combat greenwashing. Companies must provide detailed disclosures on environmental, social and governance topics.

We have introduced several new initiatives related to data collection, due diligence and stakeholder assessment to ensure timely and accurate disclosures.

### **Climate Risk**

Sylvamo recognizes that the climate is changing and greenhouse gas emissions are a contributing factor. Our business faces significant risks due to climate change, which could disrupt operations and cause financial losses. These risks include changes in weather patterns, severe weather events and natural disasters that can damage assets and affect the availability of essential resources like fiber, water and fuel. We are assessing our climate-related vulnerabilities and developing strategies to enhance our resilience.

Sylvamo continues to reduce greenhouse gas emissions and advance a lower-carbon economy. We generate more than 80% of the energy used in our mills from carbon-neutral biomass residuals, minimizing the use of fossil fuels.

Our entire business depends on the sustainability of forests. Healthy forests absorb carbon and play a significant role in mitigating the impact of greenhouse gas emissions. We will continue to promote and practice responsible forest stewardship to ensure healthy and productive forest ecosystems for generations to come.

### **How We Make Decisions**

At Sylvamo, sustainability strategy, governance and working with various stakeholders aren't just the responsibility of our sustainability team. Many different groups across the company play important roles and are working collectively towards our 2030 goals. It is only when we all move in the same direction that meaningful change will occur.



**Learn more about our  
governance under the Why We  
Care section on [Sylvamo.com](https://www.sylvamo.com).**

## 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](https://www.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 future 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 2024 annual report on Form 10-K and other filings with the Securities and Exchange Commission, available on [Sylvamo.com](https://www.sylvamo.com). Forward-looking statements reflect current expectations, and we undertake no obligation to update any of them.





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