

2030 Goals Progress

| 2030 GOAL | PROGRESS AS OF 2023 |
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| 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