



GRI Content Index

Sylvamo aligns its reporting with global reporting frameworks, such as the GRI Standards, to ensure we produce the paper people need in the most responsible and sustainable ways.

Statement of use	Sylvamo has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	PAGE	CONTENT
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	2022 10-K Sylvamo - Our Locations	“Our Company” pg. 1 “Properties” pg. 30	Sylvamo is a Delaware Corporation that is publicly traded under the ticker symbol SLVM. Sylvamo is headquartered in Memphis, Tennessee and has operations in the United States, Brazil, France and Poland.
	2-2 Entities included in the organization’s sustainability reporting	2022 10-K	“Our Company” pg. 1 “Properties” pg. 30	<p>During the second quarter of 2022, management committed to a plan to sell the Company’s Russian operations, which were previously part of the Europe business segment. In October 2022, the Company completed the sale of its Russian operations. Due to this divestiture, the Russian operations are not represented in Sylvamo’s 2022 sustainability reporting.</p> <p>In January 2023, the Company completed the acquisition of Stora Enso’s uncoated freesheet paper mill in Nymölla, Sweden. Since this acquisition was completed after the 2022 reporting year, the Swedish operations are not represented in Sylvamo’s 2022 sustainability reporting.</p>

				All other operations noted in Disclosure 2-1 above are included in Sylvamo's 2022 sustainability reporting.																																																																									
	2-3 Reporting period, frequency and contact point			<p>Sylvamo's reports sustainability performance annually. Our sustainability reporting period is aligned with our financial reporting period, which is January 1, 2022 to December 31, 2022.</p> <p>Initial publication of Sylvamo's 2022 GRI Content Index occurred on July 18, 2023.</p> <p>For questions about the reported information, please contact us via the form on our website, Sylvamo.com.</p>																																																																									
	2-6 Activities, value chain and other business relationships	2022 10-K Sylvamo - Our Brands	<p>"Our Company" pg. 1</p> <p>"Properties" pg. 30</p> <p>"Description of Business Segments" pg. 35</p>																																																																										
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2-7a; 2-7b				<table border="1"> <thead> <tr> <th>Total Number of:</th> <th>Female</th> <th>Male</th> <th colspan="2">TOTAL¹</th> </tr> </thead> <tbody> <tr> <td>Employees (All Employees)</td> <td>1,378</td> <td>4,747</td> <td colspan="2">6,125</td> </tr> <tr> <td>Permanent Employees</td> <td>1,324</td> <td>4,685</td> <td colspan="2">6,009</td> </tr> <tr> <td>Temporary Employees</td> <td>54</td> <td>62</td> <td colspan="2">116</td> </tr> <tr> <td>Non-guaranteed Hours Employees²</td> <td>-</td> <td>-</td> <td colspan="2">-</td> </tr> <tr> <td>Full-time Employees</td> <td>1,308</td> <td>4,682</td> <td colspan="2">5,990</td> </tr> <tr> <td>Part-time Employees</td> <td>16</td> <td>3</td> <td colspan="2">19</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Total Number of:</th> <th>Europe</th> <th>Latin America³</th> <th>North America</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Employees (All Employees)</td> <td>1,090</td> <td>3,228</td> <td>1,807</td> <td>6,125</td> </tr> <tr> <td>Permanent Employees</td> <td>1,088</td> <td>3,119</td> <td>1,802</td> <td>6,009</td> </tr> <tr> <td>Temporary Employees</td> <td>2</td> <td>109</td> <td>5</td> <td>116</td> </tr> <tr> <td>Non-guaranteed Hours Employees</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Full-time Employees</td> <td>1,074</td> <td>3,118</td> <td>1,798</td> <td>5,990</td> </tr> <tr> <td>Part-time Employees</td> <td>16</td> <td>1</td> <td>4</td> <td>21</td> </tr> </tbody> </table>				Total Number of:	Female	Male	TOTAL ¹		Employees (All Employees)	1,378	4,747	6,125		Permanent Employees	1,324	4,685	6,009		Temporary Employees	54	62	116		Non-guaranteed Hours Employees ²	-	-	-		Full-time Employees	1,308	4,682	5,990		Part-time Employees	16	3	19		Total Number of:	Europe	Latin America ³	North America	TOTAL	Employees (All Employees)	1,090	3,228	1,807	6,125	Permanent Employees	1,088	3,119	1,802	6,009	Temporary Employees	2	109	5	116	Non-guaranteed Hours Employees	-	-	-	-	Full-time Employees	1,074	3,118	1,798	5,990	Part-time Employees	16	1	4	21
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	2-7c			Numbers reported in headcount at end of reporting period (December 31, 2022)
	2-7d			<p>¹ HR Management software system currently allows only Female and Male gender designations</p> <p>² Based on GRI definition, we do not believe the “Non-guaranteed Hours Employees” classification applies to our hourly/production facility employees</p> <p>³ Includes a small number (less than 20) of employees in Asia Pacific region</p>
	2-8 Workers who are not employees			
	2-8a			Total Non-employee workers: 16,130
	2-8ai; 2-8aii			<p>Most common types of worker; types of work:</p> <ul style="list-style-type: none"> • Number of contractors may fluctuate throughout the year based on capital projects, outages, etc.; to provide supplement resources based on cost constraints or to manage needed work flow • Sylvamo utilizes daily contractors for things such as maintenance, cafeteria, janitorial, security, health services and EHS (depending upon the location). • Annual outage for example could include 1,000 contractors for 3 weeks, consisting of a combination of skill levels, workload, etc. <p>Contractual relationship:</p> <ul style="list-style-type: none"> • Contracted via third party vendors (large providers); Sylvamo provides scope of work only and third party manages individuals
	2-8b			Numbers reported in headcount at end of reporting period (December 31, 2022)
	2-9 Governance structure and composition			

	2-9a	2023 Proxy Board of Directors Executive Management Audit Committee Charter Management Development and Compensation Committee Charter Nominating and Corporate Governance Committee Charter	“Corporate Governance” pg. 11	
	2-9b	2022 ESG Report Nominating and Corporate Governance Committee Charter	“Roles in ESG/Sustainability” pg. 55	
	2-9c	2023 Proxy 2022 ESG Report	“Executive Officers and Directors” pg. 19 “Board Committee Assignments” pg. 56 “Board Diversity” pg. 57	
	2-10 Nomination and selection of the highest governance body	Corporate Governance Guidelines	“Board Composition and Director Qualifications” pg. 1 “Board Committees” pg. 5	
	2-11 Chair of the highest governance body	2023 Proxy	“Executive Officers” pg. 20	

	Corporate Governance Guidelines	“Board Composition and Director Qualifications” pg. 1	
2-12 Role of the highest governance body in overseeing the management of impacts	2022 ESG Report	“Roles in ESG/Sustainability” pg. 55	
2-13 Delegation of responsibility for managing impacts	2022 ESG Report	“Roles in ESG/Sustainability” pg. 55	
2-14 Role of the highest governance body in sustainability reporting	2022 ESG Report	“ESG Materiality” pg. 19 “Roles in ESG/Sustainability” pg. 55	
2-15 Conflicts of interest	Corporate Governance Guidelines	“Ethics and Conflicts of Interest” pg. 3	
	Code of Financial Ethics	“Professional or Personal Conflicts of Interest” pg.1	
2-16 Communication of critical concerns	Whistleblower Policy	“Reporting Procedures” pg. 2 “Investigations” pg. 2	
2-18 Evaluation of the performance of the highest governance body	Corporate Governance Guidelines	“Annual Performance Evaluation” pg. 10	

	2-19 Remuneration policies	2023 Proxy Corporate Governance Guidelines	“Executive Compensation” pg. 32 “Director Compensation” pg. 9	
	2-20 Process to determine remuneration	2023 Proxy	“Executive Compensation” pg. 32	
	2-21 Annual total compensation ratio	2023 Proxy	“CEO Pay Ratio” pg. 56	
	2-22 Statement on sustainable development strategy	2022 ESG Report	“A Message from the Chairman and Chief Executive Officer” pg. 4	
	2-23 Policy commitments	Code of Conduct Third Party Code of Conduct Human Rights Statement		
	2-29 Approach to stakeholder engagement	2022 ESG Report	“Stakeholder Engagement” pg. 58	