


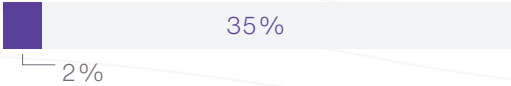


	2030 Goal	2022 Progress
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Sustainable Forests	Ensure healthy and productive forest ecosystems	
Sustainable Sourcing	Source 100% of our fiber from sustainably managed forests while safeguarding forests, biodiversity and watersheds	We support third-party certification of sustainable forestry management through forest certification and chain of custody systems and work directly with our suppliers and forest conservation organizations to develop actions that improve forest management and fiber procurement practices
Conservation and Restoration	Conserve, enhance or restore 250,000 acres of ecologically significant forestland globally	We have helped restore nearly 200 acres in Brazil and are working with global forest organizations like World Wildlife Fund, The Nature Conservancy and Arbor Day Foundation on projects to help conserve, restore and promote healthy, resilient forests

Thriving People and Communities	Protect and improve the lives of our employees, and support our communities	
Workplace Safety	Achieve injury-free workplaces	We are fostering a resilient safety culture by developing health and safety solutions together to ultimately achieve our goal of an injury-free workplace
Inclusion and Diversity	Foster inclusive and diverse workplaces by achieving:	
	30% overall women representation	
	35% women in leadership positions	
	25% minority representation in North American salaried positions and regional representation targets	
Community Impact	Support childhood education in our communities	We invested \$5.3 million to address critical community needs and support childhood education through programs benefiting students, teachers and education partners

Responsible Operations	Improve our climate impact and our stewardship of natural resources	
Greenhouse Gas Reduction	Reduce our Scope 1, 2 and 3 greenhouse gas emissions by 35% and define a pathway to net zero emissions	
Water Reduction	Reduce overall water usage by 25% and implement context-based water stewardship plans at all mills	