



## Indigenous Peoples Policy

Resolute Forest Products recognizes and respects the cultural and social significance of the land, water and forests of Canada to Indigenous peoples. We also understand these resources are critical to the future prosperity and economic sustainability of Indigenous communities. We share a common interest in ensuring that the forests we rely upon continue to provide for cultural, environmental and economic needs of future generations.

Resolute is committed to support and maintain constructive relationships with Indigenous peoples in our operating regions in Canada and to explore employment and business development opportunities of mutual benefit.

Resolute respects the constitutional, legal and treaty rights of Indigenous peoples.

Resolute is committed to building relationships on a foundation of respect for the languages, traditions, and political, social and cultural institutions of Indigenous peoples.

Resolute will encourage and promote initiatives within the organization to better understand Indigenous communities, their history, customs, culture and rights.

Resolute will engage and support consultation with Indigenous peoples on local issues and projects, including forest management planning.

Resolute will encourage the hiring of Indigenous employees by the Company and its contractors, whenever possible, to build a workforce that reflects the diversity of the communities in which we operate.

Resolute will support training to help develop appropriate skills among Indigenous workers to qualify for local job opportunities.

Resolute will pursue mutually beneficial commercial relationships, partnerships and contracting opportunities with local Indigenous businesses.

The Corporate Sustainability Committee of Resolute is responsible for the implementation of this policy.

Approved by:

A handwritten signature in black ink, appearing to be "R. Lalonde", written over a horizontal line.

Remi G. Lalonde  
President and Chief Executive Officer

April 12, 2021