Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
DOMTAR US PENSION PLAN

1b Three-digit plan number (PN) ▶ 004

1c Effective date of plan 07/01/1954

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
RESOLUTE FP US INC.

395 DE MAISONNEUVE BLVD. WEST
MONTREAL, QUEBEC H3A 1L6 CA

2b Employer Identification Number (EIN)
62-0721803

2c Plan Sponsor's telephone number
800-921-3244

2d Business code (see instructions)
322100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2026	JEAHN-GABRIEL NEVEU
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name RESOLUTE FP US INC.

c Plan Name RESOLUTE FP US PENSION PLAN

4b EIN 62-0721803

4d PN 004

5	Total number of participants at the beginning of the plan year	**5**	5106
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	577
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	468
b	Retired or separated participants receiving benefits	**6b**	2162
c	Other retired or separated participants entitled to future benefits	**6c**	750
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	3380
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	393
f	Total. Add lines **6d** and **6e**.	**6f**	3773
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) [X] **R** (Retirement Plan Information)
- (2) [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) [ ] **DCG** (Individual Plan Information) – Number Attached _____
- (5) [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) [X] **H** (Financial Information)
- (2) [ ] **I** (Financial Information – Small Plan)
- (3) [ ] **A** (Insurance Information) – Number Attached 0
- (4) [X] **C** (Service Provider Information)
- (5) [X] **D** (DFE/Participating Plan Information)
- (6) [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
DOMTAR US PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
RESOLUTE FP US INC.

D Employer Identification Number (EIN)
62-0721803

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	640360508
b Actuarial value	**2b**	632843422

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	3820	636318715	636318715
b For terminated vested participants	813	55478776	55478776
c For active participants	578	79715705	79715705
d Total	5211	771513196	771513196

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	3005523
b Expected plan-related expenses	**6b**	6200000
c Target normal cost	**6c**	9205523

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

10/13/2026
Date

STEPHEN S. JONES
Type or print name of actuary

26-06347
Most recent enrollment number

MERCER
Firm name

202-331-2524
Telephone number (including area code)

1050 CONNECTICUT AVE NW
SUITE 700
WASHINGTON, DC 20036
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	8296050	13963779
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	8296050	13963779
10	Interest on line 9 using prior year's actual return of 3.43 %	284631	479086
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		147466
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.03 %		7418
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		154884
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	7390681	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	1190000	14442865

Part III Funding Percentages

14	Funding target attainment percentage	14	80.00 %
15	Adjusted funding target attainment percentage	15	80.00 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	82.04 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
04/11/2025	5482000	0	01/13/2026	6236000	0
04/15/2025	1049000	0	09/11/2026	440000	0
07/09/2025	891000	0	09/14/2026	3180000	0
07/14/2025	5345000	0			
10/06/2025	891000	0			
10/14/2025	5345000	0			
			Totals ► 18(b)	28859000	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date.	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	27717751

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	63

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	9205523
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	154302639	18506556
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	27712079

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	27712079
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	27717751
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	5672
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
DOMTAR US PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
RESOLUTE FP US INC.

D Employer Identification Number (EIN)
62-0721803

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIRST SENTIER INVESTORS (US) LLC

39-1939072

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

GOLDENTREE MULTI SECTOR FUND

LP 300 PARK AVENUE
20TH FLOOR
NEW YORK, NY 10022

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

PRIME PROPERTY FUND, LLC.

36-4516330

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

PRINCIPAL ENHANCED

20-0928198

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

SEI TRUST COMPANY

06-1271230

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

SPRUCEGROVE INVESTMENT MGMT LTD

98-0399967

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14 16 17 50 65	NONE	678806	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

PACIFIC INVESTMENT MANAGEMENT

33-0629048

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	463539	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

WALTER SCOTT & PARTNERS LIMITED

98-0465834

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	350203	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

DODGE & COX

94-1441976

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	332104	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

DALTON INVESTMENTS, INC.

84-3868796

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 68	NONE	318931	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

NORTHERN TRUST

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
18 19 21 50	TRUSTEE	202985	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

DISCIPLINED GROWTH INVESTORS, INC.

41-1901233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 68	NONE	200165	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

MERCER US LLC

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	ACTUARY	192039	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

ARTISAN PARTNERS HOLDINGS LP

39-1807188

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	157013	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MERCER INVESTMENT LLC

30-0282430

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 17 50	NONE	139870	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

TWEEDY BROWN CO.

13-3381587

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	117236	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

TROUTMAN PEPPER LOCKE

58-0946915

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	94465	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

BNY MELLON

13-5160382

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
18 19 21 50	TRUSTEE	82369	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

ALIGHT SOLUTIONS LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50	RECORD KEEPING	59666	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

GRANT THORNTON LLP

36-6055558

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	ACCOUNTANT	53250	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

TOWERS WATSON INVESTMENT SERVICES

52-1868818

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	NONE	42897	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

MERCER(CANADA)LIMITED

87-1117966

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	28974	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

EVESTMENT ALLIANCE HOLDINGS

26-2574235

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	18165	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

KIRKLAND & ELLIS LLP

36-1326630

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	15520	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PRICE WATERHOUSECOOPERS LLP

98-0664169

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	5748	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
DOMTAR US PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
RESOLUTE FP US INC.

D Employer Identification Number (EIN)
62-0721803

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: RESOLUTE FP US MASTER TRUST

b Name of sponsor of entity listed in (a): RESOLUTE FP US INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
26-6523081-021	M	595017314

a Name of MTIA, CCT, PSA, or 103-12 IE: DOMTAR IND LLC DB PLAN MASTER TRUST

b Name of sponsor of entity listed in (a): DOMTAR INDUSTRIES LLC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
81-6183846-012	M	0

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
DOMTAR US PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
RESOLUTE FP US INC.

D Employer Identification Number (EIN)
62-0721803

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	10428970	9856000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	630282194	595017314
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	640711164	604873314
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	739899	823058
1k Total liabilities (add all amounts in lines 1g through1j)	1k	739899	823058
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	639971265	604050256

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	28859000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		28859000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		64447387
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		93306387
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	70944157	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)	50250000	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		121194157
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	738472	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	53250	
(5) Investment advisory and investment management fees	2i(5)	2173093	
(6) Bank or trust company trustee/custodial fees	2i(6)	285353	
(7) Actuarial fees	2i(7)	192039	
(8) Legal fees	2i(8)	118010	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	4473022	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		8033239
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		129227396
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-35921009
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: GRANT THORNTON LLP **(2)** EIN: 36-6055558

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 585334.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
DOMTAR US PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
RESOLUTE FP US INC.

D Employer Identification Number (EIN)
62-0721803

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 26-6523081 04-6145677

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 45

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☒ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☒ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 29.6 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 43.2 %
High-Yield Debt: 1.6 % Real Assets: 3.9 % Cash or Cash Equivalents: 0.0 % Other: 21.7 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☒ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Financial Statements and Report of Independent Certified Public Accountants

Domtar US Pension Plan

December 31, 2025 and 2024

Contents

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GRANT THORNTON LLP
27777 Franklin Road, Suite 800
Southfield, MI 48034

D +1 248 262 1950
F +1 248 350 3581

REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

To the Pension Administrative Committee and
Participants of the Domtar US Pension Plan

Scope and nature of the ERISA Section 103(a)(3)(C) audit
We have performed audits of the financial statements of Domtar US Pension Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note D to the financial statements, is complete and accurate.

Opinion
In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Grant Thornton LLP is a U.S. member firm of Grant Thornton International Ltd (GTIL). GTIL and each of its member firms are separate legal entities and are not a worldwide partnership.

Basis for opinion
We conducted our audits in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of management for the financial statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor’s responsibilities for the audit of the financial statements
Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Grant Thornton LLP

Southfield, Michigan
October 14, 2026

Domtar US Pension Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31,

	2025	2024
ASSETS		
Investments, at fair value		
Plan interest in Resolute Master Trust	$ 595,017,314	$ 528,860,557
Plan interest in Domtar Master Trust	-	101,421,637
Employer contributions receivable	9,856,000	10,428,970
Total assets	604,873,314	640,711,164
LIABILITIES		
Accrued expenses	823,058	739,899
NET ASSETS AVAILABLE FOR BENEFITS	$ 604,050,256	$ 639,971,265

The accompanying notes are an integral part of these financial statements.

Domtar US Pension Plan

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the year ended December 31, 2025

Additions	
Investment income	
Plan interest in Resolute Master Trust	$ 62,937,382
Plan interest in Domtar Master Trust	1,510,005
Net investment income	64,447,387
Employer contributions	28,859,000
Total additions	93,306,387
Deductions	
Benefits paid to participants or beneficiaries	70,944,157
Annuity purchase	50,250,000
Administrative expenses	8,033,239
Total deductions	129,227,396
NET DECREASE	(35,921,009)
Net Assets Available for Benefits:	
Beginning of year	639,971,265
End of year	$ 604,050,256

The accompanying notes are an integral part of this financial statement.

NOTE A - DESCRIPTION OF THE PLAN

The following description of the Domtar US Pension Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a non-contributory defined benefit plan sponsored and administered by Resolute FP US Inc. ("Resolute FP US" or the "Plan Sponsor"), a direct wholly owned subsidiary of Resolute Forest Products Inc. ("Resolute", "Employer" or the "Company"), which is a wholly owned subsidiary of Domtar Corporation. The Plan provides for retirement, termination of employment, death and disability benefits. Effective April 1, 2025, the Plan's name changed from Resolute FP US Pension Plan to Domtar US Pension Plan.

The Plan is designed to comply with the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). The Bank of New York Mellon/BNY Mellon, N.A. ("BNY Mellon" or the "Former Trustee") served as the trustee of the Plan from January 1, 2025 to March 31, 2025. The Northern Trust Company ("Northern Trust" or the "Current Trustee") served as the trustee of the Plan from April 1, 2025 to December 31, 2025.

The Plan covers:

- certain active and former employees of Resolute FP US) and its US affiliated companies that are covered by collective bargaining agreements that provide for coverage under the Plan;
- former hourly and salaried employees of Great Northern Paper, Inc. and Avenor America Inc.;
- certain active and former non-bargaining employees of Resolute FP US, including individuals that were employed by AbiBow Recycling LLC, Abitibi Consolidated Sales LLC and Resolute FP Augusta LLC; and
- substantially all salaried employees of E.B. Eddy Paper, Inc., Domtar Industries LLC, and Domtar A.W. LLC, who were covered by the Domtar US Salaried Pension Plan (the "Domtar Legacy Plan").

Effective December 31, 2012, (i) the AbiBow US Retirement Plan; (ii) the Abitibi Consolidated US Pension Plan for Certain Hourly-Paid Employees; (iii) the Abibiti Consolidated US Retirement Plan; and (iv) the Augusta Newsprint Company Retirement Plan (collectively, the "2012 Merged Plans"), each sponsored by members of the Resolute controlled group, were merged into the Plan.

Pension Benefits

Generally, participants are eligible for normal retirement benefits at age 65 or reduced early retirement benefits upon reaching specific ages with minimum years of service requirements.

Generally, if a participant terminates before rendering five years of service, he or she forfeits the right to receive Plan benefits. Subject to the Pension Protection Act of 2006 ("PPA") benefit restrictions, participants have the right to receive the value of their accumulated plan benefits as a monthly annuity or, in certain instances, a small lump-sum payment.

Effective December 31, 2010, the Plan was closed to new hires. In addition, only certain grandfathered participants were permitted to continue to accrue benefits under the Plan after December 31, 2010. A participant is grandfathered if, as of December 31, 2010, he or she (a) was actively employed with Resolute FP US and at least age 55; (b) was actively employed with a Resolute employer participating in the Plan and his or her age plus years of benefit service (including, if applicable, years of service with Kimberly-Clark

NOTE A - DESCRIPTION OF THE PLAN (CONTINUED)

Corporation at Coosa River Mill) total at least 70; (c) had 10 years of vesting service and had incurred a disability; or (d) was on layoff status with a locally negotiated recall right and would have otherwise satisfied (a) or (b). A terminated participant who is rehired after December 31, 2010 will not resume active participation in the Plan unless the participant is grandfathered and reemployed by Resolute FP US within his or her locally negotiated recall period.

2012 Merged Plans

The description of the pension benefits for each of the 2012 Merged Plans is set forth in the notes to financial statements for each Merged Plan's respective financial statements for the year ended December 31, 2012, and are incorporated herein by reference. Upon the merger, identified groups and locations received grandfathered provisions.

2024 Domtar Legacy Plan

Domtar Legacy Plan is a cash balance plan. Effective December 31, 2007, the Domtar Legacy Plan was closed to new participants. The participants included in the Domtar Legacy Plan earn benefits based upon a percentage of their eligible compensation. The benefit payable to a participant upon normal retirement age (65 years) is a formula based on (1) the benefit credits (4% to 6% based on the participant's age) multiplied by the eligible compensation (maximum of $350,000 as of December 31, 2025), plus (2) the excess benefit credits (4% to 6% based on the participant's age) multiplied by the excess of eligible compensation over the social security wage base ($176,100 as of December 31, 2025). Participant accounts receive an interest credit based on the 30-Year Treasury Constant Maturity Rate in November of the preceding year. Participants received 4.54% and 4.66% for the years ended December 31, 2025 and 2024, respectively. Upon attaining normal retirement age, each participant may elect to receive their cash balance account in either a lump-sum distribution or annuity payments. The Domtar Legacy Plan provides disability and death benefits as stipulated in the plan document.

Death and Disability Benefits

Generally, if a participant who is an active employee with at least five years of service dies, a death benefit will be paid to the surviving spouse.

Generally, if an active participant becomes disabled after ten years of service, the participant is paid disability benefits on a monthly basis. Effective December 31, 2010, the disability benefit is available only to grandfathered participants. In lieu of a disability benefit under the Plan, non-grandfathered participants became eligible to participate in an Employer-sponsored long-term disability plan.

2025 Annuity Purchase

On October 27, 2025, the Company entered into an annuity purchase transaction with the Commonwealth Annuity and Life Insurance Company ("Commonwealth") where $50,250,000 of assets were transferred to Commonwealth on November 3, 2025. This transaction relieved the Company of responsibility for the pension benefit obligations for certain retirees specified in the contract with Commonwealth.

NOTE B - SUMMARY OF ACCOUNTING POLICIES

The following accounting policies, which conform with the accounting principles generally accepted in the United States of America ("US GAAP"), have been used consistently in the preparation of the Plan's financial statements.

NOTE B - SUMMARY OF ACCOUNTING POLICIES (CONTINUED)

Basis of Accounting

The financial statements of the Plan are prepared using the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in accordance with US GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits and changes therein at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note F for a discussion of fair value measurements.

The Plan's investments are made through its interest in the Resolute FP US Master Trust for Defined Benefit Plans (the "Resolute Master Trust") and the Domtar Industries LLC Defined Benefit Plan Master Trust ("Domtar Master Trust") (collectively the "Master Trusts"). The Domtar Master Trust is commingled with the Domtar US Hourly Pension Plan ("Domtar Hourly Pension Plan"), as described in Note E. Effective January 31, 2025, the Domtar Legacy Plan transferred all assets in the Domtar Master Trust to the Resolute Master Trust.

The fair value of the Plan's interest in the Master Trusts is based on the beginning of year value of the Plan's interest in the Master Trusts plus actual contributions and allocated investment income less actual distributions and allocated administrative expenses. Administrative expenses are paid by the Master Trusts and are either charged directly to the individual plan when the expense is specifically identifiable or allocated to each plan on a proportionate basis.

Purchases and sales are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes gains and losses on investments bought and sold as well as held during the year. Net master trust investment income (loss) was allocated to each participating plan on a pro-rata basis based on the Plan's interest in the Master Trusts. The information on the Master Trusts' assets and changes in Master Trusts' assets as described in Note D has been certified by the Trustee to be complete and accurate.

During the year, the Resolute Master Trust engaged in a securities lending program ("Program") administered by the Former Trustee as the Lending Agent. Effective April 1 2025, The Resolute Master Trust ceased participating in the Program in connection with the change in trustee and custodian. Further details with regard to the Program are included in Note G.

Benefit Payments

Benefit payments to participants or beneficiaries are recorded upon distribution.

Administrative Expenses

Administrative expenses of the Plan are paid by the Plan, as provided by the Plan document, unless otherwise paid by the Company. Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements.

NOTE C - FUNDING POLICY

The Company's funding policy is to make contributions in accordance with ERISA minimum funding requirements. The Company has consistently made contributions greater than or equal to these requirements and were in compliance with the minimum funding requirements for the year ended December 31, 2025.

NOTE D - INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected to have the audits performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As described in Note A, effective April 1, 2025, the Plan changed trustees from BNY Mellon to Northern Trust. The Plan Administrator determined that the certifications received from the Former Trustee and Current Trustee meets the requirements of ERISA Section 103(a)(3)(C).

The Former Trustee certified that the following data included in the accompanying financial statements are complete and accurate:

- Plan interest in the Master Trusts in the Statements of Net Assets Available for Benefits as of December 31, 2024.
- Plan interest in the Master Trusts' investment income (loss) as shown in the Statement of Changes in Net Assets Available for Benefits for the period of January 1, 2025 through March 31, 2025.
- Net assets in the Master Trusts as of December 31, 2024 and net master trust investment income (loss) information for the period of January 1, 2025 through March 31, 2025 included in Note E.

The Current Trustee certified that the following data included in the accompanying financial statements are complete and accurate:

- Plan interest in the Resolute Master Trust included in the Statements of Net Assets Available for Benefits as of December 31, 2025.
- Plan interest in the Resolute Master Trust investment income (loss) included in the Statement of Changes in Net Assets Available for Benefits for the period of April 1, 2025 through December 31, 2025.
- Net assets in the Resolute Master Trust as of December 31, 2025 and net master trust investment income (loss) information for the period of April 1, 2025 through December 31, 2025 included in Note E.

NOTE E - MASTER TRUSTS

The Plan has an interest in the investments held by the Master Trusts. Master Trust assets are categorized into investment pools by risk category and plan interest is determined by each Plan's allocation to each investment pool. Those investments are stated at fair value determined and reported by the Trustee in accordance with the Master Trust agreements established by the Company and Domtar.

The Plan has 100% of the net assets of the Resolute Master Trust as of December 31, 2025 and 2024.

NOTE E - MASTER TRUSTS (CONTINUED)

The net assets of the Resolute Master Trust as of December 31, 2025 and 2024, were as of follows:

	2025	
	Master Trust Balances	Plan's Interest in Master Trust Balances
Assets		
Investments, at fair value:		
Cash collateral - derivatives	$ 4,685,491	$ 4,685,491
Government securities	126,938,479	126,938,479
Corporate bonds	75,219,201	75,219,201
Common stocks	121,326,500	121,326,500
Other investments - derivatives	(345,064)	(345,064)
Registered investment companies	63,884,140	63,884,140
Collective trusts	70,994,809	70,994,809
Private placement funds	132,350,048	132,350,048
Total investments, at fair value	595,053,604	595,053,604
Cash	760,348	760,348
Receivable for securities sold	6,396,626	6,396,626
Accrued other assets	3,071,565	3,071,565
Total assets	605,282,143	605,282,143
Liabilities		
Payable for securities purchase	(10,264,829)	(10,264,829)
Total net assets	$ 595,017,314	$ 595,017,314

NOTE E - MASTER TRUSTS (CONTINUED)

	2024	
	Master Trust Balances	Plan's Interest in Master Trust Balances
Assets		
Investments, at fair value:		
Cash collateral - derivatives	$ 2,045,730	$ 2,045,730
Government securities	129,383,563	129,383,563
Corporate bonds	66,144,991	66,144,991
Common stocks	175,938,367	175,938,367
Other investments - derivatives	(399,990)	(399,990)
Registered investment companies	71,132,592	71,132,592
Collective trusts	83,795,887	83,795,887
Total investments, at fair value	528,041,140	528,041,140
Cash	1,327,100	1,327,100
Receivable for securities sold	176,182	176,182
Accrued other assets	3,375,913	3,375,913
Total assets	532,920,335	532,920,335
Liabilities		
Payable for securities purchased	(3,933,280)	(3,933,280)
Accrued other liabilities	(126,498)	(126,498)
Total net assets	$ 528,860,557	$ 528,860,557

Investment income of the Resolute Master Trust for the year ended December 31, 2025 was as follows:

Net appreciation in fair value of investments	$ 40,377,931
Interest, dividend and other income	22,559,451
Net Resolute Master Trust investment income	$ 62,937,382

The Domtar Master Trust was established effective April 1, 2010, for the investment of assets of the Domtar Legacy Plan and other Domtar sponsored retirement plans. As of December 31, 2024, the Plan held a 42.07% interest in the net assets of the Domtar Master Trust, which was transferred to the Resolute Master Trust in the form of in-kind investments and cash effective January 31, 2025. The Plan was allocated its proportionate share of the investment income of the Domtar Master Trust through the date of transfer. As of December 31, 2025, the Plan had no remaining interest in the Domtar Master Trust, with the Domtar Hourly Pension Plan holding the remaining interest.

The assets of the Domtar Master Trust were held by BNY Mellon through March 31, 2025 and transferred to Northern Trust on April 1, 2025. Use of the Domtar Master Trust permits the commingling of assets for these plans. Although the assets are commingled in the Domtar Master Trust, the Current Trustee maintains supporting records for the purpose of allocating the investment income to the participating plans.

NOTE E - MASTER TRUSTS (CONTINUED)

The following tables present the investments and other assets and liabilities of the Domtar Master Trust as of December 31, 2024:

	2024	
	Master Trust Balances	Plan's Interest in Master Trust Balances
Assets:		
Investments, at fair value:		
Cash	$ 69,218	$ 264
Common stocks	19,933,134	9,920,379
Registered investment companies	118,003,012	31,236,532
Collective trusts	44,773,954	25,395,435
Private placement funds	57,109,508	34,375,752
Total investments, at fair value	239,888,826	100,928,362
Receivables	1,212,163	514,623
Total assets	241,100,989	101,442,985
Liabilities:		
Other liabilities	(56,212)	(21,348)
Total net assets	$ 241,044,777	$ 101,412,637

Investment income of the Domtar Master Trust for the year ended December 31, 2025 was as follows:

Net appreciation in fair value of investments	$ 10,375,442
Interest, dividend and other income	5,316,668
Net Domtar Master Trust investment income	$ 15,692,110

NOTE F - FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of hierarchy under the Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820 are described as follows:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;

NOTE F - FAIR VALUE MEASUREMENTS (CONTINUED)

- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified contractual term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Plan's assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the valuation of the fair value of assets and liabilities and their placement within the fair value hierarchy.

Following is a description of the valuation methodologies used for assets measured at fair value as of December 31, 2025 and 2024. There have been no changes in the methodologies used as of December 31, 2025 and 2024.

Common stocks: consists of equities in various companies and are valued using observable, unadjusted quoted prices in active markets.

Government securities: consists of debt securities issued government entities and are valued using quoted market prices or market-corroborated inputs such as matrix prices, yield curves and indices.

Corporate bonds: consists of debt securities issued by corporations and are valued using market-corroborated inputs such as matrix prices, yield curves and indices.

Other investments: consists of derivatives, such as bond futures, credit default and interest rate swaps and currency contracts. These financial instruments are valued using quoted market prices or market-corroborated inputs and discounted cash flow models.

Registered investment companies: valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded. These investments are classified within Level 1 of the valuation hierarchy.

Collective trusts: valued at the NAV of units of a collective trust. The NAV is used as a practical expedient to estimate fair value and is based on the fair value of the underlying investments held by the fund less its liabilities.

Private placement funds: consist of two real estate funds, a multi-asset credit fund, and an infrastructure fund. These investments are generally valued by independent pricing sources or dealers. Pricing methods are based upon market transactions for comparable investments and various relationships between these investments that are generally recognized by institutional traders. These investments generally do not have a readily determinable fair value and are estimated at fair value, which primarily utilizes NAV or the equivalent, as a practical expedient, as reported by the investment manager.

NOTE F - FAIR VALUE MEASUREMENTS (CONTINUED)

The following table sets forth by level, within the fair value hierarchy, the Resolute Master Trust's investments at fair value as of December 31, 2025:

	2025			
	Level 1	Level 2	Level 3	Total
Cash collateral - derivatives	$ -	$ 4,685,491	$ -	$ 4,685,491
Government securities	-	126,938,479	-	126,938,479
Corporate bonds	-	75,219,201	-	75,219,201
Common stocks	121,326,500	-	-	121,326,500
Other investments -derivatives	(591,262)	246,198	-	(345,064)
Registered investment companies	63,884,140	-	-	63,884,140
Total investments in fair value hierarchy	$ 184,619,378	$ 207,089,369	$ -	391,708,747
Investments reported at NAV:				
Collective trusts				70,994,809
Private placement funds				132,350,048
Total investments, at fair value				$ 595,053,604

The following table sets forth by level, within the fair value hierarchy, the Resolute Master Trust's investments at fair value as of December 31, 2024:

	2024			
	Level 1	Level 2	Level 3	Total
Cash collateral - derivatives	$ -	$ 2,045,730	$ -	$ 2,045,730
Government securities	108,361,155	21,022,408	-	129,383,563
Corporate bonds	-	66,045,681	99,310	66,144,991
Common stocks	175,938,367	-	-	175,938,367
Other investments -derivatives	(883,786)	483,796	-	(399,990)
Registered investment companies	71,132,592	-	-	71,132,592
Total investments in fair value hierarchy	$ 354,548,328	$ 89,597,615	$ 99,310	444,245,253
Investments reported at NAV:				
Collective trusts				83,795,887
Total investments, at fair value				$ 528,041,140

NOTE F - FAIR VALUE MEASUREMENTS (CONTINUED)

The table below presents additional information for the Resolute Master Trust's investments, whose fair value is estimated using the practical expedient of reported NAV for the year ended December 31, 2025 and 2024:

	2025	2024	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trusts	$70,994,809	$83,795,887	$ -	Immediate	N/A
Private placement funds					
U.S. Core real estate fund	$11,355,265	$ -	$ -	Quarterly	90 days
U.S. Core Plus real estate fund	$12,005,655	$ -	$ -	Quarterly	90 days
Multi-asset credit fund	$67,939,376	$ -	$ -	Quarterly	90 days
Infrastructure fund	$41,049,752	$ -	$ -	Semi-annual	180 days

The following table sets forth by level, within the fair value hierarchy, the Domtar Master Trust's investments at fair value as of December 31, 2025:

	2025			
	Level 1	Level 2	Level 3	Total
Cash	$ 4,423	$ -	$ -	$ 4,423
Common stock	10,219,416	-	-	10,219,416
Registered investment companies	87,114,315	-	-	87,114,315
Total investments in fair value hierarchy	$ 97,338,154	$ -	$ -	97,338,154
Investments measured at NAV:				
Collective trusts				19,321,230
Private placement funds				22,714,143
Total investments, at fair value				$ 139,373,527

NOTE F - FAIR VALUE MEASUREMENTS (CONTINUED)

The following table sets forth by level, within the fair value hierarchy, the Domtar Master Trust's investments at fair value as of December 31, 2024:

	2024			
	Level 1	Level 2	Level 3	Total
Cash	$ 69,218	$ -	$ -	$ 69,218
Common stocks	19,933,134	-	-	19,933,134
Registered investment companies	118,003,012	-	-	118,003,012
Total investments in fair value hierarchy	$ 138,005,364	$ -	$ -	138,005,364
Investments reported at NAV:				
Collective trusts				44,773,954
Private placement funds				57,109,508
Total investments, at fair value				$ 239,888,826

The table below presents additional information for the Domtar Master Trust's investments, whose fair value is estimated using the practical expedient of reported NAV for the year ended December 31, 2025 and 2024:

	2025	2024	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Collective trusts	$19,321,230	$44,773,954	$ -	Immediate	N/A
Private placement funds					
U.S. Core real estate fund	$ 7,696,412	$19,168,979	$ -	Quarterly	90 days
U.S. Core Plus real estate fund	$ 7,668,128	$18,679,416	$ -	Quarterly	90 days
Multi-asset credit fund	$ 7,349,603	$19,261,113	$ -	Quarterly	90 days

Derivative Instruments - Resolute Master Trust

The Plan, through the Resolute Master Trust, holds derivatives to replicate the performance of a fixed income index. The objective of using these financial instruments is to manage investment risks, including interest rate and credit risks, and achieve returns that closely align with the fixed income index. These financial instruments involve market risk, credit risk and other risks such as counterparty risk.

NOTE F - FAIR VALUE MEASUREMENTS (CONTINUED)

Derivate instruments are measured at fair value and are included in the Resolute Master Trust's statement of net assets. Changes in fair value, including realized and unrealized gains or losses, are recognized in the Resolute Master Trust's statement of changes in net assets.

Under certain derivative arrangements, the Resolute Master Trust may be required to post collateral when its exposure exceeds specified thresholds. Certain derivative arrangements may also provide counterparties with the right to terminate the contracts if required collateral or asset coverage is not maintained.

Master Netting Agreements - Resolute Master Trust

The Resolute Master Trust holds exchange-traded futures and centrally cleared swaps that are subject to enforceable netting arrangements under the applicable clearing agreements. These arrangements provide for the net settlement of derivative positions in the event of default or other specified termination events, thereby reducing counterparty credit exposure.

The following summarizes the fair value of derivative assets and liabilities subject to these arrangements and the related financial collateral pledged as of December 31, 2025 and 2024. Financial collateral pledged includes initial margin required in connection with the derivative positions.

December 31, 2025

Type	Fair Value of Assets	Fair Value of Liabilities	Net Derivative Position	Financial Collateral Pledged	Net Exposure (Capped at $0)*
Futures contracts	$ 137,632	$ (728,894)	$ (591,262)	$ 2,907,005	0*
Swaps	730,753	(557,025)	173,728	1,778,486	0*
Total	$ 868,385	$ (1,285,919)	$ (417,534)	$ 4,685,491	0*

December 31, 2024

Type	Fair Value of Assets	Fair Value of Liabilities	Net Derivative Position	Financial Collateral Pledged	Net Exposure (Capped at $0)*
Futures contracts	$ 50,496	$ (934,282)	$ (883,786)	$ 508,259	0*
Swaps	5,677,032	(5,193,236)	483,796	1,537,471	0*
Total	$ 5,727,528	$ (6,127,518)	$ (399,990)	$ 2,045,730	0*

*Net exposure is capped at on a per-counterparty basis so as not to reflect over-collateralization as a negative credit exposure

NOTE G - SECURITIES LENDING

The Resolute Master Trust participated in a Program administered by the Former Trustee as the Lending Agent. Securities lending is an investment overlay strategy that utilizes certain existing securities of the Resolute Master Trust to earn additional income. Securities lending involves the loaning of securities to

NOTE G - SECURITIES LENDING (CONTINUED)

approved banks and broker/dealers. In return for the loaned securities, the Lending Agent, prior to or simultaneous with delivery of the loaned securities to the borrower, receives collateral in the form of cash or US government securities. Each loan is collateralized, in the case of (a) US securities, an amount equal to 102%; and (b) foreign securities, an amount equal to 105% of the market value of such loaned securities. The collateral is marked to market on a daily basis. In the event of borrower default, the Resolute Master Trust is contractually indemnified by the Lending Agent. However, the Resolute Master Trust is responsible for principal losses on the investment of the cash collateral.

The Resolute Master Trust maintains full ownership rights to the securities loaned and accordingly classifies loan securities as investments. As described in Note A, effective April 1, 2025, the Resolute Master Trust ceased participating in the Program in connection with the change in trustee and custodian. Accordingly, no securities were on loan as of December 31, 2025.

Securities lending income earned by the Resolute Master Trust is recorded on an accrual basis and was $6,783 for the year ended December 31, 2025.

As of December 31, the table below presents the fair values of securities on loan and collateral received from securities lending transactions.

	2025	2024
Securities on loan	$ -	$ 19,103,216
Collateral received	-	19,615,689
Collateral to loan value	0%	102.7%

NOTE H - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to services rendered by participants through the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated participants or their beneficiaries; (b) beneficiaries of participants who have died; and (c) active participants or their beneficiaries. For certain participating groups, the monthly benefit under the Plan is equal to a fixed benefit rate multiplied by a participant's years of credited service. For other participating groups, the monthly benefit under the Plan is equal to the greatest of (a) a fixed benefit rate multiplied by a participant's years of credited service; (b) a percentage of earnings multiplied by a participant's years of credited service; (c) $100 minus the participant's benefit, if any, under a predecessor plan; (d) the accumulated plan benefits for active participants are based on credited service preceding the valuation date. Benefit obligations under all circumstances including retirement, death, disability and termination of employment are included in accumulated plan benefits to the extent they are deemed attributable to service rendered prior to the valuation date.

The actuarial present value of accumulated plan benefits as of December 31, 2025 and 2024 was determined by Mercer (US) Inc. ("Mercer"), the Plan's actuary. The present value is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

NOTE H - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (CONTINUED)

The actuarial present value of accumulated plan benefits of the Plan as of December 31, 2025 and 2024 were as follows:

	2025	2024
Actuarial present value of accumulated plan benefits		
Vested benefits		
Participants receiving benefits	$ 545,669,627	$ 628,109,675
Participants with deferred benefits	54,279,799	55,374,450
Active employees	71,136,264	80,988,225
Total vested benefits	671,085,690	764,472,350
Non-vested benefits	86,828	148,557
Total actuarial present value of accumulated plan benefits	$ 671,172,518	$ 764,620,907

Changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2025 were as follows:

Actuarial present value of accumulated plan benefits - beginning of year	$ 764,620,907
Increase (decrease) during the year attributable to:	
Benefits accumulated and (gains) losses	(2,311,222)
Interest due to decrease in discount period	40,211,932
Benefits paid	(70,944,157)
Annuity purchase	(50,250,000)
Change in actuarial assumptions	(10,154,942)
Net decrease	(93,448,389)
Actuarial present value of accumulated plan benefits - end of year	$ 671,172,518

Actuarial gains and losses include increases or decreases attributable to differences between the actuarial demographic assumptions and actual plan experience.

NOTE H - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (CONTINUED)

The significant assumptions used in the actuarial valuation as of December 31, 2025 are as follows:

Interest rate	5.80%
Retirement age	Generally, age 65 - Some variance in age for participants from Domtar Legacy Plan
Mortality table Healthy	Pri-2012 sex-distinct separate participants, retiree and contingent survivor (for existing survivors) mortality tables with blue collar adjustments for hourly participants and white collar adjustments for salaried participants, projected with MP-2021 improvement scale.
Mortality table Disabled	Domtar Legacy Plan - Same as healthy (described above). The Plan - Social Security Administration Actuarial Study #123 mortality table, projected generationally with MP-2021 improvement scale.

The significant assumptions used in the actuarial valuation as of December 31, 2024 are as follows:

Interest rate	5.60%
Retirement age	Generally, age 65 - Some variance in age for participants from Domtar Legacy Plan
Mortality table Healthy	Pri-2012 sex-distinct separate participants, retiree and contingent survivor (for existing survivors) mortality tables with blue collar adjustments for hourly participants and white collar adjustments for salaried participants, projected with MP-2021 improvement scale.
Mortality table Disabled	Domtar Legacy Plan - Same as healthy (described above). The Plan - Social Security Administration Actuarial Study #123 mortality table, projected generationally with MP-2021 improvement scale.

The actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The change in actuarial assumptions decreased $10,204,554 due to an increase in discount rate from 5.60% to 5.80%. Additionally, there was an increase of $6,962,848 for the cash balance interest crediting rate and a decrease of $6,913,236 for the lump sum rates.

The annuity purchase resulted in a decrease to the actuarial present value of accumulated plan benefits of $50,250,000.

NOTE I - RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

As described in Note B, the Plan has paid certain expenses related to plan operations to various service providers and qualify as permitted party-in-interest transactions under ERISA.

NOTE J - TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated November 17, 2016 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC") and are exempt from federal income tax. The IRS also determined and informed the Company by a letter dated April 25, 2014 that the Domtar Legacy Plan (that merged into the Plan effective March 30, 2024) and related Domtar Master Trust are designed in accordance with applicable sections of the IRC and are exempt from federal income tax. Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

US GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would be sustained on examination by the IRS. The Plan Administrator is not aware of any uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in process.

NOTE K - RISK AND UNCERTAINTIES

The Master Trusts invest in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported, based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

NOTE L - PLAN TERMINATION

Although it has not expressed any intention to do so, the Plan Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth by ERISA.

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

a) Pension benefits that former participants or their beneficiaries have been receiving for at least three years, or that participants eligible to retire for that three-year period would have been receiving had they retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under plan provisions in effect at any time during the five years preceding Plan termination.

b) Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC") (a U.S. government agency) up to the applicable limitations (discussed subsequently).

NOTE L - PLAN TERMINATION (CONTINUED)

c) All other vested benefits (that is, vested benefits not insured by the PBGC).

d) All non-vested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits (up to the amount earned to normal retirement) and certain survivor and disability benefits. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations.

Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination (or, if earlier, the date bankruptcy proceedings began, if the Plan is terminated during such proceedings). In addition, a statutory ceiling exists on the amount of an individual's monthly benefit that the PBGC guarantees; this ceiling is periodically adjusted. The maximum PBGC guarantee is lower if benefits begin before age 65 or if benefits are paid in a form other than a life annuity.

Upon Plan termination, the ability of all participants to receive their benefits will depend on the sufficiency of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

NOTE M - SUBSEQUENT EVENTS

Management evaluated subsequent events for the Plan through October 14, 2026, the date the financial statements were available to be issued.

The Plan Administrator is not aware of any subsequent events that would require recognition or disclosure in the financial statements.

Schedule SB, line 26a — Schedule of Active Participant Data

Distribution of active participants as of January 1, 2025

Attained Age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29											
30–34											
35–39		1			1						2
40–44		2	1		14						17
45–49		7	6	2	31						46
50–54		9	15	6	48	10		1			89
55–59		13	11	12	126	33		1			196
60–64		11	8	12	109	23	8	1	1	2	175
65–69	2	5	4	1	22	2	6	1	1	3	47
70 & up			1		4			1			6
Total	2	48	46	33	355	68	14	5	2	5	578

In each cell, the top number is the count of active participants for each age/service combination. Average pay and average pay balance is not shown for plans with less than 1,000 active participants.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Actuarial assumptions for January 1, 2025 funding valuation

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	4	
	Stabilized	**Nonstabilized**
• First 5 years	5.07%	5.07%
• Next 15 years	5.31%	5.33%
• Over 20 years	5.50%	5.36%
	Rationale: These are IRS prescribed rates.	
Mortality sponsor elections		
• Healthy participants	Section 430(h)(3) prescribed generational annuitant and nonannuitant mortality tables for 2024 plan year funding valuations, in accordance with IRS regulation 1.430(h)(3)-1. These tables are based on the Society of Actuaries (SOA) Pri-2012 mortality tables, and projected based on an adjusted SOA MP-2021 improvement scale that limits annual improvements to 0% for 2020-2023 and 0.78% thereafter.	
• Disabilities	**Legacy Resolute Pre-1995 disabilities:** Revenue Ruling 96-7 table for participants who became disabled before 1995. **Legacy Resolute Post-1994 disabilities:** Revenue Ruling 96-7 table for participants who became disabled after 1994 and are eligible for Social Security disability benefits. **Legacy Domtar Salaried:** Same as healthy. **Rationale:** These are IRS prescribed tables.	
Cash balance plans		
• Cash balance account Interest accumulation rate	4.00% **Rationale:** This assumption is based on the average of Mercer's capital market projections of the 30-year Treasury rate over the next 10 years, using data published in Mercer Investment Consulting's *Capital Market Outlook*.	
• Mortality table for minimum lump sum – legacy Domtar Salaried	Current 417(e) unisex mortality, projected generationally based on the IRS-adjusted SOA MP-2021 improvement scale that limits annual improvements at each age to 0% for 2020-2023 and 0.78% thereafter.	
• COLA for increasing annuity – legacy Domtar Salaried	4.00% **Rationale:** This assumption is based on the average of Mercer's stochastic capital market projections of the 30-year Treasury rate over the next 10 years, using data published in Mercer Investment Consulting's *Capital Market Outlook*.	
• Lump Sums – legacy Domtar Salaried	Liabilities are determined by valuing the lump sum payment, which is the greater of: - The cash balance account at the date of separation of service, or - The "minimum lump sum", which is the cash balance account projected to age 65 with 4.00% interest, converted to an increasing annuity using plan factors, converted to a lump sum payable at age	

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

	65 using 417(e) mortality and valuation interest rates, and discounted back to the date of separation of service at 4.00%.
Other economic assumptions	
• Salary increases	2.50% per year **Rationale:** This assumption is based on facts and circumstances discussed with management; notably it reflects the advanced age of a closed group, and assumes that in the long-term salary increases will align with long-term inflation.
• Flat-dollar benefit increases	N/A.
• Social Security taxable wage base increases	3.00% per year **Rationale:** The Social Security wage base increase assumption is based on the inflation assumption plus an assumed 75 basis points for general productivity.
• Inflation	2.25% per year **Rationale:** The assumption is based on the average of Mercer's stochastic capital market projections of inflation over the next 10 years, using data published in Mercer Investment Consulting's *Capital Market Outlook*.
• Expected investment return	**2023** / **2024** / **2025** **Legacy Resolute** 6.40% / 5.80% / 6.55% **Legacy Domtar Salaried** 6.65% / 6.25% / 6.55% **Rationale**: 2023 legacy Resolute assumptions selected by WTW. For all other assumptions, the expected rate of return on plan assets is based on the median simulated investment return using capital market assumptions published in Mercer Investment Consulting's *Capital Market Outlook* for the plan's current asset mix.
• Expenses	$6,200,000 **Rationale:** The expense assumption corresponds to anticipated administrative expenses based on actual 2024 fees and expected 2025 PBGC premiums. For legacy Domtar Salaried, the assumption includes anticipated investment expenses based on 0.08% of market value of assets; as a result, the expected investment return assumption is not reduced by anticipated investment expenses.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Demographic assumptions – legacy Resolute

- Withdrawal

Supplements 1-2: 33 1/3% of the 10-year select and ultimate rates based on the 2003 Society of Actuaries Turnover Study. See table of sample rates.

Supplements 3-6, 8, 11: 10-year select and ultimate rates based on the 2003 Society of Actuaries Turnover Study. See table of sample rates.

Rationale: Assumption selected by WTW.

- Disability incidence

Supplements 1-2, 4-6, 11 (Hourly): See table of sample rates. 100% of participants becoming disabled are assumed to be eligible for Social Security disability benefits.

Supplements 3, 8: None assumed.

Rationale: Assumption selected by WTW.

- Retirement age

Attained age	Supp 1-2	Supp 3-6, 8 (GF)	Supp 3-6, 8 (NGF)	Supp 11
Under 50	0%	0%	0%	0%
51-54	0%	1%	1%	0%
55	5%	5%	2%	5%
56-59	2%	2%	2%	5%
60-61	5%	5%	2%	10%
62	20%	20%	10%	40%
63-64	10%	10%	5%	40%
65 and above	100%	100%	100%	100%

Rationale: Assumption selected by WTW.

- Benefit commencement age for
  - Future vested deferred: Age 65
  - Current vested deferred: Age 65

Rationale: Assumption selected by WTW.

• Spouse assumptions	Male participants	Female participants
– Percentage married	85%	65%
– Spouse age difference	3 years younger	3 years older

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Form of payment	Supplements 1, 2, 4, 5, 6, 8, 9, 12	Supplement 3	Supplement 10	Supplements 7 & 11
• Active retirements	100% SLA	100% 5-Yr C&L	N/A	100% Lump Sum
• Future vested deferred	100% SLA	100% 5-Yr C&L	N/A	100% Lump Sum
• Future disabilities	100% SLA	100% 5-Yr C&L	N/A	100% Lump Sum
• Future deaths	100% 50% J&S	100% 50% J&S	100% 50% J&S	100% Lump Sum
• Current vested deferred	100% SLA	100% 5-Yr C&L	25% SLA, 25% 50% J&S, 50% 100% J&S	100% Lump Sum if Cash Balance, otherwise 100% SLA
Unpredictable contingent event assumptions	N/A.			

Table of sample rates

Withdrawal rates

Attained Age	Supplements 1-2				Supplements 3-6, 8, 11			
	Years of Service				Years of Service			
	0-1	2-4	5-9	10+	0-1	2-4	5-9	10+
35	5.59%	3.67%	2.38%	1.67%	16.78%	11.02%	7.15%	5.02%
40	5.30%	3.45%	2.00%	1.38%	15.91%	10.35%	6.01%	4.15%
45	5.16%	3.16%	1.94%	1.24%	15.48%	9.47%	5.82%	3.73%
50	5.20%	2.97%	1.77%	1.16%	15.60%	8.90%	5.32%	3.49%
55	4.51%	2.61%	0.86%	0.29%	13.52%	7.82%	2.59%	0.88%
60	4.54%	2.61%	0.71%	0.07%	13.63%	7.84%	2.12%	0.20%
65	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Disability rates

Attained Age	Supplements 1-2		Supplements 4-6		Supplement 11 (Hourly)	
	Male	Female	Male	Female	Male	Female
35	0.51%	0.46%	0.07%	0.14%	0.43%	0.39%
40	0.69%	0.64%	0.12%	0.21%	0.60%	0.55%
45	0.94%	0.88%	0.20%	0.32%	0.83%	0.78%
50	1.35%	1.33%	0.36%	0.53%	1.22%	1.20%
55	2.29%	2.12%	0.72%	0.95%	2.12%	1.96%
60	3.43%	2.47%	1.26%	1.16%	3.24%	2.33%
65	4.51%	2.87%	1.75%	1.36%	4.37%	2.72%

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Demographic assumptions – legacy Domtar Salaried

- Withdrawal

  See table of sample rates.

  Rationale: This assumption is based on plan experience that was reviewed in 2018. We have no reason to believe that future experience will be significantly different from recent experience.

- Disability incidence

  See table of sample rates. 100% of participants becoming disabled are assumed to be eligible for Social Security disability benefits.

  Rationale: This assumption is based on the Conference of Consulting Actuaries' 1985 Pension Disability Study (Class 1 – Unisex) and historically has not produced significant gains or losses.

- Retirement age

Attained age	Percentage
Under 55	0.0%
55-58	4.5%
59-60	9.5%
61	12.0%
62	15.0%
63-64	17.5%
65-67	30.0%
68-69	20.0%
70 and above	100.0%

  Rationale: This assumption is based on plan experience that was reviewed in 2018. We have no reason to believe that future experience will be significantly different from recent experience.

- Benefit commencement age for
  - Future vested deferred: Immediate upon termination.
  - Current vested deferred: Immediate if terminated within last 12 months; age 65, otherwise.

• Spouse assumptions	Male participants	Female participants
– Percentage married	85%	85%
– Spouse age difference	3 years younger	3 years older

Form of payment	**Lump sum**
• Active retirements	100%
• Future vested deferred	100%
• Future disabilities	100%
• Future deaths	100%
• Current vested deferred	100%

Unpredictable contingent event assumptions: N/A.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Table of sample rates – legacy Domtar Salaried

Attained Age	Percentage	
	Withdrawal	Disability incidence
25	9.0%	0.043%
30	5.9%	0.064%
35	4.8%	0.098%
40	4.3%	0.158%
45	3.8%	0.259%
50	3.3%	0.448%
55	0.0%	0.845%
60	0.0%	1.204%
65	0.0%	0.000%

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Actuarial methods for funding

Asset methods

The asset valuation method is an average of the adjusted market value for each year during the last 2 years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as required by IRC Section 430.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date , but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break-in-service on the valuation date are treated as terminated participants.
- **Insurance contracts**: The plan does not have any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual is the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
DOMTAR US PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
RESOLUTE FP US INC.

D Employer Identification Number (EIN)
62-0721803

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	640,360,508
b Actuarial value	**2b**	632,843,422

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	3,820	636,318,715	636,318,715
b For terminated vested participants	813	55,478,776	55,478,776
c For active participants	578	79,715,705	79,715,705
d Total	5,211	771,513,196	771,513,196

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.33%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	3,005,523
b Expected plan-related expenses	**6b**	6,200,000
c Target normal cost	**6c**	9,205,523

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

STEPHEN S. JONES SSJ
Signature of actuary

10/13/2026
Date

STEPHEN S. JONES
Type or print name of actuary

2606347
Most recent enrollment number

MERCER
Firm name

202-331-2524
Telephone number (including area code)

1050 CONNECTICUT AVE NW
SUITE 700
WASHINGTON DC 20036
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	8,296,050	13,963,779
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	8,296,050	13,963,779
10	Interest on line 9 using prior year's actual return of 3.43%	284,631	479,086
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		147,466
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.03%		7,418
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		154,884
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	7,390,681	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	1,190,000	14,442,865

Part III Funding Percentages

14	Funding target attainment percentage	14	80.00%
15	Adjusted funding target attainment percentage	15	80.00%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	82.04%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
04/11/2025	5,482,000	0			
04/15/2025	1,049,000	0			
07/09/2025	891,000	0			
07/14/2025	5,345,000	0			
10/06/2025	891,000	0			
10/14/2025	5,345,000	0			
01/13/2026	6,236,000	0			
09/11/2026	440,000	0			
09/14/2026	3,180,000	0			
			Totals ► 18(b)	28,859,000	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	27,717,751

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
5.07 %	5.31 %	5.50%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	63

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	9,205,523
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	154,302,639	18,506,556
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	27,712,079

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	27,712,079
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	27,717,751
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	5,672
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Schedule SB, line 26b Schedule of Projection of Expected Benefit Payments				
Plan Year	**Active**	**Deferred**	**In Pay**	**Total**
2025	15,416,080	1,023,349	62,892,754	79,332,183
2026	9,363,719	1,060,476	61,236,568	71,660,763
2027	8,071,808	1,183,137	59,470,360	68,725,305
2028	8,801,690	1,706,876	57,619,577	68,128,143
2029	8,815,406	1,878,268	55,646,118	66,339,792
2030	7,960,962	2,114,391	53,693,079	63,768,432
2031	8,554,473	2,573,765	51,677,704	62,805,942
2032	7,667,627	2,729,861	49,600,155	59,997,643
2033	7,368,982	2,971,795	47,501,428	57,842,205
2034	6,545,144	2,912,445	45,349,596	54,807,185
2035	6,708,166	3,014,975	43,181,604	52,904,745
2036	5,067,969	3,070,774	40,994,013	49,132,756
2037	4,382,267	3,093,400	38,782,748	46,258,415
2038	4,041,187	3,200,904	36,567,478	43,809,569
2039	4,042,213	3,425,867	34,347,806	41,815,886
2040	3,984,720	3,225,046	32,130,043	39,339,809
2041	3,079,375	3,213,401	29,927,968	36,220,744
2042	2,741,342	3,140,611	27,746,895	33,628,848
2043	2,844,022	3,190,410	25,596,292	31,630,724
2044	2,293,340	3,002,476	23,485,525	28,781,341
2045	2,407,381	2,910,829	21,425,032	26,743,242
2046	1,836,004	2,835,117	19,426,378	24,097,499
2047	2,400,530	2,704,653	17,499,138	22,604,321
2048	1,596,333	2,588,387	15,653,516	19,838,236
2049	1,433,656	2,462,300	13,899,390	17,795,346
2050	1,255,187	2,325,928	12,246,017	15,827,132
2051	1,100,702	2,185,644	10,701,701	13,988,047
2052	1,016,697	2,042,216	9,273,269	12,332,182
2053	903,685	1,896,601	7,965,675	10,765,961
2054	809,269	1,749,954	6,781,745	9,340,968
2055	683,924	1,603,614	5,721,932	8,009,470
2056	593,077	1,459,028	4,784,274	6,836,379
2057	644,412	1,317,676	3,964,475	5,926,563
2058	445,068	1,181,007	3,256,190	4,882,265
2059	379,557	1,050,344	2,651,472	4,081,373
2060	465,271	926,813	2,141,223	3,533,307
2061	267,396	811,298	1,715,656	2,794,350
2062	220,918	704,427	1,364,705	2,290,050
2063	180,651	606,596	1,078,446	1,865,693
2064	146,254	517,983	847,400	1,511,637
2065	117,269	438,562	662,792	1,218,623
2066	93,162	368,124	516,662	977,948
2067	73,355	306,301	401,972	781,628
2068	57,274	252,611	312,652	622,537
2069	44,360	206,473	243,550	494,383
2070	34,098	167,237	190,393	391,728
2071	26,022	134,209	149,671	309,902
2072	19,721	106,685	118,559	244,965
2073	14,845	83,982	94,802	193,629
2074	11,101	65,452	76,629	153,182

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 63.

Supplements 1 and 2

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	5.00%	10,000	500	27,500
56	2.00%	9,500	190	10,640
57	2.00%	9,310	186	10,602
58	2.00%	9,124	182	10,556
59	2.00%	8,942	179	10,561
60	5.00%	8,763	438	26,280
61	5.00%	8,325	416	25,376
62	20.00%	7,909	1,582	98,084
63	10.00%	6,327	633	39,879
64	10.00%	5,694	569	36,416
65	100.00%	5,125	5,125	333,125
Total			10,000	629,019
Average				62.90

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Supplements 3, 4, 5, 6, and 8 (Grandfathered)

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
51	1.00%	10,000	100	5,100
52	1.00%	9,900	99	5,148
53	1.00%	9,801	98	5,194
54	1.00%	9,703	97	5,238
55	5.00%	9,606	480	26,400
56	2.00%	9,126	183	10,248
57	2.00%	8,943	179	10,203
58	2.00%	8,764	175	10,150
59	2.00%	8,589	172	10,148
60	5.00%	8,417	421	25,260
61	5.00%	7,996	400	24,400
62	20.00%	7,596	1,519	94,178
63	10.00%	6,077	608	38,304
64	10.00%	5,469	547	35,008
65	100.00%	4,922	4,922	319,930
Total			10,000	624,909
Average				62.49

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Supplements 3, 4, 5, 6, and 8 (Non-grandfathered)

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
51	1.00%	10,000	100	5,100
52	1.00%	9,900	99	5,148
53	1.00%	9,801	98	5,194
54	1.00%	9,703	97	5,238
55	2.00%	9,606	192	10,560
56	2.00%	9,414	188	10,528
57	2.00%	9,226	185	10,545
58	2.00%	9,041	181	10,498
59	2.00%	8,860	177	10,443
60	2.00%	8,683	174	10,440
61	2.00%	8,509	170	10,370
62	10.00%	8,339	834	51,708
63	5.00%	7,505	375	23,625
64	5.00%	7,130	357	22,848
65	100.00%	6,773	6,773	440,245
Total			10,000	632,490
Average				63.25

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Supplement 11

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	5.00%	10,000	500	27,500
56	5.00%	9,500	475	26,600
57	5.00%	9,025	451	25,707
58	5.00%	8,574	429	24,882
59	5.00%	8,145	407	24,013
60	10.00%	7,738	774	46,440
61	10.00%	6,964	696	42,456
62	40.00%	6,268	2,507	155,434
63	40.00%	3,761	1,504	94,752
64	40.00%	2,257	903	57,792
65	100.00%	1,354	1,354	88,010
Total			10,000	613,586
Average				61.36

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Legacy Domtar Salaried

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	4.5%	10,000	450	24,750
56	4.5%	9,550	430	24,080
57	4.5%	9,120	410	23,370
58	4.5%	8,710	392	22,736
59	9.5%	8,318	790	46,610
60	9.5%	7,528	715	42,900
61	12.0%	6,813	818	49,898
62	15.0%	5,995	899	55,738
63	17.5%	5,096	892	56,196
64	17.5%	4,204	736	47,104
65	30.0%	3,468	1,040	67,600
66	30.0%	2,428	728	48,048
67	30.0%	1,700	510	34,170
68	20.0%	1,190	238	16,184
69	20.0%	952	190	13,110
70	100.0%	762	762	53,340
Total			10,000	625,834
Average				62.58

Schedule SB, line 22 — Description of Weighted Average Retirement Age

The makeup of the plan's active population as of January 1, 2025 is summarized below, resulting in a weighted average retirement age of 63 for the plan.

Plan	(A) Number of Active Participants	(B) Average Retirement Age	(C) (A) x (B)
Supplements 1 and 2	116	62.90	7,296
Supplements 3, 4, 5, 6, and 8 (Grandfathered)	5	62.49	312
Supplements 3, 4, 5, 6, and 8 (Non-grandfathered)	86	63.25	5,440
Supplement 11	13	61.36	798
Legacy Domtar Salaried	358	62.58	22,404
Total	578		36,250
Average			62.72

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions

Effective date and plan year	Original Plan: July 1, 1954 Restated plan: January 1, 2019 Plan year: January 1 to December 31
Status of the plan	The plan is closed to new participants. Effective March 30, 2024, the Domtar US Salaried Pension Plan merged into the Resolute FP US Pension Plan. There were no changes to participant benefits following the merger.
Significant events that occurred during the year	Annuities were purchased for certain retirees with monthly benefits less than $800.
Miscellaneous	
• Actuarial equivalence for lump sum payments	**Interest:** IRC §417(e) Interest Rate with a November lookback. **Mortality:** IRC §417(e) Mortality Table.
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2025, the limit is $350,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2025, the limit is $280,000.

Summary of major plan provisions for legacy Resolute

Effective date	Original Plan: July 1, 1954 Restated plan: January 1, 2019 Effective December 31, 2012, the AbiBow US Retirement Plan, the Abitibi Consolidated U.S. Retirement Plan, the Abitibi Consolidated U.S. Pension Plan for Certain Hourly-Paid Employees and the Augusta Newsprint Company Retirement Plan were merged into the AbiBow US Pension Plan. The merged plan maintained each of the prior plans' provisions, and the name of the ongoing plan was changed effective January 1, 2013 to the Resolute FP US Pension Plan.

Schedule SB, Part V — Summary of Plan Provisions

Supplement 1

Status of the plan	Benefit accruals ceased for all participants other than grandfathered participants as of January 1, 2011.
Definitions	
• Grandfathered participant	A participant who, as of December 31, 2010: • is an employee who has attained age 55, • is an employee whose age and years of benefit service total at least 70, • has 10 years of vesting service and has incurred a disability, or • is on layoff status and would have satisfied the age or points criteria listed above.
• Eligibility	All hourly employees who are paid on an hourly basis are eligible to participate in the plan on the later of April 1, 1997 and their date of hire. No new entrants to the plan are permitted after January 1, 2009.
• Vesting service	A year of vesting service is earned for each plan year in which an employee completes 1,000 or more hours of service. An employee may earn a partial year of service in the years of hire and termination.
• Benefit service	A year of benefit service is earned for each plan year in which an employee completes the number of hours of service required by the twelve-month work schedule. An employee may earn a partial year of service in the year of hire, year of termination, and years where he has completed at least 1,000 hours of service.

Schedule SB, Part V — Summary of Plan Provisions

Coosa River Mill and Woodlands (Supplement 1)

Definitions	
• Average monthly earnings	The average monthly earnings is the sum of the 5 years during which earnings were highest divided by the number of months during which earnings were received. Earnings include all compensation plus any amounts by which W-2 earnings have been reduced by reason of contributions to Section 125 and 401(k) plans; the maximum amount of annual earnings taken into account is limited by Section 401(a)(17) of the Internal Revenue Code.
• Combined service benefit	The combined service benefit is a monthly benefit which is the greater of $600 or the normal retirement benefit payable to the participant utilizing service with Kimberly-Clark Corporation and U.S. Alliance.
Normal retirement	
• Eligibility	Later of attainment of age 65 and the fifth anniversary of participation the plan.
• Benefit	The amount of the monthly benefit payable is the greatest of (a), (b), and (c) where: (a) is $20.00 per year of benefit service, (b) is 1.125% of average monthly earnings multiplied by benefit service, and (c) is $100 less the Kimberly-Clark accrued benefit. Additional pension credit will be given for service after age 65 in the event of continued employment.
Early retirement	
• Eligibility	Attainment of age 55 and the completion of 5 years of vesting service.
• Benefit	For participants with less than 10 years of vesting service, the monthly benefit payable immediately is the actuarial equivalent of the normal retirement benefit. For participants with 10 or more years of vesting service, the normal retirement benefit is reduced 5% per year from the earlier of age 62 and the date the participant would have attained both age 60 and 30 years of vesting service.
Late retirement	
• Eligibility	First of any month after the participant's Normal Retirement Date.
• Benefit	Accrued benefit as of late retirement date.
Deferred vested	
• Eligibility	5 years of vesting service.
• Benefit	Accrued normal retirement benefit, deferred until participant is eligible for and elects to receive an early, disability, or normal retirement benefit.

Schedule SB, Part V — Summary of Plan Provisions

Disability	
• Eligibility	Upon disablement after the completion of 10 years of vesting service.
• Benefit	A monthly benefit equal to the greater of $600 or the participant's Normal Retirement Benefit (unreduced for early commencement).
Pre-retirement death	
• Eligibility and benefit	Spouses of active participants with 10 or more years of vesting service or beyond normal retirement age are eligible to receive 50% of the participant's accrued benefit payable immediately following the participant's death. Spouses of certain inactive participants entitled to a future benefit and spouses of active participants with 5 but not 10 years of vesting service are eligible to receive 62.5% of the participant's accrued benefit reduced for form of payment and early commencement at the participant's earliest retirement date.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	62.5% joint and survivor annuity
• Optional forms	• Life annuity with 120 guaranteed monthly payments • Level income option (early retirees only)
• Actuarial equivalence	Interest: 6.50% Mortality: 417(e) mortality

Mountain Shadows (Supplement 1)

Normal retirement	
• Eligibility	Later of attainment of age 65 and the fifth anniversary of participation the plan.
• Benefit	The amount of the monthly benefit payable is $16.00 per year of benefit service. The monthly benefit multiplier increases to • $17.00 effective January 1, 2006, • $18.00 effective January 1, 2007, • $19.00 effective January 1, 2008, • $20.00 effective January 1, 2009, • $21.00 effective January 1, 2010, and • $22.00 effective January 1, 2011. Additional pension credit will be given for service after age 65 in the event of continued employment.
Early retirement	
• Eligibility	Attainment of age 57 and the completion of 5 years of vesting service.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	For participants with less than 10 years of vesting service, the monthly benefit payable immediately is the actuarial equivalent of the normal retirement benefit. For participants with 10 or more years of vesting service, the normal retirement benefit is reduced 5% per year from age 62. Participants who have attained age 60 and have 30 years of service receive an unreduced benefit.
Late retirement	
• Eligibility	First of any month after the participant's Normal Retirement Date.
• Benefit	Accrued benefit as of late retirement date.
Deferred vested	
• Eligibility	5 years of benefit service.
• Benefit	Accrued normal retirement benefit deferred until participant is eligible for and elects to receive an early, disability, or normal retirement benefit.
Disability	
• Eligibility	Upon disablement and after the completion of 15 years of vesting service.
• Benefit	Monthly benefit equal to the normal retirement benefit, payable immediately.
Pre-retirement death	
• Eligibility and benefit	Spouses of active participants with 15 or more years of vesting benefit service or age 57 with 10 or more years of vesting service, are eligible to receive 50% of the participant's accrued benefit payable immediately following the participant's death. Spouses of inactive participants entitled to a future benefit and spouses of active participants with 5 but not 10 years of vesting service are eligible to receive 62.5% of the participant's accrued benefit reduced for form of payment and early commencement at the participant's earliest retirement date.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Life annuity with 120 guaranteed monthly payments • 50% joint and survivor annuity • 66-2/3% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • Level income option (early retirees only)
• Actuarial equivalence	Interest: 6.50% Mortality: 417(e) mortality

Schedule SB, Part V — Summary of Plan Provisions

Goodwater Lumber Finishing, Nixburg, Ashville, Roanoke and Coosa Pines Golf Club (Supplement 1)

Normal retirement	
• Eligibility	Later of age 65 and the fifth anniversary of participation the plan.
• Benefit	The amount of the monthly benefit payable is $14.00 per year of benefit service. At Goodwater, the monthly benefit payable is $16.00 and increases to • $17.00 effective January 1, 2006, • $18.00 effective January 1, 2007, • $19.00 effective January 1, 2008, • $20.00 effective January 1, 2009, • $21.00 effective January 1, 2010, and • $22.00 effective January 1, 2011. At Nixburg, Ashville, and Roanoke, the monthly benefit payable is $12.00, with no scheduled increases. Additional pension credit will be given for service after age 65 in the event of continued employment.
Early retirement	
• Eligibility	Attainment of age 57 and the completion of 5 years of vesting service.
• Benefit	For participants with less than 10 years of vesting service, the monthly benefit payable immediately is the actuarial equivalent of the normal retirement benefit. For participants with 10 or more years of vesting service, the normal retirement benefit is reduced 5.0% per year from age 62.
Late retirement	
• Eligibility	First of any month after the participant's Normal Retirement Date.
• Benefit	Accrued benefit as of late retirement date.
Deferred vested	
• Eligibility	5 years of benefit service.
• Benefit	Accrued normal retirement benefit deferred until participant is eligible for and elects to receive an early, disability, or normal retirement benefit.
Disability	
• Eligibility	Upon disablement after the completion of 10 years of vesting service.
• Benefit	Monthly benefit equal to the normal retirement benefit is payable immediately.

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death	
• Eligibility and benefit	Spouses of active participants with 10 or more years of vesting service or beyond normal retirement age, are eligible to receive 50% of the participant's accrued benefit payable immediately following the participant's death. Spouses of inactive participants entitled to a future benefit and spouses of active participants with 5 but not 10 years of vesting service are eligible to receive 62.5% of the participant's accrued benefit reduced for form of payment and early commencement at the participant's earliest retirement date.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Goodwater: 50% joint and survivor annuity All others: 62.5% joint and survivor annuity
• Optional forms	• Life annuity with 120 guaranteed monthly payments • 50% joint and survivor annuity • 66-2/3% joint and survivor annuity (only for Goodwater) • 75% joint and survivor annuity • 100% joint and survivor annuity • Level income option (early retirees only)
• Actuarial equivalence	Interest: 6.50% Mortality: 417(e) mortality

Schedule SB, Part V — Summary of Plan Provisions

Supplement 2

Calhoun and Catawba

Status of the plan	Benefit accruals ceased for all participants other than grandfathered participants as of January 1, 2011.
Definitions	
• Grandfathered participant	A participant who, as of December 31, 2010: • is an employee who has attained age 55, • is an employee whose age and years of benefit service total at least 70, • has 10 years of vesting service and has incurred a disability, or • is on layoff status and would have satisfied the age or points criteria listed above.
• Eligibility	Hourly employees who have attained age 21 and one year of service. Catawba employees hired after December 8, 2006 are not eligible for the pension plan. Calhoun employees hired after December 31, 2010 are not eligible for the pension plan.
• Vesting service	Based on elapsed time. Must have at least five years to be 100% vested. 100% vested if employed at normal retirement age.
• Benefit service	Based on elapsed time, with partial years determined based on completed months.
• Compensation	All cash compensation excluding ratification bonuses, severance pay and other special pay for the calendar year preceding the start of the plan year subject to limitation of the Section 401(a)(17) of the Internal Revenue Code.
Normal retirement	
• Eligibility	The first day of the month coincident with or next following the attainment of age 65.
• Benefit	The sum of the Past Service Benefit, Future Service Benefit, and Supplemental Benefit.

Schedule SB, Part V — Summary of Plan Provisions

• Past Service Benefit	For service prior to 7/1/1964	0.75% x each year's compensation up to the Social Security Wage Base, plus 1.50% x each year's compensation over Social Security Wage Base
	For service 7/1/1964 – 12/31/1971	1.00% x each year's compensation up to $4,800, plus 1.50% x each year's compensation over $4,800
	For service 1/1/1972 – 6/30/1975	1.00% x each year's compensation up to $4,800, plus 1.75% x each year's compensation over $4,800
	For service 7/1/1975 – 6/30/1979	1.00% x each year's compensation up to $4,800, plus 1.80% x each year's compensation over $4,800
• Future Service Benefit	For service 7/1/1979 – 6/30/1989	1.00% x each year's compensation up to $4,800, plus 1.80% x each year's compensation over $4,800
	For service after 6/30/1989 for Carolina Division; for service after 12/31/1988 for Southern Division and Salaried employees of Southern Division Woodlands and Bowater Lumber Company; for service after 7/31/1991 for Hourly employees of the Southern Division Woodlands; and for service after 7/1/2003 for employees of Bowater Lumber	1.80% of each year's compensation
	All other time periods and participants Service is limited to 50 years including service prior to 7/1/1989.	1.55% of each year's compensation up to $15,360, plus 1.80% for each year's compensation over $15,360
• Supplemental Benefit	Excess, if any, of: 1.00% x final average compensation (highest 5 of 10 years prior to 1/1/1979) up to $4,800 x benefit service as of 7/1/1979, plus 1.72% x final average compensation over $4,800 x benefit service as of 7/1/1979, over Past Service Benefit formula	
Early retirement		
• Eligibility	Age 50 and 15 years of service.	
• Benefit	Accrued benefit reduced benefit for retirement before age 62 as follows:	

Schedule SB, Part V — Summary of Plan Provisions

	Age	Reduction Factor
	62	1.0000
	61	0.9500
	60	0.9000
	59	0.8500
	58	0.8000
	57	0.7500
	56	0.7000
	55	0.6500
	54	0.6000
	53	0.5500
	52	0.5000
	51	0.4560
	50	0.4290

Late retirement	
• Eligibility	First of any month after the participant's Normal Retirement Date.
• Benefit	Accrued benefit as of late retirement date.
Deferred vested	
• Eligibility	5 years of vesting service.
• Benefit	Accrued benefit, payable at normal retirement date. If retiring with 15 years of service before age 50, payment automatically begins at age 50 reduced by a factor of 0.3310, unless declined within 30 days of termination of employment.
Disability	
• Eligibility	10 years of continuous service.
• Benefit	Immediate unreduced annuity equal to the accrued benefit as of last day worked. Definition of disability is according to Social Security.
Pre-retirement death	
• Benefit and eligibility prior to early retirement	Employee must be vested and married at least 1 year prior to death. Benefit is actuarially reduced for early retirement but not for optional form. Spouse receives 50% of employee's accrued benefit. Payments begin on employee's normal retirement date or date employee becomes eligible for reduced deferred vested benefit.
• Benefit and eligibility after early but before normal retirement	Employee age 50 or older with at least 15 years of continuous service and married at least 1 year prior to death. Spouse receives 50% of the benefit employee had accrued at time of death. No reduction for optional form or for early commencement.
• Benefit and eligibility for deferred vested participants	Spouse receives 50% of employee's monthly benefit reduced actuarially for early retirement but not for optional form.

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity • 50% joint and survivor annuity • 66-2/3% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity
• Actuarial equivalence	Interest: 6.50% Mortality: 417(e) mortality

Schedule SB, Part V — Summary of Plan Provisions

Supplement 3

Bowater Incorporated

Status of the plan	Benefit accruals ceased for all participants other than grandfathered participants as of January 1, 2007. Participants eligible to participate in the Supplemental Executive Retirement Plan had their benefits frozen as of December 31, 2007.
Definitions	
• Grandfathered participant	An active salaried participant who, as of December 31, 2006: • is an employee who has attained age 55, or • is an employee whose age and years of benefit service total at least 70.
• Eligibility	First of month following one year of service and age 21, or participants in prior plan who are employed at or report to Bowater's headquarters in Greenville, SC or Bowater America, Inc. No employee hired after January 1, 2007 is eligible to participate in the plan.
• Vesting service	Based on elapsed time. Must have at least 5 years to be 100% vested. 100% vested if employed at normal retirement age.
• Benefit service	Based on elapsed time.
• Covered compensation	All cash remuneration excluding imputed income and other special remuneration, but including elective deferrals and severance paid in installments. Limited by IRC Section 401(a)(17).
• Final average earnings	Final average monthly compensation (FAMC). Average of highest 60 consecutive calendar months in the last 120 months. If fewer than 60 months, divide by completed calendar months employee was a participant.
• Social Security benefit	Social Security Benefits (SSB) payable at age 65 with National Average Wages past pay assumption. Future pay: (a) Early retirees: zero future pay. (b) Terminated vesteds: level future pay.
• Prior plan offsets	Benefits paid by this plan are offset by benefits paid by all other qualified defined benefit plans sponsored by Bowater Incorporated or any other member of the controlled group. The offset is based on the actuarially equivalent Normal Retirement Benefit.
• Accrued benefit	Formula: [(.525 x FAMC) – (.5 x SSB)] x Min (35, BS)/35. Cannot be less than any benefit provided by prior plans.
Normal retirement	
• Eligibility	The first day of the month coincident with or next following the attainment of age 65.
• Benefit	Accrued benefit at normal retirement date.

Schedule SB, Part V — Summary of Plan Provisions

Early retirement

- Eligibility: Age 50 and at least 10 years of service.
- Benefit: Accrued benefit reduced as follows:

Age	Early retirement reduction
62 or later	1.000
61	.955
60	.910
59	.865
58	.820
57	.775
56	.730
55	.685
54	.640
53	.595
52	.550
51	.505
50	.460

Late retirement

- Eligibility: First of any month after the participant's normal retirement date.
- Benefit: Benefit is greater of accrued benefit at late retirement or actuarial equivalent of benefit at normal retirement date.

Deferred vested

- Eligibility: Termination for reasons other than death or retirement after completing 5 years of service.
- Benefit: Accrued benefit as of the participant's termination date.

  For participants who terminated before age 50 with at least 10 years of service, benefit reduced actuarially based on 6.50% and the 417(e) mortality table.

Disability

- Eligibility: Retirement due to physical or mental incapacity which qualifies the participant for benefits under the Social Security Act.
- Benefit: Normal retirement benefit commencing at the later of normal retirement date or the cessation of payments to the participant under the employer's long-term disability plan.

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death	
• Eligibility	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
• Benefit	REA only to surviving spouses as qualified preretirement survivor annuity. The death benefit shall be payable only to the participant's surviving spouse and shall be the greater of (a) or (b): (a) 50% of qualified joint and survivor annuity as if participant had terminated on date of death. (b) 30% of amount participant would have been entitled to receive under the qualified joint and survivor annuity if he had remained employed by the employer until his normal retirement date, his compensation continued at the same level as the year in which his death occurred, and the Social Security Act as of his date of death remained unchanged.
Form of benefits	
• Automatic form for unmarried participants	5-year certain and life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity • 5-year certain and life annuity (normal form) • 50% joint and survivor annuity • 66-2/3% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • 10-year certain and life annuity • 15-year certain and life annuity • Level income option (with or without survivor benefits) • Lump sum (only for amounts less than $5,000)
• Actuarial equivalence	Interest: 6.50% Mortality: 417(e) mortality

Schedule SB, Part V — Summary of Plan Provisions

Supplement 4

Newsprint and Coated Paper

Status of the plan	Benefit accruals ceased for all participants other than grandfathered participants as of January 1, 2007. Participants eligible to participate in the Supplemental Executive Retirement Plan had their benefits frozen as of December 31, 2007.	
Definitions		
• Grandfathered participant	An active salaried participant who, as of December 31, 2006: • is an employee who has attained age 55, or • is an employee whose age and years of benefit service total at least 70.	
• Eligibility	Age 21 and one year of service. Participants who are employed at or report to Bowater's divisions in Catawba, SC, Calhoun, TN, or Albertville, AL or the Forest Products Division. No employee hired after January 1, 2007 is eligible to participate in the plan.	
• Vesting service	Based on elapsed time. Must have at least five years to be 100% vested. 100% vested if employed at normal retirement age.	
• Benefit service	Based on elapsed time, with partial years determined based on completed months.	
• Covered compensation	All cash compensation excluding ratification bonuses, severance pay and other special pay for the calendar year preceding the start of the plan year. Limited by IRC Section 401(a)(17).	
• Base benefit	The sum of the Past Service Benefit, Future Service Benefit, and Supplemental Benefit.	
Normal retirement		
• Eligibility	The first day of the month coincident with or next following the attainment of age 65.	
• Past Service Benefit	For service prior to 7/1/1964	0.75% x each year's compensation up to the Social Security Wage Base, plus 1.50% x each year's compensation over Social Security Wage Base.
	For service 7/1/1964 – 12/31/1971	1.00% x each year's compensation up to $4,800, plus 1.50% x each year's compensation over $4,800.
	For service 1/1/1972 – 6/30/1975	1.00% x each year's compensation up to $4,800, plus 1.75% x each year's compensation over $4,800.
	For service 7/1/1975 – 6/30/1979	1.00% x each year's compensation up to $4,800, plus

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		1.80% x each year's compensation over $4,800.
• Future Service Benefit	For service 7/1/1979 – 6/30/1989	1.00% x each year's compensation up to $4,800, plus 1.80% x each year's compensation over $4,800.
	For service after 6/30/1989	1.80% for each year's compensation.
	Service is limited to 50 years including service prior to 7/1/1989.	
• Supplemental Benefit	Excess, if any, of: • 1.00% x final average compensation (highest 5 of 10 years prior to 1/1/1979) up to $4,800 x benefit service as of 7/1/1979, plus 1.72% x final average compensation over $4,800 x benefit service as of 7/1/1979, over • Past Service Benefit formula	
Early retirement		
• Eligibility	Age 50 and at least 15 years of service.	
• Benefit	Accrued benefit reduced before age 62 as follows:	

Age	Early Retirement Reduction
62	1.0000
61	0.9500
60	0.9000
59	0.8500
58	0.8000
57	0.7500
56	0.7000
55	0.6500
54	0.6000
53	0.5500
52	0.5000
51	0.4560
50	0.4290

Late retirement	
• Eligibility	First of any month after the participant's Normal Retirement Date.
• Benefit	Accrued benefit as of late retirement date.

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Deferred vested	
• Eligibility	Termination for reasons other than death or retirement after completing 5 years of service.
• Benefit	Accrued benefit as of the participant's termination date. If retiring with 15 years of service before age 50, payment automatically begins at age 50 reduced by a factor of .3310, unless declined within 30 days of termination of employment.
Disability	
• Eligibility	5 years of continuous service and retirement due to physical or mental incapacity which qualifies the participant for benefits under the Social Security Act.
• Benefit	Receive an unreduced annuity at normal retirement date calculated using compensation as of last day worked and service projected to normal retirement date.
Pre-retirement death	
• Benefit and eligibility prior to early retirement	Employee must be vested and married at least 1 year prior to death. Benefit is actuarially reduced for early retirement but not for optional form. Spouse receives 50% of employee's accrued benefit. Payments begin on employee's normal retirement date or date employee becomes eligible for reduced deferred vested benefit.
• Benefit and eligibility after early but before normal retirement	Employee age 50 or older with at least 15 years of continuous service and married at least 1 year prior to death. Spouse receives 50% of the benefit employee had accrued at time of death. No reduction for optional form or for early commencement.
• Benefit and eligibility for deferred vested participants	Spouse receives 50% of employee's monthly benefit reduced actuarially for early retirement but not for optional form.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity • 50% joint and survivor annuity • 66-2/3% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • Lump sum (only for amounts less than $5,000)
• Actuarial equivalence	Interest: 6.50% Mortality: 417(e) mortality

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Supplement 5

Newsprint South, Inc.

Status of the plan	Benefit accruals ceased for all participants other than grandfathered participants as of January 1, 2007. Participants eligible to participate in the Supplemental Executive Retirement Plan had their benefits frozen as of December 31, 2007.
Definitions	
• Grandfathered participant	An active salaried participant who, as of December 31, 2006: • is an employee who has attained age 55, or • is an employee whose age and years of benefit service total at least 70.
• Eligibility	One year of service. Participants who are employed at or report to Newsprint South, Inc. No employee hired after January 1, 2007 is eligible to participate in the plan.
• Vesting service	Based on elapsed time. Must have at least five years to be 100% vested. 100% vested if employed at normal retirement age.
• Benefit service	Based on elapsed time, with partial years determined based on completed months.
• Covered compensation	All cash compensation excluding ratification bonuses, severance pay and other special pay for the calendar year preceding the start of the plan year. Limited by IRC Section 401(a)(17).
• Final average compensation (FAMC)	Average of the compensation for the 5 consecutive accrual periods (7/1 to 6/30) years which produce the highest average.
• Accrued benefit	(a) 1% x FAMC x Benefit Service, plus (b) 0.5% x (FAMC ≥ Covered Compensation) x (Service ≤ 35).
Normal retirement	
• Eligibility	The first day of the month coincident with or next following the attainment of age 65.
• Benefit	Accrued benefit as of normal retirement date.
Early retirement	
• Eligibility	Age 55 and at least 8 years of service.
• Benefit	The participant's normal retirement benefit reduced actuarially from age 65.
Late retirement	
• Eligibility	First of any month after the participant's normal retirement date.
• Benefit	Accrued benefit as of late retirement date.

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Deferred vested	
• Eligibility	Termination for reasons other than death or retirement after completing 5 years of service.
• Benefit	Accrued benefit as of the participant's termination date.
Disability	
• Eligibility	5 years of continuous service and retirement due to physical or mental incapacity which qualifies the participant for benefits under the Social Security Act.
• Benefit	Unreduced annuity at normal retirement date calculated using compensation as of last day worked and service projected to normal retirement date.
Pre-retirement death	
• Eligibility	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
• Benefit	REA only to surviving spouses as qualified preretirement survivor annuity. The death benefit shall be 50% of qualified joint and survivor annuity as if participant had terminated on date of death and retired at the earliest allowable retirement date.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity • 50% joint and survivor annuity • 66-2/3% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • 5-year certain and life annuity • 10-year certain and life annuity • 15-year certain and life annuity • Lump sum (only for amounts less than $5,000)
• Actuarial equivalence	Interest: 6.50% Mortality: 417(e) mortality

Schedule SB, Part V — Summary of Plan Provisions

Supplement 6

Coosa Pines

Status of the plan	Benefit accruals ceased for all participants other than grandfathered participants as of January 1, 2007. Participants eligible to participate in the Supplemental Executive Retirement Plan had their benefits frozen as of December 31, 2007.
Definitions	
• Grandfathered participant	An active salaried participant who, as of December 31, 2006: • is an employee who has attained age 55, or • is an employee whose age and years of benefit service total at least 70.
• Eligibility	All salaried employees are eligible to participant in the plan on the later of April 1, 1997 and their date of hire. No employee hired after January 1, 2007 is eligible to participate in the plan.
• Vesting service	Based on elapsed time. Must have at least five years to be 100% vested. 100% vested if employed at normal retirement age. Service with K-C is included.
• Benefit service	Based on elapsed time. Service with K-C is excluded.
• Covered compensation	All cash remuneration excluding imputed income and other special remuneration, but including elective deferrals and severance paid in installments. Limited by IRC Section 401(a)(17).
• Final average compensation	The average of the Participant's Compensation for the highest five calendar years in the last 10 calendar years immediately preceding the date as of which the Accrued Benefit is being determined and further divided by 12; except that the "Average Monthly Compensation" used in determining the benefits for an Eligible Employee who has not been a Participant during such five consecutive year period shall be such Participant's average Compensation for the complete calendar months during all or part of which he was a Participant.
• Social Security benefits	Social Security Benefits (SSB) payable at age 65 with National Average Wages past pay assumption. Future pay: (a) Early retirees: level future pay. (b) Terminated vesteds: level future pay.
• Accrued benefit	The amount of the monthly benefit payable is the greatest of (a), (b), and (c) where: (a) is 1.50% of average monthly earnings multiplied by benefit service less 1.25% of Social Security Benefits multiplied by benefit service not in excess of 40 years, (b) is 1.125% of average monthly earnings multiplied by benefit service, and (c) is the lesser of $100 and $10 per year of benefit service.

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Normal retirement	
• Eligibility	The first day of the month coincident with or next following the attainment of age 65.
• Benefit	Accrued benefit as of normal retirement date.
Early retirement	
• Eligibility	Age 55 and completion of 5 years of vesting service.
• Benefit	For participants with less than 10 years of vesting service, the monthly benefit payable immediately is the actuarial equivalent of the normal retirement benefit. For participants with 10 or more years of vesting service, the normal retirement benefit is reduced 5% per year from the earlier of age 62 and the date the participant would have attained both age 60 and 30 years of vesting service.
Late retirement	
• Eligibility	First of any month after the participant's normal retirement date.
• Benefit	Benefit is greater of accrued benefit at late retirement or actuarial equivalent of benefit at normal retirement date.
Deferred vested	
• Eligibility	Terminated before age 55 with at least 5 years of service.
• Benefit	Benefits may begin at age 55 or later and will be reduced as under early retirement.
Disability	
• Eligibility	5 years of continuous service and retirement due to physical or mental incapacity which qualifies the participant for benefits under the Social Security Act.
• Benefit	An unreduced annuity at normal retirement date calculated using compensation as of last day worked and service projected to normal retirement date.
Pre-retirement death	
• Eligibility	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
• Benefit	REA only to surviving spouses as qualified preretirement survivor annuity. The death benefit shall be 50% of qualified joint and survivor annuity as if participant had terminated on date of death and retired at the earliest allowable retirement date.

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Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity • 50% joint and survivor annuity • 66-2/3% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • 5-year certain and life annuity • 10-year certain and life annuity • 15-year certain and life annuity • Level income option (with or without survivor benefits) • Lump sum (only for amounts less than $5,000)
• Actuarial equivalence	Interest: 6.50% Mortality: 417(e) mortality

Schedule SB, Part V — Summary of Plan Provisions

Supplement 7

GNP Hourly

Status of the plan	No active participants remain. Benefit accruals ceased for generally all participants September 2, 1999. However, service was allowed to continue to October 1, 1999 for participants retiring by October 1, 1999.
Definitions	
• Eligibility	Participant in the Bowater Incorporated Pension Plan for Certain Employees of Great Northern Paper, Inc. as of August 17, 1999.
Normal retirement	
• Eligibility	The first day of the month coincident with or next following the attainment of age 65.
• Benefit	The monthly benefit rate in effect at termination of employment, as shown below, times years of credited service.[1]

Participating group	Monthly benefit rate
Mill Trade	$28.00
Mill U.P.I.U.	$28.00
United Plant Guard Workers of America	$28.00
Office Union	$28.00
U.P.I.U. Woodland Employees	$21.50
Rice Farm Nursery	$20.50
U.P.I.U. Aroostook District	$19.00
Pinkham Lumber Company U.P.I.U. Mill Workers	$26.00
Pinkham Lumber Company United Plant Guard Workers of America	$25.00
Woodlands Nonunion Hourly Employees	$27.00

Early retirement	
• Eligibility	Age 55 and at least 15 years of continuous service, reduced as follows for participants with less than 30 years of continuous service.
• Benefit	

Participating group	Per year reduction from age 65
Mill Trade	5%
Mill U.P.I.U.	5%
United Plant Guard Workers of America	6%
Office Union	6%
U.P.I.U. Woodland Employees	5%
Rice Farm Nursery	6%
U.P.I.U. Aroostook District	6%

[1] Credited service was frozen on September 2, 1999. However, service was allowed to continue to October 1, 1999 for participants retiring by October 1, 1999. All participants in this supplement are inactive.

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	Pinkham Lumber Company U.P.I.U. Mill Workers	5%[2]
	Pinkham Lumber Company United Plan Guard Workers of America	5%
	Woodlands Nonunion Hourly Employees	5%

For participants with 30 or more years of continuous service, all groups are reduced 4% per year from age 60.

A prorated payment was allowed if the participant was within two years of eligibility on the sale of Great Northern Paper (September 17, 1999).

Early retirement supplement

- Eligibility: Age 60 and at least 30 years of continuous service.
- Benefit: The participant will receive a monthly supplement in addition to the normal monthly benefit until age 62. The amount of monthly supplement is as follows:

Participating Group	Monthly Supplement
Mill Trade	$200.00
Mill U.P.I.U.	$200.00
United Plant Guard Workers of America	$200.00
Office Union	$200.00
U.P.I.U. Woodland Employees	$150.00
Rice Farm Nursery	$150.00
U.P.I.U. Aroostook District	$150.00
Pinkham Lumber Company U.P.I.U. Mill Workers	$150.00
Pinkham Lumber Company United Plant Guard Workers of America	$150.00
Woodlands Nonunion Hourly Employees	$150.00

- Supplemental distributions: Participants who continue to accrue continuous service after the sale of GNP and after electing early retirement may receive a supplemental distribution from the plan each time they reach eligibility for a more subsidized early retirement benefit if that benefit is more valuable than the cumulative value of prior distributions.

[2] Employees hired into this unit before March 1, 1995 are eligible for early retirement at age 55 with only five years of continuous service. Additionally, benefits are reduced 5% per year from age 62 instead of age 65.

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Deferred vested	
• Eligibility	Terminated before age 55 with at least 5 years of service.
• Benefit	Benefits may begin at age 55 or later and will be reduced as under early retirement.
Late retirement	
• Eligibility	First of any month after the participant's normal retirement date.
• Benefit	Normal retirement benefit determined as of actual retirement date.
Disability	
• Eligibility	Six months after an employee retires due to physical or mental incapacity which qualifies the participant for benefits under the Social Security Act.
• Benefit	Payment is retroactive to the first day of disability. The amount of the monthly benefit is equal to the benefit accrued up through the date of disability. Certain collective bargaining agreements provide for the offset of Worker's Compensation or other disability benefits derived from employer contributions.
Pre-retirement death	
• Eligibility	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
• Benefit	REA requirements only to surviving spouses of vested participants as qualified preretirement survivor annuity. If married participant dies after earliest retirement age, spouse receives 50% qualified joint and survivor annuity as if participant had retired on date of death. If married participant dies before earliest retirement age, spouse receives qualified joint and survivor annuity as if participant terminates on date of death, survived to earliest retirement date, retired with immediate qualified joint and survivor annuity, and died on next day.
• Temporary postretirement death benefits	The surviving spouse of a deceased retiree who was in receipt of benefits is eligible for a temporary monthly benefit. The benefit is payable to the spouse from age 55 (or spouse's current age if older) until the earlier of: ▪ Eligibility to receive unreduced widow's benefit from the Social Security Administration, ▪ Remarriage, or ▪ Death. The amount of the temporary benefit is the monthly amount that the retiree was receiving or would have been receiving if the normal form was elected.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity

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• Optional forms	• Single life annuity (normal form) • 50% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • Level income • Lump sum (for certain bargaining units)
• Actuarial equivalence	Tabular factors are used in determining benefit amounts for most optional forms of payment. If tabular factors are not available, the assumed interest rate is 5.5% and mortality is based on the 1984 UP table with male ages set forward one year and female ages set back four years. Mortality rates are weighted 94% male and 6% female. For commencements after 2006, the 417(e) mortality table and 6.50% interest will be used if they produce a larger optional form benefit.

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Supplement 8

GNP Salaried

Status of the plan	Benefit accruals ceased for generally all participants September 2, 1999. However, service was allowed to continue to October 1, 1999 for participants retiring by October 1, 1999.
Definitions	
• Eligibility	Participant in the Bowater Incorporated Plan for Salaried Employees of Great Northern Paper, Inc. as of August 17, 1999.
• Compensation	All cash remuneration excluding stock options, certain expenses, and incentives, but including bonuses. Limited by IRC Section 401(a)(17).
• Accrued benefit	The retirement benefit is based on the personal Accruals Prior to the Sale of GNP account balance as of January 1, 1992. After January 1, 1992, the account is increased monthly through the addition of pay-related credits and periodic adjustments. At normal retirement, the account balance is converted to an increasing monthly single life annuity by dividing the account balance by a factor of 210. On January 1, 2000, the plan was amended to use 225 as the converting factor. On January 1, 2003, the plan was amended to use 233 as the converting factor. The monthly pay-related credit[3] consists of a basic amount and an additional amount. The basic amount is 4% of monthly pay. The additional amount is a percentage of pay according to the following table.

Age on 01/01/1990	Additional percentage
<40	0%
40 – 45	1%
46	2%
47	3%
48	4%
49	5%
50+	6%

Only participants who were participants in the Great Northern Nekoosa Retirement Plan for Salaried Employees on December 31, 1990 receive the additional credit.

The monthly periodic adjustment is a percentage increase in the account balance. The rate of monthly increase is determined at the beginning of each plan year. The rate is calculated to give an annual percentage increase equal to the sum of:

(a) The average PBGC immediate interest rate for the previous plan year, and

(b) 0.75%

[3] If retired by October 1, 1999, accruals were allowed to continue until October 1, 1999; otherwise accruals were frozen as of September 2, 1999.

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	On January 1, 2000, the plan was amended for GATT. The monthly periodic adjustment was changed to be the IRC §417(e) Applicable Interest Rate with a two month look-back period. The monthly benefit expressed as a straight single life annuity cannot be less than the monthly benefit as of December 31, 1990 accrued in the Great Northern Nekoosa Retirement Plan for Salaried Employees.
Normal retirement	
• Eligibility	The first day of the month coincident with or next following the attainment of age 65.
• Benefit	Accrued benefit at normal retirement date.
Early retirement	
• Eligibility	Age 55 and at least 10 years of service.
• Benefit	Benefit is based on the account balance accrued to date. The factor used to convert the benefit to the normal form is increased by 0.5 (0.86 effective January 1, 2003) per month prior to age 65. If the benefit is distributed as a lump sum, it will not be less than the current account balance.
Late retirement	
• Eligibility	First of any month after the participant's normal retirement date.
• Benefit	Benefit is based on account balance accrued to date. The factor used to convert the account to the normal form is decreased by 0.5 (0.86 effective January 1, 2003) per month after age 65. If paid as a lump sum, benefit will not be less than the current account balance.
Deferred vested	
• Eligibility	The plan was amended, due to the sale, to immediately vest all participants.
• Benefit	Benefit may be distributed at any time after the earlier of the second anniversary of termination or January 1, 2001. If not distributed, participant's account continues to receive periodic adjustments, but no pay-related credits. The benefit is based on the account balance accrued to date as provided under early retirement.
Disability	
• Eligibility	Retirement due to physical or mental incapacity which qualifies the participant for benefits under the Social Security Act.
• Benefit	Based on the current account balance as provided under early retirement.
Pre-retirement death	
• Eligibility	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
• Benefit	Qualified pre-retirement survivor annuity to surviving spouse. Otherwise, payment is made to a designated beneficiary. The benefit is based on the account balance accrued to date as provided under early retirement.

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Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity (normal form) • 50% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • Level income • Lump sum Any of the above forms may be modified by a refund feature guaranteeing payment at least equal in amount to the account balance
• Actuarial equivalence	1971 Group Annuity Table (80% male/ 20% female) for participants and 1971 Group Annuity Table (80% female/ 20% male) for beneficiary's; interest rate is generally the PBGC immediate annuity rate. For commencements after 2006, the 417(e) mortality table and 6.50% interest will be used if they produce a larger optional form benefit.

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Supplement 9

Avenor America

Status of the plan	No active participants remain. Benefit accruals ceased for all participants December 31, 1999.
Definitions	
• Eligibility	First of month following one year of service. The plan was frozen as of December 31, 1999.
• Vesting	Must have at least 5 years to be 100% vested. 100% vested if employed at normal retirement age.
• Compensation	All cash remuneration excluding imputed income and other special remuneration, but including elective deferrals and severance paid in installments. Limited by IRC Section 401(a)(17).
• Final average compensation (FAMC)	Average of highest 60 consecutive calendar months in the last 120 months. If fewer than 60 months, divide by completed calendar months employee was a participant.
• Accrued benefit	The maximum of: (a) 1.50% x FAMC x all years of service. (b) 1.50% x FAMC x years of service after January 1, 1998 plus January 1, 1998 accrued benefit. The benefit was frozen as of December 31, 1999.
Normal retirement	
• Eligibility	The first day of the month coincident with or next following the attainment of age 65.
• Benefit	Accrued benefit at normal retirement date.
Early retirement	
• Eligibility	Age 55 and at least 15 years of service.
• Benefit	Accrued benefit reduced by 5% per year from age 62 (8% per year from age 58 for the January 1, 1998 accrued benefit). If the participant does not have 15 years of service, the benefit is actuarially reduced.
• **Deferred vested**	
• Eligibility	Termination for reasons other than death or retirement after completing 5 years of service.
• Benefit	Accrued benefit as of the participant's termination date, actuarially reduced for payments commencing before normal retirement date.

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Late retirement	
• Eligibility	First of any month after the participant's normal retirement date.
• Benefit	Benefit is greater of accrued benefit at late retirement or actuarial equivalent of benefit at normal retirement date.
Pre-retirement death	
• Eligibility	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
• Benefit	REA only to surviving spouses as qualified preretirement survivor annuity. The death benefit shall be payable only to the participant's surviving spouse and shall be 50% of qualified joint and survivor annuity as if participant had terminated on date of death and retired at the earliest allowable retirement date.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity (normal form) • 50% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • 5-year certain and life annuity • 10-year certain and life annuity • 15-year certain and life annuity • Lump sum (only for amounts less than $5,000)
• Actuarial equivalence	1971 Towers, Perrin, Forster & Crosby Forecast (100% male) and 5.0% interest rate, as well as tabular factors for joint and survivor annuities. For commencements after 2006, the 417(e) mortality table and 6.50% interest will be used if they produce a larger optional form benefit.

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Supplement 10

Donohue Industries Inc. – Sheldon and Lufkin Mills

Status of the plan	No active participants remain. The Sheldon Mill was shut down effective February 8, 2003. The Lufkin Mill was shut down February 8, 2004.
Definitions	
• Covered employees	Collectively bargained employees of Sheldon and Lufkin Mills
• Participation	First of the month following a 12-month period commencing with hire date, in which 1,000 hours of service are credited.
• Vesting	No benefit prior to 5 years of vesting service. Full vesting after 5 years of service.
• Vesting service	One year of Vesting Service is granted for each plan year with at least 1,000 hours of service. Total Vesting Service includes Vesting Service under the Champion plan as of June 1, 1998. For partial plan years, such as the hire year and the termination year, in which a participant is not credited with 1,000 hours of service, the participant my receive fractional years of Vesting Service. This is based on the number of completed months of employment in the period divided by 12, but only if the participant was credited with more than 1,000* (number of days in the partial year employment period) / 365 hours of service.
• Benefit service	One year of Benefit Service is granted for each plan year with at least 1,700 hours of service. If hours of service are less than 1,700, the Benefit Service for the year is equal to the hours of service divided by 1,700, rounded up to the next tenth of a year. No Benefit Service is credited for periods of employment before June 1, 1998.
• Accrued benefit	Benefit multiplier applicable at termination times Benefit service. The schedule of monthly benefit multipliers is as follows:

Terminations during:	Sheldon multiplier	Lufkin multiplier
6/1/198 – 12/31/1998	$26	$26
1999	$27	$27
2000	$30	$30
2001	$31	$31
2002	$32	$32
2003	$33	$34
2004	N/A	$35
2005	N/A	$36
2006 and later	N/A	$38

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Normal retirement	
• Eligibility	The first day of the month coincident with or next following the attainment of age 65.
• Benefit	Accrued benefit at normal retirement date.
Early retirement	
• Eligibility	Retirement from active status after attaining age 55 (but before age 65), and after being credited with at least 10 years of vesting service.
• Benefit	Benefit is calculated based on benefit multiplier and Benefit service as of the termination date. If the benefit commences before the first of the month following the participant's 62nd birthday, then the benefit is reduced 5/10ths of 1% for each of the first 24 months and 3/10ths of 1% for each of the next 60 months by which the annuity starting date precedes the month after attainment of age 62.
Late retirement	
• Eligibility	First of any month after the participant's normal retirement date.
• Benefit	Benefit is calculated based on benefit multiplier and Benefit service as of the termination date.
Deferred vested	
• Eligibility	Termination with 5 years of Vesting Service and before a participant qualifies for early, normal, disability or late retirement.
• Benefit	Benefit is calculated based on benefit multiplier and Benefit Service as of the termination date. If the benefit commences before the Normal Retirement Date, then the benefit is reduced 5/10ths of 1% for the first 60 months and 3/10ths of 1% for each of the next 60 months by which the annuity starting date precedes the normal retirement date.
Disability	
• Eligibility	Retirement, with 10 years of Vesting Service, due to physical or mental incapacity which qualifies the participant for benefits under the Social Security Act.
• Benefit	Benefit is calculated based on benefit multiplier and Benefit service as of disability termination date, payable immediately with no reduction. The minimum disability benefit is $300 per month, reduced by any benefit the member is receiving from the Champion Plan.
Pre-retirement death	
• Eligibility	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
• Benefit	50% of the benefit the participant would have received if the participant terminated employment on the date of death, survived to the earliest retirement age and began receiving benefits on such date.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity

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• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity (normal form) • 50% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • 5-year certain and life annuity • 10-year certain and life annuity • 15-year certain and life annuity • 20-year certain and life annuity • Lump sum (only for amounts less than $5,000)
• Actuarial equivalence	Rev. Rul. 2001-62 mortality (GAR 94 projected to 2002) and 7.50% interest

Apache Mill (Supplement 10)

Status of the plan	No active participants remain. Benefit accruals ceased for all participants April 10, 2008
Definitions	
• Covered employees	Union members and non-bargaining maintenance and equipment employees employed at the Snowflake, Arizona facility by Apache Railway Company. The plan was frozen as of April 10, 2008.
• Vesting service	An employee will receive vesting service based upon the following schedule: **Hours of service during plan year** — **Years of vesting service** Less than 600 — 0.00 600-899 — 0.50 900-999 — 0.75 1,000 or more — 1.00
• Benefit service	An employee will receive benefit service based upon the following schedule: **Hours of service during plan year** — **Years of benefit service** Less than 600 — 0.00 600-899 — 0.50 900-1199 — 0.75 1,200 or more — 1.00 No benefit service was earned for any purpose on or after April 10, 2008.

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement

- Eligibility: The first day of the month coincident with or next following the attainment of age 65.

- Benefit: Carpenter's Local 408 and UTU Local 113 Eligible Employees:

Rate	Benefit service earned for the period
$17 times	10/15/1998 – 12/31/1999, plus
$19 times	1/1/2000 – 12/31/2000, plus
$21 times	1/1/2001 – 12/31/2001, plus
$23 times	1/1/2002 – 12/31/2002, plus
$25 times	1/1/2003 – 12/31/2004, plus
$27 times	1/1/2005 – 12/31/2006, plus
$29 times	1/1/2007 – 12/31/2008, plus
$31 times	1/1/2009 – 12/31/2010, plus
$33 times	1/1/2011 and beyond

Non-Bargaining Maintenance and Equipment Eligible Employees:

Rate	Benefit service earned for the period
$17 times	10/15/1998 – 12/31/1999, plus
$21 times	1/1/2000 – 12/31/2000, plus
$23 times	1/1/2002 – 12/31/2002, plus
$25 times	1/1/2003 – 12/31/2004, plus
$27 times	1/1/2005 – 12/31/2006, plus
$29 times	1/1/2007 and beyond

Early retirement

- Eligibility: Retirement from active status after attaining age 55 (but before age 65), and after being credited with at least 5 years of vesting service.

- Benefit: Reduction of .005 for each month commencement precedes the participant's normal retirement date.

Late retirement

- Eligibility: First of any month after the participant's normal retirement date.

- Benefit: Benefit is calculated based on benefit multiplier and Benefit service as of the termination date.

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Deferred vested	
• Eligibility	Termination with 5 years of Vesting Service and before a participant qualifies for early, normal, disability or late retirement.
• Benefit	Benefit is calculated based on benefit multiplier and Benefit Service as of the termination date. If the benefit commences before the normal retirement date, then the benefit is reduced .005 for each month commencement precedes the participant's normal retirement date.
Disability	
• Eligibility	Active employee with 5 years of vesting service who qualifies for benefits under the Social Security Act due to physical or mental incapacity.
• Benefit	Unreduced accrued benefit.
Pre-retirement death	
• Eligibility	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
• Benefit	50% of the benefit the participant would have received if the participant terminated employment on the date of death, survived to the earliest retirement age and began receiving benefits on such date.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity (normal form) • 50% joint and survivor annuity • 75% joint and survivor annuity • Level income • Lump sum (only for amounts less than $5,000)
• Actuarial equivalence	For optional forms of payment, tabular factors. For all other conversions, 1971 GAM mortality (weighted 80% males / 20% females) and 8.50% interest

Schedule SB, Part V — Summary of Plan Provisions

Supplement 11

Abitibi Consolidated U.S. Retirement Plan

Status of the plan	Contribution credits were frozen June 30, 2008 (January 1, 2008 for employees at the White Plains, New York office or employees who transferred from Abitibi Sales Corporation, Inc. to Bowater, Inc.)
Definitions	
• Covered employees	Employees of Abitibi Consolidated Sales Corporation in White Plains, N.Y., the West Tacoma Mill, the Snowflake Mill, Alabama River Newsprint (participated in plan January 1, 2005) and former Donohue Industries Inc. (includes Lufkin Mill, Sheldon Mill, and the Recycling division participated in plan January 1, 2002). No employee hired at the White Plains, New York office after January 1, 2008 is eligible to participate in the plan. No employee hired at the other offices after June 30, 2008 is eligible to participate in the plan.
• Eligibility	Participation is the first of the month following the month of hire or the first of the month coincident with or next following attainment of age 21.
• Vesting	No benefit prior to three years of vesting service. Full vesting after three years of service.
• Vesting service	One month of vesting service for each month in which an hour of service is worked. The result is rounded up to the next tenth of a year.
• Benefit service	One month of benefit service for each month in which an hour of service is worked. The result is rounded up to the next tenth of a year.
• Covered compensation	Annualized earnings including vacation pay and bonuses, but excluding severance pay, relocation expense reimbursements, special bonuses, etc. Limited by IRC Section 401(a)(17).
• Eligibility for minimum transition benefit	Any employee who, as of December 31, 1998, was a participant and had attained at least age 50 is eligible.
• Minimum transition benefit	Applicable only to the participants who are eligible. This is the actuarially equivalent lump sum value of the prior plan benefit at termination less the value of the employer-provided 401(k) balance accumulated since January 1, 1999, assuming the participant received the maximum employer match invested in the Stable Value fund of the Abitibi Consolidated Sales Corporation 401(k) plan. These provisions continue to accrue through December 31, 2003. The prior plan provisions are presented in this section following the current plan provisions.
• Accrued benefit	Equal to the actuarial equivalent of the account balance at retirement. For those eligible for the special minimum transition benefit, the account balance benefit is the greater of the cash balance account or the minimum transition benefit. This cannot be less than the actuarially equivalent value of the December 31, 1998, accrued benefit under the prior plan. In addition, the benefit cannot be less than the December 30, 2002 accrued benefit calculated prior to the mortality table change for lump sums.

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• Opening account balance	Determined as the actuarial single sum value of the benefit accrued under their prior plans as of December 31, 1998, (December 31, 2004 for Alabama River Newsprint participants) offset by any benefits accrued by participants who transferred from other qualified plans (if eligible as of December 31, 1998 for early retirement under the prior plan, then use the present value of the early benefit). For Alabama River Newsprint participants the December 31, 2004 accrued benefit is based on an early benefit payable at age 55 (or immediate age, if later). Actuarial assumptions are based on GATT 1995 mortality and 6% interest rate for December 31, 1998 opening account balances and GATT 2003 and 4.89% interest rate for December 31, 2004 opening account balances for Alabama River Newsprint participants.
• Contribution credit	Specified percentage of participant's compensation based on the participant's attained age as of the end of the plan year or date of termination, if earlier. The applicable percentage is based on the table below. **Attained age** — **Contribution credit** Less than 30 — 4.0% 30 – 39 — 5.0% 40 – 49 — 6.0% 50 – 59 — 7.0% 60 – 69 — 8.0% Those Alabama River Newsprint participants who were at least age 50 as of December 31, 2004 will receive an additional benefit of 2% of their base pay for years 2005 to 2009. Contribution credits ceased effective January 1, 2008 for all employees at the White Plans, New York office or employees who transferred from Abitibi Sales Corporation, Inc. to Bowater, Inc. Contribution credits for all other employees ceased effective June 30, 2008.
• Interest credit/frequency change	Credited to the account at the end of the plan year or the date of termination, if earlier. Interest will continue to be credited until the last day of the month preceding the date of distribution. For terminations occurring mid-year, interest will be credited on the balance as of the beginning of the plan year containing the termination date using simple interest to the end of the month of termination. The interest rate is changed annually and based on the Thirty-Year Treasury Rate for November of the previous plan year.
Normal retirement	
• Eligibility	Age 65 and three years of vesting service for those who terminated after December 31, 2007. Age 65 and five years of vesting service for those who terminated after December 31, 1994 and prior to January 1, 2008. Otherwise, age 65.
• Benefit	Accrued benefit at normal retirement date.

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Early retirement	
• Eligibility	Not applicable except for minimum transition benefits. Plan allows for distribution of benefits at termination of employment without reduction.
Late retirement	
• Eligibility	Continued employment beyond the participant's normal retirement date.
• Benefit	The greater of: (a) the actuarial equivalent of the participant's accrued benefit as of his normal retirement date or (b) the participant's accrued benefit as of his late retirement date.
Deferred vested	
• Eligibility	Termination for reasons other than death or retirement after completing three years of service.
• Benefit	Continued interest credits on cash balance account.
Disability	
• Eligibility	Incapacity due to bodily injury or physical or mental disease that entitles the participant to receive disability benefits under the Social Security Act.
• Benefit	Continued interest credits and provides contribution credits based on participant's last completed year of earnings. However, contribution credits ceased for all employees, including those on disability, effective June 30, 2008.
Pre-retirement death	
• Eligibility	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
• Benefit	Full lump sum available to a married or single employee (can name any beneficiary, subject to spousal consent) who dies before his benefits commence and who is vested in his benefit at the time of death. If married, spouse is entitled to receive an immediate annuity that is actuarially equivalent to the cash balance account, payable over the spouse's lifetime.
Form of benefits	
• Automatic form for unmarried participants	5-year certain and life annuity.
• Automatic form for married participants	50% joint and survivor annuity

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• Optional forms	• Single life annuity • 50% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • 5-year certain and life annuity (normal form) • 10-year certain and life annuity • 15-year certain and life annuity • Lump sum
• Actuarial equivalence	**Interest:** IRC §417(e) Applicable Interest Rate in effect two months before the beginning of the applicable plan year containing the determination date. **Mortality:** IRC §417(e) Applicable Mortality Table in effect at the beginning of the applicable plan year containing the determination date.
Miscellaneous	
• Reemployment service	Restore service if the participant was vested or the break in service did not exceed 5 years.
• Treatment of rehires with terminations before 1/1/99	Establish opening account balance based on current lump sum value of prior plan accrued benefit if not otherwise already paid out.
• Transfers into plan	Prior defined benefit plan: Receive service back to original date of hire for vesting and benefit service. The opening account balance will be calculated as if the participant were always in the cash balance plan and will be offset by the value of the accrued benefit earned from the plan from which the participant transferred. Where sufficient pay history is not available, past salaries will be estimated using the first salary available adjusted by past increases in the Social Security Wage Base. The value of the accrued benefit will be determined based upon the assumptions for actuarial equivalence as of the date of transfer. In addition, for those participants transferring from a Canadian plan, all past salaries and benefits will be adjusted by the exchange rate between Canada and the U.S. based upon the exchange rate in effect on the date of transfer for purposes of calculating the opening account balance. Prior defined contribution plan: Receive service back to original date of hire for vesting service. Benefit service will begin as of date of transfer. Opening account balance as of date of transfer will be zero.

Schedule SB, Part V — Summary of Plan Provisions

Minimum transition benefit provisions for those participants who were part of the Abitibi-Price Sales Corporation Retirement Plan (Supplement 11)

Definitions	
• Vesting	No benefit prior to 3 years of vesting service. Full vesting after 3 years of service.
• Vesting service	Years and months of continuous employment, where one month of vesting service is granted if one day is worked in the calendar month. A fractional year of vesting service is rounded up to the next tenth of a year.
• Credited service	Years and months of continuous employment, where one month of credited service is granted if one day is worked in the calendar month. A fractional year of credited service is rounded up to the next tenth of a year. Credited service accruals were frozen as of December 31, 2003.
• Compensation considered	W-2 earnings plus amounts deferred under the Abitibi-Price Tax Reduction Retirement Income Plan, but excluding relocation expense reimbursement, etc. Compensation is subject to the limit defined in Internal Revenue Code Section 401(a)(17).
• Final average compensation	The average monthly compensation during the highest 5 completed consecutive calendar years of employment before normal retirement date.
• Accrued benefit	The monthly benefit payable for life (with 60 guaranteed payments) is the greatest of: (a) 50% of the final average compensation, less 50% of Primary Social Security Benefit, reduced for less than 30 years of credited service; (b) 1% of final average compensation multiplied by years of credited service; or (c) the special minimum benefit for prior plan participants (see below).
Normal retirement	
• Eligibility	Age 65 and three years of vesting service for those who terminated after December 31, 2007. Age 65 and five years of vesting service for those who terminated after December 31, 1994 and prior to January 1, 2008. Otherwise, age 65.
• Benefit	Accrued benefit at normal retirement date.
Early retirement	
• Eligibility	For individuals who were participants before January 1, 1995, the first day of any month coincident with or next following attainment of age 55. For individuals who became participants after December 31, 1994, the first day of any month coincident with or next following attainment of age 55 and 5 years of service.

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• Benefit	The normal retirement benefit calculated as of the early retirement date, reduced 0.4% for each month that payment commences prior to age 65. After December 31, 1994, participants who are at least age 58 and whose age plus service is at least 80 can get an unreduced early retirement benefit.
Late retirement	
• Eligibility	First of any month after the participant's normal retirement date.
• Benefit	Benefit accruals continue beyond normal retirement date if an hour of service is credited after December 31, 1987, in accordance with the Omnibus Budget Reconciliation Act of 1986.
Form of benefits	
• Automatic form of payment	5-year certain and life annuity.
Miscellaneous	
• Minimum normal	Retirement Benefit – 1.5% of final average compensation multiplied by years of credited service prior to January 1, 1976, plus 1% of final average compensation multiplied by years of credited service on or after January 1, 1976.
• Return of employee contributions upon termination other than by death or retirement	An employee may elect a lump sum distribution of his contributions with interest. However, if this election is made, the monthly benefit will be actuarially reduced.
• Minimum death benefit	(a) Prior to retirement – a lump sum amount equal to the greater of (a) the participant's contributions with interest and (b) the participant's post-1972 contributions with interest plus the December 31, 1972, cash value with interest. (b) After retirement – a lump sum amount equal to the excess of the above lump sum at the date of retirement over the amount of pension payments made.
• Suspension of benefit accruals for Azerty participants	Benefit accruals were frozen as of December 31, 1988 for Abitibi Employees who were plan participants as of December 31, 1988.
• Transfer of participants between plans	Benefits shall be based on service for continuous employment with any Abitibi-Price, Inc. employer, and offset by benefits accrued under such other plans sponsored by Abitibi-Price.

Schedule SB, Part V — Summary of Plan Provisions

Minimum transition benefit provisions for those participants who were part of the Stone-Consolidated (US) Corporation Salaried Employees Retirement Plan, including Snowflake Mill (Supplement 11)

Definitions	
• Social Security normal retirement age	Social Security normal retirement age means the earliest age at which the participant is entitled to receive unreduced old age benefits from Social Security.
• Vesting service	A participant will receive vesting service for the period of employment by the Stone-Consolidated Companies commencing with the later of their date of hire or the plan's effective date. Participants will receive 1/12 of a year of vesting service for each month in which they work at least 15 days.
• Benefit service	A participant will receive benefit service for the period of employment by the Stone-Consolidated Companies commencing with the later of their date of hire or the plan's effective date. Participants will receive 1/12 of a year of benefit service for each month in which they work at least 15 days.
• Final average earnings	A participant's final average earnings, while an eligible employee, means total earnings for services rendered (including overtime) during the highest consecutive 60-month period of the last 180 months of employment (as a covered employee) preceding the earlier of an employee's termination date or normal retirement date, or the total earnings for the entire period of the participant's employment, if such period is less than 60 months, divided by the period for which an employee had earnings.
• Social Security final average compensation	The average of the participant's earnings over the three consecutive completed plan years preceding his or her date of retirement, date of termination of employment, date of death or date of termination of the plan, but excluding earnings, in any year, in excess of the Social Security taxable wage base.
• Social Security allowance	The "Social Security Allowance" means 3/4% for each year of benefit service (up to 30 years) multiplied by the lesser of: 1. 1/12th of the participant's Social Security final average compensation, or 2. 1/12th of the participant's covered compensation as defined is Section 401(l)(5)(E) of the Internal Revenue Code. This amount is then reduced for each year that the Social Security allowance applies prior to the participant's Social Security Normal Retirement Age. The reduction is at the rate of 6-2/3% for the first five years, at the rate of 5-1/3% for the next three years, at the rate of 4% for the next two years, at the rate of 2-2/3% for the next two years and by the actuarial equivalent rate for years in excess of twelve.

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• Accrued benefit	A participant who retires on his normal retirement date will receive a monthly pension benefit, equal to the greater of 1. or 2. below: 1. An amount equal to the following: a) 1.67% of the participant's Final Average Earnings multiplied by his or her benefit service not in excess of 30 years (not to exceed 50% of Final Average Earnings). minus b) the Social Security Allowance. 2. An amount equal to one percent of the participant's Final Average Earnings (not to exceed $900) multiplied by his or her Benefit Service. For a participant who, as of December 31, 1995, was a participant in the Rainy River Pension Plan, an amount equal to the sum of the following: 1.25% of the participant's Final Average Earnings at retirement multiplied by his or her benefit service, as of December 31, 1995. plus The greater of 1. or 2. above where Benefit Service is that accrued after January 1, 1996. For a participant who was previously a participant in the Retirement Plan for Salaried Employees of Consolidated Newsprint, an amount equal to the greater of 1. or 2. above using all years of benefit service or the sum of the following: The frozen accrued benefit earned under the Consolidated Newsprint Plan as of January 1, 1992 which was merged into the Stone Container Salaried Plan as of this date. plus The greater of 1. or 2. above where Benefit Service is that accrued after January 1, 1992.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Accrued benefit at normal retirement date.

Schedule SB, Part V — Summary of Plan Provisions

Early retirement	
• Eligibility and benefit	A participant can retire after completing 10 years of Vesting Service and attaining age 55 years. The participant may elect early commencement of his or her pension. Such monthly income shall be an amount which is based on final average earnings and Benefit Service at his or her early retirement date. Such monthly retirement income before the deduction of the Social Security allowance, if any, shall further be reduced by one-half percent (0.5%) for each full month that the benefit commences prior to age 65. A participant of the Rainy River Pension Plan as of December 31, 1995 who attains age 55 with 10 years of vesting service will have his or her benefit attributed to prior plan service reduced according to the provisions of the Rainy River Pension Plan. If a former participant of the Rainy River Pension Plan attains age 62 with 15 years of benefit service, the benefit attributed to service prior to December 31, 1995 is unreduced. A participant who was previously a participant in the Retirement Plan for Salaried Employees of Consolidated Newsprint, will receive an unreduced benefit if he has attained at least age 60 and his age plus benefit service is at least 80.
Late retirement	
• Eligibility	A participant's deferred (late) retirement date is the first day of the month next following the day on which the participant retires after his or her normal retirement date.
• Benefit	The amount of a participant's deferred (late) retirement benefit is paid in accordance with the determination of the Normal Retirement Benefit calculated above. In no event will the monthly retirement benefit which would be calculated at the participant's deferred (late) retirement date is less than the monthly retirement benefit payable at the participant's normal retirement date.
Form of benefits	
• Automatic form of payment	Single life annuity. 5-year certain and life annuity for those prior participants of the Consolidated Newsprint Retirement Plan.

Schedule SB, Part V — Summary of Plan Provisions

Prior plan provisions for those participants who were part of the Alabama River Newsprint Pension Plan (Supplement 11)

Definitions	
• Employees included	An employee becomes a participant in the plan on the January 1 or July 1 as of which he has completed a year of participation service. No employee hired after March 31, 2008 is eligible to participate in the plan.
• Participation service	Participation service is the period of employment used in determining eligibility for participation in the Plan. A year of participation service is granted for the first year of employment and any subsequent calendar year in which an employee is credited with 1,000 or more hours of service.
• Vesting service	Vesting service is the period of employment used in determining eligibility for benefits, measured by elapsed time from date of hire.
• Benefit service	Benefit service is the period of employment used in determining the amount of pension benefits, measured by elapsed time from date of hire. Benefit service was frozen as of December 31, 2004
• Compensation considered	W-2 compensation excluding certain extraordinary payments plus Section 401(k) or 125 deferrals. Limited by IRC Section 401(a)(17).
• Average monthly compensation	Average monthly compensation is obtained by taking 1/60 of the total compensation of a participant during the 60 consecutive months within the last ten calendar years of service during which compensation was highest.
• Accrued benefit	The monthly pension is an amount equal to 1% of average monthly compensation, multiplied by years of benefit service.
Normal retirement	
• Eligibility	Age 65.
• Benefit	Accrued benefit at normal retirement date.
Early retirement	
• Eligibility	Age 55 and completion of 5 years of vesting service.
• Benefit	The amount of early retirement pension deferred to normal retirement date is determined as for the Normal Retirement Benefit considering Average Monthly Compensation plus Benefit Service as of date of termination. Payment of an early retirement pension prior to a participant's normal retirement date is subject to a reduction of 1/15 for each of the first five years and 1/30 for each of the next five years that the date of benefit commencement precedes normal retirement date.
Late retirement	
• Eligibility	First of any month after the participant's normal retirement date.
• Benefit	Computed as the greater of (1) the normal retirement formula considering service and compensation as of actual retirement date, and (2) the normal retirement formula considering service and compensation at normal retirement date and increased actuarially to actual date of retirement.

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	Termination for reasons other than death or retirement after completing three years of service.
• Benefit	The amount of the pension is determined as for the Normal Retirement Benefit considering Average Monthly Compensation and Benefit Service as of date of termination and is payable at normal retirement date. A married vested participant who dies shall be eligible for a death benefit. The amount of the death benefit shall be the monthly pension due to the spouse had the joint and 50% survivor option been elected immediately before the death of the participant. Payment of a deferred vested pension prior to a participant's normal retirement date is subject to a reduction of 1/15 for each of the first five years and 1/30 for each of the next five years that the date of benefit commencement precedes normal retirement date.
Pre-retirement death	
• Eligibility	Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.
• Death	In-Service or Post-Termination, Before Commencement Payable to the spouse of a deceased vested participant who was credited with three years of Vesting Service and had not reached his normal retirement date. The amount of death benefit, payable as a life annuity, is 50% of the amount which would have been payable had the participant retired on his earliest possible retirement date and began receiving a reduced early retirement benefit payable in the 50% joint and survivor form which is actuarially equivalent to such benefit payable in a single life annuity form. Post-Disability, Before Commencement Same as In-Service or Post-Termination Death Benefit, except that Benefit Service credit continues during period of disability.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity.
• Automatic form for married participants	Unless elects otherwise, a participant with an eligible spouse surviving on the date of retirement receives their pension in the form of a 50% joint and survivor annuity, which is actuarially equivalent to the normal form.
• Optional forms	• Single life annuity (normal form) • 50% joint and survivor annuity • 100% joint and survivor annuity • 5-year certain and life annuity • 10-year certain and life annuity • Lump sum
• Optional form conversion factors	UP-1984 mortality and 7.0% interest.

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Supplement 12

Augusta Newsprint Company

Status of the plan	No active participants remain. Benefits were frozen as of December 31, 2010 for non-grandfathered participants. Grandfathered participants continued to have ongoing benefit accruals. The Augusta mill was closed effective January 13, 2020 and all future benefit accruals ceased.
Definitions	
• Covered employees	Full-time employees who have attained age 20.
• Participation	Each employee who was a participant on the effective date of this amended and restated plan, will continue to participate in the plan. An employee will become a participant on the April 1 coinciding with or next following (a) the effective date of this amended and restated plan, or (b) the date he/she reaches age twenty (20), whichever is latest. Any employee hired after his sixtieth (60th) birthday, who was previously excluded from participation in the plan and who completes an hour of service on or after April 1, 1988, will become a participant on the later of (a) April 1, 1988, or (b) the April 1 coinciding with or following his satisfaction of the eligibility requirements of the plan. No individual shall first become eligible to participate in the plan on and after January 1, 2011.
• Grandfathered participant	A participant who, as of December 31, 2010: • is an employee who has attained age 55, • is an employee whose age and years of benefit service total at least 70, • has 12 years of vesting service and has incurred a disability, or • is on layoff status, has a locally negotiated recall right, and would have satisfied the age or points criteria listed above.
• Vesting service	All employees are granted one year of service for each calendar year during which they are employed at least one day with the company. Full vesting occurs after 5 years of service.
• Credited service	Active participants are granted one month of credited service for each calendar month during which they are employed for at least one day with the company. Credited service for periods after December 31, 2010 shall not be considered when calculating accrued benefits for non-grandfathered participants.
• Transfers	For transfers into the plan, service with an affiliate will be recognized for both credited and vesting service. Benefits for such service will be provided by the affiliate. Transfers out of the plan to an affiliate will continue to receive vesting service but not credited service.

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• Pensionable earnings	Basic compensation during a calendar year, excluding overtime, bonuses, and other such extra compensation, expense reimbursements, severance pay, payments made from the Resolute Forest Products DC Make-Up Program, and pensions or other forms of deferred compensation; limited to the 401(a)(17) compensation limit.
• Final average compensation	Final average compensation is based on the 5 consecutive calendar years of employment prior to retirement or termination. Compensation for periods after December 31, 2010 shall not be considered when calculating accrued benefits for non-grandfathered participants.
• Accrued benefit	The portion of the normal retirement benefit that is earned as of the date of determination. The accrued benefit for any non-grandfathered participant shall cease to accrue as of December 31, 2010. The accrued benefit for all participants was frozen as of January 13, 2020.
Normal retirement	
• Eligibility	The first day of the month coincident with or next following attainment of age 65.
• Benefit	The monthly benefit is equal to 1-1/2% of final average compensation multiplied by credited service.
Early retirement	
• Eligibility	The first day of any month after attaining age 55 and completing 15 years of vesting service.
• Benefit	The monthly benefit is the accrued benefit as of early retirement date reduced .4% for each month that benefit commencement precedes normal retirement. Effective April 1, 2000, those participants whose attained age plus vesting service is greater than or equal to 85 can receive an unreduced benefit as early as age 62. However, benefits commencing prior to age 62 will still be reduced from age 65.
Late retirement	
• Eligibility	The first day of the month coinciding with or next following the actual date on which a participant terminates employment, after his normal retirement date, for any reason other than death.
• Benefit	The late retirement benefit will be the greater of (a) the actuarial equivalent at late retirement age of the lump sum value of the normal retirement benefit increased 7% per year during the period following normal retirement date up to actual retirement date, and (b) a benefit computed under the regular formula counting service and compensation up to actual date of retirement.
Deferred vested	
• Eligibility	A participant who terminates employment for any reason other than retirement, death or disability after becoming vested in all or a portion of his accrued benefit will be entitled to a monthly retirement benefit beginning on his Normal Retirement Date.

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• Benefit	This benefit will equal his vested accrued benefit as of the date he terminated employment. A deferred vested participant who had completed at least 15 years of vesting service when he terminated employment may elect to have his benefits begin on any date after he reaches age 55. The amount of the monthly benefit will be his vested accrued benefit reduced as stated under Early retirement benefit. However, he is not eligible for an unreduced benefit at age 62.
Disability	
• Eligibility	A participant is eligible for a disability benefit the first day of any month, before a participant's normal retirement age, after a participant has completed over 12 years of service if eligible for Social Security disability benefits.
• Benefit	Salaried participants are eligible to receive LTD benefits and are assumed to defer receipt of their disability benefit until Normal Retirement Date (NRD). At NRD the participant receives a monthly annuity equal to the normal retirement benefit calculated with compensation prior to disablement and continued Credited Service. Hourly participants are not eligible for LTD benefits and the accrued benefit on the disability retirement date (minimum =$200/month less any Workers' Compensation Benefit) is payable after being totally and permanently disabled for 5 months. There is no reduction for early commencement.
Pre-retirement death	
• Eligibility	Eligible if fully vested.
• Benefit	Upon the death of a vested participant, the surviving spouse will become eligible for the survivor portion of a qualified joint and 50% survivor benefit when the participant would have been eligible for benefits.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity (normal form) • 50% joint and survivor annuity • 66-2/3% joint and survivor annuity • 75% joint and survivor annuity • 100% joint and survivor annuity • 5-year certain and life annuity • 10-year certain and life annuity • Lump sum (no more than $5,000)
• Actuarial equivalence	Optional forms of benefit, other than the lump sum, are calculated using a 7.0% interest rate and the 1971 Group Annuity Mortality Table for males projected to 1990 with a setback of six years for the beneficiary.

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions for legacy Domtar Salaried

Effective date and plan year	Original plan: Georgia-Pacific Corporation (“GP”) and Domtar Corporation entered into a purchase agreement dated June 1, 2001. Pursuant to such agreement, GP and Domtar, Inc. entered into a Human Resource Agreement dated June 1, 2001 (“HR Agreement”). Pursuant to such agreement, Domtar Industries, Inc. (the “plan sponsor”) has adopted the Domtar US Salaried Pension Plan, effective August 3, 2001. Pursuant to the terms of the HR Agreement, certain GP employees became Employees of the Company and became participants in the Domtar US Salaried Pension Plan on or about August 3, 2001. Effective October 15, 2001, the Pension Plan for Non-Negotiated Employees of Domtar Industries, Inc. (“DII Plan”) merged with the E.B. Eddy Paper, Inc. Non-Bargaining Salaried Employees’ Pension Plan (Port Huron Mill Division) (the “Port Huron Salaried Plan”) and further changed the name of the Port Huron Salaried Plan to the Domtar US Salaried Pension Plan. Effective January 1, 2003, the benefit formulas for the former Port Huron Salaried Plan and DII Plan participants were changed to be the same as that for the former Georgia Pacific Plan participants. The frozen accrued benefit under the prior Port Huron Salaried Plan formula is available as an immediate lump sum payment upon termination. Weyerhaeuser and Domtar Corporation entered into a purchase agreement in 2006. Based in this agreement, certain Weyerhaeuser employees who were participating in the Weyerhaeuser Salaried Pension Plan became employees of Domtar on March 7, 2007, these employees became participants in this plan. Effective March 30, 2024, the plan merged into the Resolute FP US Pension Plan. There were no changes to participant benefits following the merger. Restated plan: January 1, 2022 Last amended: March 25, 2024
Status of the plan	The plan is closed to new participants as of December 31, 2007.
Significant events that occurred during the year	Annuities were purchased for certain retirees with monthly benefits less than $800.
Definitions	
• Participation	Immediate participation for the GP transferred salaried employees. Otherwise, a salaried employee is eligible for participation on the first of the month coinciding with or next following completion of one year of service. The plan is closed to new participants as of December 31, 2007. Immediate participation for salaried employees that were acquired from Weyerhaeuser on March 7, 2007.

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• Vesting service	A participant is 100% vested after completion of 3 years of service. For former Weyerhaeuser employees who transferred into the plan on March 7, 2007, the service accrued with Weyerhaeuser is included for purpose of determining the years of service used for vesting.
• Compensation	Total compensation in a calendar year, including 401(k), Section 125, 402(e)(3) elective deferrals and pre-tax deferrals pursuant to Section 132(f). Exclusions from plan compensation include court settlements, employee relations payment, executive life cash payments or payouts, imputed income (including key executive life arrangements), miscellaneous income, severance pay, third party payments, and tuition reimbursements; non-qualified stock options, restricted stock, realized gains from sale or exchange of non-qualified stock options; reimbursements or expense allowances, fringe-benefits, payments from deferred compensation and welfare benefits included in gross income, moving expenses; amounts paid by Company more than 30 days after severance date. The plan limits compensation as required under the Internal Revenue Code.
• Excess compensation	In each calendar year, a participant's Compensation in excess of the Social Security Wage Base for such year.
Normal retirement	
• Eligibility	Age 65.
• Benefit	The Participant's normal retirement pension, commencing on his Normal Retirement Date, is payable in the form of an increasing life annuity in an amount equal to the Participant's Personal Account divided by the applicable annuity factor. Payments are increased by the Periodic Adjustment Percentage in each calendar year after the Benefit Commencement Date. For this purpose, the applicable annuity factor to convert a Personal Account to a monthly increasing life annuity is 210 at age 65, increased (decreased) by 0.5 for each month before (after) age 65 that the benefit commences. A Personal Account was established for each Participant as of August 3, 2001. Credits are made to each Participant's Personal Account on a semi-monthly basis. The credit is a percentage of the Participant's Compensation as determined from the following table:

Age As of December 31	Percentage of Compensation
< 30	4.0%
30-39	4.5%
40-49	5.0%
50-59	5.5%
60 or older	6.0%

Additional credits shall be made to the Personal Account of a Participant who has Excess Compensation on a semi-monthly basis. The additional credit is a percentage of the Participant's Excess Compensation as determined from the following table.

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Age As of December 31	Percentage of Compensation
< 30	4.0%
30-39	4.5%
40-49	5.0%
50-59	5.5%
60 or older	6.0%

For purposes of applying these tables, the Participant's Age is equal to the Participant's attained age as of the last day of the prior Plan Year in which the credit is made.

Interest is credited to a Participant's Personal Account on a semi-monthly basis. Interest is credited based on the semi-monthly rate that will effectively yield on an annual basis, when compounded, the annual 30-year Treasury constant Maturities rate published by the Federal Reserve Board for November of the calendar year immediately preceding the year in which the adjustment is to be made. Interest credits will continue until the Participant's Benefit Commencement Date.

For former DII Plan participants, the cash balance formula from the DII Plan was used for service prior to January 1, 2003.

For former Port Huron Salaried Plan participants, participants accrued benefit for service prior to January 1, 2003 based on 1% of annual salary plus 0.65% of annual salary in excess of covered compensation.

Deferred vested	
• Eligibility	3 years of service
• Benefit	The Personal Account at Benefit Commencement Date shall be no less than the Actuarial Equivalent of what the Personal Account would have been at Normal Retirement Date if such account had been increased by the Periodic Adjustment Percentage from Benefit Commencement Date to Normal Retirement Date.
Disability	
• Eligibility	Total disability by bodily injury or disease which makes the affected participant eligible to receive benefits under the company's long-term disability plan (or which would, in judgement of the plan sponsor, make such participant eligible for such benefits if he participated in such plan).
• Benefit	If a participant ceases active employment because of Disability, the Participant shall be considered 100% vested in his Accrued Benefit. The Benefit Commencement Date of a Participant who retires because of Disability shall be the first day for the sixth month commencing after his active employment with the Company ceases because of Disability or, if later, the first day of the month immediately following the date the Plan Administrator receives a properly completed election form.

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Pre-retirement death	
• Benefit	If a participant dies before his Benefit Commencement Date and is single, the Personal Account is payable to the named beneficiary. If married, the spouse will receive an annuity.
Form of benefits	
• Actuarial Equivalence	All optional forms of payment are actuarially equivalent to the increasing life annuity described above, based on interest and mortality assumptions for the plan year under IRC 417(e).
• Automatic form for unmarried participants	For an unmarried participant, the normal form of benefit is single-life annuity.
• Automatic form for married participants	For a married participant, the normal form is an actuarially reduced 50% joint and survivor annuity.
• Optional forms	Level life annuity 50% joint and survivor annuity 75% joint and survivor annuity 100% joint and survivor annuity Single lump sum 5-year certain and life annuity 10-year certain and life annuity
• Grandfathered benefits	Former Port Huron Salaried Plan participants and DII Plan participants have prior plan grandfathered provisions which may apply to their accruals earned prior to January 1, 2003.

Benefits included or excluded

Unless noted below, all benefits provided by the plan, as amended and restated through December 31, 2023, are included in this valuation:

- **Most recent plan amendments included:**
  - The Fourth Amendment, dated December 17, 2025, which amended the Plan in the following ways:
    - Effective April 1, 2025, the plan name was changed from *Resolute FP US Pension Plan* to *Domtar US Pension Plan,*
    - The plan was amended to formally incorporate the legacy Domtar Salaried provisions under a new Supplement 13, and
    - The section related to Required Distribution Date was updated
  - The Fifth Amendment, dated December 17, 2025, which amended the Plan to reflect the purchase of an annuity contract for certain retirees with monthly benefits less than $800 effective December 31, 2025.
- **Plan amendments excluded:** None.

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- **Late retirement increases:**
  - *Active participants:* For cash balance benefits, the account continues to accumulate with the plan's normal pay and interest credits. For legacy Resolute annuity benefits, because all participants are assumed to retire by age 65, the valuation does not include increases for participants past Normal Retirement Age. For legacy Domtar Salaried annuity benefits (former Port Huron Salaried), late retirement actuarial increases only apply to participants who defer retirement beyond age 70½ (the plan provides benefit suspension notices to participants who work beyond normal retirement); because all participants are assumed to retire by age 70, this valuation does not include increases for participants over age 70.
  - *Deferred vested participants:* For cash balance benefits, the account continues to accumulate with the plan's normal interest credits. For legacy Resolute annuity benefits, the valuation applies late retirement increases. For legacy Domtar Salaried annuity benefits, no provision is made for late retirement increases as the number of deferred vested participants (with annuity benefits) past Normal Retirement Age is negligible.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.
- **IRC Section 436 benefit restrictions:**
  - *Unpredictable contingent event benefits:* None.
  - *Plan amendments:* See above.
  - *Prohibited payments:* None.
  - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

Maximum compensation amounts and maximum benefit amounts under IRS rules were updated from 2024 to 2025.

Schedule SB, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installments for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than $0.

Shortfall bases					
Year established		Outstanding balance	Years remaining		2025 installment
2019	$	89,554,585	9	$	12,097,704
2020		(5,321,168)	10		(662,633)
2021		14,257,505	11		1,652,772
2022		(20,216,492)	12		(2,199,252)
2023		49,241,267	13		5,060,809
2024		13,489,435	14		1,317,289
2025		13,297,507	15		1,239,867
Total	**$**	**154,302,639**		**$**	**18,506,556**

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

- The expected investment return increased from the 2024 rates of 5.80% for legacy Resolute and 6.25% for legacy Domtar Salaried to 6.55% in 2025 for the merged plan.
- The cash balance interest accumulation rate was updated from 4.50% for legacy Resolute and 4.40% for legacy Domtar Salaried to 4.00% for the merged plan.
- The legacy Domtar Salaried COLA for increasing annuity assumptions were updated from 4.40% to 4.00%.
- The inflation assumption was updated from 2.50% to 2.25%.
- The Social Security Taxable Wage Base increase was updated from 3.25% to 3.00%.
- The expense component of normal cost was updated to $6,200,000.