

DATA INDEX

Global Reporting Initiative (GRI) Index

This GRI Content Index is provided to assist readers in understanding how our report aligns with the GRI Sustainability Reporting Standards. We welcome suggestions and encourage open dialogue about opportunities to improve. Please contact us to provide feedback or to request more information about topics covered in this report.

Organizational Profile		
Disclosure	Description	Response
102-1	Name of the organization	International Paper
102-2	Activities, brands, products, and services	2021 Sustainability Report, " Who We Are " pg. 8 Products Company Overview 2021 10-K, "Business" pg. 1
102-3	Location of headquarters	Global Headquarters 6400 Poplar Ave Memphis, TN 38197
102-4	Location of operations	2021 Sustainability Report, " Who We Are " pg. 8 2021 10-K, "Business" pg. 1 and "Properties" pg. 19
102-5	Ownership and legal form	International Paper Company is a New York corporation. Certain operations are conducted by joint ventures that we cannot operate solely for our benefit. International Paper is publicly traded under the ticker symbol IP.
102-6	Markets served	North America Europe, Middle East and Africa South America Asia

Global Reporting Initiative (GRI) Index

Organizational Profile		
Disclosure	Description	Response
102-7	Scale of the organization	2021 Annual Report , "IP at a Glance" pg. 3
102-8	Information on employees and other workers	2021 Sustainability Report, " Diversity and Inclusion " pg. 58 2021 10-K , "Human Capital" pg. 2
102-9	Supply chain	2021 Sustainability Report, " Responsible Sourcing " pg. 10 Suppliers – What We Procure Third Party Code of Conduct Supplier Diversity
102-10	Significant changes to the organization and its supply chain	2021 Annual Report , "CEO Letter" pg. 2 2021 10-K , "Risks Related to the COVID-19 Pandemic" pg. 9, "Note 7 Acquisitions" pg. 61 and "Note 8 Divestitures and Impairments of Businesses" pg. 61
102-11	Precautionary Principle or approach	IP defines a precautionary approach as one whereby any possible risk associated with the introduction of a new technology or innovation is avoided, until a full understanding of its impact on health, environment and other parameters is available. We apply a risk-based approach to help prevent negative outcomes and to manage our compliance risks. We incorporate environmental, social and governance considerations into our everyday processes to ensure we adequately address risks, operate sustainably and responsibly and create long-term value.
102-12	External initiatives	Sustainability Collaborations National Collaborations

Global Reporting Initiative (GRI) Index

Organizational Profile																																																																																			
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102-13	Membership of associations	<table border="1"> <thead> <tr> <th>Organization</th> <th>Participation At The Governance Level</th> <th>Participation In Projects Or Committees</th> </tr> </thead> <tbody> <tr> <td><u>American Forest and Paper Association</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>BlueGreen Alliance</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>Center for Baby & Adult Hygiene Products</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>Business Roundtable</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>Confederation of European Paper Industries</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>Corporate Eco Forum</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>Fibre Box Association</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>Forest Resources Association</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>Forest Stewardship Council®</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>Institute of Scrap Recycling Industries (ISRI)</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>International Conservation Caucus Foundation</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>National Association of Manufacturers</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>National Council for Air and Stream Improvement</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>National Industrial Transportation League</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>ORCHSE Strategies, LLC</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>Paper and Packaging Board</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>Programme for the Endorsement of Forest Certification</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>Pulp and Paper Safety Association</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>Sustainable Forestry Initiative®</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>Sustainable Packaging Coalition (SPC)</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>Two Sides, Two Sides North America</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>U.S.-China Business Council (USCBC)</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>U.S.-Poland Business Council (USPBC)</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>U.S.-Russia Business Council (USRBC)</u></td> <td>X</td> <td>X</td> </tr> <tr> <td><u>Women's Business Enterprise National Council</u></td> <td></td> <td>X</td> </tr> <tr> <td><u>World Business Council for Sustainable Development</u></td> <td>X</td> <td>X</td> </tr> </tbody> </table>	Organization	Participation At The Governance Level	Participation In Projects Or Committees	<u>American Forest and Paper Association</u>	X	X	<u>BlueGreen Alliance</u>		X	<u>Center for Baby & Adult Hygiene Products</u>		X	<u>Business Roundtable</u>		X	<u>Confederation of European Paper Industries</u>	X	X	<u>Corporate Eco Forum</u>		X	<u>Fibre Box Association</u>	X	X	<u>Forest Resources Association</u>	X	X	<u>Forest Stewardship Council®</u>	X	X	<u>Institute of Scrap Recycling Industries (ISRI)</u>		X	<u>International Conservation Caucus Foundation</u>		X	<u>National Association of Manufacturers</u>		X	<u>National Council for Air and Stream Improvement</u>	X	X	<u>National Industrial Transportation League</u>	X	X	<u>ORCHSE Strategies, LLC</u>		X	<u>Paper and Packaging Board</u>	X	X	<u>Programme for the Endorsement of Forest Certification</u>	X	X	<u>Pulp and Paper Safety Association</u>		X	<u>Sustainable Forestry Initiative®</u>	X	X	<u>Sustainable Packaging Coalition (SPC)</u>		X	<u>Two Sides, Two Sides North America</u>	X	X	<u>U.S.-China Business Council (USCBC)</u>		X	<u>U.S.-Poland Business Council (USPBC)</u>	X	X	<u>U.S.-Russia Business Council (USRBC)</u>	X	X	<u>Women's Business Enterprise National Council</u>		X	<u>World Business Council for Sustainable Development</u>	X	X
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Global Reporting Initiative (GRI) Index

Strategy		
Disclosure	Description	Response
102-14	Statement from senior decision-maker	2021 Sustainability Report, " CEO Letter " pg. 3 2021 Sustainability Report, " CSO Q&A " pg. 4
102-15	Key impacts, risks and opportunities	2021 10-K , "Risk Factors" pg. 8 2021 Sustainability Report, " ESG Governance " pg. 11 2021 Sustainability Report, " Forsite™ Mapping and Monitoring " pg. 22 2021 Sustainability Report, " Our Approach to Sustainable Operations " pg. 32 2021 Sustainability Report, " Occupational Health and Safety " pg. 56 2021 Sustainability Report, " Responsible Sourcing " pg. 10 2021 Sustainability Report, " TCFD Report " pg. 111
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	2021 Sustainability Report, " Vision and Core Values " pg. 7 2021 Sustainability Report, " Good Governance " pg. 9 2021 Sustainability Report, " IP Way Forward " pg. 13 Code of Conduct Third Party Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Code of Conduct Company Ethics Ethics IP 2022 Proxy Statement , "Commitment to Sound Corporate Governance and Ethical Conduct" pg. 29

Global Reporting Initiative (GRI) Index

Governance		
Disclosure	Description	Response
102-18	Governance structure	<p>2021 Sustainability Report, "Sustainability Oversight" pg. 14</p> <p>Governance Documents</p> <p>2022 Proxy Statement, "Corporate Governance" pg. 22</p>
102-19	Delegating authority	<p>2021 Sustainability Report, "Sustainability Oversight" pg. 14</p> <p>2022 Proxy Statement, "How We Build the Right Board for Our Company" pg. 13 and "Corporate Governance" pg. 22</p> <p>We believe in sound corporate governance. Our board of directors, chief executive officer and senior lead teams – comprising selected officers and the appointed officers of the company – promote our sustainability strategy. We incorporate environmental, social and governance (ESG) considerations into our everyday processes. This ensures we adequately address risks, operate sustainably and responsibly and create long-term value.</p> <p>The International Paper board of directors upholds the company mission. The board also ensures effective organizational planning, focusing on strategy and risk management while monitoring strategic initiatives. Our board-adopted corporate governance guidelines state that effective corporate governance requires the board to exercise oversight of the company’s strategic, operational, financial, compliance and legal risks.</p>
102-20	Executive-level responsibility for economic, environmental and social topics	<p>2021 Sustainability Report, "Sustainability Oversight" pg. 14</p> <p>2021 Sustainability Report, "ESG Governance" pg. 11</p> <p>2022 Proxy Statement, "Our Commitment to Environmental, Social and Governance Matters" pg. 6</p>
102-21	Consulting stakeholders on economic, environmental and social topics	<p>2021 Sustainability Report, "Stakeholder Engagement" pg. 9</p> <p>2021 Sustainability Report, "GRI 102-43" pg. 83</p>
102-22	Composition of the highest governance body and its committees	<p>2022 Proxy Statement, "Diversity of our Directors" pg. 14</p>
102-23	Chair of the highest governance body	<p>Mark Sutton, Chairman of the Board of Directors and CEO</p>
102-24	Nominating and selecting the highest governance body	<p>2022 Proxy Statement, "Election of 11 Directors" pg. 12</p> <p>Director Qualification Criteria & Independence Standards</p>
102-25	Conflicts of interest	<p>Code of Conduct, "Conflicts of Interest" pg. 20</p> <p>Related Person Transactions Policy and Procedures</p>

Global Reporting Initiative (GRI) Index

Governance		
Disclosure	Description	Response
102-26	Role of highest governance body in setting purpose, values and strategy	2021 Sustainability Report, " ESG Governance " pg. 11 2021 Sustainability Report, " Sustainability Oversight " pg. 14 2022 Proxy Statement , "Corporate Governance" pg. 22
102-27	Collective knowledge of highest governance body	2022 Proxy Statement , "Diversity of our Directors" and "Our Nominees" pg. 14-21
102-28	Evaluating the highest governance body's performance	2022 Proxy Statement , "Annual Board, Committee and Individual Director Self-Assessment" pg. 23 Corporate Governance Guidelines
102-29	Identifying and managing economic, environmental and social impacts	2021 Sustainability Report, " Stakeholder Engagement " pg. 9. 2021 Sustainability Report, " Sustainability Oversight " pg. 14. 2022 Proxy Statement , "Our Commitment to Environmental, Social and Governance Matters" pg. 6
102-30	Effectiveness of risk management processes	2021 Sustainability Report, " ESG Governance " pg. 11 2021 Sustainability Report, " Forsite™ Mapping and Monitoring " pg. 22 2021 Sustainability Report, " Our Approach to Sustainable Operations " pg. 32 2021 Sustainability Report, " Occupational Health and Safety " pg. 56 2021 Sustainability Report, " Responsible Sourcing " pg. 10 2021 Sustainability Report, " TCFD Report " pg. 111 2021 10-K , "Risk Factors" pg. 8
102-31	Review of economic, environmental and social topics	2021 Sustainability Report, " Stakeholder Engagement " pg. 9 2021 Sustainability Report, " Our Sustainability Strategy " pg. 12 2022 Proxy Statement , "Our Commitment to Environmental, Social and Governance Matters" pg. 6
102-32	Highest governance body's role in sustainability reporting	Our Disclosure Committee reviews and gives input on IP's sustainability reporting each year. Significant changes to reporting practices are vetted through our corporate councils and steering teams.
102-33	Communicating critical concerns	Code of Conduct Company Ethics Ethics IP 2022 Proxy Statement , "Commitment to Sound Corporate Governance and Ethical Conduct" pg. 29

Global Reporting Initiative (GRI) Index

Governance		
Disclosure	Description	Response
102-35	Remuneration policies	2022 Proxy Statement Management Development and Compensation Committee Charter
102-36	Process for determining remuneration	2022 Proxy Statement Management Development and Compensation Committee Charter
102-37	Stakeholders' involvement in remuneration	2022 Proxy Statement Management Development and Compensation Committee Charter
102-38	Annual total compensation ratio	2022 Proxy Statement , "CEO Pay Ratio" pg. 93
Stakeholder Engagement		
102-40	List of stakeholder groups	2021 Sustainability Report, " Stakeholder Engagement " pg. 9 2021 Sustainability Report, " GRI 102-43 " pg. 83
102-41	Collective bargaining agreements	As of January 1, 2021, of our nearly 38,000 U.S. employees, more than 21,000 were hourly, with unions representing approximately 62% of hourly employees – approximately 47% of which were represented by the United Steelworkers Union (USW). International Paper, the USW and several other unions entered into four master agreements covering various mills and converting facilities.
102-42	Identifying and selecting stakeholders	2021 Sustainability Report, " Stakeholder Engagement " pg. 9 2021 Sustainability Report, " GRI 102-43 " pg. 83

Global Reporting Initiative (GRI) Index

Stakeholder Engagement		
Disclosure	Description	Response
102-43	Approach to stakeholder engagement	<p>2021 Sustainability Report, "Stakeholder Engagement" pg. 9 2021 Sustainability Report, "CSO Q&A" pg. 4</p> <p>We employ a variety of stakeholder engagement methods to assess key issues, associated risks and opportunities, and to help inform and prioritize our sustainability strategy. These engagement methods and the subsequent analysis help us understand how well we are fulfilling our responsibility as a:</p> <ul style="list-style-type: none"> ■ Valuable partner for customers and suppliers. ■ Sound investment for shareholders. ■ Beneficial employer for our employees. ■ Good neighbor for the communities where we live and work. <p>One such stakeholder engagement method is to conduct wide-ranging dialogues, which allows us to:</p> <ul style="list-style-type: none"> ■ Identify potential solutions to stakeholder issues. ■ Work constructively and communicate openly to address any concerns. ■ Articulate our position on key issues. ■ Explain the inherent value of fiber-based products. ■ Work with each stakeholder group to define or improve standards and voluntary commitments. ■ Support mutual learning. ■ Develop an appreciation of the significance and complexity of stakeholder issues. <p>Engagement Method by Stakeholder</p> <p>We mapped our stakeholders' priority issues across our value chain, which helps us identify and address key impacts where they occur.</p>

Global Reporting Initiative (GRI) Index

Stakeholder Engagement		
Disclosure	Description	Response
		<p>COMMUNITIES</p> <p>Importance</p> <ul style="list-style-type: none"> Our company succeeds when our communities succeed Maintaining strong relationships with our communities gives us social license to operate Our business is a key component of the economic success of our local communities Our communities each face unique challenges <p>How We Engage</p> <ul style="list-style-type: none"> Economic and charitable relationships Employee-led fundraising Plant tours Community Advisory Councils Volunteerism Media Product donations <p>Our Response</p> <ul style="list-style-type: none"> Mobilizing our people, products and resources to address critical needs in the communities where our employees live and work Ensuring that our Community Advisory Councils meet regularly and maintain open dialogue about community concerns and opportunities for collaboration and improvement Proactively engaging with community stakeholders to address water-related issues within the watershed Reducing our air emissions by: <ul style="list-style-type: none"> Implementing efficient manufacturing technologies Investing in energy efficiency improvements Fuel switching Operating our mills with approximately 70% energy from carbon-neutral biomass residuals rather than fossil fuels <p>Key Topics</p> <ul style="list-style-type: none"> Air emissions Economic impact Community engagement Sustainable jobs Water use and water quality

Global Reporting Initiative (GRI) Index

Stakeholder Engagement		
Disclosure	Description	Response
		<p>CUSTOMERS</p> <p>Importance</p> <ul style="list-style-type: none"> Without our customers, we would not exist Customer expectations and needs influence our product and service innovation Changing technology and consumer demands present an opportunity for renewable, recyclable products to provide sustainable solutions <p>How We Engage</p> <ul style="list-style-type: none"> Sales relationships Regular site visits Meetings Surveys Special events Online communications Onsite/forestry tours <p>Our Response</p> <ul style="list-style-type: none"> Creating innovative, sustainable and circular products that help customers achieve their objectives Establishing goals to produce the products our customers need while being responsible stewards of the world’s natural resource and contributing to a more sustainable, low-carbon future Collaborating with customers to meet sustainability objectives through technology and innovation collaborations Measuring progress against our Vision 2030 targets related to key customer focus areas Advancing sustainability throughout our value chain Having our subject-matter experts meet regularly to discuss product and service innovation Actively engage and respond to surveys and questionnaires regarding our environmental impacts and GHG emissions <p>Key Topics</p> <ul style="list-style-type: none"> Forest Conservation Sustainable fiber supply Climate change Water stewardship Circular economy & product sustainability Safety Diversity & Inclusion Community Engagement

Global Reporting Initiative (GRI) Index

Stakeholder Engagement		
Disclosure	Description	Response
		<p>EMPLOYEES</p> <p>Importance</p> <ul style="list-style-type: none"> International Paper is the most successful and competitive when our employees are safe, engaged and appreciated Engaged employees drive significant and sustainable outcomes, and good leaders inspire colleagues to drive team success Employee well-being and capabilities influence our operational performance and value creation <p>How We Engage</p> <ul style="list-style-type: none"> Safety programs Safety Leadership Training Employee Networking Circles (ENCs) Employee training Intranet sites Presentations and Town Halls Engagement surveys Company-wide communications Facility-level communications <p>Our Response</p> <ul style="list-style-type: none"> Looking out for our people each day to ensure everyone returns home safely Achieving injury-free operations by providing safe work conditions, promoting accountability and responsibility and using a number of safety indicators to ensure safe work actions Executing our LIFE (Life-Changing Injury and Fatality Elimination) initiative Striving for a collaborative and inclusive workplace that engages all employees Providing the tools and opportunities for employees to develop and succeed Measuring employee engagement through surveys, and creating team improvement plans based on employee feedback Conducting diversity and inclusion training and fostering employee networking circles (ENCs) <p>Key Topics</p> <ul style="list-style-type: none"> Diversity and inclusion Employee development Employee engagement Safety Ethics Stewardship

Global Reporting Initiative (GRI) Index

Stakeholder Engagement		
Disclosure	Description	Response
		<p>GOVERNMENTS</p> <p>Importance</p> <ul style="list-style-type: none"> Public policy and regulations created at national, regional and local levels impact our business, forests and communities <p>How We Engage</p> <ul style="list-style-type: none"> Legislative meetings Trade associations meetings Formal hearings Policy-based organizations collaboration One-on-one meetings Facility visits <p>Key Topics</p> <ul style="list-style-type: none"> Health and safety Climate policy Energy diversity and efficiency Supply chain efficiencies Combatting illegal logging Economic and environmental benefits of working forests Paper recycling and recovery Personal care products Workforce Product bans Postal reform Extended producer responsibility Infrastructure Corporate tax reform Global trade Recycling Biomass residuals carbon neutrality <p>Our Response</p> <ul style="list-style-type: none"> Advocating at all levels of government, including policymakers and legislators, to inform and influence legislative and regulatory issues Committing to meet or exceed legal requirements to uphold our high ethical standards and to do the right things, in the right ways, for the right reasons – all of the time Educating policy makers on our commitment to sustainable forestry, third-party fiber certification, reduced emissions, responsible resource management and efficient use of renewable biomass and recycling

Global Reporting Initiative (GRI) Index

Stakeholder Engagement		
Disclosure	Description	Response
		<p>NON-GOVERNMENTAL ORGANIZATIONS</p> <p>Importance</p> <ul style="list-style-type: none"> Non-Governmental Organizations (NGOs) update us on social and environmental impact issues so that we can work continuously to improve our performance They encourage us to increase transparency and communication of our sustainability performance NGOs provide opportunities for us to align our global citizenship strategy with other interested organizations NGOs serve as a powerful partner to help accelerate positive sustainability outcomes <p>How We Engage</p> <ul style="list-style-type: none"> External communications InternationalPaper.com Corporate email forms Participation in conferences and forums Public-private partnerships and engagement on select topics Strategic partnerships and consultation on material issues <p>Key Topics</p> <ul style="list-style-type: none"> Air + GHG Emissions Climate change Disaster relief Education Health and wellness Hunger (food insecurity) Recycling Sustainable forestry Water stewardship <p>Our Response</p> <ul style="list-style-type: none"> Incorporating feedback in developing internal environmental and social programs Working continuously to reduce our global manufacturing emissions – including GHG, SO₂, NO_x and particulate matter – in order to improve our impact on the planet Establishing strategic partnerships to help us identify areas where we can make the greatest impact in sustainability

Global Reporting Initiative (GRI) Index

Stakeholder Engagement		
Disclosure	Description	Response
		<p>SHAREHOLDERS</p> <p>Importance</p> <ul style="list-style-type: none"> Our investors provide financial, institutional and various other types of support that enable International Paper to continue to thrive as a global business Accountability to investors requires us to monitor both financial and non-financial performance and issues material to our business Communicating performance to investors strengthens our reputation <p>How We Engage</p> <ul style="list-style-type: none"> Annual Shareholders Meeting Quarterly earnings conference calls Regular calls and in-person meetings Business strategies Financial returns Financial stewardship Risk mitigation <p>Our Response</p> <ul style="list-style-type: none"> Ensuring we are doing our part to address environmental and social issues material to our business Continually driving meaningful business results by setting goals and targets and monitoring the changing landscapes <p>Key Topics</p> <ul style="list-style-type: none"> Business strategies Financial returns Financial stewardship Risk mitigation

Global Reporting Initiative (GRI) Index

Stakeholder Engagement		
Disclosure	Description	Response
		<p>SUPPLIERS</p> <p>Importance</p> <ul style="list-style-type: none"> ■ We view suppliers as an extension of our company and their responsibility and performance as a reflection of our own ■ We take a partnership approach to maintaining transparency with suppliers to promote responsible best practices throughout our global supply chains <p>How We Engage</p> <ul style="list-style-type: none"> ■ Supplier relationships ■ Supplier ESG assessments ■ Onsite visits and audits ■ Strategic meetings and partnerships <p>Our Response</p> <ul style="list-style-type: none"> ■ Outlining our expectations for workplace standards and business practices of our suppliers and others who are within their supply chains with our Third Party Code of Conduct ■ Our approach is driven by three complementary pillars: promoting transparency, mitigating risk and strengthening partnerships <p>Key Topics</p> <ul style="list-style-type: none"> ■ Environmental impact ■ Governance and ethical practices ■ Labor rights
102-44	Key topics and concerns raised	2021 Sustainability Report, " GRI 102-43 " pg. 83
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2021 10-K , "Properties" pg. 19
102-46	Defining report content and topic boundaries	2021 Sustainability Report, " Our Sustainability Strategy " pg. 12 All data are reported as of Dec. 31, 2021, unless otherwise stated. Data is included from all global operations. We do not collect data on any joint venture in which we do not have a controlling interest. Where appropriate, we report historical data for comparative purposes, as well as data normalized to metric tons of production for a given year. Data parameters and calculation methods use a combination of international, government, industry and company standards and protocols. International Paper made reasonable effort to ensure the information presented is accurate and complete.

Global Reporting Initiative (GRI) Index

Reporting Practice		
Disclosure	Description	Response
102-47	List of material topics	<p>2021 Sustainability Report, "Our Vision 2030" pg. 16 2021 Sustainability Report, "GRI 102-44" pg. 90</p> <p>MATERIAL ISSUES</p> <p>Healthy & Abundant Forests Forest stewardship Deforestation Sustainable forestry Forestland conservation & restoration Fiber sourcing & certification Biodiversity</p> <p>Sustainable Operations Climate change and GHG emissions Energy consumption Renewable energy Water stewardship Air emissions Waste management Chemical use</p> <p>Renewable Solutions Product design for circular economy Product material innovation New product innovation Product stewardship and safety Recovered fiber & fiber efficiency Product end-of-use Responsible marketing</p> <p>Thriving People & Communities Charitable donations Employee engagement Talent attraction & retention Stakeholder responsiveness and engagement Community engagement Diversity & equal opportunity Indirect economic value</p> <p>Training & development Compensation Human rights Health & safety Labor relations</p> <p>Responsible Business Practices Business ethics, bribery and corruption Transparency & disclosure Cyber security Government relations & public policy advocacy Financial performance Responsible sourcing practices Supplier diversity</p>
102-48	Restatements of information	<p>2021 Sustainability Report, "Improving our Climate Impact" pg. 33</p> <p>Where appropriate our historical data have been restated to reflect recent divestitures including the sale of our white papers business; our Kwidzyn, Poland mill; and our Brazil packaging business. We have adjusted our GHG emissions reporting – including 2019 baseline – to be in accordance with the latest GHG Protocol Scope 2 requirements; we now disclose both location-based and market-based emissions, and emissions related to power purchases and power sales are shown as separate line items in our GHG inventory (previously we had reported the net of power purchases less sales from relevant mills). Market-based Scope 2 GHG emissions accounting now forms the basis for our Vision 2030 GHG target. We have also reset the baseline for our GHG and Water Use reduction targets from 2017 to 2019, in order to use the most accurate and recent data available.</p>

Global Reporting Initiative (GRI) Index

Reporting Practice		
Disclosure	Description	Response
102-49	Changes in reporting	<p>As 2021 was IP's first full year of implementing Vision 2030 goals and targets, we reorganized our Sustainability Report (formerly Global Citizenship Report) to align with our 2030 Vision pillars:</p> <ul style="list-style-type: none"> ■ Healthy & Abundant Forests ■ Sustainable Operations ■ Renewable Solutions ■ Thriving People & Communities
102-50	Reporting period	We report on an annual basis. All data are reported as of Dec. 31, 2021, unless otherwise stated.
102-51	Date of most recent report	Our previous report was published in July 2021.
102-52	Reporting cycle	We report on an annual basis.
102-53	Contact point for questions regarding the report	We welcome suggestions and encourage open dialogue about opportunities to improve. Please contact us to provide feedback or to request more information about topics covered in this report.
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. This index includes Core indicators as well as a number of additional indicators that we have determined are relevant to our business.
102-55	GRI content index	2021 Sustainability Report, " GRI Index " pg. 76
102-56	External assurance	We do not provide external assurance.

Global Reporting Initiative (GRI) Index

Economic		
Disclosure	Description	Response
Economic Performance		
	Management Approach	2021 Annual Report , "CEO Letter" pg. 2
201-1	Direct economic value generated and distributed	2021 Annual Report , "Our Businesses" pg. 6
201-2	Financial implications and other risks and opportunities due to climate change	2021 Sustainability Report, " TCFD Report " pg. 111
Indirect Economic Impacts		
	Management Approach	2021 Sustainability Report, " Strengthen Community Resilience " pg. 65 Signature Causes Our Renewable Future – Addressing Critical Needs in Our Communities
203-2	Significant indirect economic impacts	2021 Sustainability Report, " Strengthen Community Resilience " pg. 65 2021 Sustainability Report, " Focus on Supply Chain: Our U.S. Supplier Diversity Program " pg. 60 Our Renewable Future – Addressing Critical Needs in Our Communities
Anti-corruption		
	Management Approach	Code of Conduct , "Anti-Corruption" pg. 22 International Paper is subject to the U.S. FCPA and anti-corruption regulations of other regions. We honor all applicable laws and treaties wherever we operate, and we expect the same of our business partners. We conduct risk assessments, which include a focus on corruption, procurement fraud and aspects of business where we directly interact with government officials. Regional risk assessments account for variations in geographic location, specific government interaction and local laws. We have established due diligence processes, internal control procedures and financial safeguards to maintain accurate books and records. In addition, we provide training to our employees on anti-corruption and other related topics.

Global Reporting Initiative (GRI) Index

Economic		
Disclosure	Description	Response
205-2	Communication and training about anti-corruption policies and procedures	<p>Code of Conduct, “Anti-Corruption” pg. 22</p> <p>Ethics training is mandatory for all full-time, salaried employees. Job-specific training addresses respective business risks. Training covers topics such as compliance with the U.S. Foreign Corrupt Practices Act (FCPA) and other anti-corruption standards; antitrust and competition law; fair labor practices; conflicts of interest; records management; data privacy and insider trading. We provide ethics and compliance training tailored to the needs of each region. We train all full-time, salaried employees on the International Paper Code of Conduct and compliance policies, with refresher training conducted periodically. Our training process includes:</p> <ul style="list-style-type: none"> ■ Education of employees through periodic internal messaging. ■ Training conducted on our internal learning management system. ■ In-person trainings conducted by members of the legal department, the ethics and compliance office and occasionally outside legal counsel. <p>Adherence to our Third Party Code of Conduct is required by all suppliers and is built into contractual agreements. We screen potential suppliers for a wide variety of risks, including corruption risks.</p>
Environmental		
Materials		
	Management Approach	<p>2021 Sustainability Report, “Renewable Solutions” pg. 40</p> <p>2021 Sustainability Report, “Healthy and Abundant Forests” pg. 18</p> <p>Global Fiber Procurement Policy</p> <p>CDP Forests Response, “F4. Governance”</p>
301-1	Materials used by weight or volume	2021 Sustainability Report, “ SASB RT-CP-430a.1 ” pg. 75
301-2	Recycled inputs materials used	2021 Sustainability Report, “ SASB RT-CP-410a.1 ” pg. 74
Energy		
	Management Approach	<p>2021 Sustainability Report, “Sustainable Operations” pg. 29</p> <p>2021 Sustainability Report, “TCFD Report” pg. 111</p> <p>CDP Climate Change Response, “C1. Governance”</p>

Global Reporting Initiative (GRI) Index

Environmental		
Disclosure	Description	Response
302-1	Energy consumption within the organization	2021 Sustainability Report, " SASB RT-CP-130a.1 " pg. 72
302-3	Energy intensity	25.11 GJ per metric ton of containerboard and pulp production. Note that intensity is calculated using mill annual sellable production figures. Figure includes all fuel and energy sources at all IP manufacturing facilities. 2021 Sustainability Report, " SASB RT-CP-130a.1 " pg. 72
302-4	Reduction of energy consumption	2021 Sustainability Report, " SASB RT-CP-130a.1 " pg. 72
Water and Effluents		
	Management Approach	2021 Sustainability Report, " Advance Water Stewardship " pg. 37 2021 Sustainability Report, " SASB RT-CP-140a.2 " pg. 73 CDP Water Security Response , "W6. Governance"
303-1	Interactions with water as a shared resource	2021 Sustainability Report, " Advance Water Stewardship " pg. 37 CDP Water Security Response , "W6. Governance"
303-2	Management of water discharge-related impacts	<p>We work to protect water quality in mill watersheds. All of our mills are subject to strict federal and state regulations on effluent quality. The respective regulatory agencies periodically review and revise our water discharge permits to maintain local water quality standards and designated uses of the water basins in which we operate. In compliance with these standards, we work deliberately to improve the quality of the water we discharge. Our mill teams focus on reducing losses to our water treatment systems, which decreases oxygen depleting substances and further improves watershed quality. Our manufacturing teams share effluent improvement best practices in routine sessions throughout the year.</p> <p>We hold all of our mills to the same high standards for achieving optimal discharged water treatment performance and sustainable compliance with their discharge permits. Every mill must measure and record the amount of effluents generated, identify constraints impacting its quality, and treat and discharge all effluents leaving process areas. Many of our mills are required to conduct regular water quality monitoring of receiving streams to ensure their effluents are not having a negative impact on the water basin. Technical assessments of water treatment systems by company subject matter experts identify system and operational opportunities to improve and optimize system efficiency, which improves effluent quality. Periodic regulatory and systems audits ensure sites comply with permits, regulatory rules and company-specific standards described above.</p>

Global Reporting Initiative (GRI) Index

Environmental		
Disclosure	Description	Response
303-3	Water withdrawal	2021 Sustainability Report, " Advance Water Stewardship " pg. 37 2021 Sustainability Report, " SASB RT-CP-140a.1 " pg. 72 CDP Water Security Response , "W1. Current State"
303-4	Water discharge	2021 Sustainability Report, " Advance Water Stewardship " pg. 37 2021 Sustainability Report, " SASB RT-CP-140a.1 " pg. 72 CDP Water Security Response , "W1. Current State"
303-5	Water consumption	2021 Sustainability Report, " Advance Water Stewardship " pg. 37 2021 Sustainability Report, " SASB RT-CP-140a.1 " pg. 72 CDP Water Security Response , "W1. Current State"
Biodiversity		
	Management Approach	2021 Sustainability Report, " Healthy and Abundant Forests " p. 18
304-3	Habitats protected or restored	236,696 acres of ecologically significant forestland have been conserved and restored since 2019.
Emissions		
	Management Approach	2021 Sustainability Report, " Sustainable Operations " pg. 29 2021 Sustainability Report, " TCFD Report " pg. 111 Biomass Carbon Neutrality Position 2021 Annual Report , "Climate Change" pg. 5 CDP Climate Change Response , "C1. Governance"

Global Reporting Initiative (GRI) Index

Environmental		
Disclosure	Description	Response
305-1	Direct (Scope 1) GHG emissions	<p>2021 Sustainability Report, "Addressing Scope 1 and 2 GHG Emissions" pg. 33</p> <p>2021 Sustainability Report, "SASB RT-CP-110a.1" pg. 71</p> <p>Calculation methodology: Our Scope 1 GHG emissions calculations include combustion and non-combustion-related emissions from all facilities that are fully owned and operated by International Paper. Our GHG emissions are measured and reported in accordance with the GHG Protocol. In the U.S., we follow the requirements for the Environmental Protection Agency's Mandatory Reporting Rule of Greenhouse Gases (MRR-GHG) to calculate our Scope 1 emissions. Methodologies include use of default factors (2007 International Panel on Climate Change [IPCC] guidelines), fuel tests and CO₂ Continuous Emission Monitoring Systems (CEMS) devices on certain units. Outside the U.S., sites follow the 2007 IPCC guidelines. Consistent with the GHG Protocol, our reported Scope 1 GHG emissions and associated targets do not include biogenic GHG emissions.</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>2021 Sustainability Report, "Addressing Scope 1 and 2 GHG Emissions" pg. 33</p> <p>Scope 2 location-based emissions: 3.60 million metric tons CO₂ equivalent</p> <p>Scope 2 market-based emissions: 4.33 million metric tons CO₂ equivalent</p> <p>Calculation methodology: Our Scope 2 GHG emissions calculations include all facilities that are fully owned and operated by International Paper. Our GHG emissions are measured and reported in accordance with the GHG Protocol. For Scope 2 reporting, our sites follow the 2007 IPCC guidelines, and U.S. facilities use state-specific emission factors provided by the Emissions and Generation Resource Integrated Database (eGRID).</p> <p>This year, consistent with the GHG Protocol Scope 2 Guidance, we have adjusted our Scope 2 GHG emissions reporting to include so-called "market-based" GHG emissions, which account for our participation in renewable energy markets including sales of Renewable Energy Certificates (RECs) from green power generation at some of our mills. This implies an adjustment to the 2019 baseline for our GHG emissions reduction target, and our annual reporting will reflect this approach going forward.</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>2021 Sustainability Report, "Addressing Scope 3 GHG Emissions" pg. 34</p> <p>Calculation methodology: We have partnered with the National Council for Air and Stream Improvement (NCASI) to develop a detailed supply chain GHG emissions calculator tailored to our industry, in order to establish a detailed Scope 3 GHG emissions baseline and to track progress over time. The calculator uses internal company data regarding annual consumption and spend on materials and services, combined with publicly available emission factors for each input. Scope 3 emissions should be understood as a detailed estimate; we will continually refine our calculation methods year-over-year. We have evaluated all 15 Scope 3 categories per the GHG Protocol and determined that certain categories comprise a negligible portion of our total. Therefore the following categories are not the focus of our reduction strategy or reporting: employee travel and commuting, use of sold products, leased assets, investments and franchises.</p>
305-4	GHG emissions intensity	<p>Scope 1 & 2 intensity (based on market-based emissions): 0.67 (MT CO₂e)</p> <p>Scope 3 intensity: 1.34 (MT CO₂e)</p>

DATA INDEX

Global Reporting Initiative (GRI) Index

Environmental		
Disclosure	Description	Response
305-5	Reduction of GHG emissions	2021 Sustainability Report, " Addressing Scope 1 and 2 GHG Emissions " pg. 33 2021 Sustainability Report, " Addressing Scope 3 GHG Emissions " pg. 34
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	2021 Sustainability Report, " SASB RT-CP-120a.1 " pg. 71
Waste		
	Management Approach	2021 Sustainability Report, " Renewable Solutions " pg. 40 2021 Sustainability Report, " SASB RT-CP-150a.1 " pg. 73 Operational and regulatory standards provide a framework to reduce waste generation and waste to landfills, and to divert more material to other beneficial uses. Our EHS performance standard and program elements for solid waste ensure we meet or exceed regulatory standards. As part of these standards, every site must identify, quantify and document all generated waste and associated hazards. All sites strive to minimize waste generated and ensure proper management and disposal of waste. We have an internal network of professionals responsible for site-specific waste management. This network meets quarterly to discuss current events, policy requirements and best practices. Some of our converting sites and mills are close to achieving a zero-manufacturing waste-to-landfill goal by stressing efficiency, beneficial use of byproducts and recycling wherever possible – but there is still progress to be made.
306-1	Waste generation and significant waste-related impacts	2021 Sustainability Report, " Our Approach to Renewable Solutions " pg. 43
306-2	Management of significant waste-related impacts	2021 Sustainability Report, " Our Approach to Renewable Solutions " pg. 43
306-3	Waste generated	1,076,882 metric tons
306-4	Waste diverted from disposal	48% Land applied: 18% Burned on site: 6% Other beneficial use: 23%

Global Reporting Initiative (GRI) Index

Environmental		
Disclosure	Description	Response
306-5	Waste directed to disposal	52% 2021 Sustainability Report, " Waste by Disposal in 2021 " pg. 49
Environmental Compliance		
	Management Approach	<p>Our Environmental Health and Safety (EHS) Management System Performance Standard and our Environmental Management System (EMS) Program Elements standardize a basic set of 13 minimum expectations for all our mills. These include, among others, risk identification, goal and metric tracking, documentation, training, evaluation, community outreach and records management. Our continuous EHS audit process is responsible for identifying areas of nonconformance with the EMS requirements.</p> <p>We hold our leaders responsible to ensure:</p> <ul style="list-style-type: none"> ■ Compliance with all applicable laws and regulations. ■ Compliance with global environment, health and safety management systems and performance standards. ■ Transparent reporting of our metrics and progress relative to our commitments. <p>We are subject to extensive federal, state and international environmental regulations. Our primary objectives include:</p> <ul style="list-style-type: none"> ■ Improving and controlling emissions and discharges from our facilities to avoid adverse impacts on the environment. ■ Complying with applicable laws and regulations. <p>Our environmental expenditures include, among other areas, those related to air and water quality, waste disposal and the cleanup of contaminated soil and groundwater – including federal and state remediation matters in which International Paper has been identified as a potentially responsible party (PRP). Many of the remediation matters involve the cleanup of hazardous substances at large commercial landfills that received waste from many different sources. For more information on environmental and legal proceedings, please see Note 14 in our 2021 Annual Report.</p>
307-1	Non-compliance with environmental laws and regulations	Remediation costs are recorded in the consolidated financial statements when they become probable and reasonably estimable. International Paper has estimated the probable liability associated with these environmental remediation matters, including those described therein, to be approximately \$182 million (\$191 million undiscounted) in the aggregate as of December 31, 2021.

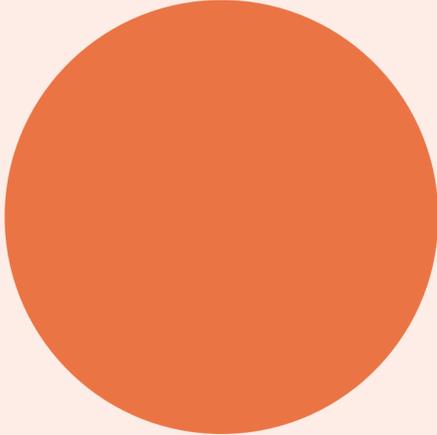
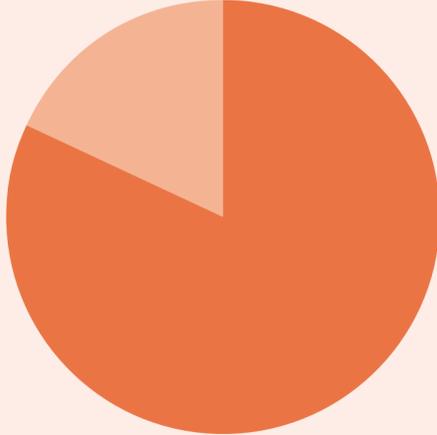
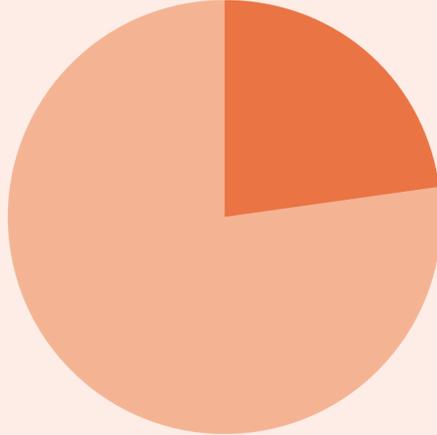
Global Reporting Initiative (GRI) Index

Environmental																																						
Disclosure	Description	Response																																				
Supplier Environmental Assessment																																						
	Management Approach	<p>Adherence to our Third Party Code of Conduct is required by all suppliers and is built into contractual agreements. We screen potential suppliers for a wide variety of risks, including environmental compliance. Our Global Fiber Procurement Policy and due diligence practices are particularly critical in ensuring environmental stewardship in our fiber supply practices.</p> <p>2021 Sustainability Report, “Responsible Sourcing” pg. 10 2021 Sustainability Report, “Healthy and Abundant Forests” pg. 18 Responsible Supply Chain Third Party Code of Conduct Global Fiber Procurement Policy Conflict Minerals Policy California Transparency in Supply Chain Act Statement</p>																																				
308-1	New suppliers that were screened using environmental criteria	<p>2021 Sustainability Report, “Responsible Sourcing” pg. 10 2021 Sustainability Report, “Healthy and Abundant Forests” pg. 18</p>																																				
Social																																						
Employment																																						
	Management Approach	2021 Sustainability Report, “ Thriving People and Communities ” pg. 52																																				
401-1	New employee hires and employee turnover	<table border="0"> <thead> <tr> <th colspan="3">New Hires in 2021 – Region by Gender</th> <th colspan="3">Employee Turnover in 2021 – Region by Gender</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>North America</td> <td>82%</td> <td>18%</td> <td>North America</td> <td>18%</td> <td>20%</td> </tr> <tr> <td>EMEA</td> <td>76%</td> <td>24%</td> <td>EMEA</td> <td>4%</td> <td>9%</td> </tr> <tr> <td>South America</td> <td>83%</td> <td>17%</td> <td>South America</td> <td>7%</td> <td>0%</td> </tr> <tr> <td>Asia</td> <td>25%</td> <td>75%</td> <td>Asia</td> <td>0%</td> <td>9%</td> </tr> </tbody> </table>	New Hires in 2021 – Region by Gender			Employee Turnover in 2021 – Region by Gender				Male	Female		Male	Female	North America	82%	18%	North America	18%	20%	EMEA	76%	24%	EMEA	4%	9%	South America	83%	17%	South America	7%	0%	Asia	25%	75%	Asia	0%	9%
New Hires in 2021 – Region by Gender			Employee Turnover in 2021 – Region by Gender																																			
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Asia	25%	75%	Asia	0%	9%																																	

Global Reporting Initiative (GRI) Index

Social		
Disclosure	Description	Response
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2021 Sustainability Report, " Compensation and Benefits for Full-time Employees " pg. 62
Occupational Health and Safety		
	Management Approach	<p>2021 Sustainability Report, "Occupational Health and Safety" pg. 56</p> <p>The health and safety of our employees remains our most important responsibility. Our Vision 2030 goal ambitiously seeks to achieve ZERO injuries for employees and contractors. Working as a team, employees, leaders and contractors are jointly responsible for ensuring all individuals who work at International Paper go home safely each day.</p> <p>In 2021, International Paper built on the long-standing LIFE (Life-changing Injuries and Fatality Elimination) initiative by accelerating efforts to create a <i>resilient safety culture</i>. This approach seeks to anticipate and recognize unexpected events in order to learn, prevent and adapt. By enhancing our previous systems and procedures, building in layers of protection to sustainably mitigate risk and engaging all employees to be a part of the solution, we are confident an injury-free workplace is attainable.</p> <p>2022 Focus Areas</p> <p>Safety leadership: Re-energize safety leadership</p> <p>Brilliant at the basics: Focus on hazard/risk recognition and plan for success</p> <p>Learning culture: Hourly team members actively discovering layers of protection</p>
403-1	Occupational health and safety management system	2021 Sustainability Report, " Occupational Health and Safety " pg. 56

Global Reporting Initiative (GRI) Index

Social		
Disclosure	Description	Response
403-6	Promotion of worker health	<p>2021 Sustainability Report, "Promote Employee Well-being" pg. 56</p> <p>The global pandemic presented unprecedented challenges that required immense effort and coordination to navigate through successfully. International Paper created a Pandemic Preparedness Plan to help sites manage the emerging threat and protect employee wellness. Additionally, the company utilized a Pandemic Advisory Team and a Pandemic Steering Team comprised of senior leaders, site managers and health experts to monitor, evaluate and advise on CDC guidance and local requirements.</p> <p>Strong leadership and frequent communication helped inform and orient all employees regarding the virus as well as prevention and treatment strategies. International Paper worked with local health departments to host on-site vaccination clinics at many operating locations.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>100%</p> <p>Facilities able to operate continuously throughout the pandemic</p> </div> <div style="text-align: center;">  <p>82%</p> <p>Vaccinated employees in Memphis headquarters</p> </div> <div style="text-align: center;">  <p>23%</p> <p>Employees infected during the pandemic in-line with community experience</p> </div> </div>

Global Reporting Initiative (GRI) Index

Social		
Disclosure	Description	Response
403-9	Work-related injuries	<p>2021 Sustainability Report, "Promote Employee Well-being" pg. 56</p> <p>International Paper's focus on eliminating life-changing Injuries and fatalities achieved a step-change improvement in safety performance when compared with data from when the program was introduced in 2010. This was achieved by recognizing safety culture changes, leveraging learnings, expanding employee engagement, verifying job preparation and monitoring job execution.</p> <p>To achieve the Vision 2030 goal, International Paper is implementing a new safety leadership training program to help embrace human and organizational performance concepts. Additionally, we are revising safety leading indicators to incorporate more predicative metrics that can identify risk trends while also driving expanded employee engagement in risk mitigation design and implementation. IP has seen a 34% reduction in serious safety incidents since 2013.</p>
Training and Education		
	Management Approach	2021 Sustainability Report, " Develop Our Employees " pg. 63
404-2	Programs for upgrading employee skills and transition assistance programs	2021 Sustainability Report, " Develop Our Employees " pg. 63
404-3	Percentage of employees receiving regular performance and career development reviews	2021 Sustainability Report, " Performance and Career Development Reviews " pg. 64
Diversity and Equal Opportunity		
	Management Approach	<p>2021 Sustainability Report, "Diversity and Inclusion" pg. 58</p> <p>Diversity and Inclusion</p> <p>Supplier Diversity</p>

Global Reporting Initiative (GRI) Index

Social											
Disclosure	Description	Response									
405-1	Diversity of governance bodies and employees	2022 Diversity of Governance Bodies				Employee Diversity 1/1/22					
			Male	Female	<i>Employees 2021 – Region by Gender</i>						
		Board of Directors ¹	73%	27%	Male	Female	Total				
		Senior Lead Team ²	88%	13%	North America	83%	17%	33,383			
		Officers ³	82%	18%	EMEA	83%	17%	4,144			
					South America	87%	13%	205			
					Asia	32%	68%	118			
					<i>Employees 2021 – Region by Age</i>						
						Under 31	31-50	51-60	61+		
					Board of Directors	0%	0%	100%	North America	18%	46%
			Senior Lead Team	0%	0%	100%	EMEA	11%	56%	30%	3%
			Officers	0%	27%	73%	South America	19%	63%	14%	4%
							Asia	14%	69%	14%	2%

1. 11 members, including Mark Sutton.

2. Senior Lead Team consists of 8 members, including Mark Sutton.

3. Officers consist of 33 appointed members, excludes SLT

Global Reporting Initiative (GRI) Index

Social		
Disclosure	Description	Response
Human Rights Assessment		
	<p>Management Approach</p>	<p>2021 Sustainability Report, “Responsible Sourcing” pg. 10</p> <p><u>Code of Conduct</u> <u>Global Fiber Procurement Policy</u> <u>Human Rights Statement</u> <u>Third Party Code of Conduct</u></p> <p>Disclosure Statements <u>California Transparency Act – 2020 Statement</u> <u>UK Modern Slavery Act – 2020 Statement</u> <u>Conflict Minerals Policy</u></p> <p>Human Rights We promote human rights through our actions and values, as noted in our:</p> <ul style="list-style-type: none"> ■ Human Rights Statement – reflecting our commitment to protect and advance human rights globally. We respect international principles of human rights, including those expressed in the United Nations Declaration of Human Rights. ■ Human Rights Policy – applying to all employees, our officers and our board of directors. It provides guidance on the importance of respecting human rights, as well as of being aware of the company’s impact on human rights in its operations across the world. ■ Third Party Code of Conduct – outlining our expectations of suppliers and their employment practices, including the expectation to employ workers who have a legal right to work.
		<p>Our statement, policy and code ensure that as a company, we:</p> <ul style="list-style-type: none"> ■ Do not tolerate child labor, slave labor, physical punishment or abuse. ■ Are alert to signs of human trafficking or slave labor. ■ Do not tolerate deceitful or violent behavior. ■ Comply with the employment laws of every country where we operate. ■ Recognize lawful employee rights of free association and collective bargaining. ■ Comply with applicable laws requiring a declaration on human trafficking and slavery, such as the California Transparency in Supply Chains Act and the UK Modern Slavery Act. ■ Seek to do business with suppliers who share our standards to reduce the potential for human rights abuses in our supply chain ■ Support workers being free to terminate employment at any time upon reasonable notice. ■ Expect suppliers and their contractors to refrain from any conduct that uses threats, force or other forms of coercion, abduction, intimidation or abuse of power for the purpose of exploitation or slavery of any individual. ■ Expect suppliers to comply with all laws governing human trafficking and slavery, as well as support the elimination of child labor and slave labor in their supply chains.

DATA INDEX

Global Reporting Initiative (GRI) Index

Social		
Disclosure	Description	Response
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>We participate in customer-driven data requests and facility audits related to human rights and related topics. We are a Sedex member and committed to being a responsible and sustainable business.</p> <p>Using Sedex tools and services helps our company improve our responsible business practices. In 2021, 67 of our mills and plants updated their Sedex Self-Assessment Questionnaires (SAQ) responses, and we completed one Sedex Member Ethical Trade Audit (SMETA). Our facility audit program was suspended from March 2020 – December 2021 due to COVID-19. Prior to this we completed approximately 15 SMETAs per year. We also complete several data requests from customers and investors each year regarding human rights and related topics.</p> <p>Code of Conduct, “Human Rights” pg. 18</p>
Local Communities		
	Management Approach	2021 Sustainability Report, “ Strengthen Community Resilience ” pg. 65
413-1	Operations with local community engagement, impact assessments, and development programs	<p>2021 Sustainability Report, “Strengthen Community Resilience” pg. 65</p> <p>Community Partners</p> <p>Collaborations</p>

Global Reporting Initiative (GRI) Index

Social		
Disclosure	Description	Response
Supplier Social Assessment		
	Management Approach	<p>Adherence to our Third Party Code of Conduct is required by all suppliers and is built into contractual agreements. We screen potential suppliers for a wide variety of risks, including human rights and corruption risks.</p> <p>2021 Sustainability Report, "Responsible Sourcing" pg. 10</p> <p>Responsible Supply Chain</p> <p>Human Rights Statement</p> <p>Third Party Code of Conduct</p> <p>Global Fiber Procurement Policy</p> <p>Conflict Minerals Policy</p> <p>California Transparency in Supply Chain Act Statement</p>
414-1	New suppliers that were screened using social criteria	2021 Sustainability Report, " Responsible Sourcing " pg. 10

Global Reporting Initiative (GRI) Index

Social		
Disclosure	Description	Response
Public Policy		
	Management Approach	<p>Public Policy Issues</p> <p>We believe that public policy has a significant impact on creating the conditions for our success. We advocate and engage on a range of issues including energy efficiency, climate, recycling, supply chain efficiencies, combatting illegal logging, economic and environmental benefits of working forests, safety and others. We have a government relations team in Washington, D.C., various state capitals across the U.S. and in other countries where we operate. We regularly meet with public officials and policymakers and engage trade and business associations, customers, suppliers, employees, communities and labor and environmental groups on issues of mutual concern.</p> <p>Our policy positions are generally consistent with the trade associations, coalitions and other organizations in which we participate. IP consistently advocates our views on issues within organizations recognizing others may hold different policy priorities or solutions. While we may not agree with every position taken by these groups on every issue overall, we believe membership and engagement with trade associations, coalitions and other groups is critical for sharing industry best practices, research and data analysis which drives collaborative action and process improvements across a range of issues. We regularly review our needs and perspectives along with those of our trade associations, coalitions and other membership groups.</p> <p>2021 PUBLIC POLICY FOCUS AREAS</p> <p>Energy Diversity and Efficiency</p> <p>We support policies that promote energy diversity and economic development, consistent with our principles of responsible, efficient and sustainable use of natural resources.</p> <p>Biomass Residuals Carbon Neutrality</p> <p>We support policies that seek to level the playing field for U.S. forest manufacturers with the rest of the world, and that recognize our biomass use as carbon neutral. Sustainable forest management practices help to further reduce carbon dioxide emissions through carbon storage in forests and products as well as replacing the use of fossil fuels with biomass energy.</p> <p>Recycling</p> <p>As one of the world's largest recyclers of paper and corrugated packaging, we focus on ensuring that legislation recognizes that recovered fiber markets are complex, efficient, dynamic and market driven. We support the free and fair trade of both products and materials.</p> <p>Global Trade</p> <p>As a major exporter of packaging and pulp, we have a long history of support for global rules-based trade agreements that provide substantive economic benefits, strong enforcement and greater market access for our products. We support full implementation of the United States-Mexico-Canada Agreement (USMCA) that went into effect in July 2020.</p> <p>Corporate Tax Reform</p> <p>We believe that government corporate tax policy should create, encourage and sustain long-term economic growth.</p>

Global Reporting Initiative (GRI) Index

Social		
Disclosure	Description	Response
		<p>Infrastructure We support government and private investments to upgrade energy, water, broadband and transportation infrastructure where we operate.</p> <p>Combating Illegal Logging We are a strong proponent of global efforts to suppress illegal logging and trade. We support the forest sustainability language included in USMCA and will work to ensure the inclusion of similar language in future trade agreements.</p> <p>Supply Chain Efficiency As a leading shipper of freight, we support policies that make our truck, port and rail shipments more efficient to support our global competitiveness.</p> <p>Extended Producer Responsibility We are committed to market-driven paper and paper-based packaging recovery and recycling efforts. We oppose government mandates that hold producers of paper-based packaging financially responsible for managing waste from products sold or that require manufacturers to take back products and packaging introduced into the marketplace. Due to private investment and strong market dynamics, paper and paper-based packaging's recovery rates are part of the solution.</p> <p>Postal Reform A healthy, vibrant U.S. Postal Service (USPS) is important to our industry. Significant reforms are critically needed to improve USPS's balance sheet. We proudly support the Postal Service Reform Act signed into law because significant reforms are critically needed to improve USPS's operations. The law will ensure reliable delivery service standards for businesses that rely on USPS as a supply chain partner and the predictability and stability of postage rates for packages.</p> <p>Products Bans We oppose policies that limit consumer choice by placing a ban or fee on paper products.</p> <p>Workforce We support diversity and inclusion as well as efforts at both the state and federal levels of government to focus on, fund and implement programs that address workforce education, the skills gap and training opportunities.</p> <p>Personal Care Products As one of the largest producers of renewable pulp for diapers and personal care products, like feminine care essentials that promote health and wellness, we support policies focused on product accessibility, consistency for ingredient labeling, product safety and sustainability.</p> <p>We sponsor the International Paper Political Action Committee (IP-PAC) in the U.S., which allows eligible employees to voluntarily support political candidates and committees. All IP-PAC reports are available on the Federal Election Commission website.</p>

Global Reporting Initiative (GRI) Index

Social		
Disclosure	Description	Response
		<p>International Paper publishes a voluntary report of political contributions on a semi-annual basis. For the fifth year in a row, International Paper earned the designation of CPA-Zicklin Index Trendsetter by the Center for Political Accountability who publishes an annual Corporate Political Disclosure and Accountability report to measure the political transparency and oversight practices of the entire S&P 500. We are one of 87 Trendsetter Companies to receive the top ranking for political disclosure and accountability due to our voluntary reporting efforts.</p> <p>Learn more about contribution information.</p>
415-1	Political contributions	<p><u>2021 Mid-Year Voluntary Report of Political Contributions (Jan-Jun)</u> <u>2021 End of Year Voluntary Report on Political Contributions (July-Dec)</u></p>
Customer Health and Safety		
	Management Approach	<p>International Paper operates under a global Product Stewardship Performance Standard to ensure that all products sold meet applicable regulatory and chemical of concern requirements, and are safe for their intended end use. The elements of that standard include product hazard assessments; good manufacturing practices; raw material conformance and acceptability; representative product testing; product event tracking and corrective actions; product declarations; employee training and possible audits.</p> <p>2021 Sustainability Report, "SASB RT-CP-250a.2" pg. 74</p>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>2021 Sustainability Report, "SASB RT-CP-250a.1" pg. 73</p>
Marketing and Labeling		
	Management Approach	<p>Our products must meet specific regulatory requirements of their eventual use within the countries of manufacture – and meet customer expectations regarding product safety and chemicals of concern. Complying with regulatory requirements is also critical in our choice of materials. Many of our products hold voluntary ecolabel certifications, which recognize products that meet high environmental standards throughout their life cycle. We continually monitor developments in these areas to ensure we comply with all applicable regulations.</p>
417-1	Requirements for product and service information and labeling	<p>2021 Sustainability Report, "SASB RT-CP-250a.2" pg. 74</p>
417-2	Incidents of non-compliance concerning product and service information and labeling	<p>We had no incidents of non-compliance with product safety regulations or voluntary codes concerning product and service information and labeling in 2021.</p>