

2023 Sustainability Report





Renewable by nature.
Made for a circular world.

International
Paper

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Introduction

At International Paper (IP), sustainability wraps around everything we do. Simply put, we use renewable materials to create low-carbon solutions for a circular world. Our company is committed to doing this by being a diligent steward of our forests, a leader in renewable fiber-based packaging and pulp solutions, a responsible custodian of our environment and a force for good in our communities.

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A conversation with our CSO

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2023 sustainability highlights

A Conversation With Our CSO

How have you seen IP evolve throughout its sustainability journey over the last ten years?

Over the past decade, I've seen sustainability become an important value driver for our customers, reinforcing our business model. During this time, consumers have grown more aware of how their choices impact the environment, creating demand for our renewable fiber-based products. Guided by Vision 2030, our sustainability framework, IP has continuously worked alongside customers and strategic partners to become a leader in renewable fiber-based solutions and to help advance a low-carbon, circular economy.

What does circularity mean to IP and how does IP's business model contribute to the broader circular economy?

Despite having eight corners, our boxes are circular by design because we create them with the end use in mind. In other words, our boxes are designed to be recovered, recycled and reused. At International Paper, circularity begins in the forest. We know that healthy forests provide clean air and water, nurture biodiversity and mitigate the harmful impacts of climate change. That's why we are committed to using only recovered fiber and sustainably managed wood fiber to make our products. Ultimately, we take this renewable and recovered fiber and turn it into products using circular manufacturing processes. Through internal and external collaboration, International Paper works with legislators, landowners and industry stakeholders to identify and advance renewable solutions that today's consumers want. And finally, to help close the loop, our recycling business recovers and transforms used materials back into the global economy to create new products.



Celebrating a decade with our company, Sophie Beckham is vice president and chief sustainability officer at International Paper, where she works across the enterprise to advance sustainability strategy development and the company's Vision 2030 goal implementation. She serves on several senior leadership councils within IP, including the Global Diversity and Inclusion Council.

A Conversation With Our CSO (cont.)

How is IP supporting a low-carbon future?

Last year, we fell short of our goals for reducing our environmental impact in water and greenhouse gas emissions. We know how important sustainable fiber-based products are to our customers and the world, and we take seriously the commitments we've made to be a good steward of the environment. We've doubled down on a roadmap to decarbonize our operations, and created a dedicated team to focus on exploring opportunities to provide low-carbon solutions. We're working with partners to begin exploring real pathways to carbon capture and storage at our facilities.

How does International Paper's focus on sustainability extend beyond the company's core products and into the future?

Just as we focus on the resilience of our business, we focus on the generational resilience of natural systems, human systems and communities. In today's often divided and complex world, it is imperative for our employees to feel safe at work, heard and seen, and ultimately using their skills and talents in work that matters to them. Diversity of opinion and thought is essential. Without it, we won't be able to tackle the pressing issues of our current state and the future.

Guided by our Vision 2030 goal to improve the lives of 100 million people by 2030, we are extending our reach into our communities and building resilience by helping to meet their critical needs. In 2023, IP contributed nearly \$20M worldwide to support charitable organizations aligned with our signature causes.

“We strive to create a better future for people and our planet throughout every step of our value chain. Our commitments to safe operations, community engagement and advancing our Vision 2030 goals are helping drive important improvements within IP and across our supplier and customer base.”

Mark S. Sutton
International Paper Chairman



2023 Sustainability Highlights

For more than 125 years, International Paper has championed the sustainable management of natural resources. As part of our commitment to build a better future, we're working to advance our Vision 2030 goals and targets to deliver sustainable outcomes through our businesses (see [page 21](#)). We believe that by using resources responsibly and efficiently, creating renewable fiber-based solutions, taking action to reduce our emissions and water consumption, and investing in our people and our communities, we will ensure our business is safe, successful and sustainable for generations to come.

43M

tons of forest-based fiber purchased

70%

of our mill energy is derived from renewable biomass residuals

7M

tons of recovered fiber collected, consumed and marketed

48%

of manufacturing waste was beneficially used

732K+

acres of significant forestland conserved and restored since 2020

\$20M

contributed to charitable organizations

About International Paper

International Paper is a global producer of sustainable packaging, pulp and other fiber-based products, and one of the world's largest recyclers. Headquartered in Memphis, Tennessee, we employ more than 39,000 colleagues globally who are committed to creating what's next. We serve customers worldwide, with manufacturing operations in North America, Latin America, North Africa and Europe.

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The IP Way

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At a glance

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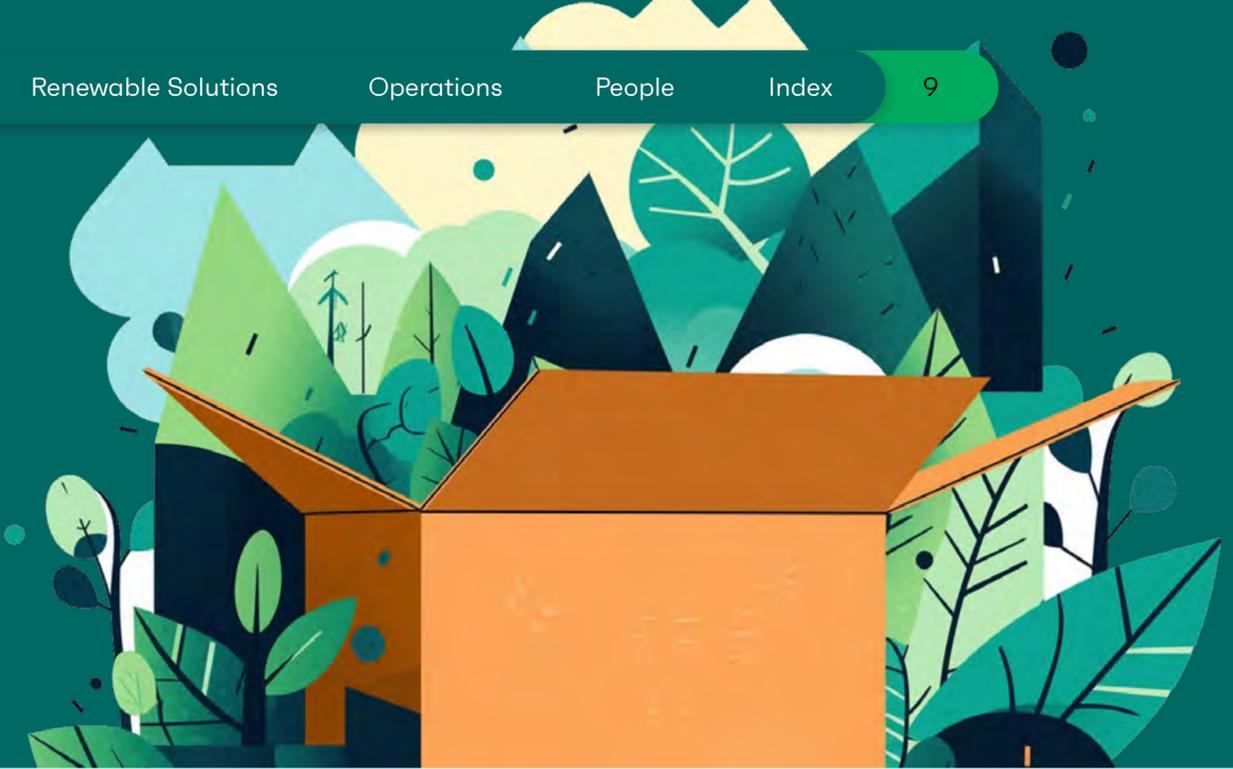
Our key revenue streams

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Awards and recognition

The IP Way

**We do the right things, in the right ways,
for the right reasons, all of the time.**



Our vision

Our vision is to be among the most successful, sustainable and responsible companies in the world.

Our mission

Our mission is to improve people's lives, the planet and our company's performance by transforming renewable resources into products people depend on every day.

Our core values

Safety

Above all, we care about people. We look out for each other to ensure everyone returns home safely.

Ethics

We act honestly and operate with integrity and respect. We promote a culture of openness and accountability.

Stewardship

We are responsible stewards of people and communities, natural resources and capital. We strive to leave everything in better shape for future generations.

Think the Customer

We will deliver on our customer promise to do the right things for our customers, at every moment, in every experience.

Include and Engage

We strive to intentionally build a culture in which each employee feels a sense of belonging and experiences an environment in which to do their best work every day.

About

At a glance

Every day, the world moves forward with new ideas, new technologies and new challenges. And every day, International Paper forges ahead, becoming more committed, more innovative and more sustainable. Meeting today's needs and preparing for tomorrow's, we are creating renewable solutions for a circular world that will build our resilience for the years ahead.

Global headquarters:
Memphis, Tennessee.



\$18.9B

net sales in 2023

21,000+

customers worldwide

39,000+

employees globally

250+

locations in more than 10
countries and 35 U.S. states

Our key revenue streams

Building on more than 125 years of dependability and innovation, we continue to use renewable fiber sources to serve customers and create profitable growth and long-term value for our shareholders.

Industrial Packaging

We create fiber-based packaging that protects and promotes goods, enables worldwide commerce and helps keep consumers safe. We meet our customers' most challenging sales, shipping, storage and display requirements with sustainable solutions. In addition, our recycling business collects, consumes and markets more than 7 million tons of paper recovered annually in the United States, Mexico, Spain and Morocco. We are one of the world's largest recyclers of recovered office paper and corrugated boxes.

In Europe, Middle East and Africa (EMEA), we serve customers from our network of two recycled containerboard mills and 23 box plants in France, Italy, Morocco, Spain and Portugal.

Global Cellulose Fibers

Cellulose fibers are renewable raw materials used in a variety of products people depend on every day. We create safe, quality pulp for a wide range of applications like diapers, towel and tissue products, feminine care, incontinence and other personal care products that promote health and wellness. Additionally, our innovative specialty pulps serve as a sustainable raw material used in textiles, construction materials, paints, coatings and more.

Global Cellulose Fibers

15% of our total revenue



Fiber supply agreements

2% of our total revenue

Industrial Packaging

83% of our total revenue

Awards and recognition



Fortune Magazine

World's Most Admired Companies® 2023 for 20 years



American Forest and Paper Association's (AF&PA) Award

Recognized with the Leadership in Sustainability Award for Resilient U.S. Forests



Ethisphere — World's Most Ethical Companies

World's Most Ethical Companies® 2023 for 17 consecutive years



MSCI ESG ratings

Received a rating of AA in the MSCI ESG Ratings assessment in 2023



FTSE4Good

FTSE4Good Index Series

An equity index series that is designed to facilitate investment in companies that meet globally recognized corporate responsibility standards



Computerworld

2023 Best Places to Work in IT



American Opportunity Index

Best Employers 2023



Responsible Governance

At International Paper, we know that our reputation and success depend on the decisions we make and the actions we take. With strong support from our Board of Directors and Senior Leadership Team, we embed sustainability throughout the organization with sound governance structures that represent our values and support the long-term well-being of our forests, communities and the environment.

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Ethics and integrity

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Supplier network

Ethics and integrity

The International Paper Code of Conduct serves as a compass for how we conduct ourselves and helps us successfully navigate ethical challenges as they arise. As we pursue our vision to be among the most successful, sustainable and responsible companies in the world, the Code gives us direction on acting honestly and operating with integrity. It also supplies us with the tools we need to foster dignity and respect, and promote a culture of openness and accountability wherever we do business.

Our policies, guidelines and best-practice processes support the messaging in the Code by reinforcing our values and standards, including our commitment to act fairly and honestly in all our business dealings, safeguard natural resources and protect and advance human rights around the world. As a company built on ethics and integrity, we also seek out partnerships with third parties who share our rigorous standards through our [Third Party Code of Conduct](#).

Human rights

International Paper is committed to protecting and upholding the human rights of our employees and any others with whom we are in contact. Our unwavering commitment to human rights is embodied in our [Code of Conduct](#), our [Third Party Code of Conduct](#) and our corporate policies.

Fundamentally, we believe International Paper can help promote respect for human rights through the examples of our actions and our values. As global citizens, we ensure our products, no matter where they are made, are manufactured under conditions that demonstrate respect for the people who make them. We are committed to working against human rights abuses. We also comply with applicable labor and employment laws of every country in which we operate. Additionally, we draw on internationally recognized labor principles, like those contained in the UN Declaration of Human Rights, in how we treat our employees and conduct our business. Therefore, IP does not tolerate child labor, forced labor, physical punishment or abuse, harassment, discrimination, or retaliation

in our workplace. We believe that supporting human rights means providing a respectful workplace environment for all of our employees, in which we treat each other with dignity and respect and value diversity of thought, culture and background. We prohibit discrimination and harassment on the basis of any characteristic protected by law. As part of our firm commitment to these values, we provide a process for our employees and the public to raise concerns about potential violations. We train our employees in this process and publicly provide numerous avenues for contacting our Ethics and Compliance office.

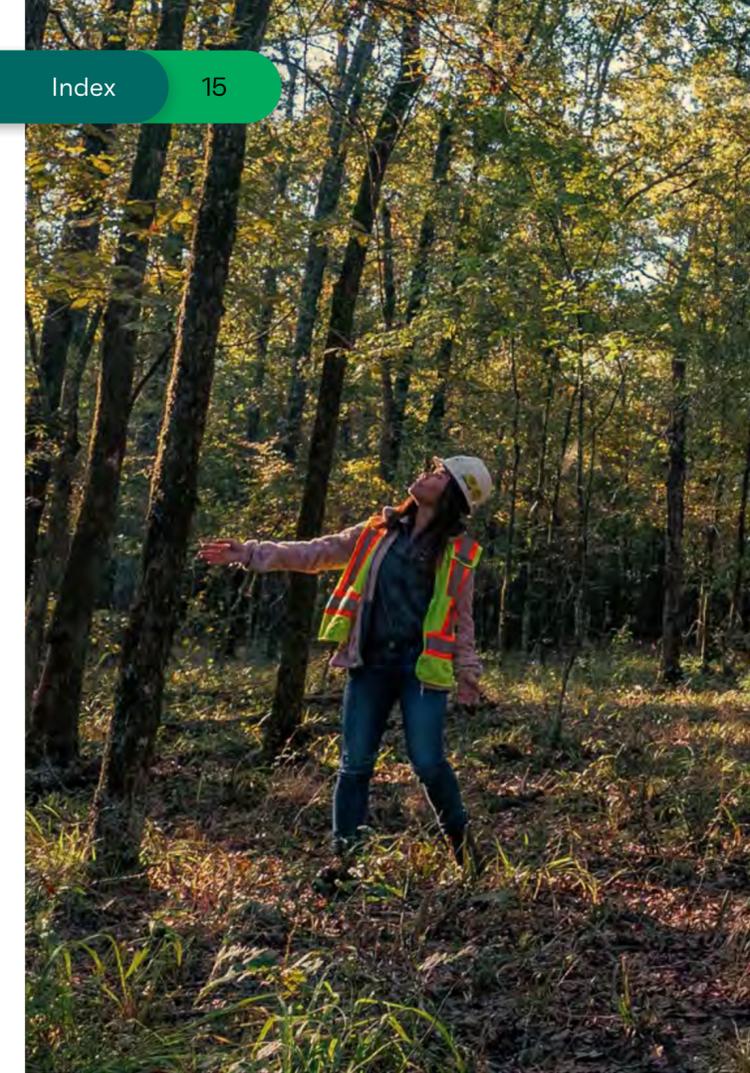


Supplier network

Our global network is made up of more than 30,000 suppliers. Our suppliers' contribution is pivotal to our business success and the implementation of our Vision 2030 goals. We actively seek to work with suppliers who share our core values and commitment to ethical conduct.

At International Paper, we hold our suppliers to high standards. We anticipate that the products and services they provide will be competitive, sustainable and meet our stakeholders' expectations. To this end, we have built our [Third Party Code of Conduct](#) into contractual agreements. This document sets out our expectations regarding workplace standards and business practices of our suppliers, along

with their affiliates and others who are within their supply chain. **87% of our spend in 2023 was covered by the Third-Party Code of Conduct or a supplier's own substantially similar code.** We also screen potential suppliers for a wide variety of risks, including corruption risks.



Building a diverse network of suppliers

A diverse supplier base is an integral part of our supply chain, not only for what we procure but also in how we collaborate to bring innovative ideas to the table. Having a broad and diverse supplier base helps us meet our stakeholders' evolving needs. It also enables us to champion equitable and resilient communities as we work to reach our target of improving the lives of 100 million people in the places where we do business.

Our [Supplier Diversity](#) program strives to develop, cultivate and promote diverse businesses while providing the highest quality materials and services at a competitive total cost. The program has three strands: identifying new diverse suppliers, building their capacity and serving diverse communities. To be eligible to be classified as a diverse supplier, suppliers must possess a valid certificate demonstrating that they are at least 51% owned, operated, managed and controlled

by an individual or individuals in at least one of the following categories:

- Minority-owned business enterprise
- Woman-owned business enterprise
- Disability-owned business enterprise
- Small business enterprise
- Veteran-owned business enterprise
- Hub-zone business enterprise
- Lesbian, gay, bisexual and/or transgendered owned business enterprise

We nurture mutually beneficial relationships with these diverse suppliers at industry gatherings and other events. Once onboarded with IP, diverse suppliers can also register to join a database that is shared with other companies and customers, allowing them to access further opportunities for growth.

Our Sustainability Strategy

Vision 2030 is our roadmap to becoming one of the world's most successful, sustainable and responsible companies. Comprising four enterprise-wide goals and eight targets, Vision 2030 outlines how we will accelerate our progress while remaining the supplier of choice for customers, the company of choice for employees and the investment of choice for shareholders.

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Vision 2030 goals and targets



Sustainability focus areas

Our sustainability focus areas reflect the integration of our value of stewardship in our business imperatives and priorities. For all parts of our value chain, the most significant impacts and dependencies are captured in our Vision 2030 framework. Our goals reflect our commitment to advance circularity and contribute to a low-carbon future, while prioritizing community resilience and employee safety.

We conducted a materiality refresh in 2022 and identified key issues to both our business and stakeholders (a complete list can be found [here](#)). Our focus areas align with these issues as well as the United Nations' Sustainable Development Goals (SDGs). Given the nature, scale and reach of our company, we are making the most meaningful contributions to 12 of the 17 SDGs (a complete list of the SDGs can be found [here](#)). Specifically, we contribute towards SDGs 1 (no poverty), 2 (zero hunger), 4 (quality education), 6 (clean water and sanitation), 7 (affordable and clean energy), 8 (decent work and

economic growth), 9 (industry, innovation and infrastructure), 11 (sustainable cities and communities), 12 (responsible consumption and production), 13 (climate action), 15 (life on land) and 17 (partnerships for the goals).



Sustainability oversight

International Paper has an integrated board and executive-level governance structure to oversee and set the tone on Environment, Social and Governance (ESG) topics across our businesses. The full board periodically reviews components of our sustainability strategy and performance including material ESG developments and issues.

Within our Board of Directors, the Public Policy and Environment Committee (PPE) has oversight over environmental topics as well as public policy, legal, and health and safety issues or risks that could affect the Company. The Audit and Finance Committee (A&F) reviews processes and controls for external reporting, and the Management Development and Compensation Committee (MDCC) approves CEO stewardship-focused objectives and evaluates performance related to compensation.

At the management level, our CEO and Senior Leadership Team are responsible for corporate sustainability strategy and leadership, with function-specific councils reporting to them.

Our Stewardship Council is made up of representatives from areas across our businesses and functional teams. In addition, the Manufacturing Council, Environment, Health and Safety Council and the Global Diversity and Inclusion Council guide implementation of the related Vision 2030 goals and assess progress against them.

In support of the Stewardship Council, the Renewable Solutions Steering Team, Global Certification and Sustainability Task Team and the Energy and GHG Steering Team develop the tactics needed to further advance implementation of our Vision 2030 goals and targets.

Our Chief Sustainability Officer leads our Sustainability Team and is ultimately responsible for the development and execution of our sustainability strategy. In turn, the Sustainability Team coordinates activities across IP businesses and functional areas to deliver on our Vision 2030 targets.

Rewarding our ESG performance

The purpose of our incentive plans is to drive improved financial performance and results for the short- and long-term success of the company. We work to achieve our Vision 2030 goals because we believe it's the right thing to do.

Our Annual Incentive Plan (AIP), considers performance against our sustainability targets when applying the individual performance modifier for members of the Senior Leadership Team, corporate officers and their direct reports. We believe performance in this area enables the achievement of our Vision 2030 goals. We currently consider metrics in the following areas when determining their individual payout under AIP:

- Health & Safety
- Environment & Sustainability
- Human Capital & Culture
- Governance
- Diversity & Inclusion

International Paper's stewardship value is also a driver of long-term shareowner value. This is measured in our Long-Term Incentive Plan through the Total Shareholder Return metric, which determines 50% of the award. Every year, we evaluate the short- and long-term incentive plan metrics and make a recommendation to our MDCC for approval.

ESG governance

Full board

- Periodic review of components of sustainability strategy and performance
- Review material ESG-related developments and issues

A&F

- Review processes and controls for external reporting of sustainability and social impact data and metrics
- Review related disclosures in Sustainability Report and Form 10-K

Governance

- Review and reassess adequacy of, and oversee compliance with Corporate Governance Guidelines
- Seek Board candidates with diverse backgrounds

PPE

- Review sustainability and social impact policies, plans and performance to continuously improve and comply with commitment to stewardship
- Review environmental policies, plans, performance and social impact

MDCC

- Approve CEO ESG-focused objectives, evaluate performance
- Consider ESG factors in Senior Vice President (SVP) compensation and overall compensation plan
- Review related disclosures in CD&A

Stakeholder engagement

Our operations impact a wide range of stakeholders, from employees and local communities, to customers and shareholders. Engaging with these diverse groups allows us to gain valuable insights, understand their expectations and address their concerns. By fostering open and constructive dialogue, we can identify material issues, prioritize emerging global issues and industry trends, and gain vital information to guide our sustainability efforts and strategies (see [page 99](#)).



Climate risk management

Climate change is disrupting society and business today. As we face physical and transition risks now and in the years ahead, identifying these risks and opportunities for our company and the communities where we operate is key. We're working to better understand these risks and determine the best way to monitor, measure and address them. As one of the first North American pulp and paper companies to have an

approved Science Based Target initiative (SBTi) target, we continue to use the SBTi-approved methodology to inform the strategies we need to implement.

Our reporting also follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), a framework for companies to analyze and report on climate-related risks, and to inform investors on exposure to financial risks related to climate change. We additionally respond to Climate Disclosure Project's (CDP)

[Climate Change, Forest](#) and [Water Security](#) questionnaires to transparently disclose our risks and opportunities in those core areas of sustainability.

Our latest [TCFD Report](#) maps out our climate-related risks and opportunities as well as the corresponding mitigation and adaptation strategies. As a leading producer of renewable fiber-based products, we see significant opportunities in the growing low-carbon circular economy. However, we are already experiencing weather-related impacts exacerbated

by climate change. We believe that we are more likely to experience an increase in acute, rather than chronic, impacts related to extreme weather and water scarcity during this decade. We continue to refine our climate scenario analyses to plan effectively and communicate transparently to our stakeholders.

Learn more in this report's [Sustainable Operations](#) section and our [Climate Change](#) Statement.



Vision 2030 goals and targets

Healthy and Abundant Forests

Goals

Lead forest stewardship efforts globally

Targets

Source 100% of our fiber from sustainably managed forests or recovered fiber while safeguarding forests, watersheds and biodiversity

Conserve and restore 1 million acres (400,000 hectares) of ecologically significant forestland

Renewable Solutions

Accelerate the transition to a low-carbon economy through innovative fiber-based products

Advance circular solutions throughout our value chain and create innovative products that are 100% reusable, recyclable or compostable

Sustainable Operations

Improve our climate impact and advance water stewardship

Reduce our Scope 1, 2 and 3 greenhouse gas (GHG) emissions by 35%

Reduce our water use by 25% and implement context-based water management plans at all mills

Thriving People and Communities

Promote employee well-being by providing safe, caring and inclusive workplaces and strengthen the resilience of our communities

Achieve 30% overall representation of women and 50% women in salaried positions

Implement regional diversity plans, including 30% minority representation in U.S. salaried positions

Improve the lives of 100 million people in our communities

Achieve zero injuries for employees and contractors

Healthy and Abundant Forests

Healthy forests are essential to a healthy future for our planet: they mitigate climate change through carbon sequestration, clean our water and provide habitat that wildlife populations need to thrive. With more than 1.6 billion people reliant on them for their livelihoods, forests also deliver substantial economic benefits. And at International Paper, forests are at the heart of everything we do.

Maintaining the health, well-being and resilience of our forests is integral to global ecosystems—and our business model. That’s why we are committed to producing the products our customers need while being a responsible steward of the world’s natural resources.

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Protecting forests in the face of a changing climate

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Our Vision 2030 progress

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Responsible fiber procurement

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ForSite™ in action

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Recognized for promoting bird awareness and conservation

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Forest certification

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Engaging with suppliers and partners

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Working with community stakeholders

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A closer look

Protecting forests in the face of a changing climate

International Paper's success depends on the sustainability of forests — and so does the future of our planet. The health of our forests and the species that call them home is intricately connected to a changing climate. To maintain the powerful and diverse benefits that forests offer, we need to sustain working forest landscapes for generations to come. That means enabling reliable end markets for wood fiber so forest landowners will choose to keep their land forested and sustainably managed rather than selling it for other uses.

Conserving rather than converting forestland protects our planet by helping to regulate the climate and sustain essential ecosystems that support countless plant and animal species. With biodiversity loss accelerating and a growing number of animals and plants threatened with habitat loss, according to the United Nations, healthy forests can act as a safe harbor for nature. Healthy forests

can also make ecosystems more resilient to the shocks brought on by extreme weather events and a changing climate.

When these ecosystems are sustainably managed, forests can play a critical role in mitigating climate change through carbon sequestration. That's why we work closely with forest landowners, wood suppliers and other partners to avoid deforestation, promote responsible forestry practices that protect high conservation value forests, and ultimately ensure the integrity of forests for the years and decades to come.



Forests

Our responsibility to the land

As diligent stewards, our responsibility to protect natural resources begins with our relationships with landowners and suppliers. Given our dependence on sourcing renewable fiber from working forests, we aim to operate an unparalleled fiber procurement system that is consistent with our core values. Since nature-related impacts and dependencies are location specific, we take local, context-specific steps to responsible fiber sourcing to enhance the environmental values of the forests from which we source.

To that end, we engage in responsible fiber sourcing, which includes:

- Conducting due diligence throughout our supply chain
- Validating origin on direct uncertified fiber purchases
- Using mapping systems to monitor harvest activities and policy compliance via ForSite™, our geographic information system (GIS)



As we deliver on our Vision 2030 responsible fiber sourcing target, in 2023 we purchased and used:

48M

tons of new and recycled fiber

5.2M

tons of recovered fiber

Forests

Our Vision 2030 progress

Our leadership in forest stewardship centers on two targets that are driving progress toward our Vision 2030 goal.

Goal

Lead forest stewardship efforts globally

Target

100%

Source 100% of fiber from sustainably managed forests

1M

Conserve and restore 1 million acres of ecologically significant forestland (400,000 ha)

Impact

89%

89% fiber is verified as derived from a sustainably managed forest

73%

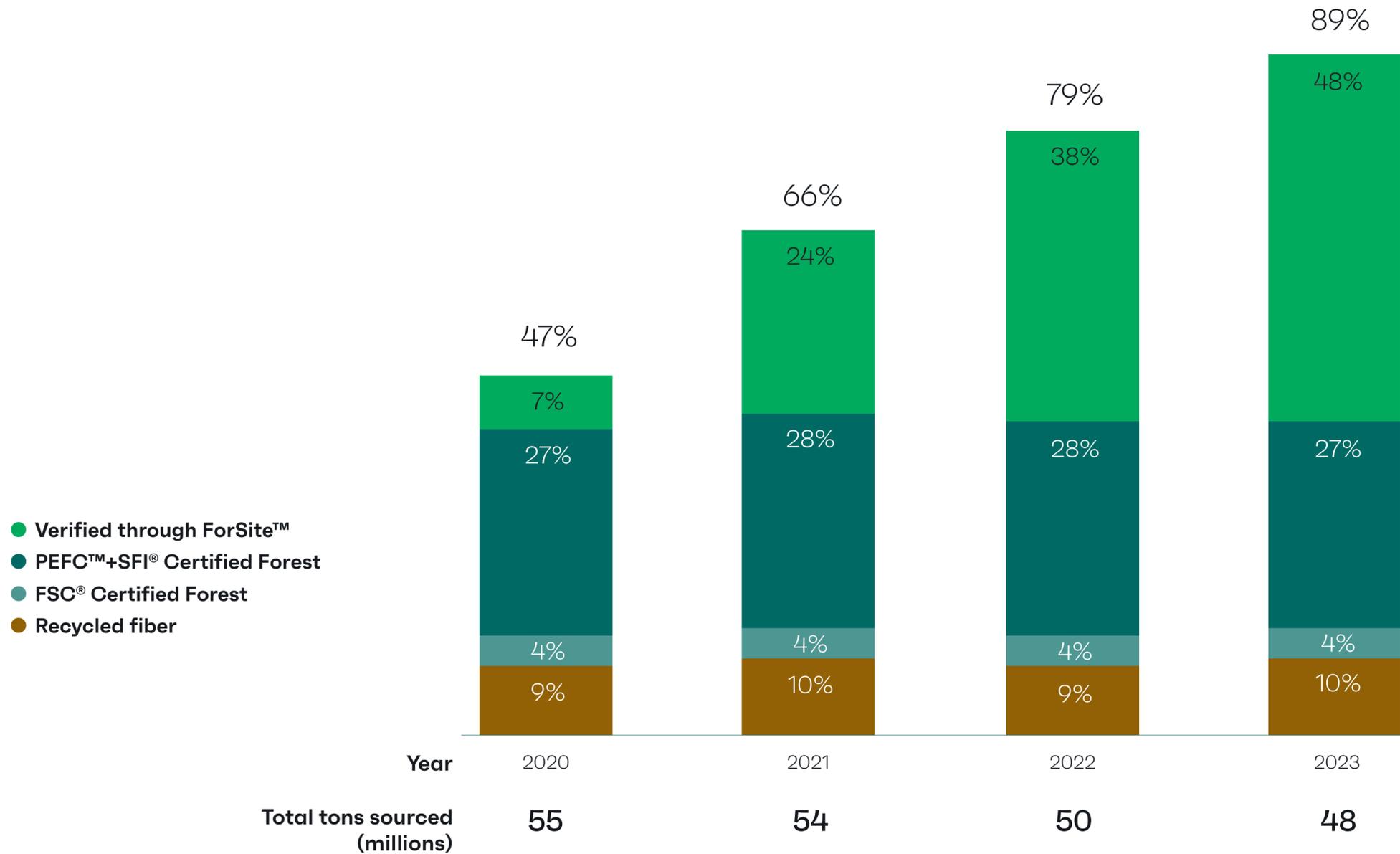
732,770 total acres of ecologically significant forestland conserved and restored

Our 2023 fiber sourcing in context

- 100% meets the Forest Stewardship Council® (FSC®) Controlled Wood Standard
- 100% direct sourcing from uncertified forests traceable to origin
- 100% direct sourcing verified no conversion of High Conservation Value Forests (HCVFs)
- 100% indirect sourcing traceable to a country and county level of origin
- 100% suppliers monitored to meet IP's Global Sourcing Policy
- 95.6% from forests within the U.S.: 97% Southeast U.S., 3% Oregon
- 3.5% from forests in Canada (Alberta province)
- 0% sourcing from peatlands or High Carbon Stock (HCS) forest
- 0% sourcing from Intact Forest Lands (IFLs)

Forests

Source 100% of fiber from sustainably managed forests



Conserve and restore 1 million acres of ecologically significant forestland

- 373,145 total acres of ecologically significant forestland have been conserved
 - Improved forest management on 3,145 acres as part of due diligence efforts in ForSite™
 - As part of our Forestland Stewards Initiative with the National Fish and Wildlife Foundation, we conserved and restored 370,000 acres of forests throughout North America
 - Total goal completion progress: 732,770 acres improved (73%) since 2020
-
- The remaining 11% of fiber volume complies with International Paper’s Global Fiber Procurement Policy; we will continue to increase verification efforts toward our Vision 2030 goal

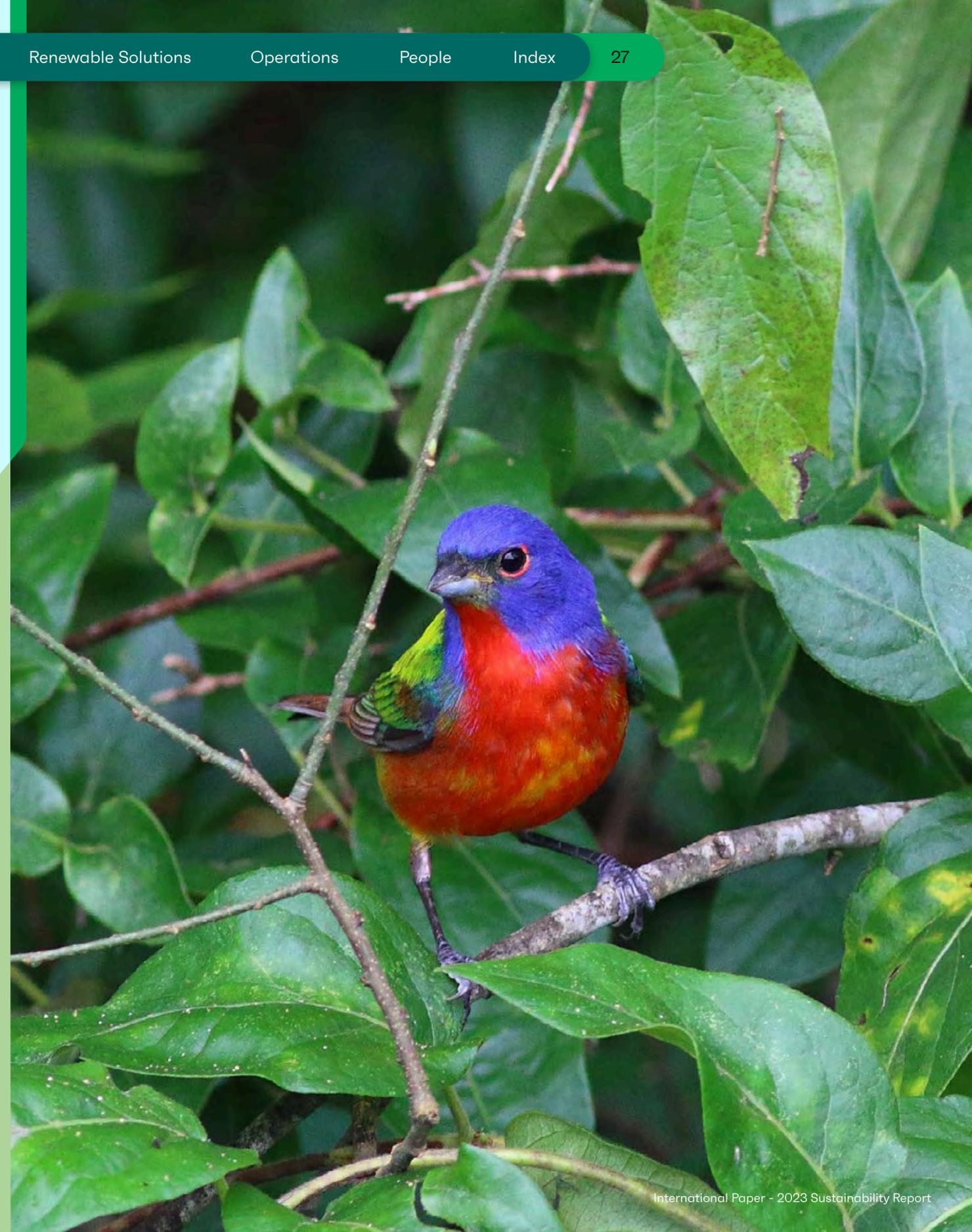
Our approach

As complex ecosystems, forests support countless plant and animal species, regulate freshwater cycles and contribute to the overall ecological balance of our planet. International Paper recognizes that a sustainably managed forest is one that maintains and enhances economic, social and environmental values for the benefit of present and future generations. As one of the world's largest users of wood fiber, we are passionate about pursuing forest conservation and restoration activities that complement our commitment to sustainable forest management and responsible sourcing. We further aim to enable healthy forest landscapes beyond our own supply chains by investing in research, restoration and conservation initiatives that benefit forests, watersheds and biodiversity.

Our approach to forest stewardship has three main elements: responsible fiber procurement, forest certification and collaboration with forest and wildlife conservation partners.

Disclosure on nature

We will continue to gather data on how we interact with biodiversity using our GIS-based sourcing platform, ForSite™ (see [page 29](#)). In 2024, International Paper will go through the scoping phase of the Task Force on Nature-related Financial Disclosures (TNFD) methodology across our sourcing and manufacturing footprint, with an intent to disclose information in 2025.



Responsible fiber procurement

International Paper's Global Fiber Procurement Policy serves as the foundation of our commitment to healthy and abundant forests. This policy states, "We will not knowingly accept fiber from illegally logged forests or from forests where high conservation values are threatened by management activities."

To achieve our goal to source 100% of fiber from sustainably managed forests, we engage in responsible fiber sourcing, with the following highlights:

- International Paper's Fiber Supply Team is a diverse group of more than 225 professionals who work together to ensure fiber is responsibly sourced across our mill footprint
- Our industry-leading mapping platform ForSite™ (see [page 29](#)) exemplifies transparency, risk mitigation and targeted collaboration. It enables us to know where our direct non-certified wood purchases come from and ensures that the right decisions are made before the fiber enters our mill system

- We maintain chain-of-custody certification at all mills, including certification to the Forest Stewardship Council® (FSC®) Controlled Wood Standard and the Sustainable Forestry Initiative® (SFI®) Fiber Sourcing Standard
- We have developed and continue to support one of the largest private landowner assistance programs in the U.S. to offer FSC® Forest Management Certification
- Our extensive fiber supply network and ForSite™ allow us to connect our forest conservation partners with private forest landowners to help make a positive impact on-the-ground and in the areas that matter most



Forests

ForSite™

ForSite™ is an innovative mapping tool used by our Fiber Supply Team to verify and track the fiber they are sourcing. This system guides our responsible fiber procurement on non-certified forestland in the U.S. It follows the framework and protocol of a HCVF Risk Assessment.

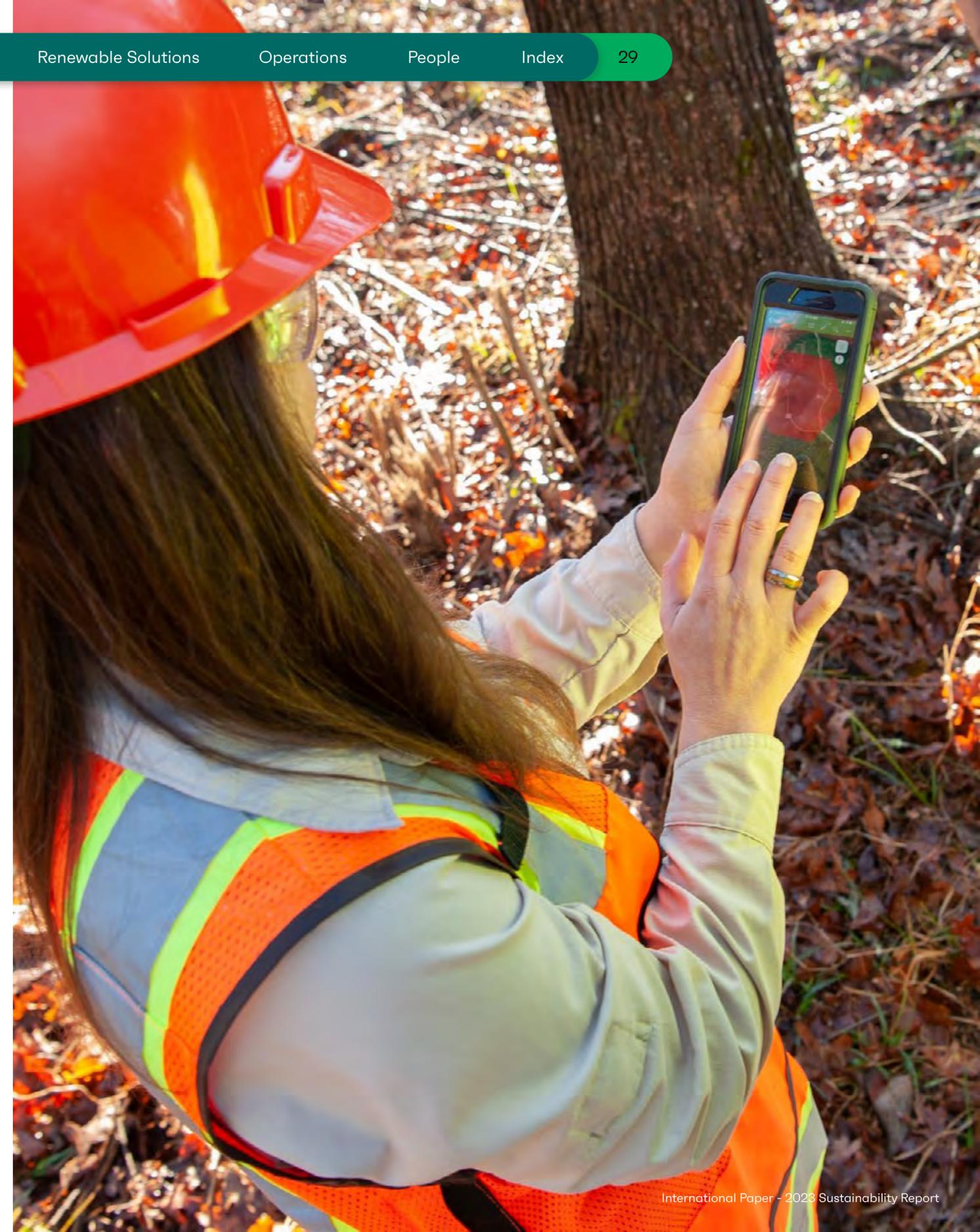
This system uses GIS technology to display and organize a variety of pieces of spatial data — critical information that our Fiber Supply Team uses to make informed decisions prior to the fiber entering our supply chain. ForSite™ data includes an array of environmental and spatial attributes, including:

- Rare, threatened and endangered species by NatureServe Global Conservation Status Ranks (G1/G2, S1/S2)
- Priority forest types and landscapes (bottomland hardwood)
- Forest/wildlife conservation priority areas
- Soil types, topography and hydrology
- Satellite imagery updated weekly
- Land ownership data
- Critical biodiversity areas

By knowing the exact location of the direct fiber we purchase, we ensure not only that our fiber is derived from sustainably managed forests, but also that it is delivered to the most cost-effective facility location.

Using ForSite™ technology across our United States sourcing area, we have:

- Identified 23M acres where pre-harvest due diligence can be applied
- Made on-the-ground improvements to over 3,145 acres in ForSite™ since 2020
- Mapped every non-certified location of purchased open-market fiber
- Monitored sensitive and high-priority locations



Forests



ForSite™

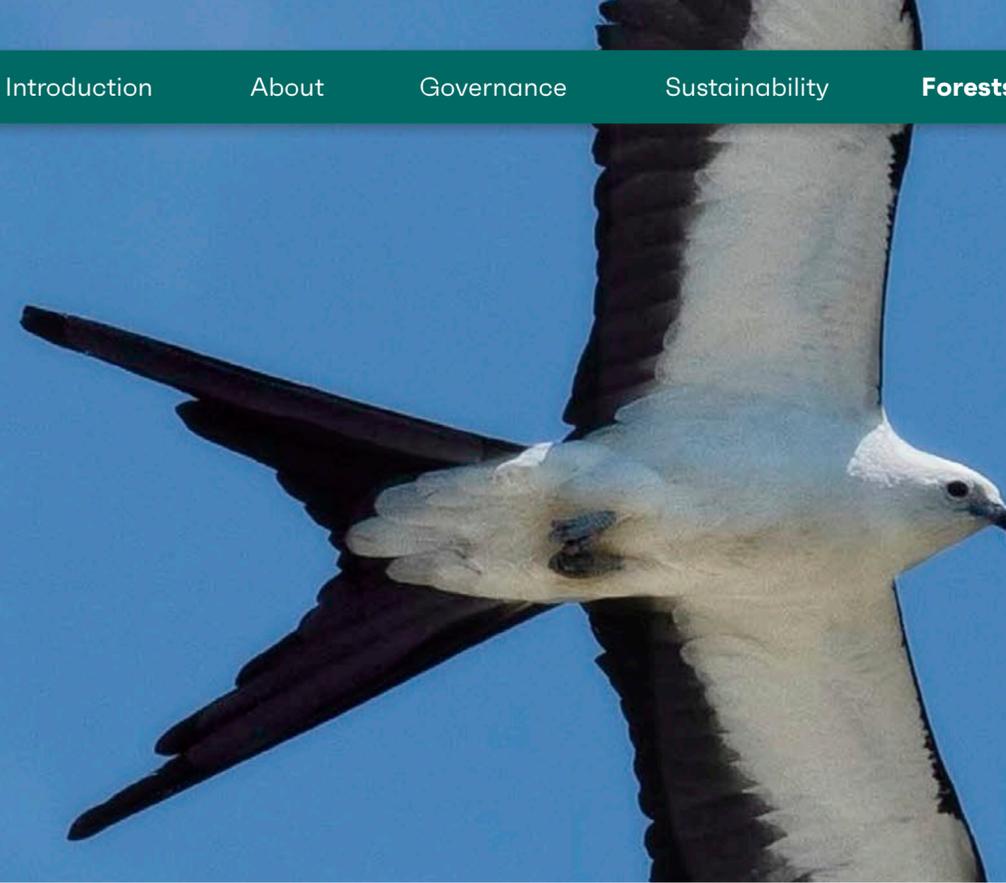
ForSite™ in action

Since forest certification is not always feasible for private forest landowners, International Paper recognized that our industry needed to find a way to assure consumers and customers that our forests are being managed sustainably. The implementation of ForSite™ has changed IP's procurement strategy. We now screen every uncertified tract through ForSite™ prior to purchase to determine whether additional due diligence is required before we accept timber from that tract. Our staff has access to this data both in the office and in the forests on their mobile devices and can monitor forest management activity. To learn more about ForSite™, [watch this video](#).



Outcome

The ForSite™ tool shows areas of potential environmental risk, and indicates the location of the fiber we are considering for purchase. Some of the species and plants we have identified using ForSite™ include the Northern Long-eared Bat, Bald Eagle, Red-cocked Woodpecker, Louisiana Pine Snake, American Chaffseed and Gopher Tortoise, along with a variety of rare freshwater mussel species. Thanks to the use of ForSite™, landowners are able to accomplish their management objectives while protecting and improving habitats.



Recognized for promoting forest bird awareness and conservation

In 2023, the American Forest & Paper Association (AF&PA) honored International Paper with a Leadership in Sustainability Award for Resilient U.S. Forests. The award recognized our innovative approach to promoting forest bird awareness and conservation within the forest product supply chain in partnership with the American Bird Conservancy (ABC). This multi-year partnership aims to integrate

bird conservation into our procurement operations and value chain and provide a measurable contribution towards reversing the decline of forest birds.

One of the significant outcomes of this partnership is targeted work with an iconic bird species in the Southeastern U.S.: the Swallow-tailed Kite (STKI). STKIs are one of North America's most beautiful birds of prey, with distinctive black and white plumage and a long, forked tail. They are also long-distance migrants that spend their spring and summer months in the Southeastern forests of the U.S. and then migrate to their wintering grounds in South America.

Since 2021, working with the Avian Research and Conservation Institute, nine STKIs have been trapped and fitted with radio transmitters near International Paper mills in South Carolina, Georgia and Louisiana. This year alone, five STKIs have received transmitters. These transmitters allow us and our conservation partners to follow the STKIs' movements across the landscape so we can further understand their specific habitat needs. Additionally, we can enter that data into our ForSite™ mapping system to target conservation efforts and outreach in the most strategic areas.

This past year, the transmitters allowed researchers to document the amazing journey made by one of the male STKIs captured in Georgia, named Barrington. The bird's migration started on the Altamaha River, where it led the Georgia Department of Natural Resources to a pre-migration roost of over 600 STKIs—the first of its kind outside of Florida. The trackers then followed Barrington for four months on a long and winding journey over the Gulf of Mexico, including a 48-hour stretch over water, before continuing through South America into Bolivia and central Brazil—a truly incredible flight.



Forests

Forest certification

Forest certification underpins our commitment to sustainable forest management. Our procurement systems and mills are certified to the Forest Stewardship Council® (FSC®), Programme for the Endorsement of Forest Certification™ (PEFC™) and Sustainable Forestry Initiative® (SFI®) chain of custody standards and the SFI Fiber sourcing standard.

To meet the growing customer demand for certified products, our internal FSC forest management group, Certified Forest Management (CFM) LLC, helps small, private landowners become FSC-certified cost-effectively. It has become the largest privately run group of certified landowners in the U.S.

Since 2012, CFM has enrolled and maintained FSC forest management certification for:

920,769

acres in

607

properties across

11

states

Engaging with suppliers and partners

As we move toward our target of conserving and restoring 1 million acres of ecologically significant forestland by 2030, we are working with strategic partners to safeguard the long-term resilience of our forests and the communities they sustain. Our cooperation with partners has three strands:

- 1. Working directly with wood suppliers and forest landowners to promote sustainable management practices**
- 2. Engaging stakeholders in the communities where we operate**
- 3. Collaborating with conservation organizations to enhance ecologically important areas and restore forests worldwide**

Working with forest landowners

For over two decades, IP has cultivated a strong relationship with Wise Batten who, together with his family, owns a forest plantation covering thousands of acres in Black Swamp. Located along the floodplain of the Savannah River, this land provides some of the valuable renewable fiber used in International Paper's products.

Working with forest landowners like Batten is one way we live out our commitment to responsible forest stewardship. With development steadily moving inland from the coast and demand for residential housing and manufacturing sites growing, selling the Loblolly pine trees grown there offers Batten a way to protect the land while also enjoying and sharing the recreational opportunities it affords to the community.

Black Swamp isn't just a working forest; it also provides habitat for deer, turkey and many other types of migratory and non-migratory birds. Since the land sits in a strategic location along the migration path of the Swallow-tailed Kite, Batten is

supporting IP's work to help understand and protect natural wildlife in the region through our partnership with the American Bird Conservancy (see [page 32](#)).

Through best management practices and conservation efforts, Batten is also helping save the land for generations. Alongside community partners, Batten has helped protect thousands of acres in perpetuity at Black Swamp through conservation easements. These easements are voluntary, legal agreements between the landowner and land trust or government agency that permanently limit the use of the land to protect its conservation value.

To help share the importance of sustainable forestry, International Paper teams up with landowners like Batten to hold tours for customers who purchase IP products. During these tours, customers can learn more about the practices that create healthier and more abundant forests and discover what sustainable forestry means to landowners.



Wise Batten
Forest landowner

Working with community stakeholders

The future of forests and the future of local communities are closely intertwined. Forests don't just play a critical role in the local socio-economic fabric; they also directly impact the quality of life of people living nearby. Bearing this in mind, we have made it a priority to engage in meaningful partnerships with community stakeholders. This approach fosters a sense of shared responsibility and helps build resilient communities that are economically and environmentally connected to the forests.

Promoting social equity

Our commitment to promoting social equity entails re-examining certain barriers that prevent equal access to sustainable resources. Heirs' property is land passed down from generation to generation informally, often because landowners die without having written a will. In the absence of a will, the land is considered jointly owned by all heirs and split between multiple family members regardless of whether they have set foot on the land,

lived on the property or paid the taxes. Since its ownership is unclear, the land often ends up in forced sale, leading to forest fragmentation. This disproportionately affects Black families, contributing to over 11 million acres of land lost in the last hundred years and counting.

That's where the Center for Heirs' Property Preservation® (CHPP) comes in. Working in partnership with International Paper, CHPP supports historically underserved communities to build intergenerational resilience. In 2023, International Paper announced its partnership with CHPP. The center works alongside the Mississippi Center for Justice to provide legal services, assistance and resources to help historically underserved Mississippians, with support from World Wildlife Fund and Kimberly-Clark Corporation. This effort, known as the Mobile Basin Heirs' Property Support Initiative, is designed to help families in Mississippi protect and keep their forestland, build intergenerational wealth and promote productive, sustainably managed forests.



Longstanding partnerships with conservation groups

2023 was a milestone year for our work with conservation organizations. As we celebrated a decade of partnering with the National Fish and Wildlife Foundation, we also continued our endeavors to preserve and protect our planet's delicate ecosystems together with other strategic conservation partners.

National Fish and Wildlife Foundation (NFWF)

International Paper and NFWF began working together to restore and enhance forested ecosystems in 2013. Our Forestland Stewards Partnership (FSP) has delivered many significant accomplishments, including establishing or enhancing more than 700,000 acres of native forest and wildlife habitat to date, including the iconic longleaf pine ecosystem. Now entering its second decade, FSP has funded 177 projects across 13 states that, once completed, will restore, enhance or protect more than 1.6 million acres of forest habitat. The

FSP was recently renewed for another five-year period, with International Paper committing \$10 million for wildlife and working forest conservation. To learn more about our work with NFWF, visit [this website](#).

The Nature Conservancy (TNC)

Start-of-the-art forestry practices have been at the heart of our collaboration with The Nature Conservancy (TNC) since 2018. This work reaches beyond International Paper's traditional supply chain in an effort to identify nature-based climate solutions that can be replicated anywhere around the world. For instance, the first phase of the Reduced-Impact Logging for Carbon (RIL-C) initiative provided land managers in Indonesia and Gabon with practical, science-based toolkits to improve carbon sequestration in working forests. The second phase of this engagement saw the expansion of TNC's RIL-C toolkit to new geographies in the Yucatan Peninsula of Mexico and the Republic of Congo. This funding also allowed TNC and partners at the University of Wisconsin to develop bioacoustics monitoring protocols, which use sound recordings to measure forest biodiversity and understand the impacts of

logging and other disturbances to forest-based wildlife species.

With the first two phases completed, our partnership is now scaling up efforts to inform responsible forestry, carbon sequestration and biodiversity monitoring on the ground in the Central Appalachian region of the U.S. and in Mexico.



American Bird Conservancy (ABC)

Since 2020, International Paper has been partnering with the American Bird Conservancy, an organization dedicated to conserving wild birds and their habitats, to promote forest bird awareness and conservation within our supply chain. Our work engages IP's Fiber Supply Team, academia, forestry and wildlife experts, our wood suppliers and forest landowners in our mill basins in the Southeastern U.S. Specifically, we hold field-based bird workshops, conduct bird surveys, collaborate on academic research and implement bird-friendly forest management practices on strategic sites identified via ForSite™. In 2023, our work was recognized by the AF&PA with the Leadership in Sustainability Award for Resilient U.S. Forests (see [page 32](#)).

The Arbor Day Foundation

Our partnership with the Arbor Day Foundation dates back to 2019 and continued to flourish and deliver tangible benefits for people and the planet in 2023.

In the past, we have joined with the Arbor Day Foundation to strengthen community

resilience through the Community Tree Recovery Program. This public-private partnership distributes free trees to residents in communities affected by natural disasters and supports the restoration of affected forestland. As one of 17 founding members of the Arbor Day Foundation's Evergreen Alliance, we also champion the Foundation's ambitions to plant 500 million trees focusing on neighborhoods and forests of greatest need in the next five years.

World Wildlife Fund (WWF)

After working with WWF for more than a decade on responsible sourcing and landscape investments, International Paper was one of the first five U.S. companies to join WWF's Forests Forward program for corporate action in support of nature, climate and people. Forests Forward engages with companies and other stakeholders around the globe to deliver effective nature-based strategies for forests that help achieve their business and sustainability goals. Most recently, we partnered with WWF to support the Mobile Basin Heirs' Property Support Initiative in the Southeastern U.S. (see [page 35](#)).

Other strategic partnerships to advance forest sustainability

- American Forest Foundation (see [page 67](#))
- Celebrate Planet Earth
- WBCSD Forest Solutions Group





Renewable Solutions

At International Paper, we're advancing the circular economy across our value chain, helping to lead the transition to a sustainable low-carbon future. As a producer and recycler of renewable fiber-based products, we're closing the loop and creating innovative products that are 100% reusable, recyclable or compostable.

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A closer look

Our Vision 2030 progress

Goal

Accelerate the transition to a low-carbon economy through innovative fiber-based products

Target

100%

Advance circular solutions throughout our value chain and create innovative products that are 100% reusable, recyclable or compostable

Impact

97.2%

97.2% of International Paper pulp and packaging products are recyclable, reusable or compostable — including 98% of our packaging products and 94% of our pulp products

34.5%

34.5% average recycled content in our North American corrugated packaging products, including 28.7% post-consumer fiber

94%

94% of projects support renewable solutions in the GCF innovation pipeline

48%

48% of manufacturing waste has been beneficially used rather than disposed in a landfill



Our approach: Circularity at International Paper

Circularity is a key strategy for International Paper. It means that we prioritize the use of resources that are renewable, sustainably managed, recycled and reused through design, production and recovery across our value chain. For International Paper, circularity begins in the forest, where we encourage sustainable forest management and continual improvement in growing, harvesting and processing practices. This carries through to our mills where we use this renewable material and give used fiber products new life.

Circularity means recovering and reusing as much wood fiber, energy, water and other materials as possible in a continual cycle from natural resource to finished product and back again. Likewise, it means keeping as much material as possible from becoming waste destined for landfills.

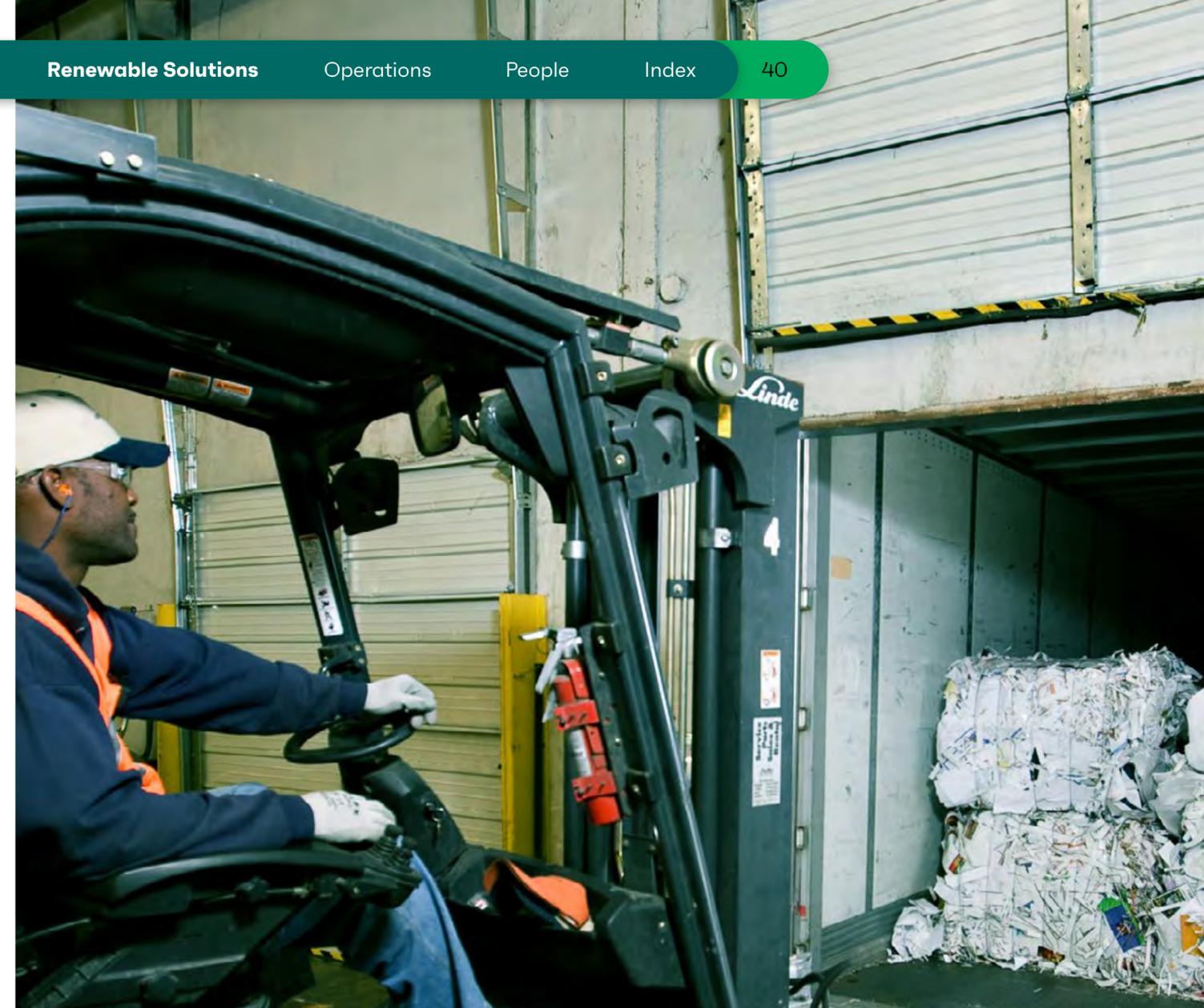
Circularity also touches on product design, as engineers work to improve product quality and capability, while reducing waste and increasing the amount of recycled material that is used.

Embracing the circular economy means looking throughout our value chain for opportunities to optimize and improve our operations. In this regard, International Paper has a unique position in the market as one of the world's largest stewards of wood and recovered fiber. As both a producer of fiber-based products and a consumer of recovered fiber, we have a marked impact on the overall circularity of our industry.

Partnering for IT circularity

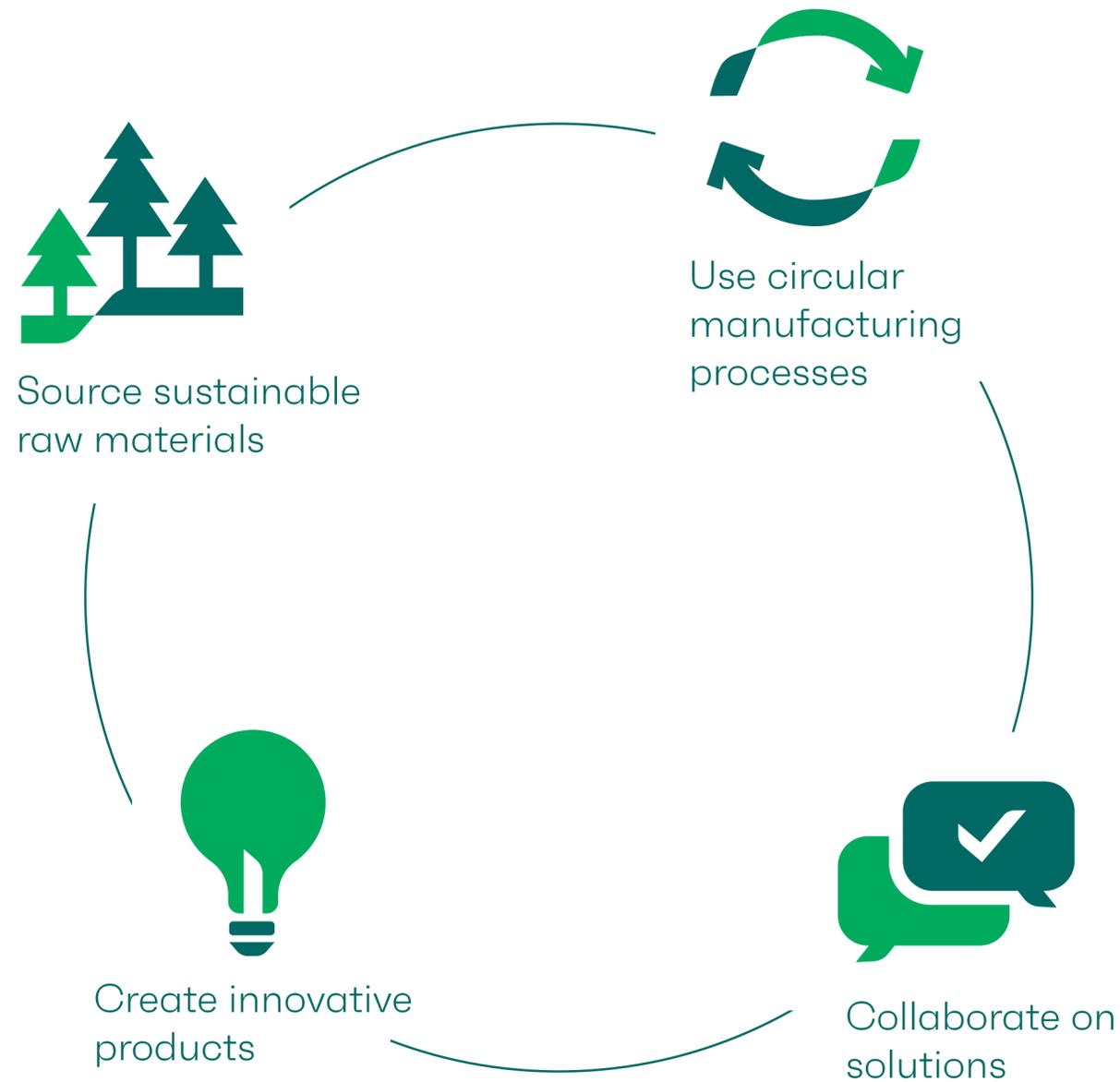
IP is also committed to green computing. Our IT team has a zero-landfill policy for end-of-life electronics. We partner with Dynamic Lifecycle Innovations to remarket our old electronic equipment for reuse or, where that's not possible, recycle

defunct devices. This partnership includes computers, servers, hard drives, monitors and miscellaneous equipment. In 2023, we remarketed over 2,500 systems and recycled 183,389 pounds of assets. That's the equivalent to taking 95 passenger vehicles off the road for a year.



The four key pillars of circularity at International Paper

To achieve our Renewable Solutions goal, we've implemented a circularity strategy made up of four pillars. These pillars help guide how we think about our impact across our value chain and identify implementation tactics within each of our businesses that advance circular solutions.



Using every part of the tree

One way that we integrate sustainability into our operations is by selling high-quality pine chemicals. These materials come from pine trees and are a byproduct of the kraft pulping process, which can be used to make a variety of everyday goods such as biofuels, fragrances, cleaners and ink. Their small carbon footprints make these pine chemicals an eco-friendly alternative to the petroleum-based materials used by the chemical industry. With demand for some pine chemicals exceeding supply and expected to grow, we plan to rapidly scale our capabilities so we can sell 100% of our pine chemicals by 2027.



Source sustainable raw materials

International Paper's primary raw material is, of course, fiber. And this is where our sustainability strategy begins. We source both recycled and new, renewable fiber from trees grown in sustainably managed forests. Wherever possible, we use renewable, sustainable or recycled materials — fibers, chemicals, packaging, etc. — across our manufacturing process.

Our commitment to using sustainable raw materials aligns with a core principle of circularity: regenerating natural systems. In a nutshell, since our products are made from renewable resources, they replace less sustainable, carbon-intensive non-renewable alternatives.

Every year, our operations use 5.2 million tons of recovered fiber to make new fiber-based products, making International Paper one of the world's largest users of recovered fiber.



Use circular manufacturing processes

Circularity is at the heart of what we do at International Paper. Within our manufacturing process, this is done by designing for sustainability, minimizing waste and maximizing the recovery and reuse of materials.

By becoming more circular, designing in efficiency, and improving our environmental impact, we reduce our greenhouse gas emissions and contribute to a sustainable low-carbon future. In 2023, 48% of our manufacturing waste was diverted from disposal for beneficial uses.



Create innovative products

International Paper products make a significant contribution to a low-carbon circular economy. We think about the entire lifecycle of the product and how changes in product design impact decisions along its value chain. The result is products that are:

- Made efficiently and sustainably, from sourcing to production to transportation
- Designed with end of life in mind
- Easily recovered, recycled, reused or composted

Our product strategy is informed by the Ellen MacArthur Foundation, the world's leading circular economy network. Through our membership, we're working with the Foundation and its partners to advance our contributions to circular low-carbon solutions.

Learn more about our 2023 product innovations [here](#).



Collaborate on solutions

Collaboration across our value chain is key to our success. That's why we team up with our customers, supply chain partners and thought leaders to develop innovative ideas and gather diverse points of view. The teams at our research and development centers are at the forefront of these creative solutions.

The circular solutions we create together not only respond to changing market conditions and consumer demands, but also have multiple lives through repeated cycles of reuse, recovery and recycling. Learn more about some of our 2023 collaborations [here](#).

The sustainability benefits of fiber-based packaging

Fiber-based packaging:



is made from a renewable resource

so it is composed of both recycled and new fiber grown in sustainably managed forests. Using paper packaging reduces the reliance on non-renewable resources, like fossil fuels, and promotes sustainable practices.



is easy to recycle

so it can be turned into new paper products. Recycling paper ensures a valuable renewable material is recovered and reused, reducing waste going into landfills.



is lightweight

so it can lower freight and handling costs with fewer trucks on the roads, less fuel used and lower emissions from transportation.



has a lower carbon footprint

so it has a smaller impact on the climate. The production process of paper involves fewer chemicals and energy than other packaging, which means that it generates fewer greenhouse gas emissions.



keeps forests working

so they can continue to conserve biodiversity and provide clean air and water for communities. Responsibly grown, managed and harvested forests provide a sustainable supply of fiber for products, while ensuring forestland remains forested.

Renewable Solutions roadmaps by business group

To meet our overarching Vision 2030 Renewable Solutions goal, our business-specific task teams have developed Renewable Solutions roadmaps outlining 2030 targets specific to the opportunity and impacts unique to each of our product offerings.

Each of our three business groups — Global Cellulose Fibers, Industrial Packaging and EMEA Packaging — requires customized approaches and targets for the different products they make across their value chains and within the different regions in which they operate. All three business groups share one guiding target: to develop 100% recyclable, reusable or compostable products.

The roadmaps and 2030 targets for each business group is described over the following pages.

Global Cellulose Fibers

Our Global Cellulose Fibers (GCF) business brings comfort, dignity and confidence to people around the world with our fiber innovations. These fiber solutions help differentiate our customers' products in a crowded marketplace —and move us all toward a more sustainable future.

Industrial Packaging

At International Paper, our North American Industrial Packaging business offers solutions for today that package a better tomorrow. We are a producer and recycler of fiber-based packaging solutions that protect and promote goods, enable worldwide commerce and help keep consumers safe.

EMEA Packaging

As part of our Industrial Packaging business, Europe, Middle East and Africa (EMEA) Packaging specializes in making and selling recycled containerboard and corrugated containers. These products help our customers supply products people depend on every day in numerous food and industrial segments.

**Renewable Solutions
roadmap:****Global
Cellulose
Fibers**

- **100% reusable, recyclable or compostable**
- Replace plastic and petroleum-based materials
- Reduce lifecycle impacts, including greenhouse gas emissions, waste and water use
- Minimize overall raw material consumption
- Improve end-of-life solutions including compostability and recyclability

As part of our overarching strategy, Global Cellulose Fibers (GCF) is aligning with customers and delivering against market needs towards the following main objectives:

100% recyclable, reusable or compostable

Our GCF business is demonstrating its commitment to the circular economy by setting a goal to create pulp products that are 100% recyclable, reusable or compostable. As of 2023, 94% of pulp products are considered recyclable. In 2023, we began compostability certification for all existing GCF products for use as an additive according to EN 13432.

To serve the needs of our customers and deliver more sustainable product solutions, we aim to have a minimum of 50% of projects in the GCF innovation pipeline support renewable solutions. We are working towards this goal via customer collaborations and partnerships, as well as by conscientiously tracking projects within our innovation pipeline that include sustainability and/or renewable attributes.

**GCF Innovation Projects Aligned
with Renewable Solutions****In 2023:****94%**

of projects in the innovation pipeline

80%

of front-end innovation concepts

50%

of commercial new products

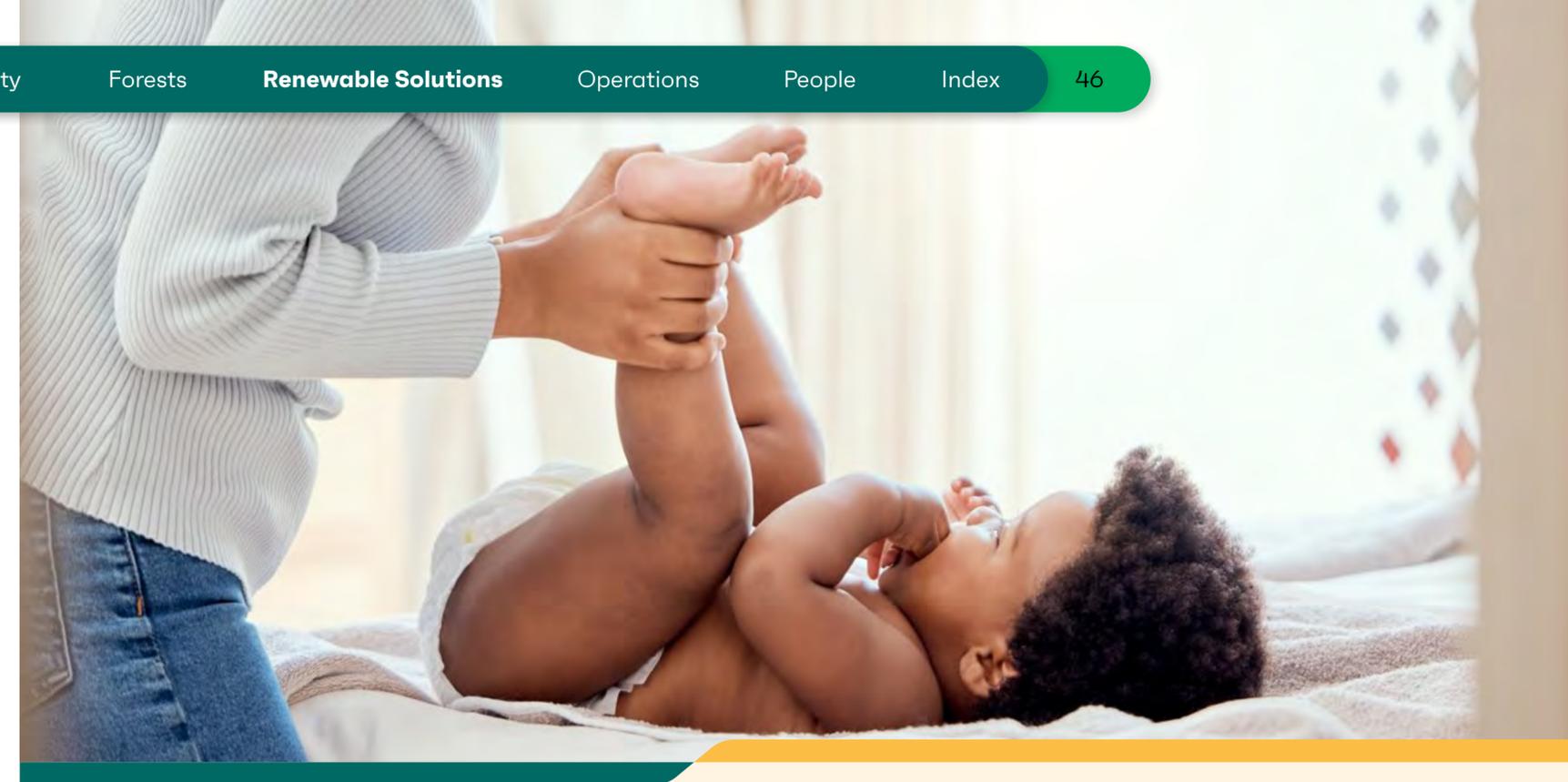
Renewable Solutions roadmap:

Global Cellulose Fibers

- 100% reusable, recyclable or compostable
- **Replace plastic and petroleum-based materials**
- Reduce lifecycle impacts, including greenhouse gas emissions, waste and water use
- Minimize overall raw material consumption
- Improve end-of-life solutions including compostability and recyclability

Replace plastic and petroleum-based materials

We work with our customers to uncover and respond to their unmet needs and desired outcomes while effectively incorporating more cellulosic materials into absorbent hygiene applications. We are also developing new cellulose fiber end-use applications that replace petroleum-based materials, such as single-use packaging. All the while, we are reducing lifecycle impacts and minimizing overall raw material consumption through innovative and natural pulp products.



Our portfolio of outstanding alternatives to synthetic fibers

Engineered to provide excellent absorbency, improved wicking and higher pad integrity, **Elegance**® quickly moves wetness away from the skin, minimizing the likelihood of rashes, skin irritation and leakage. Elegance® has a reduced product weight while maintaining the same excellent absorption properties of all International Paper's absorbent cores. A thinner product helps optimize packaging, enabling transport of more products per shipment, which could result in fewer trucks on the road.

Our **Helix**® fibers are stiff, curly and compression resistant. Thanks to their

fast liquid acquisition and ability to wick against gravity, they are an outstanding choice for absorbent hygiene products with excellent fluid management. Both wet and dry, Helix® is a superb bulking agent for specialty paper and packaging board, too, producing webs with high permeability and resistance to compression.

Our **FloraCel**® brand offers a cost reduction and performance enhancement solution for making lyocell, an all-natural cellulose textile fiber. Wood pulps used to produce textiles like FloraCel® serve as extenders to dissolving wood pulp, incorporating the renewable and innovative materials that consumers demand.

**Renewable Solutions
roadmap:****Global
Cellulose
Fibers**

- 100% reusable, recyclable or compostable
- Replace plastic and petroleum-based materials
- **Reduce lifecycle impacts, including greenhouse gas emissions, waste and water use**
- **Minimize overall raw material consumption**
- Improve end-of-life solutions including compostability and recyclability

Reduce lifecycle impacts, including greenhouse gas emissions, waste and water use

We are focusing on ways to make products with less waste and reduced lifecycle impacts in terms of their greenhouse gas emissions and water consumption. In 2023, we completed life cycle assessments (LCAs) aligned to the ISO 14044 standard on some GCF products, covering their environmental impact from cradle to gate. Our new LCA models touch on fiber and raw material procurement, manufacturing and distribution. They look at all of the impacts throughout the lifecycle, including greenhouse gas emissions, mineral resource scarcity and water consumption. This process is already yielding results, helping us better quantify our impacts, identify areas where we can reduce our carbon footprint and better address customer requests around our products' sustainability.

Minimize overall raw material consumption

We are optimizing manufacturing processes for new products including absorbent hygiene applications, resulting in significant reduction and better utilization of raw materials used in production.

In 2023, we advanced work to reduce chemical consumption at our mills. Our corporate technology team conducts mill audits and develops annual goals to reduce our use of chemicals. Our new reporting software tracks bleach plant chemical usage by mill in real time, with a focus on process control and associated cost tracking. The team targets annual reductions in bleaching chemical consumption across all GCF mills. One mill, for instance, used insights from the dashboard to fix and replace critical sensors, helping to deliver significant improvements and make considerable savings. Chemical consumption data was also used in the development of our LCAs.

In turn, we can use these LCAs to estimate the greenhouse gas emissions reduction gained by making certain process changes such as reducing bleaching — meeting our customers' requests for more specific information about potential savings.

Renewable Solutions roadmap:

Global Cellulose Fibers

- 100% reusable, recyclable or compostable
- Replace plastic and petroleum-based materials
- Reduce lifecycle impacts, including greenhouse gas emissions, waste and water use
- Minimize overall raw material consumption
- **Improve end-of-life solutions including compostability and recyclability**

Improve end-of-life solutions including compostability and recyclability

We work with customers to help improve the end-of-life impacts of their products through our innovations. For example, we enable the use of 100% cellulosic fiber for wipes, which can be biodegradable and compostable, unlike those made from petroleum-based materials. We are also

evaluating compostability certifications for our modified fiber products.

Customers and consumers are increasingly looking for visible and easily recognizable ways to identify environmentally friendly products. That's where ecolabels come in. They help create transparency and differentiate products in a competitive market. With more and more of our customers also pursuing ecolabels,

we are actively pursuing options like the well-respected Nordic SWAN and EU Ecolabel by evaluating the comprehensive operational and testing requirements needed to meet these rigorous standards.

Ensuring product safety

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. For more information, please visit our [GRI Index](#).



Renewable Solutions roadmap:

Industrial Packaging

● 100% recyclable, reusable or compostable packaging

○ Integrate circularity into
key business checkpoints

○ Track product
sustainability impacts and
opportunities for material
replacements

○ Set 2030 waste strategy

○ Expand partnerships
within recycling and
circularity

Our North American Industrial Packaging business is making sustainable improvements through innovation and redesign, material replacement and reduction, and recycling and recovery towards the following main objectives:

100% recyclable, reusable or compostable packaging

Focus areas:

- Ensure all manufactured packaging and containerboard products are 100% recyclable, reusable or compostable
- Replace non-recyclable coatings with recyclable alternatives

In 2023, nearly 98% of North American packaging products were recyclable. As we work to make sure that all our manufactured packaging products are 100% recyclable, we are focusing our efforts on ensuring the recyclability of our wet-strength linerboard products. These containerboard products containing wet-strength additives, which protect fiber bonds from water that would otherwise break them down, are not considered recyclable without additional testing. We tested all linerboard containing wet-strength against the Fiber Box Association (FBA) voluntary standard for

recyclability and repulpability. As of the end of 2023, more than 99% of our total containerboard production is recyclable and more than 96% of our wet-strength linerboard products passed the FBA standards for recyclability, with additional results outstanding. Our teams are working to ensure that the specifications for the remaining 4% are set to ensure full recyclability and performance moving forward.

Championing alternatives to wax-based coatings

Our **ClimaGuard**[®] and **ClimaShield**[®] products are designed with recycling in mind, offering an alternative to non-recyclable wax-based coatings, and making sure that food, beverages and other items arrive safely.

ClimaGuard[®] containerboard is recyclable and specially made to improve wet and dry strength and decrease wicking. It can be used with any box design for added strength when packing or handling under high-humidity conditions. ClimaGuard[®] is also used in **ClimaBin**[®], a triple-wall container that protects packaging from costly failures when it is used in high-humidity or wet conditions.

Our fully recyclable ClimaShield[®] coatings protect products in the toughest environments, while also helping customers achieve their sustainability goals. Along with offering water-resistant properties, ClimaShield[®] and Climaguard[®] meet the FBA certification standard for recyclability and repulpability.

Renewable Solutions roadmap:

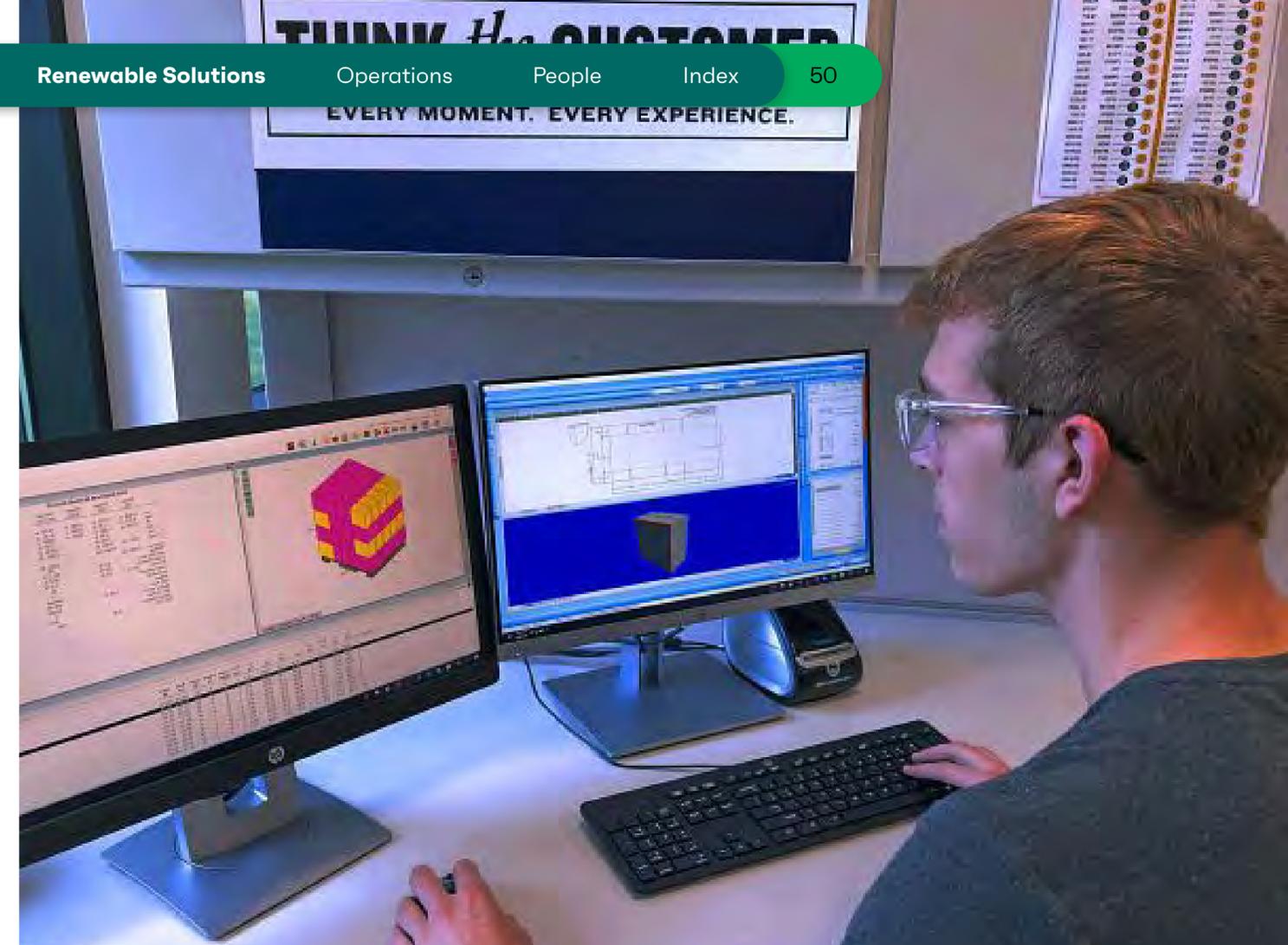
Industrial Packaging

- 100% recyclable, reusable or compostable packaging
- **Integrate circularity into key business checkpoints**
- Track product sustainability impacts and opportunities for material replacements
- Set 2030 waste strategy
- Expand partnerships within recycling and circularity

Integrate circularity into key business checkpoints

Focus areas:

- Ensure sustainability considerations are included across business processes such as asset design, capital process, business strategy, innovation and product development



Building circularity into our customer relationships

We are actively integrating sustainability into our work with customers. Our Value Added Services (VAS) team thinks about our customers' needs by understanding opportunities, identifying solutions and developing creative methods to outperform the competition in delivering what our customers value the most. Our experts focus on practical innovations and

bringing new improvements to areas from design and graphics to lab testing and mechanical packaging systems.

Additionally, the VAS Customer Value Analysis (CVA) team focuses on driving costs out of the supply chain by looking for ways to optimize packaging and line efficiency. For example, IP works with a national customer in our packaging business to optimize freight by eliminating incoming wooden pallets and increasing

freight efficiency. Since more deliveries can fit into each container, fewer trips are needed to get products where they need to go — meaning lower freight costs and reduced greenhouse gas emissions.

Renewable Solutions roadmap:

Industrial Packaging

- 100% recyclable, reusable or compostable packaging
- Integrate circularity into key business checkpoints
- **Track product sustainability impacts and opportunities for material replacements**
- Set 2030 waste strategy
- Expand partnerships within recycling and circularity

Track product sustainability impacts and opportunities for material replacements

Focus areas:

- Evaluate product- and material-level sustainability impacts
- Identify opportunities for sustainable materials improvements and expand circular solutions for customers

Packaging your protein

Creating packaging that protects fresh foods and keeps consumers safe has always been a priority, but with our **Leak Resistant Bliss Box**, we package fresh protein in a more sustainable way. This unique design is stronger while using less material and eliminates the wax coating, so the box can be recycled. With these containment capabilities, packers can reduce the plastic liners needed while lowering the risk of cross contamination during distribution—preventing food waste and protecting our consumers.



Renewable Solutions roadmap:

Industrial Packaging

- 100% recyclable, reusable or compostable packaging
- Integrate circularity into key business checkpoints
- Track product sustainability impacts and opportunities for material replacements
- **Set 2030 waste strategy**
- Expand partnerships within recycling and circularity

Set 2030 waste strategy

Focus areas:

- Identify waste reduction opportunities at each containerboard mill and across our box plant system

In order to reduce waste across all of its mill sites, Industrial Packaging has Waste Champions who look for strategic opportunities at each mill and share best practices with their counterparts at other locations.

From landfill to new life

Our Newport, Indiana Containerboard Mill produces 110 tons of pulper tail each month. This reject material, the baling wire and other contaminants that remain after the pulping process, used to be hauled to the landfill. Today, we are working with a partner to divert this material and reclaim the maximum amount of wire for recycling and reuse. Under a two-year service agreement, we now receive money for this pulper tail rather than paying for landfill fees—and ensure that these valuable materials have a sustainable future.



**Renewable Solutions
roadmap:****Industrial
Packaging**

- 100% recyclable, reusable or compostable packaging
- Integrate circularity into key business checkpoints
- Track product sustainability impacts and opportunities for material replacements
- Set 2030 waste strategy
- **Expand partnerships within recycling and circularity**

**Expand partnerships within
recycling and circularity****Focus areas:**

- Improve circularity- and recycling-focused partnerships
- Develop materials to expand capabilities of sustainable fiber packaging

As an aggregator and manufacturer, International Paper can offer end-to-end circularity for U.S. customers.

In addition to collecting recyclable materials, we place recovered fiber back into our own mill system to make new paper-based products.

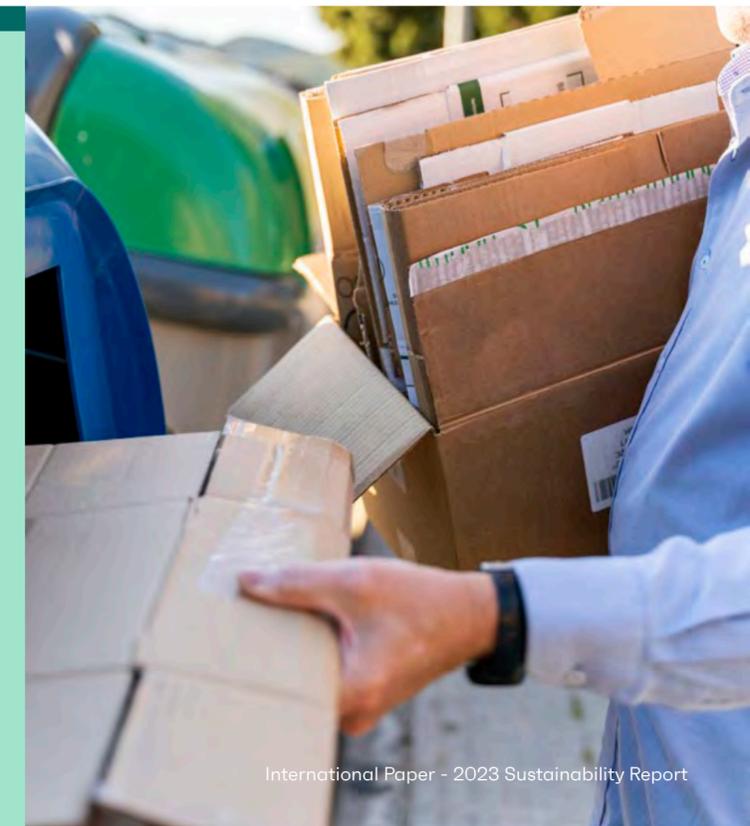
When a major retail wholesaler lost its outlet for the tens of thousands of tons of cardboard it generated each year, our recycling team stepped in with a customized plan. Thanks to our nationwide network of recycling plants, transportation infrastructure and expertise,

we were able to find a long-term solution for the mountains of cardboard that would otherwise pile up at its distribution centers. And, as the largest producer of containerboard in the country, making as much as a third of all U.S. corrugated packaging, we could also guarantee that this national wholesaler's old corrugated containers (OCC) would be appropriately recycled and reused in new products.

**Improving consumer education
about recycling**

As one of the world's largest recyclers, we collect, sort and process nearly 7 million tons of recovered paper annually, which we distribute to a global network of paper manufacturers. But keeping the paper recycling industry moving requires a steady inflow of fiber. That's why we are working to build public confidence in the fact that recyclable material, once collected, actually is recycled. We're partnering with industry associations like the AF&PA and

the Institute of Scrap Recycling Industries (ISRI) to educate consumers about the need to recycle and about the stable end markets that exist for recycled fiber. Along with conducting recycling campaigns, these organizations also develop and share answers to commonly asked paper recycling questions, amplify recycling best practices and explain how recycling works to consumers via social media and other communication channels.



Renewable Solutions roadmap:

EMEA Packaging

● Innovate for circularity through material efficiency and 100% recyclable, reusable or compostable packaging

○ Further develop product range and capabilities to substitute fiber products for plastic

○ Reduce waste to landfill by targeting key areas for improvement across our operations

○ Expand partnerships for recycling and circularity

○ Contribute to improving industry recycling rate and fiber quality

EMEA Packaging contributes to our overarching target by applying innovation, redesign and material replacement strategies across the following five objectives. In fact, our EMEA Packaging business has already met our Vision 2030 target of having 100% recyclable packaging.

Innovate for circularity through material efficiency and 100% recyclable, reusable or compostable packaging

Focus areas:

- Eliminate all sales of non-recyclable products
- Reduce basis weights at box plants by 5% vs. 2020

In 2023, we continued projects to reduce the average basis weight at our box plants, achieving a reduction of 1.4% compared with 2020, and of 7.6% compared with 2018. We also maximized efficiency by reducing fiber use at our facilities in France, Italy, Morocco, Portugal and Spain. For instance, since 2020, the average basis weight of all our recycled paper in France has decreased by 7%.



Combining tamper-proof security with sustainability

Our **eCommerce Secure Box**, which was developed by our Spanish corrugated packaging team, isn't just designed to prevent tampering and theft; it's also better for the environment than plastic-based alternatives. Made to be 100% recyclable, the eCommerce

Secure Box doesn't require adhesive tape or other materials for sending to the customer or for returns to the sender, thereby eliminating single-use plastic materials. In 2023, the eCommerce Secure Box was recognized with the World Packaging Organization's prestigious 2023 WorldStar of Packaging Award.

Renewable Solutions roadmap:

EMEA Packaging

- Innovate for circularity through material efficiency and 100% recyclable, reusable or compostable packaging
- **Further develop product range and capabilities to substitute fiber products for plastic**
- **Reduce waste to landfill by targeting key areas for improvement across our operations**
- **Expand partnerships for recycling and circularity**
- Contribute to improving industry recycling rate and fiber quality

Further develop product range and capabilities to substitute fiber products for plastic

Focus areas:

- Substitute 6,000 tons of plastics with fiber-based alternatives by 2030

Reflecting our ongoing commitment to sustainability, we made two strategic investments in Italy and in Morocco beginning in 2023. These projects aim to expand our production of paper-based punnets—a sustainable alternative to plastic packaging. These investments not only strengthen our foothold in the marketplace but also align with our ambition to end customers' reliance on plastic packaging.

As a result, in 2023, our operations in the EMEA region produced enough fiber-based punnets to replace 828 tons of plastic products, with a total of 2,680 tons replaced between 2021 and 2023.

Reduce waste to landfill by targeting key areas for improvement across our operations

Focus areas:

- Reduce waste to landfill by 50% over 2020 baseline by 2030

Since 2020, we have reduced waste to landfill across the EMEA region by 32%. We continue to explore ways to reduce how much waste we consign to landfill across our mill and box plant system. This entails both promoting activities at our facilities to reduce our waste footprint and examining ways to make alternatives to landfilling more attractive.

Expand partnerships for recycling and circularity

Focus areas:

- Evaluate opportunities for circularity/recycling collaborations and partnerships throughout International Paper's value chain

We actively participate in the Confederation of European Paper Industries (CEPI) 4evergreen alliance, which brings together over 100 members across the entire lifecycle of fiber-based packaging. The alliance's main objective is to achieve a 90% recycling rate across Europe by 2030 through knowledge sharing—leading to the establishment of guidelines related to innovation, circular design, collection and sorting. We are also a member of the European Federation of Corrugated Board Manufactures (FEFCO).

Renewable Solutions roadmap:

EMEA Packaging

- Innovate for circularity through material efficiency and 100% recyclable, reusable or compostable packaging
- Further develop product range and capabilities to substitute fiber products for plastic
- Reduce waste to landfill by targeting key areas for improvement across our operations
- Expand partnerships for recycling and circularity
- **Contribute to improving industry recycling rate and fiber quality**

Contribute to improving industry recycling rate and fiber quality

Focus areas:

- Increase education on the circularity and sustainability benefits of fiber packaging
- Use partnerships to expand the amount and quality of recovered fiber

Our recycling operations in Spain (CARPA) play a key role in how we bring the circular economy to life in the country. Wholly

owned by International Paper and situated on the premises of our Madrid, Spain Mill, CARPA is among the largest recyclers in the wider Madrid area and recycles paper, cartonboard, magazines and Old Corrugated Cardboard (OCC) collected in Madrid's blue bins. In 2023, CARPA entered into a new circularity agreement with the municipality of Getafe, near Madrid, further shoring up recycled fiber supply to the Madrid Mill. The mill also uses clippings collected from our Spanish and Portuguese box plants.

We have also embarked on circular partnerships with several customers in Spain, in which IP's packaging team provides them with new boxes, and IP's recycling business, CARPA, collects their OCC. Altogether, circularity projects involving CARPA supply 45% of the recycled fiber needed to keep our Madrid Mill running.



Circular solutions are always in fashion

Nordstrom, Inc. is a leading fashion retailer, offering compelling clothing, shoes and accessories for men, women and kids. But getting the latest fashion from distribution and fulfillment centers to over 350 Nordstrom, Nordstrom Local and Nordstrom Rack stores throughout the U.S. generates significant waste from products, packaging and operations.

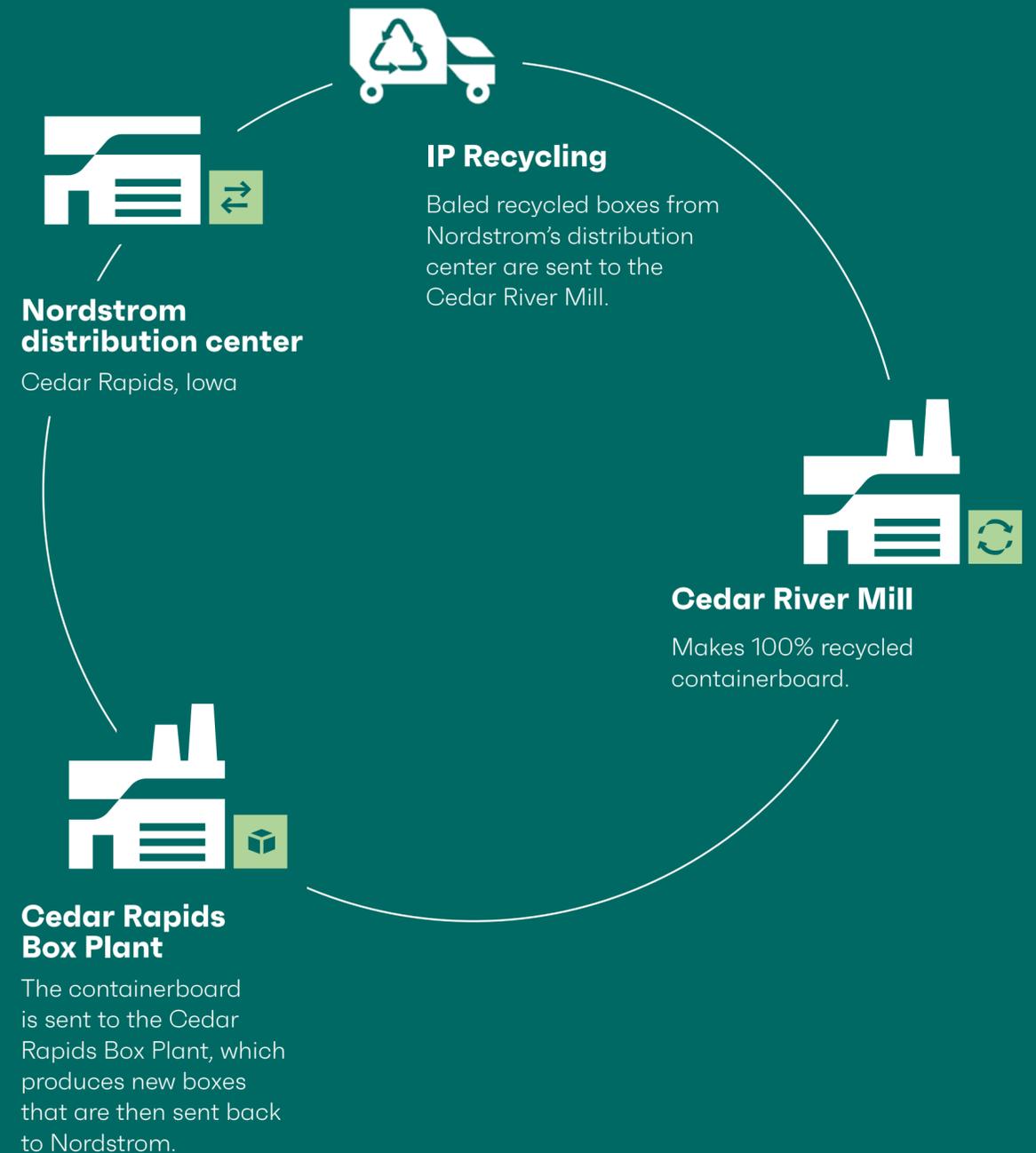
That's where International Paper comes in. Leveraging our circular fiber model, we are working with Nordstrom to give new life to old boxes and materials. IP recycles fiber from six of Nordstrom's nationwide distribution centers and partners with Nordstrom to create renewable solutions.

As one of the world's largest users of recovered fiber, we have the scale to recover, reprocess or facilitate the sale of more than 7 million tons of recovered fiber each year—including Nordstrom's boxes. We use the recovered fiber from old boxes along with virgin fiber from sustainably managed forests to create brand new renewable, recyclable corrugated boxes

that can carry tomorrow's fashion back to Nordstrom's stores across the U.S.

All these pieces come together in Cedar Rapids, Iowa. IP Recycling collects recycled boxes from Nordstrom's local distribution center and send the fiber to the nearby Cedar River Mill, which makes 100% recycled containerboard. This containerboard is then sent to the Cedar Rapids Box Plant, which ships new boxes to Nordstrom's Cedar Rapids distribution center for immediate use.

We're also working with Nordstrom to optimize the weight and size of their boxes—reducing deliveries and emissions as a result. In 2022, International Paper collaborated with Nordstrom to check its shipment and box utilization history. We used our proprietary e-Commerce Box Optimization Service (**eBos™**) tool to recommend a suite of boxes to reduce Nordstrom's freight, dunnage, product damage, and carbon footprint. In 2024, we plan to work together again to complete eBos™ evaluations for additional distribution points in the Nordstrom network.





Sustainable Operations

Climate change, in the form of rising temperatures and increasingly frequent and severe natural disasters, is impacting people and ecosystems globally. The latest science has made it clear that decisive action must be taken to avoid the worst impacts of climate change. International Paper is committed to minimizing the impact that our manufacturing processes have on our planet by decreasing greenhouse gas emissions and water risk specific to the watersheds of our facilities.

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Our Vision 2030 progress (GHG)

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Our Vision 2030 progress (water)

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A closer look

Our Vision 2030 progress (GHG)

Goal

Improve our climate impact and advance water stewardship

Target

35%

Reduce our greenhouse gas emissions by 35%

Impact

8.6% increase in Scopes 1 and 2
6.2% decrease in Scope 3 emissions

Our combined Scope 1 and 2 GHG emissions increased in 2023 primarily due to an increase in the sale of renewable energy certificates (RECs). This does not amount to a change in actual emissions, but rather, sales of environmental attributes from our renewable power generation. REC sales will continue in the short term but will eventually be retired in support of our Vision 2030 target. Underlying these outcomes are the difficult economic circumstances which resulted in less production volume and significant pressures on costs. These conditions obscured any other progress made in 2023. We achieved emissions reductions at some of our sites, including our containerboard mill in Rome, Georgia and we announced a project that will reduce emissions at our containerboard mill in Cedar Rapids, Iowa. Reduced biomass fuel use offset some of our project-related GHG decreases.

Scope 3 emissions reduction results were a result of lowered consumption and production, with improved industry level emission factors.

GHG Emissions Progress (in metric tons CO₂e)

● Scope 1 ● Scope 2 ● REC Sales

Scope 1 and 2 Progress*



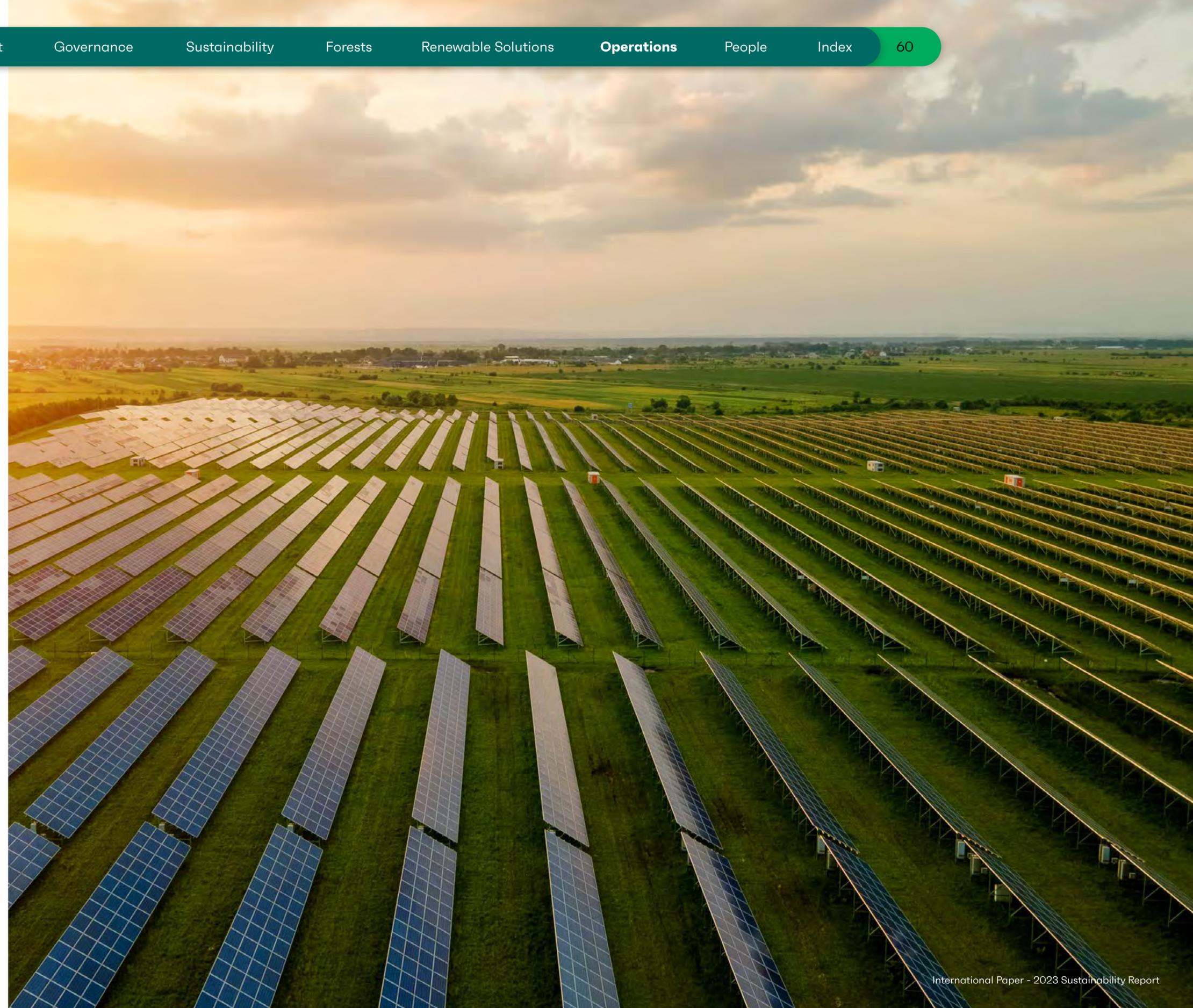
Scope 3 Progress



*Consistent with the GHG Protocol, our reported Scope 1 GHG emissions and associated targets do not include biogenic GHG emissions, which were approximately 22.8 million metric tons in 2023.

Our approach

Our Sustainable Operations approach addresses some of our most pressing environmental impacts and reflects our commitment to improving our footprint across our businesses, operations and value chain. We are working to reduce our reliance on fossil fuels, improve energy efficiency and expand our use of renewable energy. We also aim to decrease operational water use intensity and address location-specific water concerns throughout our business.



Our carbon footprint and reductions

We assess greenhouse gas (GHG) emissions across three scopes, or categories, that encompass our value chain. As part of our Vision 2030 goals, we're working to track, report and ultimately reduce greenhouse gas emissions at every link of our value chain.

SCOPE 1: Direct emissions

These are the GHG emissions from sources that are directly owned and operated by International Paper, such as burning fossil fuels for energy and methane emissions from our onsite landfills. Scope 1 emissions make up 19% of our total footprint.

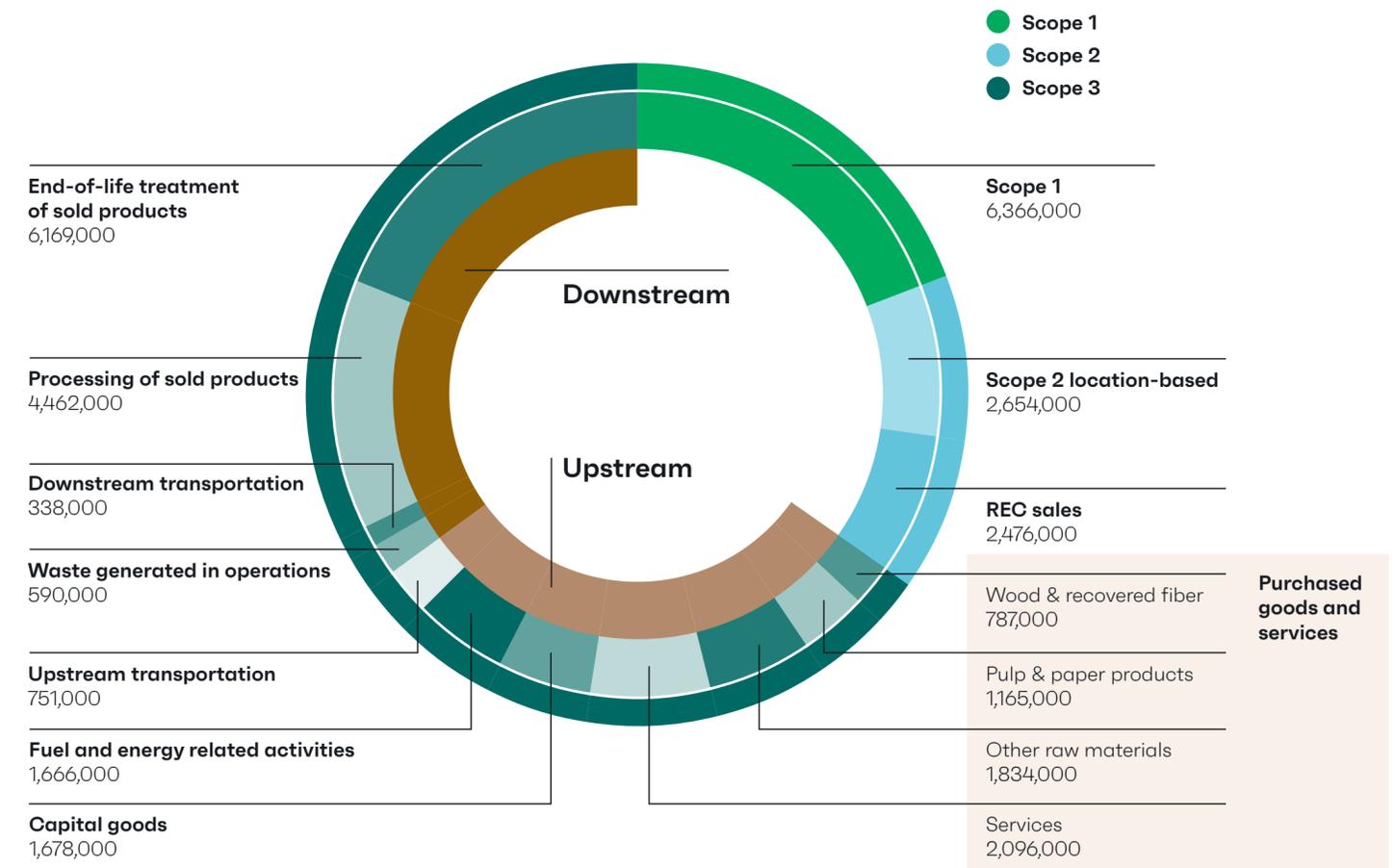
SCOPE 2: Indirect emissions

Scope 2 emissions refer to GHG emissions from the generation of electricity, heat or steam, produced by utilities that International Paper purchases for use. We report market and location based emissions. Our location-based emissions make up 8% of our total footprint and Renewable Energy Certificates (REC) sales make up 7% of our footprint.

SCOPE 3: Value chain emissions

These emissions are all other indirect emissions that occur in our value chain, both from the supply side (upstream) and on the customer side (downstream). Upstream examples include harvesting and transporting wood to our mills and the production of other raw materials. Downstream examples include transportation to our customers, further processing of products and final disposal. Scope 3 emissions make up about two thirds of our total footprint split equally between our upstream and downstream emissions.

GHG emissions breakdown (in metric tons CO₂e)



Scopes 1 and 2 tracking and reporting

Our 35% GHG emissions reduction target for 2030 is aligned with the best-available climate science and with the Paris Climate Agreement goal to limit global temperature rise to well below 2°C above pre-industrial levels. As an industry leader, we have committed to a science-based emissions target that was approved by the Science Based Target initiative (SBTi) in 2021. We were one of the first North American pulp and paper companies to have an approved SBTi target. We used the SBTi-approved methodology to develop our target and to inform the strategies we need to implement to reduce our contribution to climate change. We will continue to use the most current and accepted science available to adapt our strategy for responsive impact.

We work with strategic partners to track and report our GHG emissions by participating in the following sustainability reporting programs:

- CDP (formerly known as Carbon Disclosure Project)
- Task Force on Climate-related Disclosures (TCFD)

- U.S. Environmental Protection Agency Mandatory Reporting Rule (EPA MRR)
- Multiple state, regional and national reporting programs
- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB)

Improving data quality and taking action

Robust data is the cornerstone of our efforts to reduce our greenhouse gas emissions. After all, we need to have an accurate understanding of our current footprint to implement effective and targeted strategies to reduce our emissions. That's why we are working to procure more accurate and actionable data so we can identify key areas within our operations where emissions are most significant and devise tailored solutions to mitigate them. This data-driven approach is a crucial component of our GHG management program, helping us to set realistic and measurable goals, monitor progress and make informed decisions that lead to tangible environmental improvements. Moreover, a

more accurate understanding of our GHG emissions is essential for transparency and accountability, allowing us to effectively communicate our sustainability efforts to stakeholders and the wider community.

In 2023, we began developing a system that automates the collection of data. This system, known as EGENZ, provides increased data accuracy and visibility compared with our previous tool. It also features built-in quality checks and consolidates enterprise-wide information about our Scope 1 and Scope 2 emissions and water influent levels with strengthened control protocols. Our 2023 reports are the first to use the EGENZ tool.



Addressing our climate impact

As a company committed to long-term sustainability, we are working to reduce our carbon footprint in support of global efforts to combat climate change. We support the 2015 Paris Agreement and recognize the important role that policy action plays in limiting the increase in the global average temperature. Moreover, we advocate for science-aligned and market-based measures that promote effective global and national climate policies. Our climate strategy will continue to evolve alongside developments in science, technology and regulation.

While climate change presents a significant challenge to our company and to the world, there are opportunities for our business in the transition to a low-carbon economy. IP's business model can provide positive climate impact across our value chain. For example, carbon removals can be increased through improved forest management, carbon can be stored in forest products, and non-renewable products made from and with fossil fuels can be replaced by fiber-based products made from

renewable sources. Recovery and recycling of our packaging products further contributes to a low-carbon economy.

Reducing our value chain GHG emissions is central to our climate-related work and Vision 2030. Our goal to reduce emissions is ambitious, and it will take time. At International Paper, we believe that taking this step is the right thing to do and also improves our resilience and longevity as a company.



Our Scope 1 and 2 reduction pathway

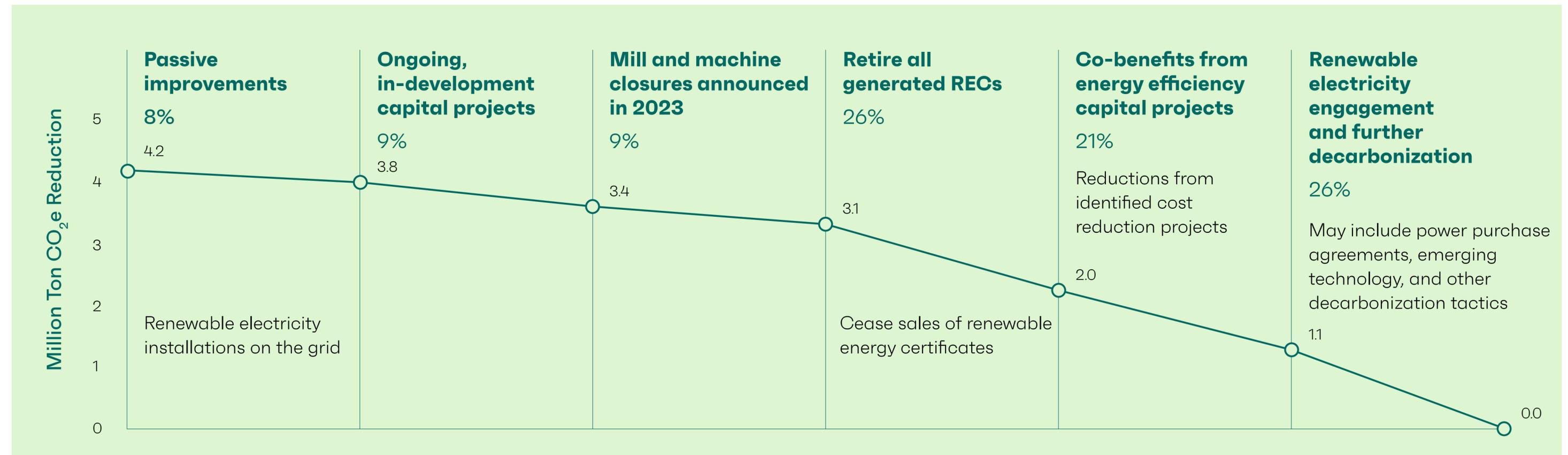
In 2023, we worked diligently to refine a decarbonization plan that includes multiple levers. As we work towards our Vision 2030 target of reducing our Scope 1, 2 and 3 greenhouse gas emissions by 35%, IP has created a reduction pathway to help effectively plan out the steps we will need to take along the way.

We anticipate that an overall increase in renewable electricity installations on the grid will account for approximately 8% of our future GHG reductions. In addition to these passive improvements, we will focus our efforts on reducing fossil fuel use and increasing the use of biomass through equipment improvements. We plan to end our sales of RECs as part of our reduction strategy

and intend to support development of renewable energy generation projects where appropriate. In parallel, we are continuously improving the tracking, reporting and quality of our data to identify further opportunities for efficiency.

Finally, we continue to explore the connection between nature and climate change by working with our strategic

partners to implement land management practices that not only enhance the biodiversity value of forestland but also serve to sequester additional carbon through improved forest management. This work is directly related to our Scope 3 emissions and beyond-value-chain impacts and therefore not currently included as part of our Scope 1 and 2 reduction pathway.



Our reduction pathway (cont.)

Making capital investments

We're committed to making capital investments to address Scope 1 GHG emissions in our facilities over the next decade. We're evaluating investments in energy efficiency and fuel-switching for lower-carbon thermal energy sources in our operations. These initiatives often result in both cost savings and GHG emissions reductions by optimizing processes, upgrading equipment and advancing energy conservation measures.

In 2023, we broke ground on a \$103 million project to build and operate two natural-gas power boilers that will generate steam for our containerboard mill in Cedar Rapids, Iowa. Construction work is now underway on the project, with commissioning slated for the end of 2025. The steam generated by the boilers will replace mostly coal-produced steam supplied by the local utility. The switch to power boilers running on natural gas will directly reduce Scope 1 and 2 combined greenhouse gas emissions from the Cedar River Mill by approximately 25%.

Our Mill of the Future initiative, which focuses on process efficiencies, automation and equipment health, has been successfully implemented at one of our facilities. The project will minimize variability and failures, making our mills more stable and easier to run. This has the additional impact of improving safety by minimizing employee exposure to hazards and reducing our footprint through efficiencies. Energy, chemicals and fiber usage are all expected to be reduced as part of this project.

Expanding renewable energy

The more renewable energy we generate, the less we rely on utility-provided energy. We are exploring renewable power initiatives to add renewable energy capacity to the grid.

Our Auburn, Maine and Rochester, New York box plants will become anchor members of community solar projects being developed by Novel Energy Solutions and PureSky Energy.

As part of these states' community solar incentive programs to promote wider renewable energy adoption, utility

customers can subscribe to a portion of a shared solar installation and receive credits on their electricity bills based on the power produced. While IP will not retain the solar RECs associated with these projects, these state programs allow us to support the addition of new solar power to the grid in line with our sustainability commitments.

As an anchor member responsible for a portion of the project capacity, we are ensuring that this community-scale solar project has base load customers to provide the financial backing to move forward. Partnerships like this allow us to play an important role in accelerating the energy transition, expanding renewable energy access through creative models, and reducing overall emissions from electricity consumption over time.

70%

of our mill energy is derived from renewable biomass residuals

Scope 3 Data

Data collection for Scope 3 emissions is particularly challenging. Our short-term focus is improving our data accuracy and understanding value chain partner commitments to better inform our strategy and prioritization. In parallel, we are actively looking for opportunities to collaborate with strategic value chain partners.

Collaborating with suppliers on Scope 3

To mitigate GHG impacts outside our direct operations, we team up with our suppliers and customers to effect meaningful change. We assess our supply chain to identify areas of impact, and we engage our suppliers and customers to reduce emissions. This work is closely tied to our goals for Renewable Solutions, which focus on how customers use and dispose of our products.

Driving change in our supply chain

International Paper recently joined with Valmet, a leading global developer and supplier of technologies, automation and services for the pulp, paper and energy industries, to discuss sustainability. Valmet's colleagues in North America explored ways that we can partner together to move towards a carbon-neutral future.



Advancing nature-based solutions to climate change

Forests cover more than 750 million acres in the U.S., about one-third of the country's landmass. They represent the country's largest terrestrial carbon sink, continuously taking carbon out of the atmosphere and storing it in trees. Yet forests also offer significantly greater potential for International Paper and the forest products industry to mitigate carbon impacts through carbon-smart forest management. The products made by IP not only replace non-renewable alternatives; they also can be recycled many times over, increasing the useful life of carbon stored in usable products.

In a changing climate where forest fires, insect disturbances and deforestation are on the rise, IP is working with landowners to implement best practices for land management that enhance carbon removals in forests. In order to credibly account for carbon storage and emissions from land use activities, International Paper is providing input to the GHG Protocol Land Sector and Removals Guidance. This guidance explains how companies should account

for and report GHG emissions and removals from land management, land use change, biogenic products, carbon dioxide removal technologies, and related activities in GHG inventories.

International Paper is also exploring technology-based low-carbon solutions to accelerate the transition to a circular low-carbon economy. In 2023, IP created a dedicated team focused on exploring opportunities to provide low-carbon solutions, including Carbon Capture and Storage (CCS) and Carbon Capture and Use (CCUS) of our biogenic CO₂ emissions. This work builds on our knowledge development with partners on nature-based solutions to climate change and reflects our commitment to deliver sustainable outcomes through our business strategies.

Helping family forest landowners access climate finance

Family forest landowners own and manage nearly 40% of America's forestlands. With tracts measuring between 30 acres and 2,400 acres, they care deeply about the health of their woods, the future of their land and the planet. They want to play an active role in protecting forests, but often struggle to realize the full potential of their land for carbon sequestration. IP is meeting this need by providing financial and technical support to the Family Forest Carbon Program (FFCP). This program, developed by the American Forest Foundation (AFF) and The Nature Conservancy, enables family forest owners to access climate finance from carbon markets. Thanks to IP's support, the FFCP has scaled up in the Central Appalachian area of the U.S. while also expanding into other forest areas. The program is on track to launch activities in the Southeastern U.S., with a variety of

practices including afforestation of marginal or degraded agricultural fields and improved forest management in native forests. IP's ongoing support allows the FFCP to invest in critically important applied research to identify which forests provide the most additional carbon mitigation when they enroll in the program.

As a result of IP's investment, the FFCP is able to empower more family farmers to help address climate change while earning income from their land.

Our Vision 2030 progress (water)

Goal

Improve our climate impact and advance water stewardship

Target

25%

Reduce our water use intensity by 25% and implement context-based water management plans at all mills

Impact

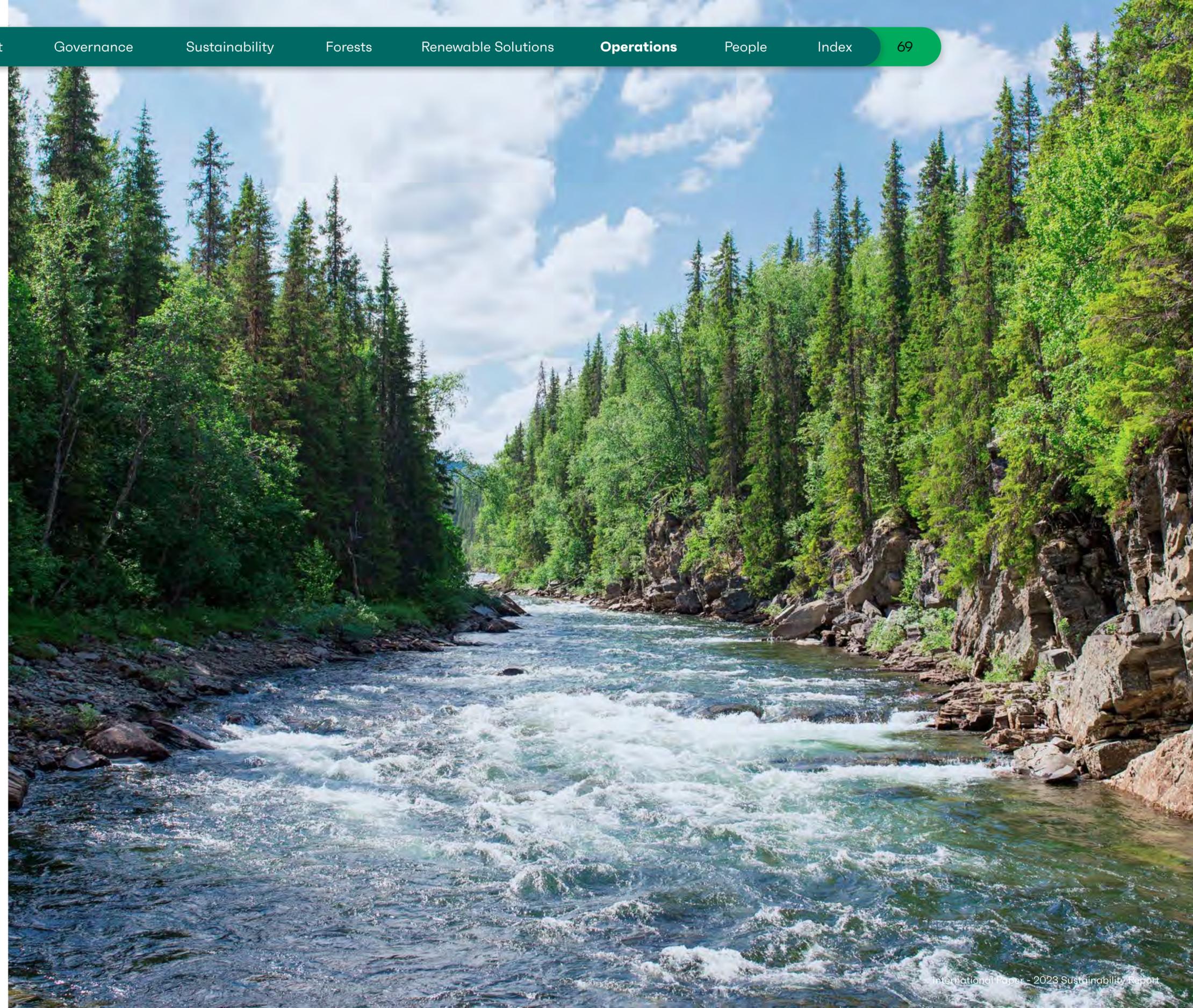
7.3% increase in water use intensity

Several of our mills have successfully reduced their water usage since 2019 and have developed best practices that are useful for our enterprise-wide knowledge sharing. However, in 2023, while we decreased absolute water use, our lowest since 2019, we made limited progress against our enterprise goal of reducing water use intensity by 25%. The lack of progress was due in part to lower overall production, resulting from several factors, including challenging macro-economic conditions. Because our water reduction goal is based on water use per ton, lower production output will have a negative impact on our numbers. Our production was approximately 7% lower in 2023 than 2019.

As a result of these challenges, we initiated a process in 2023 to re-evaluate and improve our water stewardship governance and processes. Our intended water stewardship activities from 2024 forward are more closely aligned with our manufacturing objectives. This renewed approach will optimize integration of water reduction within our operations and ensure that our water stewardship efforts are more effective in the unique context of our facilities. Additionally, we will focus on context-based water management plans that reduce water use risk and improve water basin health.

Our approach

As one of the most precious resources on Earth, water is essential to sustaining life, ecosystems and economic development. It is also critical to IP's operations; we could not make our products without large volumes of good quality, reliably available fresh water. Water is used to preserve wood, to produce steam and energy, transport materials to process equipment and to produce paper and paperboard. In forests, we are working to advance responsible practices that protect watersheds and allow trees to absorb and filter as much water as possible. At our facilities, we are focusing our water use reduction efforts on the mills experiencing the most significant water risks today and in the future.

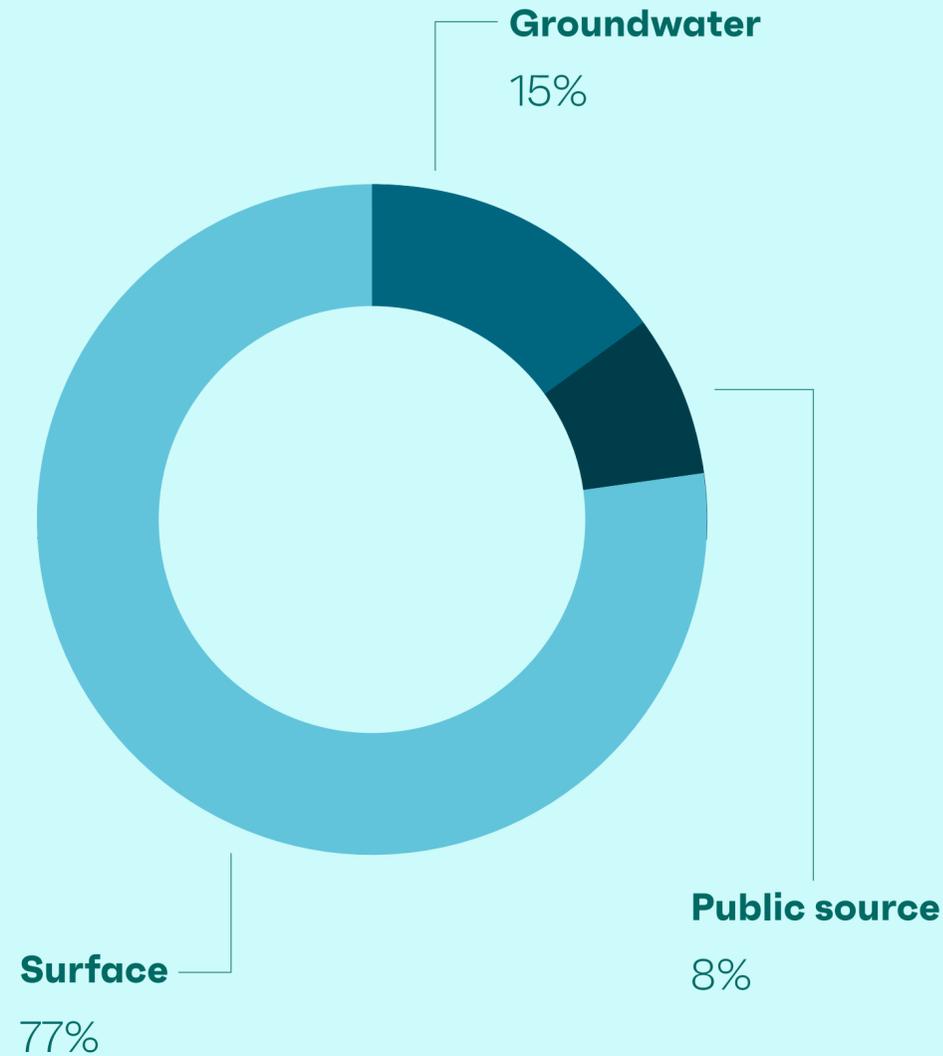


Advancing water stewardship

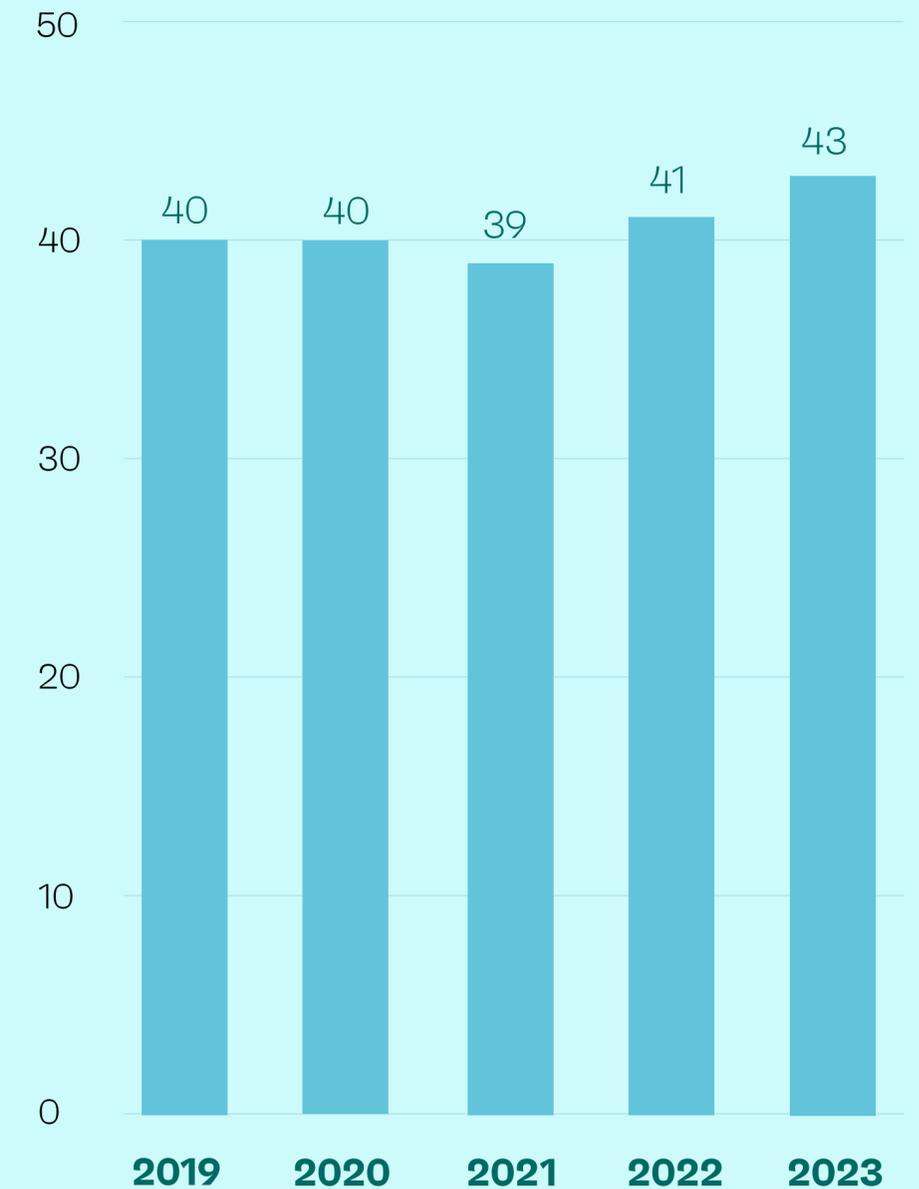
Water is essential to nearly every process in our production facilities — pulping, steam generation, papermaking and more. In light of this resource’s critical importance to our operations and communities around the globe, IP is dedicated to conserving and protecting local water resources. Our water stewardship activities are closely aligned with our manufacturing objectives. This approach optimizes how we integrate water reduction into our operations and ensures that our water stewardship efforts are more effective and impactful.

As we work toward our Vision 2030 target of reducing our water use per ton of production by 25%, we are analyzing risks and opportunities for water use reduction at each of our facilities with the ultimate objective of minimizing our impact on freshwater sources. We monitor water consumption at all of our mills through flow metering and engineering methods, track this data as part of our internal environmental management system, and report as required by our permits at all locations.

2023 Water use by source



Water use intensity: (in m3/metric ton)



Improving data completeness and quality

As part of improving our internal data controls process, we are including water influent data collection and automation in our EGENZ system (see [page 62](#)). This work is ongoing, as incoming water quantification can pose challenges at certain sites with numerous water collection locations and methods. We expect to use this system to report for our 2024 sustainability disclosures. Moreover, we are ensuring that all mills have water input meters that directly measure major sources of water flow, allowing us to move away from estimates. These flow meters will be regularly monitored and calibrated, and data consolidated at the corporate level, monthly, in EGENZ. This will improve data credibility and reduce unreliable data variability associated with water use.

Reducing water use

We've addressed water consumption in our operations through awareness-raising measures and by closely monitoring and recording how we use water. Some mills have completed mill water balances to find opportunities for water use reduction.

Water Wise

We also share best practices across our mill system through our internal Water Wise Campaign, which helps mills make operational improvements to water consumption. Based on prior performance and benchmarks, we are working with sites to decrease their water use to the best applicable levels. This has resulted in a reduction of 1,744 gallons per year at successful mills. In particular, our containerboard mills in Valliant, Oklahoma and Springfield, Oregon have used awareness-raising measures, eliminated leaks and cleaned process systems to cut their water use. International Paper intends to place greater emphasis on the Water Wise campaign going forward.

Water stress

We use the World Resources Institute's (WRI) Water Aqueduct tool to assess water-related risks at our locations. Two of our mills are in basins considered to be water-stressed, they have a "high" or greater level of Baseline Water Stress (BWS) per WRI Aqueduct Version 3.0. One mill is located along the U.S. Southeastern Atlantic coast, which has not experienced

water supply challenges to date. The second mill is in Madrid, Spain, and is considered to have a "very high" level of BWS. This recycled containerboard mill uses primarily reclaimed wastewater in partnership with the local municipal utility and minimizes impact to local water-stress challenges. In 2023, we continued to partner with WRI through its Aqueduct Alliance program to stay connected to the latest research, tools and best practices across industries.

89%

of water used in our manufacturing operations is returned to the environment

Minimizing potable water consumption in Madrid

We are completing a project to reduce potable water and use more reclaimed water at our Madrid, Spain Mill, which is located in an area of high water stress. The mill still requires potable water for some of its overall use. The project will result in an estimated 27% reduction in potable water use per ton of production. This involves capital expenditure on pumps and pipelines to switch the effluent treatment plant's source from potable to reclaimed water. The result is a significant contribution towards our overall target to reduce our water consumption.

Watershed protection

All water issues are local. And every watershed has unique characteristics, threats and opportunities. Healthy watersheds are essential to communities, the environment and the manufacturing of our products. That's why we are committed to improving the long-term sustainability of shared water resources and are working to understand the characteristics of each basin where we operate to address the most important water issues for our company, local communities, other water users and ecosystems. We recognize that collaboration with the communities in which we operate is fundamental to strengthening water stewardship.

We were the first-ever private-sector participant in the Savannah River Clean Water Fund, where approximately 78% of the basin is currently forested. International Paper, along with The Nature Conservancy and a diverse set of partners, are leveraging public and private dollars to facilitate land production and better forest management to benefit water quality in the river basin. Through this

partnership, 10 miles of the Savannah River were protected, along with more than 4,000 acres across two states, impacting drinking water quality for local residents.

78%

We were the first-ever private-sector participant in the Savannah River Clean Water Fund, where approximately 78% of the basin is currently forested

Teaching water conservation to the next generation

International Paper is also championing water conservation through an educational outreach program. We are partnering with local schools in our communities to foster awareness and instill a sense of responsibility towards this precious resource. At the heart of this initiative is our Water is Wonderful curriculum, which we developed to educate 1st through 3rd-grade students on what it means to be a good steward of the water we have.

In engaging lessons, children learn that water is essential to life and makes up more than 2/3 of our planet, though only a small fraction of that water is available for use by the billions of people on Earth. From the scarcity of clean, fresh water to how International Paper uses water in our paper-making process, students learn not only about the vital role water plays in our daily lives but also how International Paper uses water in its processes to make products people depend on every day. The Water is Wonderful program also

contributes to our signature cause of education by teaching water conservation in schools and demonstrating how responsible water practices are good for our facilities, our company, our communities and our planet.



Thriving People and Communities

International Paper's employees are the heart of our business. That's why we have a steadfast commitment to fostering a work environment that is not only inclusive and collaborative but also safe and conducive to overall well-being. Beyond the workplace, we're helping to build resilient and prosperous communities, fostering a sustainable and vibrant future for all and making a positive impact that resonates far beyond our business operations.

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Our Vision 2030 progress

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Promoting employee well-being and safety

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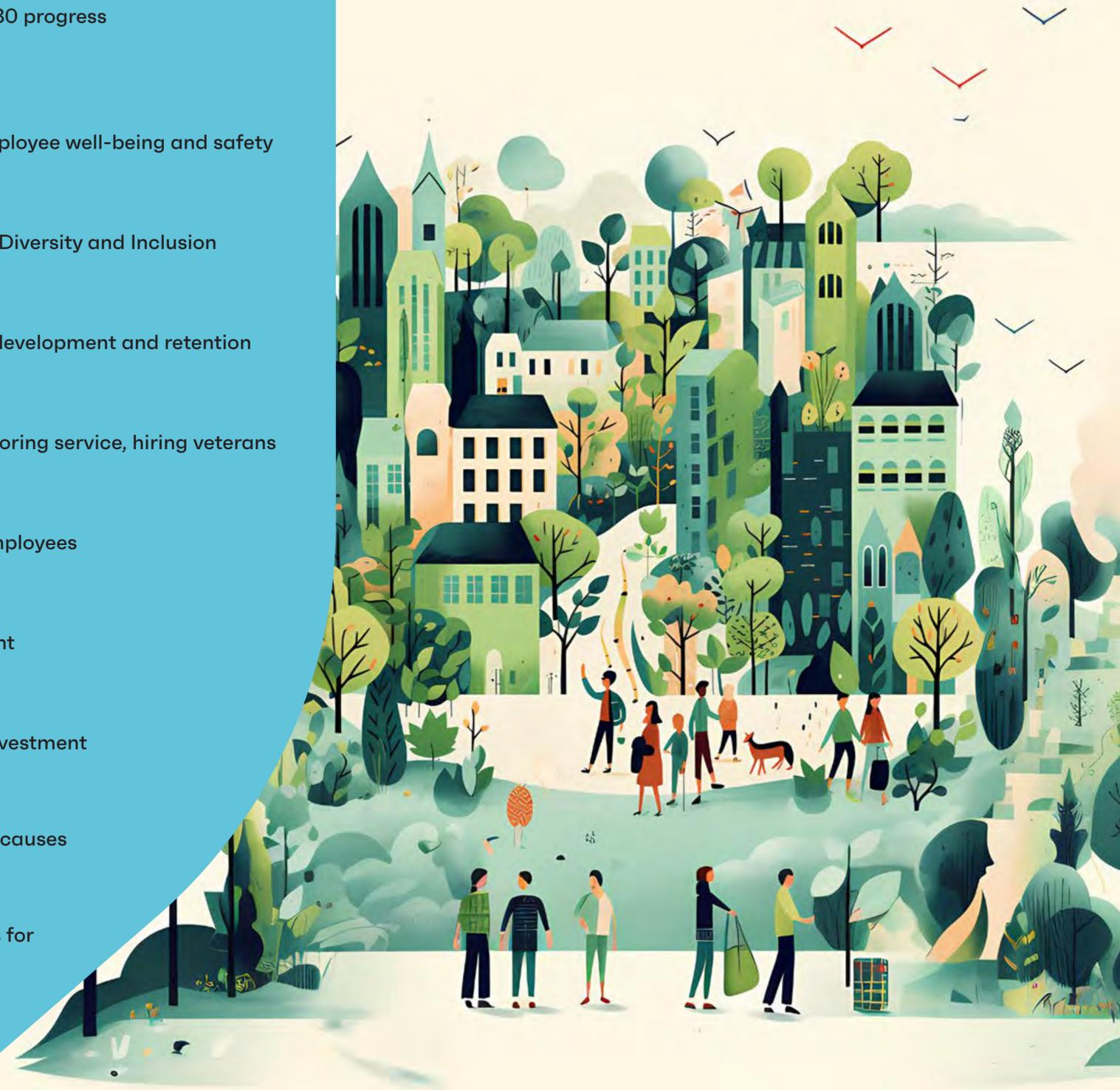
Our signature causes

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the future

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A closer
look



Our Vision 2030 progress

Goal

Promote employee well-being by providing safe, caring and inclusive workplaces

Target

0

Zero LIFE (Life-Changing Injuries and Fatality Elimination) injuries for employees, contractors and visitors

2023 Impact*

In 2023, our safety metric performance encountered challenges, falling short of the goal of zero LIFE injuries. We are mobilizing our resources to explore safer and more effective work methods, placing a heightened emphasis on organizing Learning Events and training safety leaders. The 562 events conducted throughout the enterprise in 2023 served as collaborative and secure platforms for engaging our hourly employees and Front Line Leaders. Together, we identified additional layers of protection and improved control measures. With more than 2,700 safety leaders trained in 2023, our workforce is intensely dedicated to fostering a resilient safety culture.

30%

Achieve 30% representation of women overall and 50% women in salaried positions and 30% minority representation in U.S. salaried positions

18.2%

overall women

34.5%

salaried women

24.6%

U. S. salaried minority representation

Strengthen the resilience of our communities

100M

Improve the lives of 100 million people in our communities

\$19.9M

in global giving

\$3.1M

in employee giving and company match

16.4M

lives impacted

11,819

volunteer hours

950,598

corrugated boxes, bags and absorbent pulp products donated

* This data includes employees and contractors

Our approach

Our approach to fostering healthy people and communities covers internal imperatives — employee well-being, diversity and inclusion, and recruitment, development and retention — as well as investing in the communities in which we live and work.

Promoting employee well-being and safety

At International Paper, safety is core to who we are and how we operate. Nothing is more important than the safety of our employees, contractors and visitors. Providing our employees with a safe and healthy workplace is among our greatest responsibilities. We're committed to achieving zero serious injuries for employees and contractors so everyone can return home safe and unharmed at the end of the day.

Creating a resilient safety culture

We strive to build a resilient safety culture where all employees feel empowered

to be part of the solution to prevent injuries. In this culture, we anticipate and recognize unexpected events in order to learn, prevent and adapt by enhancing our previous systems and procedures.

In a complex and challenging environment like manufacturing, equipment failure and human error can and will happen. Our resilient safety culture challenges our teams to think how we can use our existing tools differently and what layers of protection we can develop to prevent injuries from happening when an error occurs. A resilient mindset requires us to use the skills and tools we have while adding new ones.

Our resilient safety culture requires excellence in the following five competencies:

- Truly embracing safety as a core value where safety is never compromised over production
- A highly engaged workforce that has been provided psychological safety to speak up

- A culture of continuous learning and improvement, ideally before bad events happen
- Superior pre-task planning
- Superior task execution to include post-task evaluation



LIFE program

On an enterprise level, our Life-changing Injury and Fatality Elimination program fosters a learning culture to advance an injury-free workplace. By focusing on six key areas of workplace risk, our goal is to eliminate serious injuries and achieve zero instances of injury.

Stopping accidents before they happen

At International Paper, we are not only working to prevent injuries but to eliminate them altogether. One way we do this is by holding Learning Events. These activities serve as a tool to address any exposures

or potential exposures identified by team members reviewing a process or performing a task. In Learning Events, we use the Hazard Identification Risk Assessment (HIRA) tool to identify and mitigate safety risks and prevent incidents in the first place.

Another way we help keep our employees safe is with our Make Change Happen program. In this initiative, we take a proactive approach to identifying potential issues. For instance, at our Bilbao, Spain box plant, we realized that employees didn't know how to respond in the event of a fire on the roof. We organized training sessions to show employees the appropriate actions and updated our emergency response plan accordingly.

Mental health matters

Everyone faces challenges in life that can impact their mental health. Over the past few years, mental health has become a more prominent conversation topic inside and outside our company. We recently formed a Mental Health Committee as part of our Joint Health and Safety team and marked Mental Health Month in May by sharing mental health tips, facts and resources with our employees. In May and beyond, we continue to underscore that mental and emotional health is just as important as physical health and offer help to employees who are struggling.

LIFE is focused on six areas of workplace risk:

1.

Slips, trips
and falls

2.

Machine
safeguarding

3.

Harmful
substance
exposure

4.

Motorized
equipment
accidents

5.

Driver
safety

6.

Material
handling

Championing Diversity and Inclusion

Diversity and Inclusion (D&I) are critical components of our sustainability strategy. We believe that a diverse and inclusive workforce strengthens our organization, creates long-term value and fosters collaboration — which in turn drives our company's success. So, we work to build and sustain a work environment that embraces individuality and teamwork equally to produce exceptional results.

Our comprehensive diversity and inclusion strategy drives employee development, allows access to all talent, improves retention and increases engagement. We aspire to have a workforce that more closely represents the communities where

we operate and we continually seek to strengthen our commitment.

To highlight the importance of D&I to International Paper, we recently added “Include and Engage” as one of our core company values (see [page 9](#)). “Include and Engage” is defined as intentionally building a culture in which each employee feels a sense of belonging and experiences an environment in which to do their best work every day. By making this a core value, we are underscoring our commitment to a culture where each person is empowered, engaged and contributes the diverse perspectives necessary for innovation and success.

Cultivating a diverse workforce

Our team members around the world bring different backgrounds, experiences and perspectives to the table, which help make us a stronger company. We know that a diverse workforce and inclusive culture helps us attract, engage and retain employees, which creates long-term value.

With an ongoing focus on hiring diverse talent through college and military veteran recruiting, we implement team member training and development programs to prepare the best candidates for key positions. In 2023, we amplified our efforts to improve diversity by establishing a lead diversity recruiter role at each of the nine core universities, located near our largest US facilities, with which we have recruitment partnerships.

International Paper is a global company, so our understanding of diversity is impacted by specific workforce demographics in each location. We realize that diversity means something different in every geography in which we operate. For example, in the U.S., we're striving for greater representation; in the Europe, Middle East and Africa (EMEA) region, our focus is on people with disabilities and generational diversity. Understanding different cultural nuances and preferences helps us navigate successfully in a global marketplace.



Cultivating a diverse workforce (cont.)

Strengthening governance of Diversity and Inclusion

Our goal is to have D&I integrated and synonymous with the way we do business. To do this successfully, we recognize the need for good governance of our D&I strategy. We are further advancing Diversity and Inclusion by putting in place structures and staffing to support these areas. Additionally, we are improving how we track and measure our impact, with an emphasis on better data and increased transparency.

Leading with empathy

The Diversity and Inclusion Team hosted a full-day D&I Workshop in 2023. This event focused on Leading with Empathy — a style of leadership in which the leader is invested in understanding other points of view and taking a genuine interest in the people they lead, what inspires them and what impacts them. The workshop hosted people leaders from around the company as participants, with business and HR

leaders as guest speakers, facilitators and panelists. The agenda for the day included the keynote topic of Leading with Empathy as well as learning and discussions about allyship, inclusive behaviors, D&I stump speeches and more.

In 2023, the Diversity and Inclusion team completed:

42

instructor-led training sessions lasting almost 50 hours reaching over 1K employees



Celebrating Juneteenth event at our Memphis campus

In 2023, our Black Employee Networking Circle (BEN) invited Memphis employees to an in-person event celebrating Juneteenth, short for “June Nineteenth”. Juneteenth is a holiday commemorating the end of slavery in the United States. This holiday is a celebration of freedom for all Americans and is considered the longest-running African-American holiday.

Building bridges with Employee Networking Circles

Employee Networking Circles (ENCs) are voluntary employee-led groups that strive to build a culture of belonging by cultivating a diverse range of perspectives, backgrounds, and experiences. The mission of ENCs is to support our business and D&I goals and invest in our people—as a result, drive innovation and retain top talent committed to building a better International Paper.

Through annual initiatives, ENCs provide development opportunities, encourage cross collaboration, establish connections with individuals throughout the company, and provide avenues for networking. The ENCs for our Europe, Middle East and Africa (EMEA) Packaging business focus on creating a sense of belonging across genders, generations and abilities.

Our Councils and Employee Networking Circles

Based at Global Headquarters with enterprise reach

- BEN — Black Employee Network
- IPride — LGBTQ+ & Allies
- IPVets — Veterans
- WIP — Women in International Paper

Department and business councils

- Global D&I Council
- IT Inclusion Council
- Women in IT

Local councils

- Gender Balance (EMEA)
- Generations At Work (EMEA)
- Georgetown Women
- IPWISE (International Paper Women in Science and Engineering) in Federal Way
- LatAm Women in IP
- People With Disabilities (EMEA)
- Savannah, Georgia Mill's Supporting Women in the Mill (SWIM)



In 2023, our Employee Networking Circles:

- Executed 30 initiatives
- Engaged more than 1,000 employees through their events and initiatives
- Invested over \$4,000 in our communities
- Established cross-collaboration partnerships, including IPVets/Recruiting, IPride/Government Relations and our four Memphis-based ENC's

Looking ahead, our 2024 ENC strategy will focus on connection. Connecting with one another not only provides community but can strengthen our employees' well-being and mental health. Our Memphis-based ENC's are working on annual plans that provide accessible and inclusive outlets for connection with fellow employees.

By fostering a workplace where every voice is heard and every perspective is valued, we not only strengthen our internal culture but also lay the foundation for sustained innovation and success. Embracing diversity is not just a goal; it is an ongoing journey that propels us towards a future where inclusion, respect and collaboration flourish.

Sharing our IPride

In June, IPride ENC, our LGBTQ+ and Allies Employee Networking Circle, hosted several events and engagement opportunities to mark Pride Month. Its goals were to celebrate the contributions of the people in the LGBTQ+ community and bring awareness to the challenges that people in this community continue to face in society. Along with hosting Pride 101, a virtual event to build awareness and inclusivity at IP that welcomed 125 participants, IPride invited employees to join them in building a float for the Mid-South Pride Parade, which is located near our headquarters in Memphis, Tennessee. We also held an #IamRemarkable workshop. This initiative empowers everyone to speak openly about their accomplishments to help overcome unconscious bias and limiting beliefs.



Recruitment, development and retention

Since our people are our greatest competitive advantage, it makes good business sense to attract and retain outstanding talent, provide employees with competitive compensation, and generous benefits and develop their skills with training and advancement opportunities.

Attracting talent

Along with emphasizing external recruiting in all facets of our business — manufacturing, supply chain, finance, etc. — we have also enhanced our internal processes and maximized our recruiting expertise to better attract and hire talent. We have also restructured our talent acquisition approach, rolling out a decentralized model where each business and staff function has dedicated recruitment team members.

With the new decentralized tactical organizational structure, we established a Global Talent Acquisition Center of Excellence (GTA COE) to ensure consistency and collaboration across the enterprise for

all recruiting — hourly, salaried, U.S. and EMEA. The key responsibilities of the GTA COE are branding and marketing, process and policies, data analytics and reporting, systems and technology, and tools and resources.

Harnessing the power of social media

Leveraging social media for recruiting has become indispensable in today's business environment. Recognizing the growing importance of social media as a way for candidates to learn more about our company, we ramped up our presence on these channels in 2023. Our profiles on LinkedIn, Facebook and Instagram help us showcase our employer brand and engage with prospective hires. Our social media accounts also give followers a behind-the-scenes look at what it's like to work for International Paper, highlighting what we do and how we do it.

In 2023, we expanded our social media recruiting ads from one to four social media platforms and offered these recruiting ads to all U.S. facilities. This resulted in more than 100 recruiting ads attracting more than 13.8 million impressions and 97,000 clicks. This is 4X more than in 2022.

Academic recruiting

IP recruits co-op students, interns and recent graduates from more than 65 schools, with a focus on 9 core universities, as well as technical schools across the U.S. In 2023, our college recruiting efforts resulted in 134 full-time hires, 67 of whom were previously interns or co-ops with IP. We also recruited 254 new interns and co-ops in 2023

At the high school level, our Red River, Louisiana Mill partnered with Red River High School to develop a program that allowed selected graduating seniors an opportunity to spend 12 weeks at the mill learning the skills to be successful. The interns spent time in each department, learning more about what we do and how a paper mill operates. At the conclusion of the internship, each intern had the option to apply for an entry-level operations position at the mill.

In 2023, we received more than:

250K

applications, filling

8,892

hourly vacancies and

1,372

salaried vacancies

Spotlight: Honoring service, hiring veterans

Veterans contribute a unique set of skills, experiences and backgrounds to the workplace and to our communities. At International Paper, we are grateful for the sacrifices that our U.S. military veterans have made. We also recognize the value and skills that veterans have to offer — the proven ability to lead teams through ambiguous and challenging situations, learn new skills and concepts, and deliver timely results. One way we demonstrate our gratitude is by providing opportunities across all levels and career areas.

As we move from being Veteran Friendly to Veteran Ready, our Employee Network Circle IP Vets is creating a corporate culture that promotes visibility, recruitment, retention and knowledge of veterans. An open and inclusive group, IP Vets is made up of International Paper employees who are veterans of the armed forces of their respective countries and those who support veterans.

In June 2023, IP Vets teamed up with IP Recruiting and American Corporate Partners to hold a LinkedIn Live recruiting lunch and learn. To date, this event has resulted in over 250 veterans joining our talent network, which is used by our recruiters to create pipelines of potential candidates. We collected resumes and contact details of those in attendance so we can send notifications of job openings and IP updates, and keep them informed about our efforts with military recruitment.

We also established a partnership with the National Manufacturing Institute's Heroes MAKE America program. This partnership seeks to build connections between the military community and the manufacturing industry. Along with staging a virtual career fair in November, which welcomed more than 370 participants, International Paper is also engaged with the Heroes MAKE America training program at our Savannah, Georgia Mill.

Elsewhere, we have established a relationship with Hire G.I. Our Port Wentworth, Georgia Mill took part in the organization's first military career fair at the Fort Stewart, Georgia base in September 2023, with five veterans and human resources staff from the mill in attendance. In 2024, we intend to launch the Hiring Our Heroes — SkillBridge program, with our Savannah Mill and box plant and Port Wentworth Mill serving as pilot locations.



Developing employees

International Paper's people strengthen our success. We're committed to helping every employee reach their full potential through a range of training, education and leadership development programs. International Paper believes that the continuity and consistency offered by internal development and internal promotion is a distinct strategic development.

To help employees prepare for long-term success, we offer a series of capability-specific training initiatives, including:

- Global Manufacturing Training Initiative
- Finance Training Initiative
- IT University
- HR University
- Supply Chain University

From diapers to dialogues: one family's journey working at International Paper

In 2023, International Paper's internal development efforts were profiled by *WorkingNation*. The video tells the story of a married couple working for International Paper: Tuesday Hairston, Global Sourcing Lead for Energy Commodities, and Charles "Levell" Hairston, Vice President and General Manager of Recycling and Recovered Fibers. Along with tracing Tuesday's history with International Paper back to fifth grade, the story explores the couple's career trajectory across different roles and mills, including leaves of absence and promotions. Today, Tuesday and Levell's children have gone from wearing the diapers made using IP fiber to driving conversations at home about International Paper's efforts to protect the climate and deliver renewable products. Watch the video [here](#).



Retaining talent

We believe that we have the best talent in our company, and they contribute to our continued success. Retaining talent helps us remain a healthy and sustainable company. Over the past few years, keeping talented employees has been a challenge for all companies. So, we've doubled down on our retention efforts, providing not only competitive compensation and benefit offerings, but also continual engagement. Our highly competitive compensation and benefits package is designed to attract, engage and retain a skilled workforce by rewarding superior performance.

A key component of retention is employee engagement. We believe that everyone — employees, managers and senior leaders — plays a role in creating a culture that values mutual respect, active listening, open communication and contributions from all. We engage employees by:

- Enabling them to pursue purpose and meaning by understanding how their strengths fit into the company's mission and vision
- Sustaining a workplace culture that facilitates efficiency, teamwork and innovation
- Cultivating a sense of pride and commitment through meaningful experiences that are safe, open and trusting and that contribute to personal and professional growth and development



Community investment

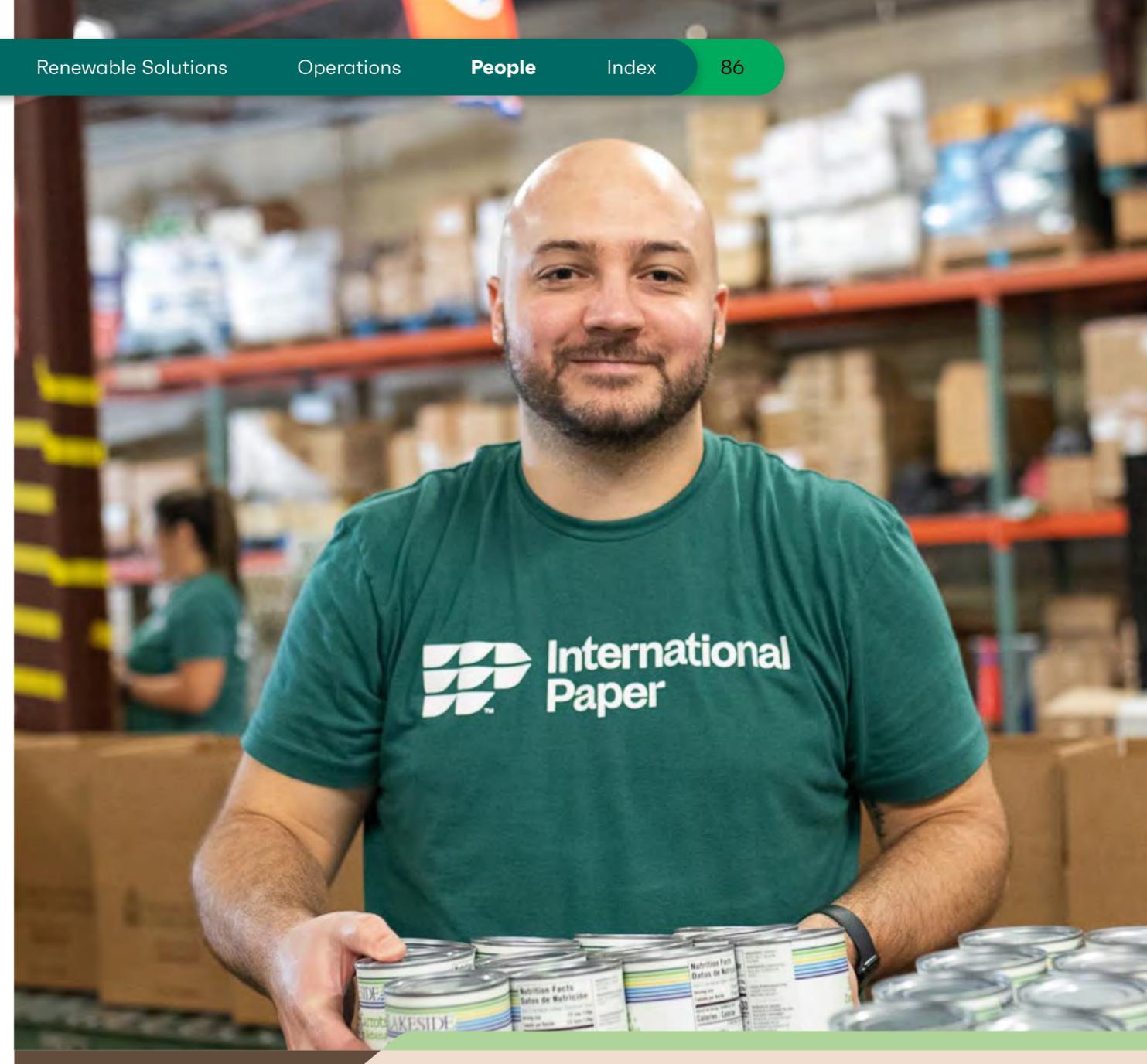
We are deeply committed to the communities where our facilities are located. Our community engagement and giving strategy mobilizes our people, products and resources to address critical needs in the places where our employees live and work. In 2023, we again supported initiatives to address our signature causes — education, hunger, health and wellness, and disaster relief — through a combination of locally driven support, grant funding and national and global collaborations.

Our Vision 2030 target challenges us to improve the lives of 100 million people by decade's end through initiatives that address unmet basic needs. To track, measure and analyze our impact, we team up with our nonprofit partners to employ standardized metrics and reporting that quantify the number of lives improved through our volunteers and contributions.

How we're making a difference around the world

In 2023, we made progress in expanding our global community engagement activities. As we continue to standardize our tracking across our global footprint, we launched an international donation and volunteer platform for global impact reporting. Our Employee Relief Fund application is now accessible to all employees worldwide.

We also responded to devastating earthquakes in Turkey and Syria by committing \$50,000 to the Emergency Response Fund. This Fund was set up by our strategic partner, the Global Foodbanking Network, to benefit their member food bank in Turkey, the Tider Basic Needs Association. Our EMEA Packaging facilities also donated boxes to local organizations in several countries that are supporting disaster relief efforts with essential goods donations.



In 2023, International Paper contributed nearly \$20 million worldwide to support charitable organizations aligned with our signature causes, positively impacting more than 10 million people. IP employees also generously supported our communities through more than 11,819 volunteer hours across 35 U.S. states and 9 countries. We're proud of our volunteers' contributions, including those of hourly employees.

Our signature causes



Education

We focus on literacy from birth through third grade because reading skills form the foundation of all childhood learning.



Health and Wellness

We engage our employees and work with agencies to promote healthy living habits and achieve measurable improvements in health and wellness.



Hunger

We partner with food banks and other agencies to address hunger and food security for children, families and seniors.



Disaster Relief

We partner with agencies to help communities prepare for and recover from natural disasters, and we use our Employee Relief Fund to support our affected colleagues.

Planting seeds for the future

We address critical needs in the communities where our employees live and work through volunteerism, product donations and charitable giving.

Promoting community empowerment and financial well-being

Low- to moderate-income citizens in Bogalusa, Louisiana, now have access to financial literacy and other workforce development services thanks to the Prosperity Center located right across the street from the entrance to our Bogalusa Mill. The Prosperity Center in Washington Parish is a joint project involving International Paper, United Way and the City of Bogalusa. Opening its doors in August 2023, the Center is a one-stop shop for services like financial coaching, access to federal and state benefits, workforce development soft skills and more. Our Bogalusa Mill is helping to fund the center. Since 2013, the mill has raised \$1.2 million for United Way of Southeast Louisiana (UWSELA)

through our employee-giving campaign, plus an additional \$1 million from an annual golf tournament. International Paper provides 60% matching funds on money raised for United Way, helping to make the mill a top-five donor in UWSELA's seven-parish service area.

Marking five decades in Grande Prairie, Alberta, Canada

The Grande Prairie Mill has been a staple in the community for 50 years, giving back to the local economy, providing for many families and supplying the world with pulp products. We have commemorated this anniversary by planting multiple tree groves over the past few years in key areas of the city and county in partnership with the Arbor Day Foundation and Tree Canada. To mark 50 years, 143 fruit trees were planted at the Crosslink County Sportsplex in Clairmont, Alberta, bringing the total number of native trees planted with IP's involvement to almost 850 over the last three years — creating a lasting impact and leaving a legacy.



Engaging with communities through urban clusters

Our North American Container business operates a number of box plants in condensed geographic settings. Harnessing the synergies that arise by having multiple facilities in close proximity, we have formed Urban Clusters that bring together employees from different locations in collaborative community engagement efforts. Urban Clusters serve local nonprofits that exemplify IP's values of using resources responsibly and strengthening communities. We have eight Urban Cluster Committees representing 69 facilities in Atlanta, Chicago, Dallas, Indianapolis, Los Angeles, Minneapolis/St. Paul, Portland and St. Louis.

In 2023, our Portland Urban Cluster partnered with the Hoyt Arboretum. We invited local officials to Manufacturing Day, where the Hoyt Arboretum spoke to students and highlighted IP's community partnership. International Paper also sponsored summer family programs, including the Family Forest Days, where nature educators, volunteers and community partners shared their passion

for trees and nature with arboretum visitors. Since 2017, International Paper's foundation has donated more than \$300,000 to support local organizations in the Portland area, including the Hoyt Arboretum's Youth Environmental Education program. In recognition of International Paper's many contributions to the community, the Mayor of Beaverton, Oregon, declared November 14, 2023, as International Paper Day.

In 2023, our Urban Cluster in Indianapolis helped to alleviate hunger by supporting the community non-profit Second Helpings. Our staff collected and donated over 500 pounds of pasta during their 'Gr8 Pasta Push'. Additionally, the Urban Cluster partnered with Keep Indianapolis Beautiful (KIB) on a tree planting event to provide cleaner air, prevent flooding and decrease urban heat.



Providing a weekend of respite and renewal

The families of people living with autism spectrum disorders often have to navigate numerous challenges as they provide care and support to their loved ones. In recognition of the difficulties that primary caregivers face, the Spanish organization APANATE provides support for people with intellectual disabilities and their families. For instance, in 2023, APANATE teamed up with International Paper and Fundación Cepsa to offer the Respiro Family Program in Spain. This program gives primary caregivers the weekend off. As families take time to recharge their batteries, individuals with intellectual disabilities enjoy a memorable weekend in an adapted hotel. Dedicated caregiving professionals put minds at rest and provide fun and relaxing experiences.

Boxing out Hunger with help from IP

Every year, during our Day of Caring event, over 500 Memphis employees don their distinctive green “Proud to Be IP” shirts and head out to donate their time to the community. Volunteers pack boxes for local food banks, filling them with donated

canned goods, and essential household items like diapers and feminine care products. This initiative, known as “Box Out Hunger”, underscores our commitment to keeping food security at the forefront of our employees’ and communities’ minds.

In 2023, International Paper also supported Feeding America®, the United States’ largest domestic hunger-relief organization, with a \$550,000 financial commitment. This commitment included support to #HelpFillTheBoxes with \$200,000 allocated to support local food banks in the Feeding America® network in communities where IP employees live and work.



Working to end period poverty

Period poverty is the lack of access to period products and education — it affects at least 500 million women and girls globally, even in the most economically developed countries. In the U.S., one in five girls have missed school due to the lack of access to period products* — that is more than 3.5 million girls. It's an issue that leads to problems like school truancy, reproductive issues, health risks and unnecessary shame.

That's why IP continues to advance its award-winning Fighting Period Poverty in Our Communities program by hosting a series of period care packing and donation events globally to provide Period Care kits to people who need them the most. In 2023, IP hosted 60 Period Care kit packing events and, together with Procter & Gamble's Always® brand, provided 30,000 Period Care kits to people across the world, resulting in more than 720,000 units of product provided to women and girls who need them most.

This program is a natural fit for International Paper: we manufacture the pulp used in absorbent hygiene products and the packaging that gets these vital products where they need to go. In fact, International Paper's fluff pulp goes into more than 100 billion feminine care pads each year. In 2023, our program continued its global rollout, with eight facilities now participating in Mexico, eight facilities in EMEA and 44 facilities in the U.S. and Canada. To raise awareness of the issue of period poverty and share our support for U.S. legislation that helps provide access to menstrual products, we also held a packing event in Washington D.C. that welcomed members of the U.S. Congress and our Government Relations Team.



*Based on 1,000 U.S. females, 16-24 y.o., Research Now '17

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Global Reporting Initiative (GRI) Index

International Paper has reported the information cited in this GRI content index for the period from 1 January 2023 to 31 December 2023 with reference to the GRI Standards

GRI Disclosure	Description	Responses
The organization and its reporting practices		
2-1	Organizational details	<p>International Paper</p> <p>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's common shares are publicly traded on the New York Stock Exchange under the trading symbol IP.</p> <p>Global Headquarters 6400 Poplar Ave Memphis, TN 38197</p> <p>2023 Sustainability Report, "About IP" pg. 8</p> <p>2023 10-K "Business" pg. 5</p> <p>Countries of operation: 2023 Annual Report, "General" pg. 21; "2023 Listing of Facilities" pg. 123</p>
2-2	Entities included in the organization's sustainability reporting	2023 10-K, "Properties" pg. 28
2-3	Reporting period, frequency and contact point	We report on an annual basis. All data are reported as of December 31, 2023, unless otherwise stated.
2-4	Restatements of information	As a result of our ongoing efforts to improve our data collection and verification process for greenhouse gas emissions, there were updates in our Scopes 1 and 2 data for 2019-2022 and Scope 3 data for 2019 that reflect the most accurate, up-to-date data from our facilities.
2-5	External assurance	We do not have external assurance.

GRI Disclosure	Description	Responses
The organization and its reporting practices (continued)		
2-6	Activities, value chain and other business relationships	<p>Sector, activities, products and services: 2023 Sustainability Report, "About IP" pg. 8</p> <p>Products</p> <p>2023 10-K, "Business" pg. 5</p> <p>Markets served: North America Europe, Middle East and Africa South America Asia</p> <p>Scale of organization: 2023 Annual Report, "IP at a Glance" pg. 3</p> <p>Supply chain: 2023 Sustainability Report, "Supplier network" pg. 15</p> <p>Suppliers—What We Procure Ethics and Compliance Supplier Diversity</p> <p>Significant changes: 2023 Annual Report, "CEO Letter" pg. 4</p> <p>2023 10-K, "Note 7 Acquisitions" pg. 65 and "Note 8 Divestitures and Impairments of Businesses" pg. 69</p>
2-7	Employees	<p>2023 Sustainability Report, "Championing Diversity and Inclusion" pg. 78</p> <p>2023 10-K, "Human Capital" pg. 6</p>
2-9	Governance structure and composition	<p>2023 Sustainability Report, "Sustainability oversight" pg. 18</p> <p>Governance Documents</p> <p>2024 Proxy Statement, "Corporate Governance" pg. 27</p>
2-10	Nomination and selection of the highest governance body	<p>2024 Proxy Statement, "Election of 11 Directors" pg. 18</p>

GRI Disclosure	Description	Responses
The organization and its reporting practices (continued)		
2-11	Chair of the highest governance body	Mark Sutton, Chairman of the Board of Directors and CEO
2-12	Role of the highest governance body in overseeing the management of impacts	<p>2023 Sustainability Report, "Responsible Governance" pg. 13</p> <p>2023 Sustainability Report, "Supplier network" pg. 15</p> <p>2023 Sustainability Report, "Sustainability oversight" pg. 18</p> <p>2023 Sustainability Report, "Stakeholder engagement" pg. 19</p> <p>2023 Sustainability Report, "ForSite™" pg. 29</p> <p>2023 Sustainability Report, "Sustainable Operations" pg. 58</p> <p>2023 Sustainability Report, "Promoting employee well-being and safety" pg. 76</p> <p>2024 Proxy Statement, "Corporate Governance" pg. 27</p> <p>2023 10-K, "Risk Factors" pg. 15</p> <p>2023 TCFD Report, "Governance" pg. 3; "Strategy" pg. 7</p>
2-13	Delegation of responsibility for managing impacts	<p>2023 Sustainability Report, "Responsible Governance" pg. 13</p> <p>2023 Sustainability Report, "Sustainability oversight" pg. 18</p> <p>2024 Proxy Statement, "How We Build the Right Board for Our Company" pg. 18 and "Corporate Governance" pg. 27</p>
2-14	Role of the highest governance body in sustainability reporting	<p>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.</p> <p>2023 TCFD Report, "Governance" pg. 3; "Risk Management" pg. 13</p>

GRI Disclosure	Description	Responses
The organization and its reporting practices (continued)		
2-15	Conflicts of interest	Code of Conduct, " Conflicts of Interest " pg. 20 Related Person Transactions Policy and Procedures
2-16	Communication of critical concerns	Code of Conduct Company Ethics Ethics IP 2024 Proxy Statement, " Commitment to Sound Corporate Governance and Ethical Conduct " pg. 40
2-17	Collective knowledge of the highest governance body	2024 Proxy Statement, " Diversity of our Directors " and " Our Nominees " pg. 16 2023 TCFD Report, " Governance " pg.3
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement, " Annual Board, Committee and Individual Director Self-Assessment " pg. 28 Governance
2-19	Remuneration policies	2024 Proxy Statement, " Compensation Discussion & Analysis (CD&A) " pg. 51
2-20	Process to determine remuneration	2024 Proxy Statement, " Compensation Discussion & Analysis (CD&A) " pg. 51
2-21	Annual total compensation ratio	2024 Proxy Statement, " Compensation Discussion & Analysis (CD&A) " pg. 51
2-22	Statement on sustainable development strategy	2023 Sustainability Report, " A Conversation with our CSO " pg. 5

GRI Disclosure	Description	Responses
The organization and its reporting practices (continued)		
2-23	Policy commitments	<p>2023 Sustainability Report, “Supplier network” pg. 15</p> <p>2023 Sustainability Report, “Sustainability oversight” pg. 18</p> <p>2023 Sustainability Report, “Climate risk management” pg. 20</p> <p>2023 Sustainability Report, “Vision 2030 goals and targets” pg. 21</p> <p>2023 Sustainability Report, “Responsible fiber procurement” pg. 28</p>
2-24	Embedding policy commitments	<p>2023 Sustainability Report, “Ethics and integrity” pg. 14</p> <p>2023 Sustainability Report, “Supplier network” pg. 15</p> <p>2023 Sustainability Report, “Sustainability oversight” pg. 18</p> <p>2023 Sustainability Report, “Stakeholder engagement” pg. 19</p> <p>2023 Sustainability Report, “Climate risk management” pg. 20</p> <p>2023 Sustainability Report, “Vision 2030 goals and targets” pg. 21</p> <p>2023 Sustainability Report, “Responsible fiber procurement” pg. 28</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>Code of Conduct</p> <p>Company Ethics</p> <p>Ethics IP</p> <p>2024 Proxy Statement, “Commitment to Sound Corporate Governance and Ethical Conduct” pg. 40</p>

GRI Disclosure	Description	Responses
The organization and its reporting practices (continued)		
2-29	Approach to stakeholder engagement	<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 <p>▪ Community Advisory Councils</p> <p>▪ Volunteerism</p> <p>▪ Media</p> <p>▪ Product donations</p> <p>Key Topics</p> <ul style="list-style-type: none"> ▪ Air emissions ▪ Economic impact ▪ Community engagement ▪ Sustainable jobs ▪ Water use and water quality <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 <p>▪ Ensuring that our Community Advisory Councils meet regularly and maintain open dialogue about community concerns and opportunities for collaboration and improvement</p> <p>▪ Proactively engaging with community stakeholders to address water-related issues within the watershed</p> <p>▪ Reducing our air emissions by:</p> <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

GRI Disclosure	Description	Responses	
The organization and its reporting practices (continued)			
2-29	Approach to stakeholder engagement (continued)	CUSTOMERS	Key Topics
		Importance	<ul style="list-style-type: none"> ▪ Forest Conservation ▪ Sustainable fiber supply ▪ Climate change ▪ Water stewardship ▪ Circular economy & product sustainability ▪ Safety ▪ Diversity & Inclusion ▪ Community Engagement
		How We Engage	Our Response
		<ul style="list-style-type: none"> ▪ Sales relationships ▪ Regular site visits ▪ Meetings ▪ Surveys ▪ Special events ▪ Online communications ▪ Onsite/forestry tours 	<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 resources and contributing to a more sustainable, low-carbon future
			<ul style="list-style-type: none"> ▪ 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

GRI Disclosure	Description	Responses
The organization and its reporting practices (continued)		
2-29	Approach to stakeholder engagement (continued)	<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 <p>Key Topics</p> <ul style="list-style-type: none"> ▪ Intranet sites ▪ Presentations and Town Halls ▪ Engagement and experience surveys ▪ Company-wide communications ▪ Facility-level communications ▪ Diversity and inclusion ▪ Employee development ▪ Employee engagement ▪ Safety ▪ Ethics ▪ Stewardship <p>Our Response</p> <ul style="list-style-type: none"> ▪ Looking out for our people each day to ensure everyone returns home safely <ul style="list-style-type: none"> ▪ 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 and experience through surveys, and creating team improvement plans based on employee feedback ▪ Conducting diversity and inclusion training and fostering employee networking circles (ENCs)

GRI Disclosure	Description	Responses		
The organization and its reporting practices (continued)				
2-29	Approach to stakeholder engagement (continued)	GOVERNMENTS	Key Topics	Our Response
		Importance <ul style="list-style-type: none"> ▪ Public policy and regulations created at national, regional and local levels impact our business, forests and communities 	<ul style="list-style-type: none"> ▪ Health and safety ▪ Climate policy ▪ Sustainable manufacturing ▪ Supply chain resilience ▪ Combatting illegal logging and deforestation policy ▪ Sustainable forestry ▪ Personal care products ▪ Workforce recruitment and retention ▪ Product bans ▪ Extended producer responsibility ▪ Transportation and infrastructure ▪ Corporate tax reform ▪ Global trade ▪ Corrugated paper recycling, recovery and circularity ▪ Biomass residuals carbon neutrality 	<ul style="list-style-type: none"> ▪ Advocating at all levels of government, including policymakers, regulators and staff, 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 policymakers on our commitment to sustainable forestry, third-party fiber certification, reduced emissions, responsible resource management and efficient use of renewable biomass, recycling and commitment to the low carbon economy
		How We Engage <ul style="list-style-type: none"> ▪ Legislative meetings ▪ Trade associations meetings ▪ Formal hearings ▪ Policy-based organizations collaboration ▪ Direct communications, letters, emails ▪ Facility visits 		

GRI Disclosure	Description	Responses		
The organization and its reporting practices (continued)				
2-29	Approach to stakeholder engagement (continued)	NON-GOVERNMENTAL ORGANIZATIONS	How We Engage	<ul style="list-style-type: none"> ▪ Health and wellness ▪ Hunger (food insecurity) ▪ Recycling ▪ Sustainable forestry ▪ Water stewardship
		Importance	<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 	Our Response
		<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 	Key Topics	<ul style="list-style-type: none"> ▪ Incorporating feedback in developing internal environmental and social programs ▪ Establishing strategic partnerships to help us identify areas where we can make the greatest impact in sustainability
			<ul style="list-style-type: none"> ▪ Air + GHG Emissions ▪ Climate change ▪ Disaster relief ▪ Education 	

GRI Disclosure	Description	Responses		
The organization and its reporting practices (continued)				
2-29	Approach to stakeholder engagement (continued)	SHAREHOLDERS	How We Engage	Key Topics
		<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 	<ul style="list-style-type: none"> Annual Shareholders Meeting Quarterly earnings conference calls Regular calls and in-person meetings Business strategies and performance Financial returns Financial stewardship Risk mitigation 	<ul style="list-style-type: none"> Business strategies and performance 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
		SUPPLIERS	How We Engage	Our Response
		<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 	<ul style="list-style-type: none"> Supplier relationships Supplier ESG assessments Onsite visits and audits Strategic meetings and partnerships Governance and ethical practices Labor rights <p>Key Topics</p> <ul style="list-style-type: none"> Environmental impact 	<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

GRI Disclosure	Description	Responses
The organization and its reporting practices (continued)		
2-30	Collective bargaining agreements	As of January 1, 2024, of our more than 33,000 U.S. employees, more than 23,000 were hourly, with unions representing approximately 62% of hourly employees — approximately 46% 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.

GRI Disclosure	Description	Responses
GRI 3: Material Topics		
3-1	Process to determine material topics	<p>2023 Sustainability Report, "Supplier network" pg. 15</p> <p>2023 Sustainability Report, "Sustainability focus areas" pg. 17</p> <p>2023 Sustainability Report, "Climate risk management" pg. 20</p> <p>2023 Sustainability Report, "Responsible fiber procurement" pg. 28</p>
3-2	List of material topics	<p>2023 Sustainability Report, "Our Sustainability Strategy" pg. 16</p> <p>MATERIAL ISSUES:</p> <p>Healthy & Abundant Forests</p> <ul style="list-style-type: none"> Forest stewardship Deforestation Sustainable forestry Forestland conservation & restoration Fiber sourcing & certification Biodiversity <p>Sustainable Operations</p> <ul style="list-style-type: none"> Climate change and GHG emissions Energy consumption Renewable energy Water stewardship Air emissions Waste management Chemical use <p>Renewable Solutions</p> <ul style="list-style-type: none"> 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>Thriving People & Communities</p> <ul style="list-style-type: none"> Charitable donations Employee engagement Talent attraction & retention Stakeholder responsiveness and engagement Community engagement Diversity & equal opportunity <p>Indirect economic value</p> <ul style="list-style-type: none"> Training & development Compensation Human rights Health & safety Labor relations <p>Responsible Business Practices</p> <ul style="list-style-type: none"> Business ethics, bribery and corruption Transparency & disclosure Cyber security Government relations & public policy advocacy Financial performance Responsible sourcing practices Supplier diversity

GRI Disclosure	Description	Responses
GRI 201: Economic Performance		
3-3	Management of material topics	2023 Annual Report, “CEO Letter” pg. 2
201-1	Direct economic value generated and distributed	2023 Annual Report, “Our Businesses” pg. 8
201-2	Financial implications and other risks and opportunities due to climate change	2023 Sustainability Report, “Climate risk management” pg. 20 2023 TOFD Report, “Strategy” , pg. 7
GRI 203: Indirect Economic Impacts		
3-3	Management of material topics	2023 Sustainability Report, “A Conversation with our CSO” pg. 5 2023 Sustainability Report, “Sustainability oversight” pg. 18 Signature Causes Our Renewable Future— Addressing Critical Needs in Our Communities
203-2	Significant indirect economic impacts	2023 Sustainability Report, “Ethics and integrity” pg. 14 2023 Sustainability Report, “Supplier network” pg. 15 2023 Sustainability Report, “Sustainability oversight” pg. 18 2023 Sustainability Report, “Climate risk management” pg. 20 2023 Sustainability Report, “Vision 2030 goals and targets” pg. 21 2023 Sustainability Report, “Thriving People & Communities” pg. 74 2023 Sustainability Report, “Championing Diversity and Inclusion” pg. 78 Our Renewable Future— Addressing Critical Needs in Our Communities

GRI Disclosure	Description	Responses
GRI 205: Anti-Corruption		
3-3	Management of material topics	<p>Code of Conduct, “Anti-Corruption” pg. 22</p> <p>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.</p> <p>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.</p>
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>

GRI Disclosure	Description	Responses
GRI 301: Materials		
3-3	Management of material topics	<p>2023 Sustainability Report, “Healthy and Abundant Forests” pg. 22</p> <p>2023 Sustainability Report, “Renewable Solutions” pg. 38</p> <p>Global Fiber Procurement Policy</p> <p>CDP Climate Change 2023, “F4. Governance”</p>
301-1	Materials used by weight or volume	2023 Sustainability Report, “SASB RT-CP-430a.1” pg. 133
301-2	Recycled inputs materials used	2023 Sustainability Report, “SASB RT-CP-430a.1” pg. 133
GRI 302: Energy		
3-3	Management of material topics	<p>2023 Sustainability Report, “Sustainable Operations” pg. 58</p> <p>2023 TCFD Report. “Governance”, pg. 3; “Strategy”, pg. 7</p>
302-1	Energy consumption within the organization	2023 Sustainability Report, “SASB RT-CP-130a.1” pg. 129
302-3	Energy intensity	<p>26.85 GJ per metric ton of containerboard and pulp production.</p> <p>Note that intensity is calculated using mill annual sellable production figures, and includes all fuel and energy sources at all IP manufacturing facilities.</p> <p>2023 Sustainability Report, “SASB RT-CP-130a.1” pg. 129</p>
302-4	Reduction of energy consumption	2023 Sustainability Report, “SASB RT-CP-130a.1” pg. 129

GRI Disclosure	Description	Responses
GRI 303: Water and Effluents		
3-3	Management of material topics	<p>2023 Sustainability Report, “Advancing water stewardship” pg. 70</p> <p>2023 Sustainability Report, “SASB RT-CP-140a.2” pg. 131</p> <p>CDP Water Security 2023, “W6. Governance”</p>
303-1	Interactions with water as a shared resource	<p>2023 Sustainability Report, “Advancing water stewardship” pg. 70</p> <p>CDP Water Security 2023, “W6. Governance”</p>
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 legal and IP requirements that govern the discharge of wastewater. 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> <p>CDP Water Security 2023, “W1.2j”, “W3.1”</p>

GRI Disclosure	Description	Responses
GRI 303: Water and Effluents (continued)		
303-3	Water withdrawal	2023 Sustainability Report, “Advancing water stewardship” pg. 70 2023 Sustainability Report, “SASB RT-CP-140a.1” pg. 130 CDP Water Security 2023, “W1. Current State”
303-4	Water discharge	2023 Sustainability Report, “Advancing water stewardship” pg. 70 2023 Sustainability Report, “SASB RT-CP-140a.1” pg. 130 CDP Water Security 2023, “W1. Current State”
303-5	Water consumption	2023 Sustainability Report, “Advancing water stewardship” pg. 70 2023 Sustainability Report, “SASB RT-CP-140a.1” pg. 130 CDP Water Security 2023, “W1. Current State”
GRI 304: Biodiversity		
3-3	Management of material topics	2023 Sustainability Report, “Healthy and Abundant Forests” p. 22
304-3	Habitats protected or restored	373,145 acres of ecologically significant forestland have been conserved and restored since 2020.

GRI Disclosure	Description	Responses
GRI 305: Emissions		
3-3	Management of material topics	<p>2023 Sustainability Report, "Sustainable Operations" pg. 58</p> <p>2023 TCFD Report, "Governance" pg. 3</p> <p>Climate Change Statement</p> <p>2023 Annual Report, "Climate Change" pg. 24</p> <p>CDP Climate Change 2023, "C1. Governance"</p>
305-1	Direct (Scope 1) GHG emissions	<p>2023 Sustainability Report, "Addressing our climate impact" pg. 63</p> <p>2023 Sustainability Report, "SASB RT-CP-110a.1" pg. 128</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 (2006 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 2006 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>2023 Sustainability Report, "Addressing our climate impact" pg. 63</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 2006 IPCC guidelines, and U.S. facilities use state-specific emission factors provided by the Emissions and Generation Resource Integrated Database (eGRID).</p>

GRI Disclosure	Description	Responses
GRI 305: Emissions (continued)		
305-3	Other indirect (Scope 3) GHG emissions	<p>2023 Sustainability Report, “Addressing our climate impact” pg. 63</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.</p> <p>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, those categories are not the focus of our reduction strategy or reporting. Those categories are: employee travel and commuting, use of sold products, upstream and downstream leased assets, investments and franchises.</p> <p>2023 Sustainability Report, “Addressing our climate impact” pg. 59</p>
305-4	GHG emissions intensity	<p>Scope 1 & 2 intensity (based on market-based emissions): 0.79 MT CO₂e/ton of production</p> <p>Scope 3 intensity: 1.47 MT CO₂e/ton of production</p>
305-5	Reduction of GHG emissions	2023 Sustainability Report, “Addressing our climate impact” pg. 63
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2023 Sustainability Report, “SASB RT-CP-120a.1” pg. 129

GRI Disclosure	Description	Responses
GRI 306: Waste		
3-3	Management of material topics	<p>2023 Sustainability Report, “Renewable Solutions” pg. 38</p> <p>2023 Sustainability Report, “SASB RT-CP-150a.1” pg. 131</p> <p>Regulatory and Company standards provide a framework for waste minimization and waste residual management, including beneficial use alternatives and landfill requirements. Our EHS performance standard and program elements for solid waste ensure we meet regulatory standards while promoting beneficial use and waste minimization alternatives. As part of these standards, every site must identify, quantify, and document all generated waste, their associated hazards, and have a waste reduction plan.</p> <p>The sites strive to minimize waste generated and ensure proper management of waste residuals. 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 status by stressing efficiency, beneficial use of byproducts and recycling wherever possible— but there is still progress to be made.</p>
306-1	Waste generation and significant waste-related impacts	2023 Sustainability Report, “Our approach: Circularity at International Paper” pg. 40
306-2	Management of significant waste-related impacts	2023 Sustainability Report, “Our approach: Circularity at International Paper” pg. 40
306-3	Waste generated	1,676,838 metric tons
306-4	Waste diverted from disposal	<p>48% of manufacturing waste</p> <p>Land applied: 18%</p> <p>Burned on site: 3%</p> <p>Other beneficial use: 27%</p>

GRI Disclosure	Description	Responses
GRI 306: Waste (continued)		
306-5	Waste directed to disposal	<p>52%</p> <p>Non-hazardous waste disposal method breakdown (%) 2023</p> <p>Landfilled 52%</p> <p>Land applied 18%</p> <p>Other beneficial use 27%</p> <p>Burned on site 3%</p>
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topics	<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>2023 Sustainability Report, "Supplier network" pg. 15</p> <p>2023 Sustainability Report, "Healthy and Abundant Forests" pg. 22</p> <p>Responsible Supply Chain</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>

GRI Disclosure	Description	Responses																													
GRI 308: Supplier Environmental Assessment (continued)																															
308-1	New suppliers that were screened using environmental criteria	<p>100% of our new suppliers are screened through a due-diligence process which includes environmental compliance criteria.</p> <p>2023 Sustainability Report, "Supplier network" pg. 15</p> <p>2023 Sustainability Report, "Healthy and Abundant Forests" pg. 22</p>																													
GRI 401: Employment																															
3-3	Management of material topics	2023 Sustainability Report, " Recruitment, development and retention " pg. 82																													
401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">New hires in 2023 — Region by Gender</th> <th colspan="2">Employee Turnover in 2023 — Region by Gender</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>North America</td> <td>81%</td> <td>19%</td> <td>17%</td> <td>20%</td> </tr> <tr> <td>EMEA</td> <td>67%</td> <td>33%</td> <td>4%</td> <td>7%</td> </tr> <tr> <td>Asia</td> <td>67%</td> <td>33%</td> <td>18%</td> <td>5%</td> </tr> <tr> <td>South America</td> <td>58%</td> <td>42%</td> <td>4%</td> <td>4%</td> </tr> </tbody> </table>		New hires in 2023 — Region by Gender		Employee Turnover in 2023 — Region by Gender		Male	Female	Male	Female	North America	81%	19%	17%	20%	EMEA	67%	33%	4%	7%	Asia	67%	33%	18%	5%	South America	58%	42%	4%	4%
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South America	58%	42%	4%	4%																											
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Sustainability Report, " Recruitment, development and retention " pg. 82																													
GRI 403: Occupational Health and Safety																															
3-3	Management of material topics	2023 Sustainability Report, " Promote employee well-being and safety " pg. 76																													

GRI Disclosure	Description	Responses
GRI 403: Occupational Health and Safety (continued)		
403-1	Occupational health and safety management system	2023 Sustainability Report, " Promote employee well-being and safety " pg. 76
403-6	Promotion of worker health	<p>2023 Sustainability Report, "Promote employee well-being and safety" pg. 76</p> <p>The well-being and safety of our workforce remain our top priority. As part of our Vision 2030 objective, we are ambitiously striving to achieve a goal of ZERO injuries for both employees and contractors. Collaboratively, employees, leaders, and contractors share the responsibility of ensuring that everyone associated with International Paper returns home safely every day. In 2021, International Paper furthered its commitment to safety by advancing the longstanding LIFE (Life-changing Injuries and Fatality Elimination) initiative. This initiative focuses on fostering a robust safety culture that anticipates and addresses unexpected events to learn, prevent, and adapt. Through the enhancement of existing systems and procedures, the implementation of layered protective measures to sustainably mitigate risks, and the active involvement of all employees in finding solutions, we are confident in our ability to create an injury-free workplace.</p> <p>2023 Focus Areas</p> <ul style="list-style-type: none"> ▪ Safety Leadership: Revitalize the approach to safety leadership ▪ Learning Culture: Hourly team members proactively exploring layers of protection ▪ Safety Leading Indicators: Refreshed metrics training, proactive efforts for a safer workplace

GRI Disclosure	Description	Responses																																				
GRI 403: Occupational Health and Safety (continued)																																						
403-9	Work-related injuries	<p>2023 Sustainability Report, “Promote employee well-being and safety” pg. 76</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> <table border="1"> <thead> <tr> <th>Indicator</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Employee fatalities</td> <td>0</td> <td>0</td> <td>3</td> </tr> <tr> <td>Employee Other LIFE injuries</td> <td>16</td> <td>19</td> <td>15</td> </tr> <tr> <td>Total employee LIFE injuries</td> <td>16</td> <td>19</td> <td>18</td> </tr> <tr> <td>Contractor fatalities</td> <td>1</td> <td>1</td> <td>1</td> </tr> <tr> <td>Contractor LIFE injuries</td> <td>2</td> <td>2</td> <td>3</td> </tr> <tr> <td>Total contractor LIFE injuries</td> <td>3</td> <td>3</td> <td>4</td> </tr> <tr> <td>Total Recordable Incident Rate (TRIR)¹</td> <td>1.1</td> <td>1.06</td> <td>1.02</td> </tr> <tr> <td>Lost Workday Incident Rate (LWIR)</td> <td>0.38</td> <td>0.43</td> <td>0.38</td> </tr> </tbody> </table>	Indicator	2021	2022	2023	Employee fatalities	0	0	3	Employee Other LIFE injuries	16	19	15	Total employee LIFE injuries	16	19	18	Contractor fatalities	1	1	1	Contractor LIFE injuries	2	2	3	Total contractor LIFE injuries	3	3	4	Total Recordable Incident Rate (TRIR) ¹	1.1	1.06	1.02	Lost Workday Incident Rate (LWIR)	0.38	0.43	0.38
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GRI 404: Training and Education																																						
3-3	Management of material topics	2023 Sustainability Report, “Developing employees” pg. 84																																				
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report, “Developing employees” pg. 84																																				
404-3	Percentage of employees receiving regular performance and career development reviews	2023 Sustainability Report, “Recruitment, development and retention” pg. 82																																				

1. The rates have been calculated based on 200,000 hours worked.

GRI Disclosure	Description	Responses																																																																																																				
GRI 405: Diversity and Equal Opportunity																																																																																																						
3-3	Management of material topics	<p>2023 Sustainability Report, "Championing Diversity and Inclusion" pg. 78</p> <p>Diversity and Inclusion</p> <p>Supplier Diversity</p>																																																																																																				
405-1	Diversity of governance bodies and employees	<table border="0"> <thead> <tr> <th colspan="4">2023 Diversity of Governance Bodies</th> <th colspan="4">Employee Diversity 1/1/24</th> </tr> <tr> <td></td> <td></td> <td>Male</td> <td>Female</td> <td colspan="4"><i>Employees 2023 — Region by Gender</i></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td>Male</td> <td>Female</td> <td></td> </tr> </thead> <tbody> <tr> <td>Board of Directors</td> <td></td> <td>73%</td> <td>27%</td> <td>North America</td> <td>82%</td> <td>18%</td> <td></td> </tr> <tr> <td>Senior Leadership Team</td> <td></td> <td>71%</td> <td>29%</td> <td>EMEA</td> <td>79%</td> <td>21%</td> <td></td> </tr> <tr> <td>Officers</td> <td></td> <td>76%</td> <td>24%</td> <td>Asia</td> <td>29%</td> <td>71%</td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>South America</td> <td>81%</td> <td>19%</td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td colspan="4"><i>Employees 2023 — Region by Age</i></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td>Under 30</td> <td>31-50</td> <td>51-60</td> <td>61+</td> </tr> <tr> <td>Board of Directors</td> <td></td> <td>0%</td> <td>0%</td> <td>100%</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Senior Leadership Team</td> <td></td> <td>0%</td> <td>29%</td> <td>71%</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Officers</td> <td></td> <td>0%</td> <td>30%</td> <td>70%</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2023 Diversity of Governance Bodies				Employee Diversity 1/1/24						Male	Female	<i>Employees 2023 — Region by Gender</i>									Male	Female		Board of Directors		73%	27%	North America	82%	18%		Senior Leadership Team		71%	29%	EMEA	79%	21%		Officers		76%	24%	Asia	29%	71%						South America	81%	19%						<i>Employees 2023 — Region by Age</i>									Under 30	31-50	51-60	61+	Board of Directors		0%	0%	100%					Senior Leadership Team		0%	29%	71%					Officers		0%	30%	70%				
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GRI Disclosure	Description	Responses
GRI 412: Human Rights Assessment	GRI 412: Human Rights Assessment	<p>2023 Sustainability Report, “Responsible Governance” pg. 13</p> <p>Code of Conduct</p> <p>Global Fiber Procurement Policy</p> <p>Human Rights Statement</p> <p>Third Party Code of Conduct</p> <p>Disclosure Statements</p> <p>California Transparency Act — 2021 Statement</p> <p>UK Modern Slavery Act — 2021 Statement</p> <p>Conflict Minerals Policy</p> <p>Human Rights</p> <p>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. <ul style="list-style-type: none"> ▪ 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.
3-3	Management of material topics	

GRI Disclosure	Description	Responses
GRI 412: Human Rights Assessment (continued)		
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, forced labor, child labor, ethics, 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 2023, 74 of our manufacturing facilities updated their Sedex Self-Assessment Questionnaires (SAQ) responses, and we completed on-site Sedex Member Ethical Trade Audits (SMETA) at 14 manufacturing facilities.</p> <p>In addition, several more manufacturing facilities participated in customer-specific on-site audits similar in scope to SMETA.</p> <p>We also complete several data requests from customers and investors each year regarding human rights and related topics.</p>
GRI 413: Local Communities		
3-3	Management of material topics	2023 Sustainability Report, " Community investment " pg. 86
413-1	Operations with local community engagement, impact assessments, and development programs	2023 Sustainability Report, " Community investment " pg. 86 Community Partners Collaborations

GRI Disclosure	Description	Responses
GRI 414: Supplier Social Assessment		
3-3	Management of material topics	<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>2023 Sustainability Report, "Supplier network" pg. 15</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	2023 Sustainability Report, " Supplier network " pg. 15

GRI Disclosure	Description	Responses
<p>GRI 415: Public Policy</p> <p>3-3</p>	<p>Management of material topics</p>	<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 sustainable manufacturing, climate, recycling, supply chain resilience, combatting illegal logging, deforestation, 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, labor and environmental groups on issues of mutual concern. 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</p> <p>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>2023 PUBLIC POLICY FOCUS AREAS</p> <p>Health and Safety</p> <p>Safety is a core value and nothing is more important than the safety of our employees, contractors and visitors. We promote and demonstrate safety leadership through proactive programs that build a resilient safety culture in which we focus on learning and improving — not only to prevent injuries but to eliminate them completely.</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>Carbon Neutrality of Biomass Residuals</p> <p>The regulatory uncertainty around our industry’s use of biomass residual energy puts U.S. forest products at a competitive disadvantage compared to other countries. We support policies that level the playing field for U.S. forest manufacturers and recognize our biomass use as carbon neutral.</p> <p>Recycling</p> <p>As one of the world’s largest recyclers of paper and corrugated packaging, we support investment in programs and technologies that bring more clean residential and commercial material into the system, without distorting the robust recycling marketplace for paper-based materials. We also support</p>

GRI Disclosure	Description	Responses
GRI 415: Public Policy (continued)	Management of material topics (continued)	<p>efforts to collect data on existing recycling collection infrastructure to demonstrate where investments are needed to increase collection and to increase access to recycling services through pilot programs for underserved areas.</p> <p>Global Trade As a major exporter to more than 100 countries of packaging and pulp, we support trade policies that open markets, improve our competitiveness and increase business predictability to reach new customers abroad. We support full implementation of the United States-Mexico-Canada Agreement (USMCA) to ensure all parties are compliant, specifically with respect to the illegal logging language.</p> <p>Corporate Tax Reform International Paper supports a simplified tax code that provides certainty and consistency and encourages investment. We support preserving the corporate tax rate at 21%. It is essential that any changes to the U.S. tax system must prioritize job growth, investment, research and development and provide economic benefits that allow U.S. manufacturers to be more globally competitive.</p> <p>Infrastructure We support government and private investments to upgrade energy, water, broadband and transportation infrastructure where we operate.</p> <p>Deforestation IP is a leader in sustainable forestry and we strongly support international efforts to address deforestation. We support full implementation of policies like the Lacey Act and the illegal logging language included in USMCA and will work to ensure the inclusion of similar language in future trade agreements.</p> <p>Supply Chain Resilience As a leading shipper of freight, we support policies that make our truck, port and rail shipments more efficient to support our global competitiveness. We advocate for long-term supply chain policy solutions that address systemic issues and ensure a resilient supply chain to better support the needs of U.S. freight shippers.</p> <p>Extended Producer Responsibility (EPR) We support policies that recognize corrugated packaging's high recycling rates. We oppose government mandates that distort markets and require producers of paper-based packaging to pay into a system that is designed for products with low recovery rates. Paper-based packaging is a leading product in the circular economy because of its recyclability and robust end markets, which sets it apart from other commodities.</p>

GRI Disclosure	Description	Responses
GRI 415: Public Policy (continued)		
3-3	Management of material topics (continued)	<p>Due to private investment and strong market dynamics, paper and paper-based packaging's recovery rates are part of the solution without need for government intervention.</p> <p>Products Bans We oppose policies that limit consumer choice by placing a ban or fee on paper products, like paper bags.</p> <p>Workforce Recruitment and Retention We support diversity and inclusion as well as efforts at both the state and federal levels of government to implement workforce programs that advance career and technical education and the critical technical skills sought by local employers. We support programs that help grow the pipeline of skilled employees as well as encourage public-private partnerships to ensure federal career and technical</p> <p>education funding is directed toward in-demand workforce needs.</p> <p>Personal Care Products As one of the largest producers of renewable pulp for essential personal care products like diapers and menstrual products that promote health and wellness, we support policies focused on product accessibility, consistency for ingredient labeling, product safety and sustainability.</p>
415-1	Political contributions	<p>We sponsor the International Paper Political Action Committee (IP-PAC) in the U.S., which is funded by eligible employees who voluntarily choose to support political candidates and committees. All IP-PAC reports are available on the Federal Election Commission website.</p> <p>International Paper publishes a voluntary report of political contributions on a semi-annual basis. For the seventh 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 100 Trendsetter Companies to receive the top ranking for political disclosure and accountability due to our voluntary reporting efforts. Learn more about contribution information.</p> <p>2023 Mid-Year Voluntary Report of Political Contributions (Jan-June)</p> <p>2023 Year End Voluntary Report of Political Contributions (July-Dec)</p>

GRI Disclosure	Description	Responses
GRI 416: Customer Health and Safety		
3-3	Management of material topics	<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>Conformance and acceptability of raw materials is carried out using a matrix of raw material requirements that vary by end use application, regulatory jurisdiction and applicable industry standards. Requirements include regulatory compliance and substance of concern prohibitions or use restrictions as appropriate. New raw materials are assessed for conformance prior to use in our products. Existing raw materials are subject to regular reassessment as regulations change and new chemicals of concern emerge.</p> <p>Chemical of concern, regulatory and exposure assessment testing (i.e., food contact migration testing and skin irritation or sensitization testing) of representative products is carried out regularly to demonstrate ongoing acceptability and safety of our products.</p> <p>Raw material conformance and acceptability is also a key component of our process for the development of new products. Potential raw materials are evaluated early in the process to quickly rule out unacceptable materials and identify appropriate screening needs. New products under development may be screened for chemicals of concern or to evaluate impact of exposures.</p> <p>2023 Sustainability Report, "SASB RT-CP-250a.2" pg. 132</p>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>2023 Sustainability Report, "SASB RT-CP-250a.1" pg. 132</p>

GRI Disclosure	Description	Responses
GRI 417: Marketing and Labeling		
3-3	Management of material topics	Our products must meet specific regulatory requirements within the countries of manufacture and eventual use—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.
417-1	Requirements for product and service information and labeling	2023 Sustainability Report, “SASB RT-CP-250a.2” pg. 132
417-2	Incidents of non-compliance concerning product and service information and labeling	We had no incidents of non-compliance with product safety regulations or voluntary codes concerning product and service information and labeling in 2023.
417-3	Incidents of non-compliance concerning marketing communications	We had no incidents of non-compliance concerning marketing communications

Sustainability Accounting Standards Board (SASB) Index

Our reporting aligns with the [SASB Resource Transformation sector standards](#) (Containers & Packaging Industry).

SASB Code	Accounting Metric	Unit	Reference
Greenhouse Gas Emissions			
RT-CP-110a.1	Gross global Scope 1 emissions	MT CO ₂ e	6,365,636
	% of global Scope 1 emissions covered under emissions-limited regulations ¹	%	4%
RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets		2023 Sustainability Report, “Addressing our climate impact” pg. 63
	Emissions reduction targets and analysis of performance against those targets		Reduce our Scope 1, 2 and 3 GHG emissions by 35% from 2019-2030, aligned with the best-available climate science (SBTi-approved as “well-below 2-degree C” pathway) 2023 Sustainability Report, “Addressing our climate impact” pg. 63

1. Our Madrid, Spain recycled containerboard mill and Grande Prairie mill in Canada operate under federal or regional emissions trading systems

SASB Code	Accounting Metric	Unit	Reference
Air Quality			
RT-CP-120a.1	NOx (excluding N ₂ O)	MT	20,224
	SOx	MT	11,393
	volatile organic compounds (VOCS)	MT	18,515
	Particulate Matter 10 (PM10)	MT	3,674
Energy Management			
RT-CP-130a.1	Total energy consumed in 2023 ¹	GJ	392,327,354
	Total energy consumed in 2022	GJ	403,053,814
	Total energy consumed in 2021	GJ	411,270,928
	Percentage grid electricity	%	6%
	Percentage renewable	%	65%
	Total self-generated energy ²	GJ	369,268,709

1. Includes aggregated energy consumption across all manufacturing sites (mills, converting, and recycling facilities)

2. Total energy consumption minus net purchased electricity

SASB Code	Accounting Metric	Unit	Reference
Water Management			
RT-CP-140a.1	Water withdrawn	Thousand Cubic meters	2023: 629,650 2022: 631,970 2021: 646,135
	Water effluent	Thousand Cubic meters	2023: 560,103 2022: 557,348 2021: 600,832
	Water consumed	Thousand Cubic meters	2023: 69,547 2022: 74,621 2021: 45,303
	Water withdrawn in locations with High or Extremely High Baseline Water Stress as a percentage of the total water withdrawn	%	7%
	Water consumed in locations with High or Extremely High Baseline Water consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed	%	5%

SASB Code	Accounting Metric	Unit	Reference
Water Management (continued)			
RT-CP-140a.2	1) Description of water management risk and 2) discussion of strategies and practices to mitigate those risks		Water is a critical input for our process. We conduct a comprehensive facilities water risk assessment through an in-house methodology combining relevant internal and third-party data. Key factors include the World Resource Institute's (WRI) Aqueduct Baseline Water Stress (BWS) indicator, regulatory requirements, community relations and qualitative input from internal experts. This assessment serves as the foundation for our water stewardship strategy, including facility-level plans for context-based water stewardship under our Vision 2030 goals. Specifically, we use the assessment to prioritize sites for water-related operational improvements and watershed protection efforts. 2023 Sustainability Report, " Advancing water stewardship " pg. 70 ODP Water Security 2023, " W3.3 ", " W4 "
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	Zero significant incidents of non-compliance associated with water quality permits, standards, and regulations in the reporting year. 2023 10-K " Legal Proceedings " pg. 45
Waste Management			
RT-CP-150a.1	Amount of hazardous waste generated	MT	95.1

SASB Code	Accounting Metric	Unit	Reference
Product Safety			
RT-CP-250a.1	Number of recalls issued, total units recalled.	Number	0
RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern		<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>Conformance and acceptability of raw materials is carried out using a matrix of raw material requirements that vary by end use application, regulatory jurisdiction and applicable industry standards. Requirements include regulatory compliance and substance of concern prohibitions or use restrictions as appropriate. New raw materials are assessed for conformance prior to use in our products. Existing raw materials are subject to regular reassessment as regulations change and new chemicals of concern emerge.</p> <p>Chemical of concern, regulatory and exposure assessment testing (i.e., food contact migration testing and skin irritation or sensitization testing) of representative products is carried out regularly to demonstrate ongoing acceptability and safety of our products.</p> <p>Raw material conformance and acceptability is also a key component of our process for the development of new products. Potential raw materials are evaluated early in the process to quickly rule out unacceptable materials and identify appropriate screening needs. New products under development may be screened for chemicals of concern or to evaluate the impact of exposures.</p>

SASB Code	Accounting Metric	Unit	Reference
Product Lifecycle Management			
RT-CP-410a.1	% of raw materials from recycled content	% by weight	10% of our fiber purchased is recycled content 34.5% average recycled content in our North American packaging products, including 28.7% post-consumer fiber
	% of raw materials from renewable resources	% by weight	100% of our sourced wood and recovered fiber are from renewable resources
	% of raw materials from renewable and recycled content	% by weight	100% of our sourced wood and recovered fiber
RT-CP-410a.2	Revenue from products that are reusable, recyclable, and/or compostable	% by weight	97.2% of our products are reusable, recyclable, and/or compostable
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle		2023 Sustainability Report, " Renewable Solutions " pg. 38 2023 Sustainability Report, " Our approach: Circularity at International Paper " pg. 40
Supply Chain Management			
RT-CP-430a.1	Total weight (in metric tons) of wood-fiber-based raw materials procured	MT	48,400,596 This includes virgin and recycled wood fiber procured as raw material
	Total wood fiber procured, percentage from certified sources	%	31% of total wood fiber procured is from forests managed to certified to FSC® PEFC™ or SFI® Forest Management standards
RT-CP-430a.2	Total aluminum purchased, percentage from certified sources	t CO ₂ e, %	NA

SASB Code	Accounting Metric	Unit	Reference
Activity Metrics			
RT-CP-000.A	Amount of production, by substrate 2022	MT	2023 Annual Report, " Sales Volumes by Product " pg. 23
RT-CP-000.B	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	% by revenue	100% paper/wood
RT-CP-000.C	Number of employees	Number	39,000

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This Sustainability Report contains certain forward-looking statements based on management’s current assumptions and expectations, including statements regarding our ESG targets, goals, commitments and programs and other business plans, initiatives and objectives, including but not limited to our Vision 2030 goals. Certain statements in this report that are not historical in nature may be considered “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by the use of forward-looking or conditional words such as “expects,” “anticipates,” “aspires,” “believes,” “estimates,” “could,” “should,” “can,” “forecast,” “intend,” “look,” “may,” “will,” “remain,” “confident,” “commit” and “plan” or similar words and expressions. Our actual future results, including the achievement of our targets, goals or commitments, could differ materially from our projected results and commitments as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties and factors. These statements are not guarantees of future performance and reflect management’s current views and speak only as to the dates the statements are made and are subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied in these statements. Factors which could cause actual results to differ include but are not limited to: (i) risks with respect to climate change and global, regional, and local weather conditions, as well as risks related to our ability to meet targets and goals with respect to climate change and the emission of greenhouse gases (GHG) and other environmental, social and governance matters, including our other Vision 2030 goals; (ii) the emergence and implementation of mandatory climate reporting standards and the continued development of voluntary standards and frameworks that may result in definitional or other changes, including those that may alter how our GHG emissions are calculated and reported both historically and prospectively; (iii) the impact of global and domestic economic conditions and industry conditions, including with respect to current negative macroeconomic conditions, inflationary pressures and changes in the cost or availability of raw materials, energy sources and transportation sources, supply chain shortages and disruptions, competition we face, cyclicalities and changes in consumer preferences,

demand and pricing for our products, and conditions impacting the credit, capital and financial markets; (iv) the costs of compliance, or the failure to comply with, existing and new environmental (including with respect to climate change and GHG emissions), tax, labor and employment, privacy, anti-bribery and anti-corruption, and other U.S. and non-U.S. governmental laws and regulations; (v) any material disruption at any of our manufacturing facilities or other adverse impact on our operations due to severe weather, natural disasters, climate change or other causes; (vi) our ability to realize expected benefits and cost savings associated with restructuring initiatives; (vii) our ability to achieve the benefits expected from, and other risks associated with, acquisitions, joint ventures, divestitures, spinoffs, capital investments and other corporate transactions, (viii) cybersecurity and information technology risks, including as a result of security breaches and cybersecurity incidents; (ix) loss contingencies and pending, threatened or future litigation, including with respect to environmental related matters; (x) our ability to attract and retain qualified personnel, particularly in light of current labor market conditions; and (xi) risks arising from conducting business internationally, domestic and global geopolitical conditions, military conflict (including the Russia/Ukraine conflict, the conflict in Israel and surrounding areas, the possible expansion of such conflicts, and the potential geopolitical and economic consequences associated therewith), changes in currency exchange rates, trade protectionist policies, downgrades in our credit ratings, and/or the credit ratings of banks issuing certain letters of credit, issued by recognized credit rating organizations. These and other factors that could cause or contribute to actual results differing materially from such forward-looking statements can be found in our annual report on Form 10-K and other reports we file with the U.S. Securities and Exchange Commission from time to time. In addition, other risks and uncertainties not presently known to the Company or that we currently believe to be immaterial could affect the accuracy of any forward-looking statements. The Company undertakes no obligation to publicly update any forward-looking statements, whether as a result of new information, future events or otherwise, unless required by law.

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