

GRI Index 2024

International Paper, is the global leader in sustainable packaging solutions. With company headquarters in Memphis, Tennessee, USA, and EMEA (Europe, Middle East and Africa) headquarters in London, UK, we employ more than 65,000 team members and serve customers around the world with operations in more than 30 countries. Together with our customers, we make the world safer and more productive, one sustainable packaging solution at a time. Net sales for 2024 were \$18.6 billion. In 2025, International Paper acquired DS Smith creating an industry leader focused on the attractive and growing North American and EMEA regions. Additional information can be found by visiting www.internationalpaper.com.

Global Reporting Initiative (GRI) Index

International Paper has reported the information cited in this GRI content index for the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards.

GRI Indicator	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>2024 Sustainability Report, “About International Paper”</p> <p>2024 10-K “Business”</p> <p>Countries of operation: 2024 Annual Report, “General”; “2024 Listing of Facilities”</p>
2-2	Entities included in the organization’s sustainability reporting	2024 10-K , “Properties”
2-3	Reporting period, frequency and contact point	We report on an annual basis. All data are reported as of December 31, 2024, 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 provide external assurance.
2-6	Activities, value chain and other business relationships	<p>Sector, activities, products and services: 2024 Sustainability Report, “Key revenue streams in 2024”</p> <p>Products 2024 10-K, “Business”</p> <p>Markets served: North America Europe, Middle East and Africa South America Asia</p> <p>Scale of organization: 2024 Annual Report</p> <p>Supply chain: 2024 Sustainability Report, “Responsible fiber procurement”</p> <p>Suppliers — What We Procure 2024 Sustainability Report, “Ethics and integrity” 2024 Sustainability Report, “Supplier network”</p> <p>Significant changes: 2024 Annual Report, “CEO Letter” 2024 10-K, “Note 7 Acquisitions” and “Note 8 Divestitures and Impairments of Businesses”</p>

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GRI Indicator	Description	Responses										
The organization and its reporting practices (continued)												
2-7	Employees	2024 Sustainability Report, “Thriving People and Communities” 2024 10-K, “Human Capital”										
2-9	Governance structure and composition	2024 Sustainability Report, “Sustainability Oversight” Governance Documents 2025 Proxy Statement, “Corporate Governance”										
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement, “Election of 11 Directors”										
2-11	Chair of the highest governance body	Andrew K. Silvernail, Chairman of the Board of Directors and Chief Executive Officer, International Paper										
2-12	Role of the highest governance body in overseeing the management of impacts	<table border="0"> <tr> <td>2024 Sustainability Report, “Responsible Governance”</td> <td>2024 Sustainability Report, “Sustainable Operations”</td> </tr> <tr> <td>2024 Sustainability Report, “Supplier network”</td> <td>2024 Sustainability Report, “Thriving People and Communities”</td> </tr> <tr> <td>2024 Sustainability Report, “Stakeholder engagement”</td> <td>2025 Proxy Statement, “Corporate Governance”</td> </tr> <tr> <td>2024 Sustainability Report, “Sustainability Oversight”</td> <td>2024 10-K, “Risk Factors”</td> </tr> <tr> <td>2024 Sustainability Report, “Responsible fiber procurement”</td> <td>2024 TCFD Report, “Governance”; “Strategy”</td> </tr> </table>	2024 Sustainability Report, “Responsible Governance”	2024 Sustainability Report, “Sustainable Operations”	2024 Sustainability Report, “Supplier network”	2024 Sustainability Report, “Thriving People and Communities”	2024 Sustainability Report, “Stakeholder engagement”	2025 Proxy Statement, “Corporate Governance”	2024 Sustainability Report, “Sustainability Oversight”	2024 10-K, “Risk Factors”	2024 Sustainability Report, “Responsible fiber procurement”	2024 TCFD Report, “Governance”; “Strategy”
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2024 Sustainability Report, “Responsible fiber procurement”	2024 TCFD Report, “Governance”; “Strategy”											
2-13	Delegation of responsibility for managing impacts	2024 Sustainability Report, “Responsible Governance” 2024 Sustainability Report, “Sustainability Oversight” 2025 Proxy Statement, “How We Build the Right Board for Our Company” and “Corporate Governance”										
2-14	Role of the highest governance body in sustainability reporting	Our Disclosure Committee reviews and gives input on IP’s sustainability reporting each year. Significant changes to reporting practices are vetted through our corporate councils and steering teams. 2024 TCFD Report, “Governance”; “Risk Management”										

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GRI Indicator	Description	Responses
The organization and its reporting practices (continued)		
2-15	Conflicts of interest	Code of Conduct , “Conflicts of Interest” Related Person Transactions Policy and Procedures
2-16	Communication of critical concerns	Code of Conduct Company Ethics Ethics IP 2025 Proxy Statement , “Commitment to Sound Corporate Governance and Ethical Conduct”
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement , “Diversity of our Directors” and “Our Nominees” 2024 TCFD Report , “Governance”
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement , “Annual Board, Committee and Individual Director Self-Assessment” Governance
2-19	Remuneration policies	2025 Proxy Statement , Compensation Discussion & Analysis (CD&A)
2-20	Process to determine remuneration	2025 Proxy Statement , Compensation Discussion & Analysis (CD&A)
2-21	Annual total compensation ratio	2025 Proxy Statement , Compensation Discussion & Analysis (CD&A)
2-22	Statement on sustainable development strategy	2024 Sustainability Report , “Message from our Chief Sustainability Officer”
2-23	Policy commitments	2024 Sustainability Report , “Supplier network” 2024 Sustainability Report , “Sustainability Oversight” 2024 Sustainability Report , “Climate risk management” 2024 Sustainability Report , “Vision 2030 goals and targets” 2024 Sustainability Report , “Responsible fiber procurement”

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GRI Indicator	Description	Responses
The organization and its reporting practices (continued)		
2-24	Embedding policy commitments	<p>2024 Sustainability Report, “Supplier network”</p> <p>2024 Sustainability Report, “Stakeholder engagement”</p> <p>2024 Sustainability Report, “Ethics and integrity”</p> <p>2024 Sustainability Report, “Sustainability Oversight”</p> <p>2024 Sustainability Report, “Climate risk management”</p> <p>2024 Sustainability Report, “Vision 2030 goals and targets”</p> <p>2024 Sustainability Report, “Responsible fiber procurement”</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>Code of Conduct</p> <p>Company Ethics</p> <p>Ethics IP</p> <p>2025 Proxy Statement, “Commitment to Sound Corporate Governance and Ethical Conduct”</p>

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2-28	Membership associations	<table border="1"> <thead> <tr> <th data-bbox="867 610 1787 641">Organization</th> <th data-bbox="1799 590 2097 641">Participation at the Governance Level</th> <th data-bbox="2110 590 2411 641">Participation in Projects or Committees</th> </tr> </thead> <tbody> <tr><td>American Forest and Paper Association (AF&PA)</td><td>X</td><td>X</td></tr> <tr><td>Association of the Nonwoven Fabrics Industry (INDA)</td><td></td><td>X</td></tr> <tr><td>BlueGreen Alliance</td><td></td><td>X</td></tr> <tr><td>Business Industry Political Action Committee (BIPAC)</td><td>X</td><td>X</td></tr> <tr><td>Business Roundtable (BRT)</td><td></td><td>X</td></tr> <tr><td>Center for Baby & Adult Hygiene Products (BAHP)</td><td>X</td><td>X</td></tr> <tr><td>Community for Human Organizational Learning</td><td></td><td>X</td></tr> <tr><td>Confederation of European Paper Industries (CEPI)</td><td>X</td><td>X</td></tr> <tr><td>Congressional Black Caucus Institute</td><td></td><td>X</td></tr> <tr><td>Corporate Eco Forum</td><td></td><td>X</td></tr> <tr><td>Ellen MacArthur Foundation</td><td></td><td>X</td></tr> <tr><td>European Federation of Corrugated Board Manufacturers (FEFCO)</td><td>X</td><td>X</td></tr> <tr><td>Fibre Box Association</td><td>X</td><td>X</td></tr> <tr><td>Forest Resources Association</td><td>X</td><td>X</td></tr> <tr><td>Forest Stewardship Council® (FSC)</td><td>X</td><td>X</td></tr> <tr><td>National Association of Business Political Action Committees (NABPAC)</td><td></td><td>X</td></tr> <tr><td>National Association of Manufacturers (NAM)</td><td>X</td><td>X</td></tr> <tr><td>National Council for Air and Stream Improvement (NCASI)</td><td>X</td><td>X</td></tr> <tr><td>National Industrial Transportation League (NITL)</td><td>X</td><td>X</td></tr> <tr><td>National Safety Council</td><td></td><td>X</td></tr> <tr><td>Paper and Packaging Board</td><td>X</td><td>X</td></tr> <tr><td>Programme for the Endorsement of Forest Certification (PEFC)</td><td>X</td><td>X</td></tr> <tr><td>Pulp and Paper Safety Association</td><td>X</td><td>X</td></tr> <tr><td>Recycled Materials Association (ReMA)</td><td>X</td><td>X</td></tr> <tr><td>Sustainable Forestry Initiative® (SFI)</td><td>X</td><td>X</td></tr> <tr><td>Sustainable Packaging Coalition (SPC)</td><td></td><td>X</td></tr> <tr><td>TAPPI</td><td>X</td><td>X</td></tr> <tr><td>Two Sides North America</td><td>X</td><td>X</td></tr> <tr><td>U.S.-China Business Council</td><td></td><td>X</td></tr> <tr><td>U.S.-Poland Business Council</td><td></td><td>X</td></tr> <tr><td>Women’s Business Enterprise National Council</td><td></td><td>X</td></tr> <tr><td>World Business Council for Sustainable Development (WBCSD)</td><td>X</td><td>X</td></tr> <tr><td>World Containerboard Organization (WCO)</td><td>X</td><td></td></tr> </tbody> </table>	Organization	Participation at the Governance Level	Participation in Projects or Committees	American Forest and Paper Association (AF&PA)	X	X	Association of the Nonwoven Fabrics Industry (INDA)		X	BlueGreen Alliance		X	Business Industry Political Action Committee (BIPAC)	X	X	Business Roundtable (BRT)		X	Center for Baby & Adult Hygiene Products (BAHP)	X	X	Community for Human Organizational Learning		X	Confederation of European Paper Industries (CEPI)	X	X	Congressional Black Caucus Institute		X	Corporate Eco Forum		X	Ellen MacArthur Foundation		X	European Federation of Corrugated Board Manufacturers (FEFCO)	X	X	Fibre Box Association	X	X	Forest Resources Association	X	X	Forest Stewardship Council® (FSC)	X	X	National Association of Business Political Action Committees (NABPAC)		X	National Association of Manufacturers (NAM)	X	X	National Council for Air and Stream Improvement (NCASI)	X	X	National Industrial Transportation League (NITL)	X	X	National Safety Council		X	Paper and Packaging Board	X	X	Programme for the Endorsement of Forest Certification (PEFC)	X	X	Pulp and Paper Safety Association	X	X	Recycled Materials Association (ReMA)	X	X	Sustainable Forestry Initiative® (SFI)	X	X	Sustainable Packaging Coalition (SPC)		X	TAPPI	X	X	Two Sides North America	X	X	U.S.-China Business Council		X	U.S.-Poland Business Council		X	Women’s Business Enterprise National Council		X	World Business Council for Sustainable Development (WBCSD)	X	X	World Containerboard Organization (WCO)	X	
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GRI Indicator	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 ▪ Community Advisory Councils <ul style="list-style-type: none"> ▪ Volunteerism ▪ Media ▪ Product donations <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 ▪ Ensuring that our Community Advisory Councils meet regularly and maintain open dialogue about community concerns and opportunities for collaboration and improvement ▪ Proactively engaging with community stakeholders to address water-related issues within the watershed ▪ Reducing our air emissions by: <ul style="list-style-type: none"> – Implementing efficient manufacturing technologies – Investing in energy efficiency improvements – Fuel switching – Operating our mills with approximately 70% energy from carbon-neutral biomass residuals rather than fossil fuels
2-29	Approach to stakeholder engagement (continued)	<p>CUSTOMERS</p> <p>Importance</p> <ul style="list-style-type: none"> ▪ Without our customers, we would not exist ▪ Customer expectations and needs influence our product and service innovation ▪ Changing technology and consumer demands present an opportunity for renewable, recyclable products to provide sustainable solutions <p>How We Engage</p> <ul style="list-style-type: none"> ▪ Sales relationships ▪ Regular site visits ▪ Meetings ▪ Surveys ▪ Special events ▪ Online communications ▪ Onsite/forestry tours <p>Key Topics</p> <ul style="list-style-type: none"> ▪ Forest conservation ▪ Sustainable fiber supply ▪ Climate change ▪ Water stewardship ▪ Circular economy & product sustainability ▪ Safety ▪ Community engagement <p>Our Response</p> <ul style="list-style-type: none"> ▪ Creating innovative, sustainable and circular products that help customers achieve their objectives ▪ Establishing goals to produce the products our customers need while being responsible stewards of the world’s natural resources and contributing to a more sustainable, low-carbon future ▪ Collaborating with customers to meet sustainability objectives through technology and innovation collaborations ▪ Measuring progress against our Vision 2030 targets related to key customer focus areas ▪ Advancing sustainability throughout our value chain ▪ Having our subject-matter experts meet regularly to discuss product and service innovation ▪ Actively engage and respond to surveys and questionnaires regarding our environmental impacts and GHG emissions

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GRI Indicator	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 ▪ Intranet sites <p>Key Topics</p> <ul style="list-style-type: none"> ▪ Presentations and Town Halls ▪ Engagement and experience surveys ▪ Company-wide communications ▪ Facility-level communications <p>Our Response</p> <ul style="list-style-type: none"> ▪ Looking out for our people each day to ensure everyone returns home safely ▪ Achieving injury-free operations by providing safe work conditions, promoting accountability and <p>responsibility and using a number of safety indicators to ensure safe work actions</p> <ul style="list-style-type: none"> ▪ Changing Injury and Fatality Elimination (LIFE) program to a focused Serious Injuries and Fatalities (SIF) prevention approach ▪ 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 resource groups (ERGs)
2-29	Approach to stakeholder engagement (continued)	<p>GOVERNMENTS</p> <p>Importance</p> <ul style="list-style-type: none"> ▪ Public policy and regulations created at national, regional and local levels impact our business, forests and communities <p>How We Engage</p> <ul style="list-style-type: none"> ▪ Legislative meetings ▪ Trade association meetings ▪ Formal hearings ▪ Policy-based organizations collaboration ▪ Direct communications, letters, emails ▪ Facility visits <p>Key Topics</p> <ul style="list-style-type: none"> ▪ Health and safety <p>Our Response</p> <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 <ul style="list-style-type: none"> ▪ 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

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GRI Indicator	Description	Responses
The organization and its reporting practices (continued)		
2-29	Approach to stakeholder engagement (continued)	<p>NON-GOVERNMENTAL ORGANIZATIONS</p> <p>Importance</p> <ul style="list-style-type: none"> ▪ Non-Governmental Organizations (NGOs) update us on social and environmental impact issues so that we can work continuously to improve our performance ▪ They encourage us to increase transparency and communication of our sustainability performance ▪ NGOs provide opportunities for us to align our global citizenship strategy with other interested organizations ▪ NGOs serve as a powerful partner to help accelerate positive sustainability outcomes <p>How We Engage</p> <ul style="list-style-type: none"> ▪ External communications ▪ InternationalPaper.com ▪ Corporate email forms ▪ Participation in conferences and forums ▪ Public-private partnerships and engagement on select topics ▪ Strategic partnerships and consultation on material issues <p>Key Topics</p> <ul style="list-style-type: none"> ▪ Air + GHG Emissions ▪ Climate change ▪ Disaster relief <ul style="list-style-type: none"> ▪ Education ▪ Health and wellness ▪ Hunger (food insecurity) ▪ Recycling ▪ Sustainable forestry ▪ Water stewardship <p>Our Response</p> <ul style="list-style-type: none"> ▪ Incorporating feedback in developing internal environmental and social programs ▪ Establishing strategic partnerships to help us identify areas where we can make the greatest impact in sustainability
2-29	Approach to stakeholder engagement (continued)	<p>SHAREHOLDERS</p> <p>Importance</p> <ul style="list-style-type: none"> ▪ Our investors provide financial, institutional and various other types of support that enable International Paper to continue to thrive as a global business ▪ Accountability to investors requires us to monitor both financial and non-financial performance and issues material to our business ▪ Communicating performance to investors strengthens our reputation <p>How We Engage</p> <ul style="list-style-type: none"> ▪ Annual Shareholders Meeting ▪ Quarterly earnings conference calls ▪ Regular calls and in-person meetings ▪ Business strategies and performance ▪ Financial returns ▪ Financial stewardship ▪ Risk mitigation <p>Key Topics</p> <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

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GRI Indicator	Description	Responses
The organization and its reporting practices (continued)		
2-29	Approach to stakeholder engagement (continued)	<p>SUPPLIERS</p> <p>Importance</p> <ul style="list-style-type: none"> We view suppliers as an extension of our company and their responsibility and performance as a reflection of our own We take a partnership approach to maintaining transparency with suppliers to promote responsible best practices throughout our global supply chains <p>How We Engage</p> <ul style="list-style-type: none"> Supplier relationships Supplier ESG assessments Onsite visits and audits Strategic meetings and partnerships Governance and ethical practices Labor rights <p>Key Topics</p> <ul style="list-style-type: none"> Environmental impact <p>Our Response</p> <ul style="list-style-type: none"> Outlining our expectations for workplace standards and business practices of our suppliers and others who are within their supply chains with our Third Party Code of Conduct Our approach is driven by three complementary pillars: promoting transparency, mitigating risk and strengthening partnerships
2-30	Collective bargaining agreements	As of January 1, 2025, of our more than 31,174 U.S. employees, more than 21,388 were hourly, with unions representing approximately 60% of hourly employees — approximately 45% 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 3: Material Topics		
3-1	Process to determine material topics	<p>2024 Sustainability Report, “Supplier network”</p> <p>2024 Sustainability Report, “Sustainability focus areas”</p> <p>2024 Sustainability Report, “Climate risk management”</p> <p>2024 Sustainability Report, “Responsible fiber procurement”</p>

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GRI Indicator	Description	Responses
GRI 3: Material Topics (continued)		
3-2	List of material topics	<p><u>2024 Sustainability Report</u>, “Our Sustainability Strategy: Vision 2030 goals and targets”</p> <p>MATERIAL ISSUES</p> <p>Healthy & Abundant Forests Forest stewardship Deforestation Sustainable forestry Forestland conservation & restoration Fiber sourcing & certification Biodiversity</p> <p>Sustainable Operations Climate change and GHG emissions Energy consumption Renewable energy Water stewardship Air emissions Waste management Chemical use</p> <p>Renewable Solutions Product design for circular economy Product material innovation New product innovation Product stewardship and safety Recovered fiber & fiber efficiency Product end-of-use Responsible marketing</p> <p>Thriving People & Communities Charitable donations Employee engagement Talent attraction & retention Stakeholder responsiveness and engagement Community engagement</p> <p>Indirect economic value Training & development Compensation Human rights Health & safety Labor relations</p> <p>Responsible Business Practices Business ethics, bribery and corruption Transparency & disclosure Cyber security Government relations & public policy advocacy Financial performance Responsible sourcing practices Supplier diversity</p>
GRI 201: Economic Performance		
3-3	Management of material topics	<u>2024 Annual Report</u> , “CEO Letter”
201-1	Direct economic value generated and distributed	<u>2024 Annual Report</u> , “Our Businesses ”
201-2	Financial implications and other risks and opportunities due to climate change	<p><u>2024 Sustainability Report</u>, “Climate risk management”</p> <p><u>2024 TCFD Report</u>, “Strategy”</p>
GRI 203: Indirect Economic Impacts		
3-3	Management of material topics	<p><u>2024 Sustainability Report</u>, “Message from our Chief Sustainability Officer”</p> <p><u>2024 Sustainability Report</u>, “Sustainability focus areas”</p> <p><u>Signature Causes</u></p>

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GRI Indicator	Description	Responses
GRI 203: Indirect Economic Impacts (continued)		
203-2	Significant indirect economic impacts	<p>2024 Sustainability Report, “Ethics and integrity”</p> <p>2024 Sustainability Report, “Supplier network”</p> <p>2024 Sustainability Report, “Sustainability focus areas”</p> <p>2024 Sustainability Report, “Climate risk management”</p> <p>2024 Sustainability Report, “Vision 2030 goals and targets”</p> <p>2024 Sustainability Report, “Thriving People and Communities”</p>
GRI 205: Anti-Corruption		
3-3	Management of material topics	<p>Code of Conduct, “Anti-Corruption ”</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 ”.</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.</p> <p>We screen potential suppliers for a wide variety of risks, including corruption risks.</p>

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses
GRI 301: Materials		
3-3	Management of material topics	2024 Sustainability Report, “Healthy and Abundant Forests” 2024 Sustainability Report, “Renewable Solutions” Global Fiber Procurement Policy CDP Forests Response, “F4. Governance”
301-1	Materials used by weight or volume	SASB RT-CP-430a.1
301-2	Recycled inputs materials used	SASB RT-CP-430a.1
GRI 302: Energy		
302-1	Energy consumption within the organization	SASB RT-CP-130a.1
302-3	Energy intensity	26.85 GJ per metric ton of containerboard and pulp production. SASB RT-CP-130a.1
302-4	Reduction of energy consumption	SASB RT-CP-130a.1
GRI 303: Water and Effluents		
3-3	Management of material topics	2024 Sustainability Report, “Water management” SASB RT-CP-140a.2 CDP Water Security Response, “W6. Governance”
303-1	Interactions with water as a shared resource	2024 Sustainability Report, “Water management” CDP Water Security Response, “W6. Governance”

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses
GRI 303: Water and Effluents (continued)		
303-2	Management of water discharge-related impacts	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. 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.
303-3	Water withdrawal	2024 Sustainability Report , “Advancing water stewardship” SASB RT-CP-140a.1 CDP Water Security Response , “W1. Current State”
303-4	Water discharge	2024 Sustainability Report , “Water management” SASB RT-CP-140a.1 CDP Water Security Response , “W1. Current State”
303-5	Water consumption	2024 Sustainability Report , “Water management” SASB RT-CP-140a.1 CDP Water Security Response , “W1. Current State”w
GRI 304: Biodiversity		
3-3	Management of material topics	2024 Sustainability Report , “Healthy and Abundant Forests”
304-3	Habitats protected or restored	1,158,000 total acres of ecologically significant forestland conserved and restored

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses
GRI 305: Emissions		
3-3	Management of material topics	<p>2024 Sustainability Report, “Sustainable Operations”</p> <p>2024 TCFD Report, “Governance”</p> <p>Climate Change Statement</p> <p>CDP Climate Change Response, “C1. Governance”</p>
305-1	Direct (Scope 1) GHG emissions	<p>2024 Sustainability Report, “Addressing our climate impact”</p> <p>SASB RT-CP-110a.1</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>2024 Sustainability Report, “Addressing our climate impact”</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>
305-3	Other indirect (Scope 3) GHG emissions	<p>2024 Sustainability Report, “Addressing our climate impact”</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>2024 Sustainability Report, “Addressing our climate impact”</p>

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses
GRI 305: Emissions (continued)		
305-4	GHG emissions intensity	Scope 1 & 2 intensity (based on market-based emissions): 0.78 MT CO ₂ e/ton of production Scope 3 intensity: 1.49 MT CO ₂ e/ton of production
305-5	Reduction of GHG emissions	2024 Sustainability Report , "Sustainable Operations"
305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	SASB RT-CP-120a.1
GRI 306: Waste		
3-3	Management of material topics	2024 Sustainability Report , "Renewable Solutions" SASB RT-CP-150a.1 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. 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.
306-1	Waste generation and significant waste-related impacts	2024 Sustainability Report , "Renewable Solutions"
306-2	Management of significant waste-related impacts	2024 Sustainability Report , "Renewable Solutions"
306-3	Waste generated	1,492,563 metric tons
306-4	Waste diverted from disposal	49% of manufacturing waste diverted from disposal for beneficial uses Land applied: 14% Burned on site: 4% Other beneficial use: 31%"

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses
GRI 306: Waste (continued)		
306-5	Waste directed to disposal	<p>51%</p> <p>Non-hazardous waste disposal method breakdown (%) 2024</p> <p>Landfilled 51%</p> <p>Land applied 14%</p> <p>Other beneficial use 31%</p> <p>Burned on site 4% s</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.</p> <p>We screen potential suppliers for a wide variety of risks, including environmental compliance. Our Supplier Network and due diligence practices are particularly critical in ensuring environmental stewardship in our fiber supply practices.</p> <p>2024 Sustainability Report, "Supplier network"</p> <p>2024 Sustainability Report, "Healthy and Abundant Forests"</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>
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>2024 Sustainability Report, "Supplier network"</p> <p>2024 Sustainability Report, "Healthy and Abundant Forests"</p>

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses																																				
GRI 401: Employment																																						
3-3	Management of material topics	2024 Sustainability Report , “Promoting employee well-being”																																				
401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th colspan="3">New Hires in 2024 — Region by Gender</th> <th colspan="3">Employee Turnover in 2024 — Region by Gender</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>North America</td> <td>82%</td> <td>18%</td> <td>North America</td> <td>14%</td> <td>15%</td> </tr> <tr> <td>EMEA</td> <td>70%</td> <td>30%</td> <td>EMEA</td> <td>4%</td> <td>6%</td> </tr> <tr> <td>Asia</td> <td>0%</td> <td>100%</td> <td>Asia</td> <td>0%</td> <td>5%</td> </tr> <tr> <td>South America</td> <td>14%</td> <td>86%</td> <td>South America</td> <td>2%</td> <td>14%</td> </tr> </tbody> </table>	New Hires in 2024 — Region by Gender			Employee Turnover in 2024 — Region by Gender				Male	Female		Male	Female	North America	82%	18%	North America	14%	15%	EMEA	70%	30%	EMEA	4%	6%	Asia	0%	100%	Asia	0%	5%	South America	14%	86%	South America	2%	14%
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Sustainability Report , “Promoting employee well-being”																																				
GRI 403: Occupational Health and Safety																																						
3-3	Management of material topics	2024 Sustainability Report , “Promoting employee well-being”																																				
403-1	Occupational health and safety management system	2024 Sustainability Report , “Promoting employee well-being”																																				
403-6	Promotion of worker health	<p>2024 Sustainability Report, “Promoting employee well-being”</p> <p>At International Paper, safety—physical and emotional—is above all else. We are committed to eliminating serious injuries for both employees and contractors, with a renewed focus on preventing Serious Injuries and Fatalities (SIF). This focus ensures we are addressing the most severe exposures and creating a safe work environment.</p> <p>Innovation plays a key role in our approach, as we leverage new technologies and tactics including “computer vision” on our winders to enhance workplace safety. Additionally, through an independent safety assessment with leading experts, we are evaluating our culture, procedures, and policies to strengthen our commitment to safety.</p> <p>Ensuring that every individual returns home safely each day is our most important responsibility—and one we all share.</p> <p>2024 Focus Areas</p> <ul style="list-style-type: none"> ▪ Safety Above All Else — Committing to physical, emotional, and psychological well-being. ▪ Independent Safety Assessment — Partnering with leading safety experts to evaluate our culture, procedures, and policies. ▪ Innovating for a Safer Workplace — Advancing safety through innovation including “computer vision” on our winders. 																																				

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses																		
GRI 403: Occupational Health and Safety (continued)																				
403-9	Work-related injuries	<p>International Paper remains steadfast in its commitment to eliminating life-changing injuries and fatalities. Since the introduction of our focused safety efforts in 2010, we have driven significant improvements by strengthening our safety culture, applying key learnings, increasing employee engagement, and enhancing job preparation and execution.</p> <p>While we have made progress in reducing other serious injuries, our 2023 and 2024 data reinforce the need for continued focus. Employee and contractor fatalities increased to four in both years, underscoring the urgency of our shift toward eliminating Serious Injuries and Fatalities (SIF).</p> <p>We recognize that there is still work to be done. By continuously assessing our culture, refining our processes, and leveraging new safety technologies, we remain committed to ensuring that every employee and contractor returns home safely each day.</p> <table border="1"> <thead> <tr> <th>Indicator</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>SIF Employee fatalities</td> <td>4</td> </tr> <tr> <td>SIF Employee Non-Fatalities</td> <td>3</td> </tr> <tr> <td>Total employee SIF injuries</td> <td>7</td> </tr> <tr> <td>SIF Contractor fatalities</td> <td>2</td> </tr> <tr> <td>SIF Contractor Non-Fatalities</td> <td>1</td> </tr> <tr> <td>Total contractor SIF injuries</td> <td>3</td> </tr> <tr> <td>Total Recordable Incident Rate (TRIR)</td> <td>1.06</td> </tr> <tr> <td>Lost Workday Incident Rate (LWIR)</td> <td>0.40</td> </tr> </tbody> </table>	Indicator	2024	SIF Employee fatalities	4	SIF Employee Non-Fatalities	3	Total employee SIF injuries	7	SIF Contractor fatalities	2	SIF Contractor Non-Fatalities	1	Total contractor SIF injuries	3	Total Recordable Incident Rate (TRIR)	1.06	Lost Workday Incident Rate (LWIR)	0.40
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Total Recordable Incident Rate (TRIR)	1.06																			
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GRI 404: Training and Education																				
3-3	Management of material topics	2024 Sustainability Report , “Thriving People and Communities”																		
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report , “Thriving People and Communities”																		
404-3	Percentage of employees receiving regular performance and career development reviews	2024 Sustainability Report , “Promoting employee well-being”																		

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses																					
GRI 405: Diversity and Equal Opportunity																							
3-3	Management of material topics	<p>2024 Sustainability Report, “Talent and belonging”</p> <p>2024 Sustainability Report, “Supplier network”</p>																					
405-1	Diversity of governance bodies and employees	<p>2024 Representation</p> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Board of Directors</td> <td>70%</td> <td>30%</td> </tr> <tr> <td>Executive Leadership Team</td> <td>83%</td> <td>17%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>Under 30</th> <th>31-50</th> <th>Over 50</th> </tr> </thead> <tbody> <tr> <td>Board of Directors</td> <td>0</td> <td>10%</td> <td>90%</td> </tr> <tr> <td>Executive Leadership Team</td> <td>0</td> <td>0</td> <td>100%</td> </tr> </tbody> </table> <p>AGE as of December 31, 2024</p> <p>Please see our Current Report on Form 10-K for the year ended December 31, 2024, filed with the U.S. Securities and Exchange Commission (the “SEC”) on February 21, 2025 and our Definitive Proxy Statement filed with the SEC on April 1, 2025, for more information on representation on our Board of Directors and our Executive Leadership Team.</p>		Male	Female	Board of Directors	70%	30%	Executive Leadership Team	83%	17%		Under 30	31-50	Over 50	Board of Directors	0	10%	90%	Executive Leadership Team	0	0	100%
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Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses
GRI 412: Human Rights Assessment		
3-3	Management of material topics	<p>2024 Sustainability Report, “Responsible Governance”</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>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. ▪ Third Party Code of Conduct — outlining our expectations <p>of suppliers and their employment practices, including the expectation to employ workers who have a legal right to work.</p> <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.
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. Using Sedex tools and services helps our company improve our responsible business practices. In 2024, 115 of our manufacturing facilities updated their Sedex Self-Assessment Questionnaires (SAQ) responses, and we completed on-site Sedex Member Ethical Trade Audits (SMETA) at 8 manufacturing facilities. In addition, several more manufacturing facilities participated in customer-specific on-site audits similar in scope to SMETA. We also complete several data requests from customers and investors each year regarding human rights and related topics.</p>

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses
GRI 413: Local Communities		
3-3	Management of material topics	2024 Sustainability Report , “Community investment”
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report , “Community investment” Community Partners Collaborations
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>2024 Sustainability Report, “Supplier network”</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	2024 Sustainability Report , “Supplier network”

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses
GRI 415: Public Policy		
3-3	Management of material topics	<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 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>2024 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 products 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 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</p> <p>As a major exporter of packaging and pulp to more than 100 countries, 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</p> <p>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>

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses
GRI 415: Public Policy (continued)		
<p>3-3</p>	<p>Management of material topics (continued)</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 combat 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. 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>Workforce Recruitment and Retention We support 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 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>
<p>415-1</p>	<p>Political contributions</p>	<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. International Paper publishes a voluntary report of corporate political contributions on a semi-annual basis. For the eighth 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>2024 Mid-Year Voluntary Report of Political Contributions (Jan-June)</p> <p>2024 Year End Voluntary Report of Political Contributions (July-Dec)</p>

Global Reporting Initiative (GRI) Index

GRI Indicator	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>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	SASB RT-CP-250a.1
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	SASB RT-CP-250a.2

Global Reporting Initiative (GRI) Index

GRI Indicator	Description	Responses
GRI 417: Marketing and Labeling (continued)		
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 2024
417-3	Incidents of non-compliance concerning marketing communications	We had no incidents of non-compliance concerning marketing communications

This 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, cyclical

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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