



2023

Company Overview

For more than 125 years, International Paper has been a catalyst in the global economy. We make essential products people depend on every day – from planet-friendly packaging to absorbent pulp for personal care and other products.

Building on our strong foundation, we're here for what's now and we're **creating what's next.**



A person wearing a red hard hat and a safety vest is shown in profile, examining a young pine tree in a forest. The background is a lush green forest with many trees. A green banner is overlaid on the top left of the image.

Our Vision

**To be among the most successful,
sustainable and responsible
companies in the world.**



Our Mission

We transform renewable resources into products people depend on every day.



The IP Way

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

Our Core Values

Safety

Ethics

Stewardship

**Think the
Customer**

**Include and
Engage**

Who We Are

21,000 customers in
150 countries



250 facilities, operating in
35 U.S. states and 10 countries



39,000 employees



\$21.2 billion net sales
in 2022



Our Businesses

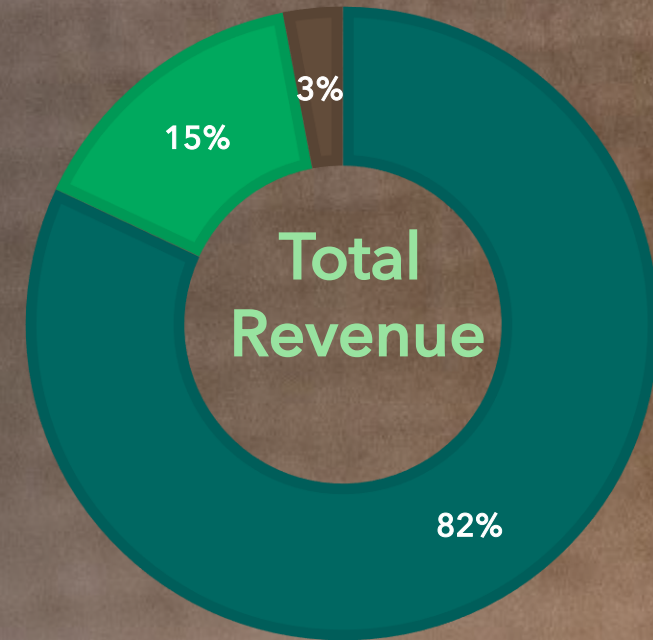
Building on 125 years of dependability and innovation, we continue to use sustainable fiber sources to serve customers and create profitable growth and long-term value for our shareholders.

Industrial Packaging

82% Total Revenue

Global Cellulose Fibers

15% Total Revenue



■ Industrial Packaging ■ Global Cellulose Fibers ■ Other

Vision 2030

Building a better future for people, the planet and our company.



Healthy and Abundant Forests

Lead forest stewardship efforts globally.

TARGET:

100%

of fiber sourced from sustainably managed forests or recovered fiber while safeguarding forests, watersheds and biodiversity. Conserve and restore

400,000

hectares of ecologically significant forestland.



Sustainable Operations

Improve our climate impact and advance water stewardship.

TARGET:

35%

reduction in Scope 1, 2 & 3 greenhouse gas emissions, aligned with best available climate science.

25%

reduction in water use and implement context-based water management plants at all mills



Thriving People & Communities

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

TARGET:

ZERO

injuries for employees and contractors

30%

women in our workforce: 50% women in salaried positions. Regional diversity plans, including 25% minority representation in U.S. salaried positions. Improve the lives of **100 Million** people in our communities



Renewable Solutions

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

TARGET:

Advance circular solutions throughout our value chain and create innovative products that are

100%

reusable, recyclable or compostable

Industrial Packaging

- ✓ Processed food and beverage
- ✓ Fruit and vegetable
- ✓ Protein
- ✓ E-commerce
- ✓ Distribution
- ✓ Durables
- ✓ Non-durable industrials

Global Cellulose Fibers

- ✓ Absorbent care
- ✓ Paper and tissue
- ✓ Specialty



Employee Development

We believe our most competitive advantage is our people. That's why we strive to unleash every person's full potential by attracting, developing, retaining and inspiring all employees.

Examples of employee development include:

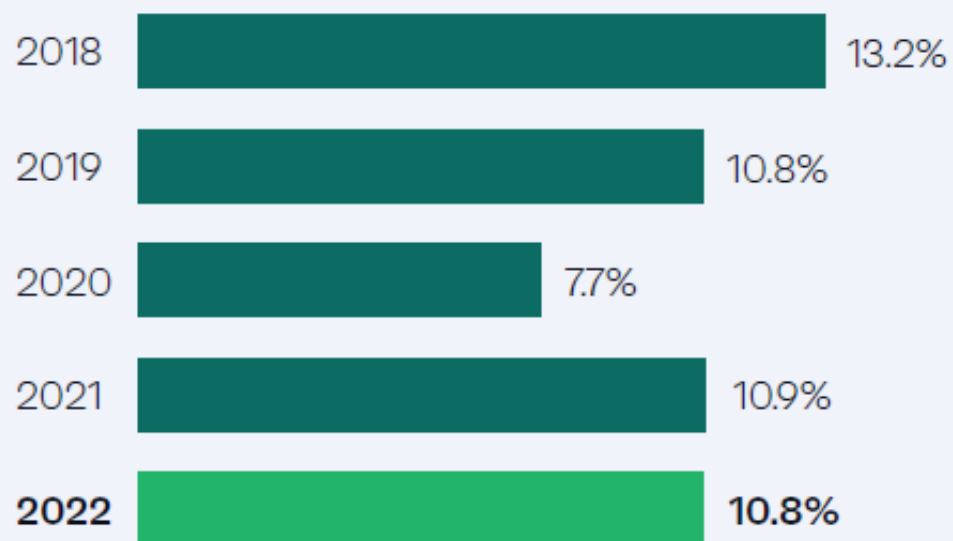
- Early career programs such as REACH (Recruit, Engage, Align, College Hires)
- Ongoing Safety and Compliance Training
- New Hire Integration
- Leadership Development
- Global Manufacturing Training



We deliver value for our shareowners

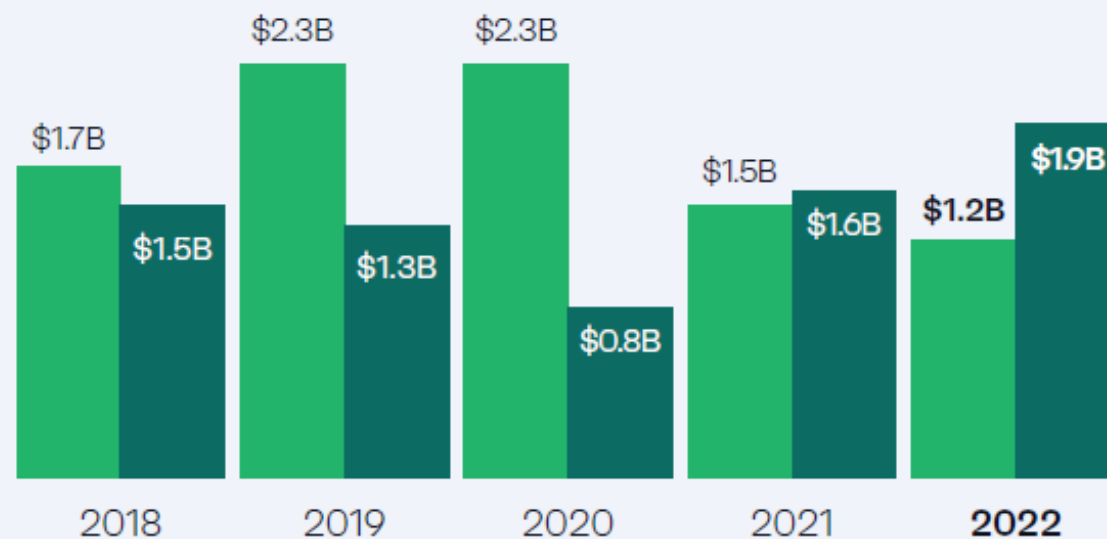
Adjusted Return On Invested Capital¹

5-Year Average | 11% ROIC | 2022 WACC² 8%



Free Cash Flow¹

Free Cash Flow | Cash to Shareowners (dividends, share repurchases)



¹ Historical data is inclusive of our Ilim joint venture, our former global papers business, which became a standalone, publicly traded company on October 1, 2021, and our former Kwidzyn, Poland pulp and paper mill which was sold on August 6, 2021.

² Weighted Average Cost of Capital

Strategic Partnerships in Sustainability



Forests Forward, a World Wildlife Fund initiative to deliver effective nature-based strategies for forests around the world.

Community Engagement Partnerships

U.S. Collaborations

American Red Cross
Coaching for Literacy
Celebrate Planet Earth
Feeding America
National Fish and Wildlife Foundation
Reading is Fundamental
United Way
Wreaths Across America



Global Collaborations

Arbor Day Foundation
The Global FoodBanking Network
The Nature Conservancy
World Wildlife Fund



Recognition



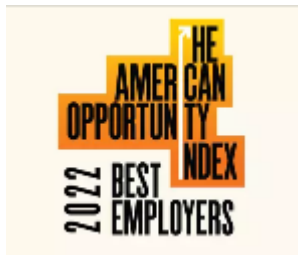
Fortune Magazine

World's Most Admired Companies® 2023 for 20 years



Ethisphere Institute

World's Most Ethical Companies® 20 times



American Opportunity Index

Best Employers 2022



Women's Choice Award®

Best Companies to Work For Diversity & Millennials 2018-2023



FTSE4Good Index Series

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

Our Leadership



Mark S. Sutton
Chairman of the
Board and Chief
Executive Officer



Clay R. Ellis
Senior Vice President
Global Cellulose
Fibers and IP Asia



Aimee Gregg
Senior Vice President
Supply Chain
and Information
Technology



W. Thomas Hamic
Senior Vice President
North American
Container and Chief
Commercial Officer



Allison B. Magness
Senior Vice President
Manufacturing and
Environment, Health
and Safety



Timothy S. Nicholls
Senior Vice President
and Chief Financial
Officer



Thomas J. Plath
Senior Vice President
Human Resources
and Corporate Affairs



James P. Royalty, Jr.
Senior Vice President
Containerboard and
Recycling, EMEA



Joseph R. Saab
Senior Vice President,
General Counsel and
Corporate Secretary



Gregory T. Wanta
Senior Vice President
Retiring effective 2023

Thank You



**International
Paper**

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Appendix

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.