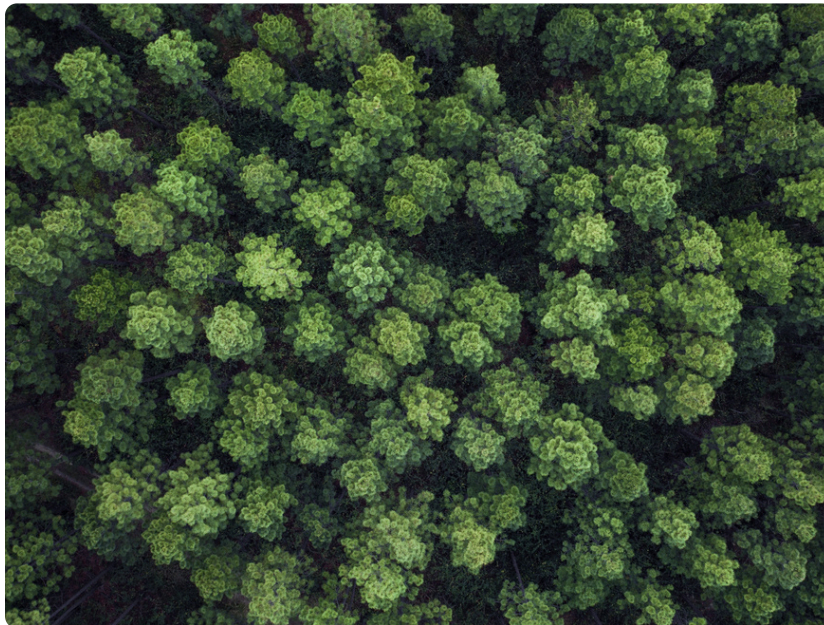


# GRI CONTENT INDEX



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## STATEMENT OF USE

Mercer International Inc. has reported in reference to the Global Reporting Initiative (GRI) Standards for the period from January 1, 2023 to December 31, 2023.

In this GRI Content Index, we list our disclosures with reference to the GRI Standards and reference to the locations where disclosures are addressed in our annual reporting and Mercer's website. The location references are complemented in the index with additional information, such as reasons for omissions as necessary. The GRI 1 used for this report is GRI 1: Foundation 2021.

General and topic-specific disclosures for 2023 with a reference to external assurance in the GRI content index have been externally assured by an independent third-party. The Report from Independent Accountants is available in Mercer's 2023 Sustainability Report on page 94-95.

## References and Legend

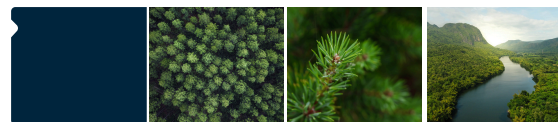
SR: [2023 Sustainability Report](#)

10K: [2023 Mercer International Inc. 10K Report](#)

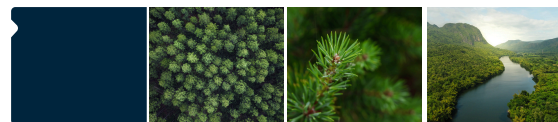
PC: [2023 Mercer International Inc. Schedule 14A Proxy Circular](#)

[Mercer Corporate Governance Guidelines](#)

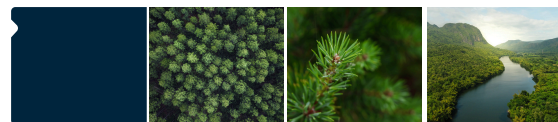
GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 2: General Disclosures 2021</b>		
<b>The organization and its reporting practices</b>		
<b>GRI 2-1</b>	Organizational details	SR: Who we Are ( <a href="#">page 9</a> ); What we Do ( <a href="#">page 19</a> ) 10K: Business ( <a href="#">page 3</a> ).
<b>GRI 2-2</b>	Entities included in the organization's sustainability reporting	SR: About this Report ( <a href="#">page 5</a> ); Product & Geographic Mix ( <a href="#">page 14</a> ); Appendix ( <a href="#">page 95</a> )
<b>GRI 2-3</b>	Reporting period, frequency and contact point	Sustainability reporting period: SR: A Report from Independent Accountants ( <a href="#">page 94</a> ) Financial reporting period: 10K: Report of Independent Registered Public Accounting Firm ( <a href="#">page 86</a> ) Publication Date of Sustainability Report: May 27, 2024 Contact point for questions about the report: <a href="mailto:info@mercerint.com">info@mercerint.com</a>
<b>GRI 2-4</b>	Restatements of information	Scope 1 GHG Emissions were restated for 2019-2022 due to an improvement in data accuracy. The consolidated impact of this restatement is as follows: 2019: 205 to 206 kg CO <sub>2</sub> e/ADMT (387,056 tCO <sub>2</sub> e to 389,284 tCO <sub>2</sub> e) 2020: No change 2021: 236 to 235 kg CO <sub>2</sub> e/ADMT (405,943 tCO <sub>2</sub> e to 402,797 tCO <sub>2</sub> e) 2022: 259 to 262 kg CO <sub>2</sub> e/ADMT (449,876 tCO <sub>2</sub> e to 455,234 tCO <sub>2</sub> e)  % of Certified Fibre was restated for 2019-2022 due to changes in methodology. The consolidated impact of this restatement is as follows: 2019: 60% to 61% 2020: 67% to 66% 2021: 69% to 70% 2022: No change
<b>GRI 2-5</b>	External Assurance	SR: About this Report ( <a href="#">page 5</a> ); Report from Independent Accountants ( <a href="#">page 94</a> ) 10K: Report of Independent Registered Public Accounting Firm ( <a href="#">page 86</a> ).



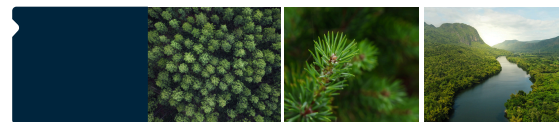
GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 2: General Disclosures 2021</b>		
<b>Activities and workers</b>		
<b>GRI 2-6</b>	Activities, value chain and other business relationships	SR: About this Report ( <a href="#">page 5</a> ); Procurement and Supply Chain Responsibilities ( <a href="#">page 82</a> ) 10K: Mercer ( <a href="#">page 3</a> ); Corporate Strategy ( <a href="#">page 8</a> ); Results of Operations ( <a href="#">page 56</a> ).
<b>GRI 2-7</b>	Employees	SR: Employee Engagement ( <a href="#">page 75</a> ); Diversity, Equity and Inclusion ( <a href="#">page 85</a> ) 10K: Human Capital ( <a href="#">page 26</a> ).
<b>Governance</b>		
<b>GRI 2-9</b>	Governance structure and composition	SR: Board Committees ( <a href="#">page 88</a> ) PC: Corporate Governance and Board Matters ( <a href="#">page 14</a> ).
<b>GRI 2-10</b>	Nomination and selection of the highest governance body	PC: Election of Directors ( <a href="#">page 3</a> ).
<b>GRI 2-11</b>	Chair of the highest governance body	PC: Duties and Responsibilities of the Independent Chairperson ( <a href="#">page 20</a> )  As of February 26, 2024, William D. McCartney is the Interim Chairperson of Mercer's Board. Mr. McCartney is not a senior executive officer of Mercer International Inc.
<b>GRI 2-12</b>	Role of the highest governance body in overseeing the management of impacts	PC: Role of the Board ( <a href="#">page 14</a> ); ESG Oversight ( <a href="#">page 30</a> ); Environmental, Health and Safety Committee ( <a href="#">page 25-31</a> )
<b>GRI 2-13</b>	Delegation of responsibility for managing impacts	PC: Corporate Governance and Board Matters ( <a href="#">page 14</a> )



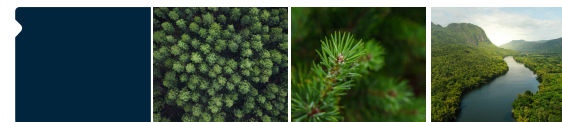
GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 2: General Disclosures 2021</b>		
<b>Governance</b>		
<b>GRI 2-14</b>	Role of the highest governance body in sustainability reporting	PC: Role of the Board ( <a href="#">page 14</a> ); ESG Oversight ( <a href="#">page 30</a> ); Environmental, Health and Safety Committee ( <a href="#">page 24-31</a> )
<b>GRI 2-15</b>	Conflicts of interest	Mercer Corporate Governance Guidelines: Outside Board Members Serving on Additional Boards ( <a href="#">page 8</a> )  Mercer Code of Business Conduct and Ethics: Conflicts of Interest ( <a href="#">page 5</a> )  PC: Report of the Audit Committee ( <a href="#">page 91</a> )
<b>GRI 2-16</b>	Communication of critical concerns	PC: Complaint Procedure ( <a href="#">page 36</a> )  <a href="#">Mercer Whistleblower Policy</a>  Mercer Code of Business Conduct and Ethics: Reporting Concerns ( <a href="#">page 13</a> )
<b>GRI 2-17</b>	Collective knowledge of the highest governance body	PC: Snapshot of Attributes of Director Nominees ( <a href="#">page 11</a> ); Our Director Nomination Process ( <a href="#">page 32</a> )
<b>GRI 2-18</b>	Evaluation of the performance of the highest governance body	PC: Director Evaluation ( <a href="#">page 34</a> )
<b>GRI 2-19</b>	Remuneration policies	PC: Directors' Compensation ( <a href="#">page 38</a> ); Compensation Objectives, Framework and Components ( <a href="#">page 47</a> )
<b>GRI 2-20</b>	Process to determine remuneration	PC: Directors' Compensation ( <a href="#">page 38</a> ); Compensation Objectives, Framework and Components ( <a href="#">page 47</a> )
<b>GRI 2-21</b>	Annual total compensation ratio	PC: Chief Executive Officer Pay Ratio ( <a href="#">page 86</a> )



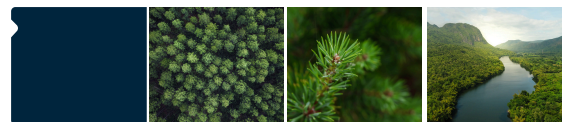
GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 2:</b> General Disclosures 2021		
<b>Strategy, policies and practices</b>		
<b>GRI 2-22</b>	Statement on sustainable development strategy	SR: Sustainability Framework ( <a href="#">page 12</a> ); From the President & CEO Juan Carlos Bueno ( <a href="#">page 2</a> ) 10K: Corporate Strategy ( <a href="#">page 8</a> ); Commitment to Sustainability ( <a href="#">page 29</a> )
<b>GRI 2-23</b>	Policy commitments	<p> <a href="#">Mercer website: Governance</a>  <a href="#">Mercer Anti-Corruption Policy</a>  <a href="#">Mercer Corporate Governance Guidelines</a>  <a href="#">Mercer Code of Business Conduct and Ethics</a>  <a href="#">Mercer Environmental Policy</a>  <a href="#">Mercer Health &amp; Safety Policy</a>  <a href="#">Mercer Human Rights Policy</a>  <a href="#">Mercer Supplier Code of Conduct</a>  <a href="#">Mercer Western Canada Indigenous Relations Policy</a>  <a href="#">Mercer Wood and Fibre Procurement Policy</a> </p> <p>SR: Sustainability Framework (<a href="#">page 12</a>); Commitment to Resource Efficiencies (<a href="#">page 52</a>); Sustainable Forestry (<a href="#">page 61</a>); Commitment to Certifications (<a href="#">page 68</a>); Employee Engagement (<a href="#">page 75</a>); Progressive Aboriginal Relations Program (<a href="#">page 76</a>); Procurement and Supply Chain Responsibilities (<a href="#">page 82</a>); Education and Development (<a href="#">page 83</a>); Diversity, Equity and Inclusion (<a href="#">page 85</a>)</p>
<b>GRI 2-24</b>	Embedding policy commitments	SR: Governance and Other ( <a href="#">page 87</a> )
<b>GRI 2-25</b>	Processes to remediate negative impact	Our Sustainability Report discusses throughout each of the sections our processes, strategies and actions to remediate relevant negative impacts.
<b>GRI 2-26</b>	Mechanisms for seeking advice and raising concerns	PC: Complaint Procedure ( <a href="#">page 36</a> ) <a href="#">Mercer Whistleblower Policy</a> Mercer Code of Business Conduct and Ethics: Reporting Concerns ( <a href="#">page 13</a> ), Contact point: <a href="mailto:info@mercerint.com">info@mercerint.com</a>



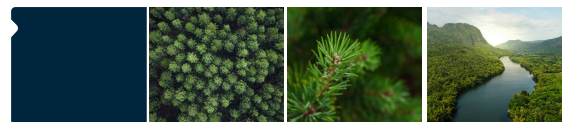
GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 2: General Disclosures 2021</b>		
<b>Strategy, policies and practices</b>		
<b>GRI 2-27</b>	Compliance with laws and regulations	Mercer Code of Business Conduct and Ethics: Purpose ( <a href="#">page 1</a> ) Mercer Corporate Governance Guidelines: Audit Committee Charter ( <a href="#">page 11</a> ).
<b>GRI 2-28</b>	Membership associations	SR: Industry Associations and Partnerships ( <a href="#">page 90</a> )
<b>GRI 2-29</b>	Approach to stakeholder engagement	SR: Materiality Assessment ( <a href="#">page 6</a> ); Enhance Stakeholder and Rights Holder Engagement ( <a href="#">page 70</a> ); Embrace Social Responsibility ( <a href="#">page 78</a> ) 10K: Human Capital ( <a href="#">page 26</a> ); Commitment to Sustainability ( <a href="#">page 29</a> ) PC: Shareholder Engagement ( <a href="#">page 35</a> )
<b>GRI 2-30</b>	Collective bargaining agreements	Code of Business Conduct and Ethics: Purpose ( <a href="#">page 1</a> ); Human Rights ( <a href="#">page 13</a> ) Human Rights Policy ( <a href="#">page 1</a> )
<b>GRI 3: Material Topics 2021</b>		
<b>GRI 3-1</b>	Process to determine material topics	SR: Materiality Assessment ( <a href="#">page 6</a> )
<b>GRI 3-2</b>	List of material topics	SR: Materiality Assessment ( <a href="#">page 6</a> )
<b>GRI 3-3</b>	Management of material topics	SR: Materiality Assessment ( <a href="#">page 6</a> )  Our Sustainability Report discusses our approach to managing material topics throughout each of the sections
<b>GRI 201 Economic Performance 2016</b>		
<b>GRI 201-1</b>	Direct economic value generated and distributed	10K: Consolidated Statements of Operation ( <a href="#">page 89</a> ).



GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 201 Economic Performance 2016</b>		
<b>GRI 201-2</b>	Financial implications and other risks and opportunities due to climate change	SR: Climate Change Scenario Analysis ( <a href="#">page 38</a> ) 10K: Climate Change ( <a href="#">page 24</a> ); Climate-related Risk Factors ( <a href="#">page 36</a> )
<b>GRI 201-3</b>	Defined benefit plan obligations and other retirement plans	10K: Human Capital ( <a href="#">page 26</a> ); Pension and Other Post-Retirement Benefit Obligations ( <a href="#">page 70</a> , <a href="#">page 96</a> )
<b>GRI 201-4</b>	Financial assistance received from government	10K: Cash Flow from Investing Activities ( <a href="#">page 65</a> ); Government Grants ( <a href="#">page 95</a> ); Note 8. Property, Plant and Equipment, Net ( <a href="#">page 104</a> )  In 2023, we received \$5.6 million of government grants mainly for the Peace River wood room project. We also received €857,000 in government grants to construct the Mercer Rosenthal lignin centre.
<b>GRI 205 Anti-Corruption 2016</b>		
<b>GRI 205-2</b>	Communication and training about anti-corruption policies and procedures	<a href="#">Mercer Anti-Corruption Policy</a> Mercer Code of Business Conduct and Ethics ( <a href="#">page 4</a> )
<b>GRI 206 Anti-Competitive Behavior 2016</b>		
<b>GRI 206-1</b>	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Mercer Code of Business Conduct and Ethics ( <a href="#">page 3</a> )
<b>GRI 207 Tax 2019</b>		
<b>GRI 207-1</b>	Approach to tax	10K: Deferred Taxes ( <a href="#">page 71</a> ); Improvements to Income Tax Disclosures ( <a href="#">page 100</a> ); Note 15. Income Taxes ( <a href="#">page 113</a> ); Global Corporate Minimum Tax Rate ( <a href="#">page 115</a> )
<b>GRI 207-2</b>	Tax governance, control, and risk management	Mercer Corporate Governance Guidelines: Audit Committee Charter ( <a href="#">page 11</a> ); Risk Assessment and Risk Management Policies ( <a href="#">page 16</a> )

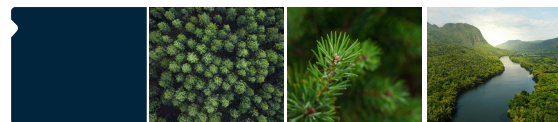


GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 207 Tax 2019</b>		
		10K: Risk Factors ( <a href="#">page 41</a> ); Deferred Taxes ( <a href="#">page 71</a> ); Note 15. Income Taxes ( <a href="#">page 113</a> ); PC: Risk Oversight ( <a href="#">page 25</a> )  Tax risks are integrated into Mercer's Enterprise Risk Management process. The Audit Committee of the Board is responsible for formally reviewing and approving Mercer's tax compliance, strategy on taxes and management of tax-related risks. The Chief Financial Officer and Secretary and the Director, Taxation and Finance support the ongoing implementation and management of Mercer's tax strategy and tax risk mitigation.
<b>GRI 207-4</b>	Country-by-country reporting	10K: Notes to the Consolidated Financial Statements ( <a href="#">page 93</a> ); Note 15. Income Taxes ( <a href="#">page 113</a> ); Global Corporate Minimum Tax Rate ( <a href="#">page 115</a> )
<b>GRI 302 Energy 2016</b>		
<b>GRI 302-1</b>	Energy consumption within the organization	SR: Energy Management ( <a href="#">page 58-59</a> )
<b>GRI 302-3</b>	Energy intensity	SR: Energy Management ( <a href="#">page 58-59</a> )
<b>GRI 302-4</b>	Reduction of energy consumption	SR: Energy Management ( <a href="#">page 58-59</a> )
<b>GRI 302-5</b>	Reductions in energy requirements of products and services	Not applicable: Our sold products do not have energy requirements.
<b>GRI 303 Water and Effluents 2018</b>		
<b>GRI 303-1</b>	Interactions with water as a shared resource	SR: Water Risk Assessment ( <a href="#">page 54</a> ); Water Reuse in the Kraft Pulp Process ( <a href="#">page 56</a> ); Responsible Water Usage ( <a href="#">page 57</a> ); Proactive Water Conservation at Mercer Rosenthal ( <a href="#">page 58</a> )
<b>GRI 303-2</b>	Management of water discharge-related impacts	SR: Water Risk Assessment ( <a href="#">page 54</a> ); Water Reuse in the Kraft Pulp Process ( <a href="#">page 56</a> ); Responsible Water Usage ( <a href="#">page 57</a> )

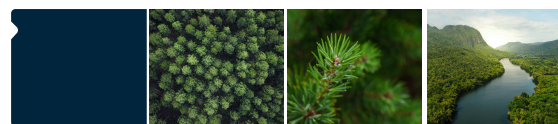




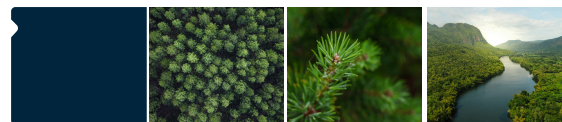
GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 303 Water and Effluents 2018</b>		
<b>GRI 303-3</b>	Water withdrawal	SR: Responsible Water Usage ( <a href="#">page 57</a> )
<b>GRI 303-4</b>	Water discharge	SR: Effluent and Wastewater Quality ( <a href="#">page 30</a> )
<b>GRI 303-5</b>	Water consumption	SR: Responsible Water Usage ( <a href="#">page 57</a> )
<b>GRI 304 Biodiversity 2016</b>		
<b>GRI 303-1</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR: Sustainable Forestry ( <a href="#">page 61</a> )
<b>GRI 304-2</b>	Significant impacts of activities, products and services on biodiversity	SR: Sustainable Forestry ( <a href="#">page 61</a> )
<b>GRI 305 Emissions 2016</b>		
<b>GRI 305-1</b>	Direct (Scope 1) GHG emissions	<p>SR: Mitigate Climate Change (<a href="#">page 33</a>); Scope 1, 2 and 3 GHG Emissions Inventory (<a href="#">page 44-45</a>)</p> <p>Scope 1, 2 and 3 emissions are measured on an annual basis in line with the Greenhouse Gas (GHG) Protocol. CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O are included. Mercer's baseline year is 2019.</p> <p>Direct (Scope 1) GHG emissions include emissions from Mercer's pulp mills as they are the primary source of emissions and represent the majority of emissions for the business. As such, Scope 1 emissions only include Mercer's pulp mills and do not include any other sites.</p>
<b>GRI 305-2</b>	Energy indirect (Scope 2) GHG emissions	<p>SR: Mitigate Climate Change (<a href="#">page 33</a>); Scope 1, 2 and 3 GHG Emissions Inventory (<a href="#">page 44-45</a>)</p> <p>Scope 1, 2 and 3 emissions are measured on an annual basis in line with the Greenhouse Gas (GHG) Protocol. CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O are included. Baseline year is 2019.</p>



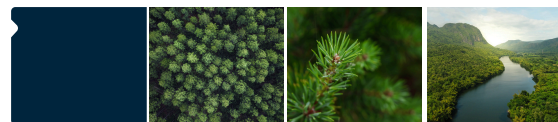
GRI Standard	Indicator Name	Location/ Commentary
Scope 2 GHG emissions include emissions from Mercer's pulp mills and sawmills which represent the majority of indirect energy GHG emissions for the business. No other sites are included.		
<b>GRI 305 Emissions 2016</b>		
<b>GRI 305-3</b>	Other indirect (Scope 3) GHG emissions	<p>SR: Mitigate Climate Change (<a href="#">page 33</a>); Scope 1, 2 and 3 GHG Emissions Inventory (<a href="#">page 44-45</a>)</p> <p>Scope 1, 2 and 3 emissions are measured on an annual basis in line with the Greenhouse Gas (GHG) Protocol.</p> <p>Scope 3 GHG emissions include emissions from Mercer's pulp mills and sawmills which represent the majority of indirect GHG emissions for the business. No other sites are included.</p>
<b>GRI 305-4</b>	GHG emissions intensity	SR: Mitigate Climate Change ( <a href="#">page 33</a> ); Scope 1, 2 and 3 GHG Emissions Inventory ( <a href="#">page 44-45</a> )
<b>GRI 305-7</b>	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>SR: Continuously Improve Environmental Performance (<a href="#">page 25</a>); Air Quality (<a href="#">page 29</a>)</p> <p>Persistent organic pollutants (POP), Volatile organic compounds (VOC) and Hazardous air pollutants (HAP) are not material air pollutants for Mercer and are not currently reported as part of our Sustainability Report. Certain POP, VOCs and HAPs are disclosed annually in our report to Canada's National Pollutant Release Inventory for our Canadian operations which is available online through the National Pollutant Release Inventory data search.</p>
<b>GRI 306 Waste 2020</b>		
<b>GRI 306-1</b>	Waste generation and significant waste-related impacts	SR: Continuously Improve Resource Efficiencies and the Circular Bioeconomy ( <a href="#">page 47</a> ); The Circular Economy to Reduce Waste ( <a href="#">page 53</a> )
<b>GRI 306-2</b>	Management of significant waste-related impacts	SR: Continuously Improve Resource Efficiencies and the Circular Bioeconomy ( <a href="#">page 47</a> ); The Circular Economy to Reduce Waste ( <a href="#">page 53</a> )
<b>GRI 306-3</b>	Waste generated	SR: Continuously Improve Resource Efficiencies and the Circular Bioeconomy ( <a href="#">page 47</a> ); The Circular Economy to Reduce Waste ( <a href="#">page 53</a> )



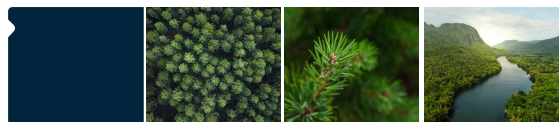
GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 403 Occupational Health and Safety 2018</b>		
<b>GRI 403-1</b>	Occupational health and safety management system	<a href="#">Mercer Health and Safety Policy</a> SR: Embrace Social Responsibility ( <a href="#">page 79</a> ); Health and Safety ( <a href="#">page 80</a> ); Road to Zero ( <a href="#">page 84</a> ) 10K: Health and Safety ( <a href="#">page 27</a> ) <a href="#">Health and Safety webpage</a>
<b>GRI 403-2</b>	Hazard identification, risk assessment, and incident investigation	<a href="#">Mercer Health and Safety Policy</a> SR: Embrace Social Responsibility ( <a href="#">page 79</a> ); Health and Safety ( <a href="#">page 80</a> ); Road to Zero ( <a href="#">page 84</a> ) 10K: Health and Safety ( <a href="#">page 27</a> ) <a href="#">Health and Safety webpage</a>
<b>GRI 403-4</b>	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Mercer Health and Safety Policy</a> SR: Embrace Social Responsibility ( <a href="#">page 79</a> ); Health and Safety ( <a href="#">page 80</a> ); Road to Zero ( <a href="#">page 84</a> ) 10K: Health and Safety ( <a href="#">page 27</a> ) <a href="#">Health and Safety webpage</a>
<b>GRI 403-5</b>	Worker training on occupational health and safety	<a href="#">Mercer Health and Safety Policy</a> SR: Embrace Social Responsibility ( <a href="#">page 79</a> ); Health and Safety ( <a href="#">page 80</a> ); Road to Zero ( <a href="#">page 84</a> ) 10K: Health and Safety ( <a href="#">page 27</a> ) <a href="#">Health and Safety webpage</a>



GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 403 Occupational Health and Safety 2018</b>		
<b>GRI 403-6</b>	Promotion of worker health	<a href="#">Mercer Health and Safety Policy</a> SR: Embrace Social Responsibility ( <a href="#">page 79</a> ); Health and Safety ( <a href="#">page 80</a> ); Road to Zero ( <a href="#">page 84</a> ) 10K: Health and Safety ( <a href="#">page 27</a> ) <a href="#">Health and Safety webpage</a>
<b>GRI 403-9</b>	Work-related injuries	<a href="#">Mercer Health and Safety Policy</a> SR: Embrace Social Responsibility ( <a href="#">page 79</a> ); Health and Safety ( <a href="#">page 80</a> ); Road to Zero ( <a href="#">page 84</a> ) 10K: Health and Safety ( <a href="#">page 27</a> ) <a href="#">Health and Safety webpage</a>
<b>GRI 404 Training and Education 2016</b>		
<b>GRI 404-2</b>	Programs for upgrading employee skills and transition assistance programs	SR: Education and Development ( <a href="#">page 83</a> ) <a href="#">Careers webpage</a> <a href="#">Team Members webpage</a>
<b>GRI 405 Diversity and Equal Opportunity 2016</b>		
<b>GRI 405-1</b>	Diversity of governance bodies and employees	SR: Diversity, Equity, and Inclusion ( <a href="#">page 85</a> ) PC: Board Diversity ( <a href="#">page 12</a> )



GRI Standard	Indicator Name	Location/ Commentary
<b>GRI 413 Local Communities 2016</b>		
<b>GRI 413-1</b>	Operations with local community engagement, impact assessments, and development programs	SR: Enhance Stakeholder and Rights Holder Engagement ( <a href="#">page 71</a> ) 10K: Community Involvement ( <a href="#">page 28</a> ) <a href="#">Communities webpage</a>



# CONTACT INFORMATION



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