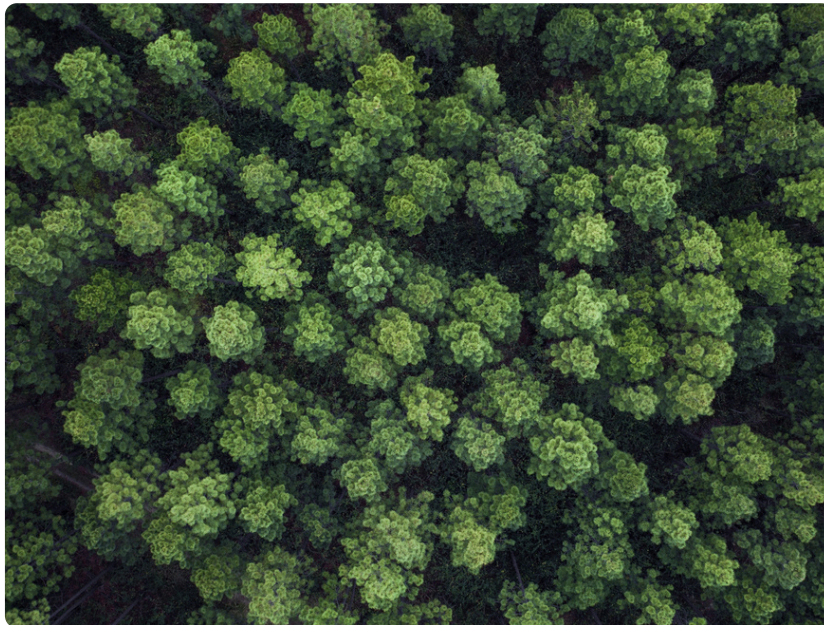


GRI CONTENT INDEX



STATEMENT OF USE

Mercer International Inc. has reported in reference to the Global Reporting Initiative (GRI) Standards for the period from January 1, 2024 to December 31, 2024.

Our reporting encompasses all General Disclosures and those Topic-Specific Standards identified as material to our business and stakeholders. This index provides a clear roadmap to our disclosures, referencing the specific locations within our annual reporting where each GRI Standard is addressed. Where necessary, we have included additional context along with any necessary explanations for omissions. This report adheres to GRI 1: Foundation 2021.

General and topic-specific disclosures for 2024 with a reference to external assurance in the GRI content index have been assured by an independent third-party PricewaterhouseCoopers LLP (PwC). The Independent Assurance Report is available in Mercer's 2024 Sustainability Report on page 87-88.

References and Legend

SR: [2024 Sustainability Report](#)

10K: [2024 Mercer International Inc. 10K Report](#)

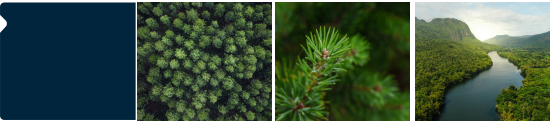
PC: [2024 Mercer International Inc. Schedule 14A Proxy Circular](#)

[Mercer Corporate Governance Guidelines](#)

GRI Standard	Indicator Name	Location/ Commentary
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
GRI 2-1	Organizational details	SR: Our Products and Services (page 13); Our Value Chain (page 15) 10K: Business (page 3).
GRI 2-2	Entities included in the organization's sustainability reporting	SR: Our Products and Services (page 13); Performance Data Tables (page 79)
GRI 2-3	Reporting period, frequency and contact point	Sustainability reporting period: SR: Report from Independent Accountants (page 87-88) Financial reporting period: 10K: Report of Independent Registered Public Accounting Firm (page 91) Publication Date of Sustainability Report: May 27, 2025 Contact point for questions about the report: info@mercerint.com
GRI 2-4	Restatements of information	SR: Key Methodologies for Energy Consumption and Scope 3 methodology change restatements (page 83) Fiscal year 2023 scope 3 restatement: <ul style="list-style-type: none"> Fiscal year 2023 scope 3 emissions category 10 has been restated as the methodology used to calculate average customer emissions intensities was incorrect, resulting in an understatement of the average customer intensity. When the higher average customer intensity was applied, this resulted in a change in emissions for 2023 from 509,624 tCO₂e to 1,159,508 tCO₂e. Fiscal year 2023 scope 3 emissions category 12 has been restated due to a calculation error related to conversion factors resulting in a change from 632,182 tCO₂e to 745,224 tCO₂e. As a result of these restatements, total 2023 scope 3 emissions changed from 1,915,554 tCO₂e to 2,678,480 tCO₂e (40% increase).
GRI 2-5	External Assurance	SR: Report from Independent Accountants (page 87-88)

GRI Standard	Indicator Name	Location/ Commentary
GRI 2: General Disclosures 2021		
Activities and workers		
GRI 2-6	Activities, value chain and other business relationships	SR: Our Products and Services (pages 13); Our Value Chain (page 15) 10K: Business (page 3); Corporate Strategy (page 8); Results of Operations (page 55)
GRI 2-7	Employees	SR: Our Products and Services (pages 13); Employee Engagement and Well-being (page 57) 10K: Human Capital (page 25)
GRI 2-8	Workers who are not employees	Omitted as Mercer's core business functions are carried out solely by its employees.
Governance		
GRI 2-9	Governance structure and composition	SR: Board Oversight (page 69) PC: Corporate Governance and Board Matters (page 12).
GRI 2-10	Nomination and selection of the highest governance body	PC: Election of Directors (page 3).
GRI 2-11	Chair of the highest governance body	PC: Duties and Responsibilities of the Independent Chairperson (page 18) 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.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	PC: Role of the Board (page 12); ESG Oversight (page 27); Environmental, Health and Safety Committee (page 22) SR: Board Oversight (page 69)
GRI 2-13	Delegation of responsibility for managing impacts	PC: Corporate Governance and Board Matters (page 12) SR: Board Oversight (page 69)

GRI Standard	Indicator Name	Location/ Commentary
GRI 2: General Disclosures 2021		
Governance		
GRI 2-14	Role of the highest governance body in sustainability reporting	PC: Role of the Board (page 12); ESG Oversight (page 27); Environmental, Health and Safety Committee (page 22) SR: Board Oversight (page 69)
GRI 2-15	Conflicts of interest	Mercer Corporate Governance Guidelines: Outside Board Members Serving on Additional Boards (page 8) Mercer Code of Business Conduct and Ethics: Conflicts of Interest (page 5) PC: Report of the Audit Committee (page 98)
GRI 2-16	Communication of critical concerns	PC: Complaint Procedure (page 84) Mercer Whistleblower Policy Mercer Code of Business Conduct and Ethics: Reporting Concerns (page 13)
GRI 2-17	Collective knowledge of the highest governance body	PC: Snapshot of Attributes of Director Nominees (page 11); Proposal I Election of Directors (page 3); Our Director Nomination Process (page 29)
GRI 2-18	Evaluation of the performance of the highest governance body	PC: Director Evaluation (page 32).
GRI 2-19	Remuneration policies	PC: Directors' Compensation (page 36); Compensation Objectives, Framework and Components (page 45) SR: Competitive Compensation (page 58)
GRI 2-20	Process to determine remuneration	PC: Directors' Compensation (page 36); Compensation Objectives, Framework and Components (page 45)
GRI 2-21	Annual total compensation ratio	PC: Chief Executive Officer Pay Ratio (page 80)



GRI Standard	Indicator Name	Location/ Commentary
GRI 2: General Disclosures 2021		
Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	SR: Messages from Leadership (page 4); Our Sustainability Approach (page 17) 10K: Corporate Strategy (page 8); Commitment to Sustainability (page 27)
GRI 2-23	Policy commitments	<p>Mercer website: Governance Mercer Anti-Corruption Policy Mercer Corporate Governance Guidelines Mercer Code of Business Conduct and Ethics Mercer Environmental Policy Mercer Health & Safety Policy Mercer Human Rights Policy Mercer Supplier Code of Conduct Mercer Western Canada Indigenous Relations Policy Mercer Wood and Fibre Procurement Policy</p> <p>SR: Our Sustainability Approach (page 17)</p>
GRI 2-24	Embedding policy commitments	SR: Board Oversight (page 69); Supply Chain Management (page 71), Human Rights (page 73), Responsible Business Conduct and Ethics (page 75)
GRI 2-25	Processes to remediate negative impact	SR: Human Rights Mitigation and Remediation (page 74) Our Sustainability Report discusses for each material topic our processes, strategies and actions to remediate relevant negative impacts.
GRI 2-26	Mechanisms for seeking advice and raising concerns	SR: Reporting and Enforcement (page 76) PC: Complaint Procedure (page 34) Mercer Whistleblower Policy Mercer Code of Business Conduct and Ethics: Reporting Concerns (page 13) Contact point: info@mercerint.com

GRI Standard	Indicator Name	Location/ Commentary
GRI 2: General Disclosures 2021		
Strategy, policies and practices		
GRI 2-27	Compliance with laws and regulations	Mercer Code of Business Conduct and Ethics: Purpose (page 1) Mercer Corporate Governance Guidelines: Audit Committee Charter (page 11).
GRI 2-28	Membership associations	SR: Industry Associations and Partnerships (page 77)
GRI 2-29	Approach to stakeholder engagement	SR: Our Stakeholders (page 16). The Social section of our Sustainability Report addresses key stakeholder groups and our approach to engagement (page 52). 10K: Human Capital (page 25); Commitment to Sustainability (page 27) PC: Shareholder Engagement (page 33)
GRI 2-30	Collective bargaining agreements	As of December 31, 2024, we employed approximately 3,580 employees, of which approximately 47% are unionized and covered by collective bargaining agreements. None of Mercer’s operations in the United States are unionized. SR: Ensuring Fair Labor Practices (page 59)
GRI 3: Material Topics 2021		
GRI 3-1	Process to determine material topics	SR: Materiality Assessment (page 10)
GRI 3-2	List of material topics	SR: Materiality Assessment (page 10)
GRI 3-3	Management of material topics	SR: Materiality Assessment (page 10) Our Sustainability Report discusses our approach to managing material topics throughout each of the sections.

GRI Standard		
GRI 201 Economic Performance 2016		
GRI 201-1	Direct economic value generated and distributed	10K: Consolidated Statements of Operation (page 87)
GRI 201-2	Financial implications and other risks and opportunities due to climate change	SR: Climate Change Scenario Analysis (page 31) 10K: Climate Change (page 23); Climate-related Risk Factors (page 35)
GRI 201-3	Defined benefit plan obligations and other retirement plans	10K: Human Capital (page 25); Pension and Other Post-Retirement Benefit Obligations (page 69).
GRI 201-4	Financial assistance received from government	10K: Cash Flows from Investing Activities (page 64); Government Grants (page 64); Note 9. Property, Plant and Equipment, Net (page 102) In 2024, we received government grants of \$787,000 primarily to partially finance innovation and greenhouse gas reduction projects at the Canadian mills.
GRI 205 Anti-Corruption 2016		
GRI 205-2	Communication and training about anti-corruption policies and procedures	Mercer Anti-Corruption Policy Mercer Code of Business Conduct and Ethics (page 4)
GRI 206 Anti-Competitive Behavior 2016		
GRI 206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Mercer Code of Business Conduct and Ethics (page 3)
GRI 207 Tax 2019		
GRI 207-1	Approach to tax	10K: Deferred Income Taxes (page 70); Improvements to Income Tax Disclosures (page 98); Note 15. Income Taxes (page 110); Global Corporate Minimum Tax Rate (page 113)

GRI Standard		
GRI 201 Economic Performance 2016		
GRI 207-2	Tax governance, control, and risk management	<p>Mercer Corporate Governance Guidelines: Audit Committee Charter (page 11); Risk Assessment and Risk Management Policies (page 16)</p> <p>10K: Risk Factors (page 31); Deferred Income Taxes (page 70); Note 15. Income Taxes (page 110); PC: Risk Oversight (page 22)</p> <p>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.</p>
GRI 207-3	Stakeholder engagement and management of concerns related to tax	Mercer engages with stakeholders on tax-related matters as required.
GRI 207-4	Country-by-country reporting	10K: Notes to the Consolidated Financial Statements (page 91); Note 15. Income Taxes (page 110); Global Corporate Minimum Tax Rate (page 113)
GRI 302 Energy 2016		
GRI 302-1	Energy consumption within the organization	SR: Energy Management (page 38)
GRI 302-3	Energy intensity	SR: Energy Management (page 38)
GRI 302-4	Reduction of energy consumption	SR: Energy Management (page 38)
GRI 302-5	Reductions in energy requirements of products and services	Not applicable: Our sold products do not have energy requirements.

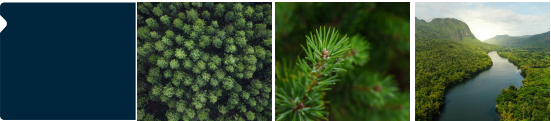
GRI Standard	Indicator Name	Location/ Commentary
GRI 303 Water and Effluents 2018		
GRI 303-1	Interactions with water as a shared resource	SR: Water Management (page 47)
GRI 303-2	Management of water discharge-related impacts	SR: Water Management (page 47)
GRI 303-3	Water withdrawal	SR: Water Management (page 47)
GRI 303-4	Water discharge	SR: Water Management (page 47)
GRI 303-5	Water consumption	SR: Water Management (page 47)
GRI 304 Biodiversity 2016		
GRI 303-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR: Sustainable Forestry and Biodiversity (page 22); Appendix: TNFD Content Index (page 89)
GRI 304-2	Significant impacts of activities, products and services on biodiversity	SR: Sustainable Forestry and Biodiversity (page 22); Appendix: TNFD Content Index (page 89)
GRI 304-3	Habitats protected or restored	SR: Sustainable Forestry and Biodiversity (page 22); Appendix: TNFD Content Index (page 89)
GRI 305 Emissions 2016		
GRI 305-1	Direct (Scope 1) GHG emissions	SR: Climate Change (page 28); Performance Data Tables (page 79)
GRI 305-2	Energy indirect (Scope 2) GHG emissions	SR: Climate Change (page 28); Performance Data Tables (page 79)



GRI Standard	Indicator Name	Location/ Commentary
GRI 305 Emissions 2016		
GRI 305-3	Other indirect (Scope 3) GHG emissions	SR: Climate Change (page 28); Performance Data Tables (page 79)
GRI 305-4	GHG emissions intensity	SR: Climate Change (page 28); Performance Data Tables (page 79)
GRI 305-5	Reduction of GHG emissions	SR: Climate Change (page 28); Performance Data Tables (page 79)
GRI 305-6	Emissions of ozone-depleting substances (ODS)	SR: Air Quality (page 50); Performance Data Tables (page 79)
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR: Air Quality (page 50); Performance Data Tables (page 79)
GRI 306 Waste 2020		
GRI 306-1	Waste generation and significant waste-related impacts	SR: Circular Bioeconomy and Resource Use (page 42)
GRI 306-2	Management of significant waste-related impacts	SR: Circular Bioeconomy and Resource Use (page 42)
GRI 306-3	Waste generated	SR: Circular Bioeconomy and Resource Use (page 42)
GRI 403 Occupational Health and Safety 2018		
GRI 403-1	Occupational health and safety management system	Mercer Health and Safety Policy SR: Health and Safety (page 53) 10K: Health and Safety (page 26) Health and Safety webpage



GRI Standard	Indicator Name	Location/ Commentary
GRI 403 Occupational Health and Safety 2018		
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Mercer Health and Safety Policy SR: Health and Safety (page 53) 10K: Health and Safety (page 26) Health and Safety webpage
GRI 403-3	Occupational health services	Mercer Health and Safety Policy SR: Health and Safety (page 53) 10K: Health and Safety (page 26) Health and Safety webpage
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Mercer Health and Safety Policy SR: Health and Safety (page 53) 10K: Health and Safety (page 26) Health and Safety webpage
GRI 403-5	Worker training on occupational health and safety	Mercer Health and Safety Policy SR: Health and Safety (page 53) 10K: Health and Safety (page 26) Health and Safety webpage
GRI 403-6	Promotion of worker health	Mercer Health and Safety Policy SR: Health and Safety (page 53) 10K: Health and Safety (page 26) Health and Safety webpage



GRI Standard	Indicator Name	Location/ Commentary
GRI 403 Occupational Health and Safety 2018		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not applicable: We do not have employees whose work and workplaces are not owned and controlled by Mercer and where our operations, products or services would be directly linked to significant occupational health and safety impacts on those workers by our business relationships.
GRI 403-8	Workers covered by an occupational health and safety management system	Mercer Health and Safety Policy SR: Health and Safety (page 53) 10K: Health and Safety (page 26) Health and Safety webpage
GRI 403-9	Work-related injuries	Mercer Health and Safety Policy SR: Health and Safety (page 53) 10K: Health and Safety (page 26) Health and Safety webpage
GRI 404 Training and Education 2016		
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	SR: Employee Training and Development (page 58) Careers webpage Team Members webpage
GRI 405 Diversity and Equal Opportunity 2016		
GRI 405-1	Diversity of governance bodies and employees	SR: Advancing an Inclusive Culture at Mercer (page 60) PC: Board Diversity (page 11)
GRI 413 Local Communities 2016		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	SR: Community Involvement (page 62) 10K: Community Involvement (page 27) Communities webpage

CONTACT INFORMATION



Mercer International Inc.

www.mercerint.com
info@mercercint.com

Suite 1120, 700 West Pender St.
Vancouver, B.C., Canada, V6C 1G8

