



GLATFELTER

Enhancing Everyday Life™ Sustainably



2021-2022 SUSTAINABILITY REPORT

ENVIRONMENTAL IMPACT • SOCIAL RESPONSIBILITY • GOVERNANCE AND ETHICS

About This Report

Thank you for your interest in Glatfelter Corporation's 2021-2022 Sustainability Report. This report marks our second formal update on our environmental, social, and governance (ESG) activities and priorities. It reflects our long-term commitments to Enhancing Everyday Life®, generating value for our stakeholders, and pursuing our vision of becoming the global supplier of choice in engineered materials. Our sustainability efforts are fully aligned with our business turnaround strategy, and we are working to ensure Glatfelter is a profitable and growing business in the long term for the benefit of all stakeholders.

Published in December 2022, the content and report data cover fiscal years 2020-2021. During this reporting period, Glatfelter took many significant steps in growing and transforming our business. We introduced Thomas Fahnemann as the new President and Chief Executive Officer and are moving forward with a focused set of initiatives designed to help us realize the potential of our business.

As a result of the work we have completed to define and structure our sustainability journey, we have been able to identify a set

of measurable goals and commitments in our priority areas: Environmental Impact, Social Responsibility and Governance and Ethics.

Our goals were established with strategic input from the Board of Directors, Senior Executive Team and functional leaders throughout the organization. Our people are energized to deliver against our new targets and strengthen our ability to make a positive impact on our communities and the world around us in all that we do.

The content within this report was produced in alignment with Global Reporting Initiative (GRI) standards, further signifying our enhanced commitment to continuous improvement in ESG. Please see the [GRI Content Index](#). In addition, throughout the report we highlight initiatives that demonstrate our commitment and contributions to a better world in support of the UN Sustainable Development Goals (UN SDGs).

For more information on our ESG initiatives, please visit www.glatfelter.com/sustainability or contact sustainability@glatfelter.com.

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Executive Message

To Our Stakeholders,

I am proud to report on Glatfelter's progress formalizing and advancing our environmental, social and governance initiatives. Our commitment to serving as a steward of our natural resources and responsible corporate citizen dates back to our inception over 155 years ago.

Today, we are building on Glatfelter's legacy of sustainability by working to minimize our environmental footprint, maximize our contributions to our communities and the world and ensure that we adhere to the highest standards of social responsibility and governance best practices. These are the areas in which we believe we can have the greatest local and global impact and the best alignment to our business.

Sustainable Solutions for a Better Future

We recognize that to make a positive contribution on our communities and the world over the long term, we must ensure that we are a profitable and growing business. Glatfelter is advancing a business turnaround strategy to strengthen its future for the benefit of all stakeholders. As we work to reposition our business for profitability and growth, we are focused on enhancing our overall execution. We are looking at all aspects of the business and considering how we can operate more efficiently, effectively and in support of our ESG objectives.

We are already uncovering great synergies between our turnaround strategy and sustainability initiatives. This is no surprise, as good business practices make for better business decisions and results. For example, efforts to reduce waste from our manufacturing process will help advance our environmental goals, while also improving our cost base and strengthening the overall foundation of our business. Similarly, the responsible use of natural fibers is one of our main competitive advantages in the market and an important way in which we ensure responsible resource management in our facilities. The list goes on – reflecting how ESG commitments are at the heart of our business, and we believe continued progress and investment in these initiatives are critical to our success today and for generations to come.

Alignment with Global Standards

In this year's report, you will see that we are driving towards ESG goals that exemplify our Core Values while allowing us to sustain and grow the business. I am confident in our ability to achieve these important

milestones for several reasons – the commitment of our people, the strong values-driven culture and the excellent groundwork completed over the past year to formally establish Glatfelter's sustainability programs.

The work completed over the past 18 months has been considerable. As a result, we now have greater clarity on the materiality of our ESG factors, deeper resources to advance our work with an expanded sustainability team and the processes in place to allow us to report according to global standards.

Moving Forward in Partnership

We recognize that we can make a bigger impact by working in partnership with our stakeholders, industry partners and experts in the field. As we advance our sustainability journey, we will continue to engage with all stakeholders to ensure that we are drawing on the latest insights and innovation in the creation of sustainable solutions for everyday life.



Thank you for your interest in Glatfelter, and we hope you enjoy reading our 2021-2022 Sustainability Report. We know there is much more work to do, but we are energized by the opportunities ahead of us and we look forward to sharing our continued progress with you. If you have any comments or questions about our report, please direct them to sustainability@glatfelter.com.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Thomas Fahnemann'.

Thomas Fahnemann
President and Chief Executive Officer

Our Shared Commitment to ESG

At Glatfelter, we take a collaborative approach to advancing our ESG commitments. From our Board and Senior Executive Team to our employees and site leaders, all Glatfelter representatives are committed to helping Glatfelter have a positive impact on our communities and the world around us. We work together to promote sustainable and responsible business practices across our enterprise in line with stakeholder interests, the Company's Core Values, and our vision of becoming the premier global supplier of engineered materials.



Kevin Fogarty
BOARD OF DIRECTORS CHAIR,
NON-EXECUTIVE DIRECTOR

"We believe robust corporate governance starts with strong leadership, which is why we have prioritized appointing accomplished and experienced directors to seats on Glatfelter's Board. The composition of our cross-functional, diverse and independent Board is ideally suited for overseeing our Company strategy and ESG objectives in pursuit of our goals and aspirations."



Ramesh Shettigar
SVP, CHIEF FINANCIAL OFFICER
AND TREASURER

"Prioritizing ESG is about more than just aspiring to do good. It's about implementing policies, programs and goals to effect change at both a local and global level. At Glatfelter, our environmental, social and governance pillars are essential components of our corporate strategy that guide our decision-making in everything we do."



Jill Urey
VP, CHIEF LEGAL AND COMPLIANCE OFFICER
AND CORPORATE SECRETARY

"We believe responsible and ethical behavior is the foundation of our business, which is why accountability is a fundamental part of who we are and how we operate. We have devised an organizational structure that aligns with our emphasis on strong governance principles so that all stakeholders can have confidence our actions mirror our ideals."



Eileen Beck
VP, GLOBAL HUMAN RESOURCES
AND ADMINISTRATION

"Our people are the engine that drives our organization forward. We work every day to ensure Glatfelter's hiring practices, compensation and benefits, professional development opportunities, and corporate culture set our employees up for success and support their health and well-being."



Silke Brand-Kirsch
VP, ESG, GLOBAL MARKETING
& BUSINESS DEVELOPMENT

"I am confident that sustainability will be the defining feature of our business in the near future. With a long legacy of plant-based products and a sincere connection with our customers, Glatfelter is well-positioned to dynamically meet the product innovation and ESG needs of our stakeholders."



Jerry Burch
GLOBAL PRODUCT COMPLIANCE,
ENVIRONMENTAL, HEALTH AND SAFETY MANAGER

"Being a people-first Company means safety is embedded in every decision we make. From our exacting product standards to our comprehensive and uncompromising health and safety policies, we have developed extensive operational procedures, programs and training to protect the welfare of our customers and employees."

About Glatfelter

The high-quality, technology-driven, innovative, and customizable nonwovens solutions offered by Glatfelter can be found in products that are Enhancing Everyday Life®. These include personal care and hygiene products, food and beverage filtration, critical cleaning products, medical and personal protection, packaging products, as well as home improvement and industrial applications.

VISION

TO BECOME THE GLOBAL SUPPLIER OF CHOICE IN ENGINEERED MATERIALS.

CORE VALUES

INTEGRITY, FINANCIAL DISCIPLINE, MUTUAL RESPECT, CUSTOMER FOCUS, ENVIRONMENTAL AND SOCIAL RESPONSIBILITY.

GLATFELTER CORPORATION AT A GLANCE



1864
FOUNDED



\$1.5B
REVENUE



GLT
NYSE



100+
COUNTRIES
SERVED



~3,250
EMPLOYEES



HQ
CHARLOTTE, NC,
USA



32
LOCATIONS

4 GLOBAL CENTERS
16 MANUFACTURING FACILITIES
10 SALES OFFICES
2 SPECIALTY FIBER FACILITIES

Our Operating Segments

COMPOSITE FIBERS

Composite Fibers processes specialty long fibers, primarily from natural sources such as abaca, to create premium value-added products in the following categories:

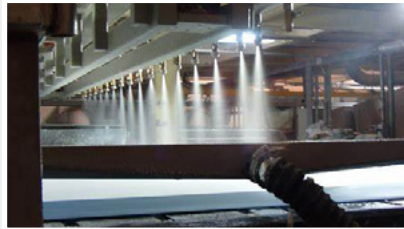
- Food and Beverage Filtration
- Technical Specialties
- Composite Laminates
- Wallcover Base Material
- Dispersible Wipes
- Hygiene Products
- Metallized Products



AIRLAID MATERIALS

Airlaid Materials produces highly absorbent and engineered cellulose-based Airlaid nonwoven materials, primarily used to manufacture consumer products for growing global end-user markets. Our products are composed of all-natural fluff pulp, which is sustainable by design. The categories served by Airlaid Materials include:

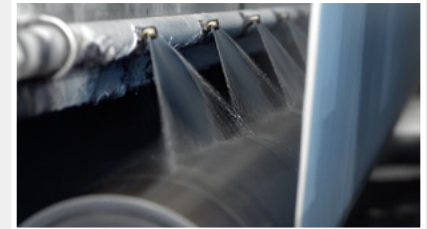
- Period Products
- Consumer Wipes
- Tabletop and Napkins
- Adult Incontinence
- Home Care
- Baby Diapers
- Food Pads



SPUNLACE

Spunlace uses proprietary production technology to manufacture premium quality spunlace nonwovens that are manufactured for a wide range of end users. Spunlace serves some of the world's largest companies, selling Glatfelter and Sontara® brand products. The categories served by Spunlace include:

- Critical Cleaning
- Health Care
- High Performance Materials
- Beauty Care
- Consumer Wipes
- Period Products, Baby Diapers and Adult Incontinence



Strategic Acquisitions Strengthen Leadership Positions in Growing Engineered Materials Segments

In alignment with our growth and transformation strategies, Glatfelter acquired two leading engineered materials businesses in 2021. The acquisitions provide greater scale, broader product and technology diversification, and stronger leadership positions in growing engineered materials segments.

In May 2021, Glatfelter acquired Georgia-Pacific's U.S. nonwovens business, which positions Glatfelter as one of the world's largest airlaid materials producers and contributed to our Airlaid Materials' segment sustaining its track record of year-over-year profit growth in 2021. Synergies achieved from the acquisition attractively position us to capture and service long-term demand for health and hygiene products through our Airlaid Materials business.

In October 2021, we completed the acquisition of Jacob Holm – the largest acquisition in Glatfelter's 158-year history. Jacob Holm became our new Spunlace segment. This acquisition meaningfully increased our scale and diversification into attractive and complementary product categories with high-performing and innovative spunlace nonwoven technologies and advanced our offerings of sustainable solutions that serve the growing wipes, critical cleaning, health care and hygiene categories.

When combined with Glatfelter's previous acquisition of Georgia-Pacific's European nonwovens business, these transactions have nearly doubled the Company's size since the 2018 divestiture of our legacy printing and writing paper segment.

Building Momentum In Engineered Materials, Positioned for Sustainable Growth

Over the last few years, we have commenced a strategic business transformation to become a leading global supplier of engineered materials focused on consistency and reliability.

PRE-2018

Expanded internationally acquiring Schoeller & Hoesch GmbH, creating Composite Fibers business.

Acquired Lydney, UK, facility to expand the tea and coffee business.

Acquisition of Concert Industries creates Airlaid Materials business.

Dresden acquisition adds Nonwoven Wallcover product line.

Completed capacity expansions in Composite Fibers to serve tea, coffee, and consumer growth markets.

Ober-Schmitt acquisition expands Electrical product line.

2018 - 2021

Sale of Specialty Papers business creates more growth-focused and stable Engineered Materials platform.

Terminated and settled qualified pension plan and reverted \$33 million in cash back to Company.

Fox River liability settled and paid \$20.5 million as part of final settlement.

New airlaid facility in Arkansas expanded capacity by 20%.

Acquisition of two Georgia-Pacific airlaid facilities to expand capacity and capture and service long-term demand for health and hygiene products.

Issued first Sustainability Report in 2020 formalizing our ESG priorities.

Relocated Corporate Headquarters to Charlotte, NC, to enhance access to resources and more diverse talent.

Acquired Jacob Holm to add scale and complementary, best-in-class suite of nonwovens technologies, applications, and products.

2022 & BEYOND

Execute on the integration of acquisitions with a focus on synergy capture and deleveraging.

Accelerate innovation to further expand engineered materials product portfolio.

Address inflation through pass-through of raw material costs and energy prices in Europe using dynamic pricing model.

Actively manage Russia/Ukraine geo-political crisis and its commercial impacts (2021 revenues ~\$95 million).

Continue to pursue attractive growth investment opportunities as balance sheet capacity permits.

Our ESG Journey



A Legacy of Sustainability

Protecting the environment and promoting sustainable operations has been central to our mission since Glatfelter was founded in 1864. In our earliest days, our work to protect forests, waterways and wildlife in our community was born out of our reliance on natural resources as critical materials for production. When our earlier methods of production later proved to have negative impacts on the environment, Glatfelter accepted the responsibility to appropriately remediate and monitor. While the scope and breadth of our business has grown exponentially since then, our adherence to sustainability remains unchanged.

Our ongoing commitment to sustainability and responsible corporate citizenship is reflected in our policies and guidelines, such as our [Core Values](#) and [Sustainability Policy](#), and our resulting performance was recognized by EcoVadis in 2022 with a Silver Medal award.

Although sustainability has always been firmly embedded in our business strategy, we increased our focus in 2021 and 2022 on further incorporating ESG principles into our organizational structure with a refreshed approach to sustainability reporting and the establishment of multi-year goals.

Enhanced Oversight

Over the past two years, we heightened our focus on sustainability through accountability and oversight at the Board and Senior Executive Team levels. This included increasing communication between our ESG Steering Committee and Board. Beginning in 2022, the ESG Steering Committee began providing updates to the Nominating and Corporate Governance Committee and the full Board on a biannual and annual basis, respectively. In addition, we created new positions focused on ESG, including an ESG Manager who reports to our Vice President, ESG, Marketing & Business Development. Read more about our approach and progress regarding ESG oversight in the [Governance and Ethics section](#).

MATERIAL TOPICS



Refreshed Approach to ESG Reporting

To ensure our ESG reporting is reflective of our evolving priorities and stakeholder interests, we conducted interviews with Glatfelter leadership and functional leaders in 2022 to reassess and update material topics identified in our 2019 materiality assessment. Revised or new topics include Carbon and Climate; Waste and Natural Resources; Human Capital and Employee Well-Being; Diversity, Equity and Inclusion; Community Engagement; Supply Chain Responsibility; and Product Safety and Performance. These updates demonstrate our maturing approach to environmental management; our heightened focus on human capital management, employee safety, and diversity, equity and inclusion; and our ongoing commitment to supply chain responsibility and transparency.

In addition, this report marks our first year reporting to [GRI standards](#) and highlighting key initiatives and efforts that help support the UN Sustainable Development Goals.

Glatfelter's ESG Goals

During 2022, the ESG Steering Committee spearheaded efforts to develop and launch sustainability goals for the organization. The Committee worked closely with Glatfelter's Senior Executive Team and functional leaders to identify key objectives and opportunities for the organization to set goals to and become more accountable going forward. Through this process, we identified ESG goals that will guide and challenge us to continuously improve the sustainability of our operations, generating a meaningful impact for our stakeholders. Glatfelter's Sustainability Goals will enhance our Environmental Impact, Social Responsibility and Governance and Ethics and are targeted for achievement within the time frames identified in the chart. In addition, we identified several near- to mid-term commitments and ongoing priorities that heighten our alignment with best practices and the interests of stakeholders.

ENVIRONMENTAL IMPACT

GOAL	TARGET	SUPPORTING COMMITMENTS AND ONGOING PRIORITIES
Establish and implement a life cycle/carbon footprint assessment program for major products	By 2030	Aim to replace virgin petroleum-based raw materials in single-use products with plant-based or recycled fibers or natural-based binders. Target zero reportable spills/releases or environmental impacts. Deploy an auditable environmental data management tool and establish a sustainability committee or working group at every significant production facility in 2023.
Increase percentage of available single-use products with fully plant-based alternatives	95% by 2025; 100% by 2030 compared to 2022 baseline of 63%	
Migrate to fully plant-based offerings through customer collaboration	95% of food and beverage and hygiene products by 2030 compared to 2022 baseline of 60%	
Increase innovation projects that have a sustainable/environmentally responsible objective	80% by 2025 compared to 2022 baseline of 50%	
Reduce process waste to landfill from our manufacturing sites	50% by 2025; 90% by 2030 compared to 2018 baseline of 2,622 tonnes	
Reduce energy consumption per tonne of output	10% by 2030 compared to 2018 baseline of 4.93MWh/tonne	
Reduce Scope 1 GHG emissions per tonne of output	15% by 2030 compared to 2018 baseline of 0.6209 CO ₂ e/tonne	

SOCIAL RESPONSIBILITY

GOAL	TARGET	SUPPORTING COMMITMENTS AND ONGOING PRIORITIES
Achieve safety performance in the top quartile of OSHA all-industry rankings	TCIR <1 for 2023	In our approach to health & safety, continue to aim for zero injuries, with the aspiration to be best-in-class. To support this, we have instituted our Health and Safety Golden Rules at all sites. Form a global Diversity Action Team and conduct diversity training on the topic of Anti-Racism for all employees during 2023. Allocate 25% of annual charitable giving budget to support community partners whose missions address social inequities and racial injustice.
Increase race and gender diversity of hiring slates at the management level (Level 4) and above	10% for 2025	
Increase Board diversity	50% by 2025 compared to 2022 baseline of 37.5%	
Raise annual budget for community involvement and philanthropy	\$200,000 by 2025	

GOVERNANCE AND ETHICS

GOAL	TARGET	SUPPORTING COMMITMENTS AND ONGOING PRIORITIES
Achieve documented commitment to the Glatfelter Supplier Code of Conduct for direct and/or critical* materials suppliers	90% by 2030	Issue a global tax policy. Ingrain ESG further within ERM process.
Achieve increased global direct and/or critical* material spend participation in supplier scorecard process	75% by 2030	Increase the frequency of ESG updates to the NCG Committee and Board to biannually and annually, respectively.

*Suppliers are separated into Tier 1 or Tier 2, considering: business impact, supply and market constraint and supplier distinctiveness.

Tier 1 suppliers are then divided into "critical" and "strategic," based on whether the supplier is collaborative. Collaborative suppliers are "strategic," the remaining are "critical."



Our
Environmental
Impact



OUR KEY ENVIRONMENTAL MATERIAL TOPICS

Glatfelter is committed to operating as a responsible steward of the environment and contributing to a more sustainable world for future generations. Environmental Responsibility is a Glatfelter Core Value that is evident in the engineered materials we create and sell, how we source our raw materials, and the ethical way we operate our business.

Our key environmental material topics are as follows:

- [Innovation and Environmentally Responsible Products](#)
- [Carbon and Climate](#)
- [Waste and Natural Resources](#)

Introducing Our New Environmental Goals

In 2022, we completed a comprehensive sustainability goal-setting process. As a result, we have established new environmental goals that drive sustainability-focused innovation, maximize resource efficiency, and reduce emissions and waste. Our environmental goals are in two categories:

PRODUCT: We aim to replace virgin petroleum-based raw materials in our single-use products with plant-based or recycled fibers and natural-based binders while educating and empowering our customers to join us in these efforts.

MANUFACTURING: We commit to strong environmental performance, including zero reportable spills/releases or environmental impacts. To support this, we are deploying a robust environmental data management tool and planning to establish a sustainability committee or working group at every major production facility in 2023.

PRODUCT-RELATED GOALS

INDICATOR	TARGET	BASELINE
Implement life cycle/carbon footprint assessment program for major products	Established and implemented by 2030	In process
Increase percentage of single-use products with fully plant-based alternatives available	100% by 2030	63% in 2022
Increase migration to fully plant-based offerings through customer collaboration	95% of food and beverage and hygiene products by 2030	60% in 2022
Increase innovation projects that have a sustainable/environmentally responsible objective	80% of all innovation projects by 2025	50% in 2022

MANUFACTURING-RELATED GOALS

INDICATOR	TARGET	2018 BASELINE*
Reduce process waste to landfill from our manufacturing sites	50% by 2025 90% by 2030	2,622 tonnes
Increase our operations' energy efficiency (as measured by energy consumed per tonne of output)	10% by 2030	4.93 MWh/tonne
Reduce Scope 1 GHG emissions per tonne of output	15% by 2030	0.6209 CO ₂ e

* Manufacturing-related environmental goals are based on comparison to a 2018 baseline. 2018 was chosen as the baseline because it was after our divestment of the Specialty Papers business and avoids the effect of the COVID-19 pandemic. Data for all businesses acquired since 2018, including any future acquisitions, will be prorated.

Innovation and Environmentally Responsible Products

Developing environmentally responsible products and sustainable solutions is one of Glatfelter's primary opportunities for industry leadership across our three business segments. We believe our core competency in innovation, combined with our expertise in the use of natural and sustainable fibers, gives our Composite Fibers and Airlaid Materials segments significant competitive advantages in the markets we serve.

In 2021, the Company completed the acquisition of Jacob Holm, which became Glatfelter's Spunlace segment. This acquisition greatly diversified our product offering and further positioned Glatfelter among the leading manufacturers of sustainable nonwovens. Like Glatfelter, Jacob Holm has had a track record of commitments to sustainability and environmentally responsible products throughout its more than 225-year history.

All three business segments are well-positioned to help our customers achieve their sustainability goals and fulfill their environmental commitments to their customers. Our products excel at Enhancing Everyday Life®. More than ever, this includes developing and commercializing products that contribute to a healthier, more sustainable natural environment. As part of this commitment, we continue to look to replace any hazardous or harmful chemicals or chemicals of concern in our manufacturing processes with non-hazardous and non-harmful alternatives, though these represent a very small portion of our raw material purchases.

In 2022, we have fully plant-based alternatives for about 63% of our single-use products commercialized for our customers, with another 16% of such products currently under development. Our focus on increasing the use of plant-based fibers will enable additional recycling and composting opportunities.

By 2030, we expect to be able to offer our customers fully plant-based alternatives for 100% of our single-use products. In addition, by collaborating with our customers, we are intentionally migrating our food and beverage and hygiene products to fully plant-based offerings to meet our 2030 goal of 95% plant-based offerings in that product portfolio compared with 60% of such products in 2022.

We are committed to enhancing our understanding of the lifecycle and carbon footprint of all our products. Utilizing our strong partnerships with suppliers, customers and vendors, we aim to develop and formalize reliable methods for measuring ESG key performance indicators (KPIs) related to our products. Our goal is to have a fully implemented lifecycle/carbon footprint assessment program in place for all our major products by 2030.



**PRODUCTS FROM OUR SPUNLACE SEGMENT
ARE 100% FREE OF BINDERS, ADHESIVES
AND CHEMICAL ADDITIVES.**



Approach to Innovation

Glatfelter's sustainability innovation focuses on two main categories:

- Helping our customers and markets capitalize on the full sustainability benefits of our existing products and continuing to enhance them as needed; and
- Developing new products with enhanced sustainability profiles, through a greater reliance on natural- and plant-based materials that provide improved biodegradability and compostability.

Our comprehensive innovation process evaluates concepts to develop best-fit solutions aligned with customer and market objectives. Working closely with our customers, we ensure compliance with laws and regulations such as the European Union's Single-Use Plastics Directive and Guidelines from the U.S. Food and Drug Administration. In addition, Glatfelter holds Forest Stewardship Council® (FSC®) certification at all our manufacturing sites – maintaining a strong chain of custody to ensure that 100% of the wood fibers we use come from well-managed, sustainable forests.

A man wearing a white cap and a green t-shirt is working with a bundle of fibers, possibly silk, in a traditional setting. He is holding a wooden handle and appears to be in the process of spinning or weaving. The background shows a rustic structure with wooden beams and green foliage.

SUSTAINABLE INNOVATION AWARDS AND RECOGNITIONS

IDEA®22 SUSTAINABILITY ADVANCEMENT AWARD

In the spring of 2022, Glatfelter's collaboration with Blue Ocean Closures and ALPLA received the first-ever [IDEA®22 Sustainability Advancement Award](#). The award recognized a breakthrough sustainable packaging solution – fiber-based bottle screw caps. (This innovation was also nominated for the [2022 Packaging Europe Sustainability Award](#).) We are now further testing the prototype for future commercialization.

In addition, Spunlace's Sontara® Silk facial masks were nominated for the IDEA® Nonwoven Product Achievement Award. Sontara® Silk fabric is derived from natural raw materials, enabling the masks to be biodegradable and compostable. IDEA® is a leading global event for the nonwovens and engineered materials industry.

WORLD OF WIPES INNOVATION AWARD NOMINATION 2021

Glatfelter's eco-friendly, cellulose-based airlaid substrate for GlatClean™ disinfecting wipes was nominated for the 2021 World of Wipes Innovation Award. Soft and durable, GlatClean™ wipes have strong absorption qualities, providing a unique, sustainable and effective solution for the disinfecting and sanitizing wipes market.

HYGIENIX INNOVATION AWARD FINALIST 2021

Glatfelter was nominated for the [2021 Hygienix Innovation Award](#) for our sustainable, cellulose-based GlatPure™ backsheet used in hygiene products. GlatPure™ is a breathable, functional, non-leak barrier sheet that can be responsibly disposed at end of use and is compliant with the European Single-Use Plastics Directive. Hygienix is a high-profile event for the absorbent hygiene and personal care markets and is sponsored by the Association of the Nonwoven Fabrics Industry.

ROCKLINE INDUSTRIES SUPPLIER INNOVATION AWARD 2021

Glatfelter was recognized as a key innovation partner by Rockline Industries. Rockline highlighted Glatfelter's exceptional performance in the areas of product and process uniqueness, technological advancement, sustainability and value. Glatfelter is a long-standing supplier to Rockline, which is one of the largest global producers of consumer products specializing in wet wipes and coffee filters.

Enhancing Products' Sustainability Profile Throughout Our Business Segments

We have several programs and customer partnerships in place to advance Glatfelter's sustainable solutions. Areas of progress and ongoing opportunities for our operating segments include:



Increasing the amount of biodegradable, recycled or plant-based content in end products, which would significantly improve the sustainability profile of our customers' products without compromising absorbency. These solutions also have application in the adult incontinence and food pad markets.

PERIOD AND HYGIENE



Introducing polylactic acid (PLA)-based materials and replacing some oil-based plastics for tea bags and single-serve coffee applications.

FOOD & BEVERAGE



Primarily focusing on product performance, safety and quality, while exploring ways to enhance the biodegradability, compostability and lower carbon footprint of medical innovations.

HEALTHCARE & MEDICAL



Conducting research & development on plant-based alternatives to plastic-based flexible packaging.

PACKAGING



Creating home compostable napkins and towels, which is a significant market driver.

TABLE TOP



Developing plant-based fiber solutions that can eliminate the use of petroleum-based materials in baby wipes and other wipes products to achieve a home compostable solution.

WIPES



KEY PROJECTS DRIVING SUSTAINABLE INNOVATION

Sustainability-driven innovation can be found across our product portfolio. Below are two of our most recent breakthrough solutions, in addition to the third-party-recognized innovations highlighted on page 15:

COLLABORATING TO CREATE BREAKTHROUGH NATURAL FIBER-BASED BOTTLE CAPS

In December 2021, we collaborated with Blue Ocean Closures and ALPLA Group to develop a natural fiber-based, sustainable alternative to traditional plastic bottle screw caps. Blue Ocean Closure's fiber-based screw caps optimize the use of renewable and recyclable wood fibers and Glatfelter's airlaid materials to manufacture plant-based caps that are durable, water-resistant and biodegradable. The proprietary method of vacuum press forming allows for low production cost and high scalability to support growing global demand for sustainable packaging solutions. In 2022, this sustainable packaging solution won the IDEA®22 Sustainability Advancement Award at the Association of the Nonwoven Fabrics Industry's IDEA® Achievement Awards Show.

REDUCING HOSPITAL WASTE WHILE SAFEGUARDING SANITATION AND SAFETY

We are collaborating with one of our healthcare customers to reimagine the design, manufacture and disposal of medical gowns. As sanitation and performance are imperative within medical settings, we are working together to maintain gown quality and safety while using plant-based fibers that are compostable.

Environmental Management in Our Operations

Our [Environmental Policy](#), which was first formalized in 1997, is the bedrock of our Environmental Management System (EMS). This system follows the requirements of ISO 14001, which provides a framework and practical tools for progressing our environmental priorities. We are committed to complying with the environmental laws and regulations in the places where we operate, as well as with the voluntary principles and certifications to which we subscribe.

In 2022, we began implementing an integrated environmental data management system. Once fully live across our global enterprise in 2023, this system will help to standardize and streamline our environmental data collection and analysis processes. It will also

help to validate our existing environmental data, enabling us to monitor progress against established baselines and targets that are highlighted on [page 12](#).

We are committed to using our planet's natural resources effectively and efficiently by reducing waste, encouraging recycling and reuse, and lowering environmental impacts from our operations. This commitment extends to managing toxic air emissions and hazardous waste, though they are not significant outputs from our manufacturing processes. We are focused on driving continuous improvement in our operations and helping others in our value chain achieve their goals.



Carbon and Climate

Based on our current understanding of climate science, we are committed to lowering our emissions and driving energy efficiency in our operations. Currently, our five sites in Germany certify compliance with the ISO 50001 standard for energy management, and our U.K. sites have improvement targets to reduce their energy usage per metric tonne as part of formal industry agreements with the government.

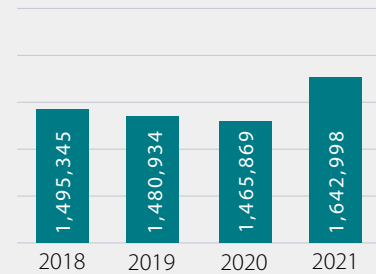
Our efforts also include making select investments that enable us to utilize renewable and non-grid energy in support of United Nations Sustainable Development Goals (UN SDGs) #7 Affordable and Clean Energy, #12 Responsible Consumption and Production and #13 Climate Action. Cogeneration capabilities at three of our Composite Fibers sites in Europe are enabling us to use the heat from manufacturing processes to warm our facilities in the winter. In 2021, we produced 70,445 megawatt hours (MWh) of electricity from cogeneration. Approximately 86% of Glatfelter's consumed electricity came from the grid in 2021, which is consistent with our energy profile over the last several years.

IN 2021, WE PRODUCED 70,445 MEGAWATT HOURS OF ELECTRICITY FROM COGENERATION.

We are addressing our energy needs by investing in more efficient equipment and processes such as variable speed drives on motors, stronger heat recovery, installation of LED lighting, and preferable control processes. To help us fund sustainability-related operational improvements in our Germany operations, we began participating in a new Green Loan Framework in 2022 offered by one of our financial partners, IKB - Deutsche Industriebank AG. Glatfelter is using proceeds from green loans to finance energy efficiency and greenhouse gas emissions reduction initiatives at the Company's Gernsbach, Germany, production site. IKB's Green Loan Framework is intended to support the best practices outlined by both the UN SDGs and the European Taxonomy Regulation for Sustainable Activities.

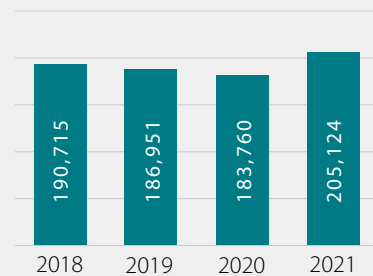
ENVIRONMENTAL

TOTAL ENERGY USAGE – MWh

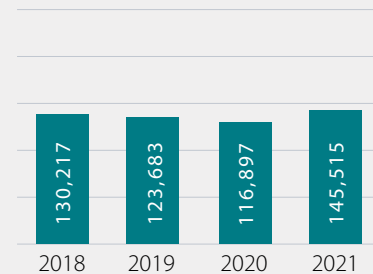


GHG EMISSIONS – CO₂e TONNES

SCOPE 1



SCOPE 2



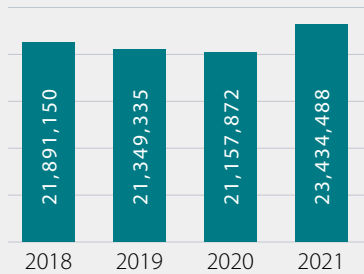
The data set for 2021 includes the operations under the new acquisitions for the period post-acquisition.

The increased level of energy usage and emissions reflect the additional production volumes. The energy usage per tonne in 2021 is in line with the 2020 figure.

The Scope 1 emissions per tonne show some improvement since 2019. The Scope 2 emissions per tonne have increased in 2021 compared with 2019 and 2020 due to the fuel mix used for the grid electricity changing in some countries, resulting in a higher CO₂e emissions factor.

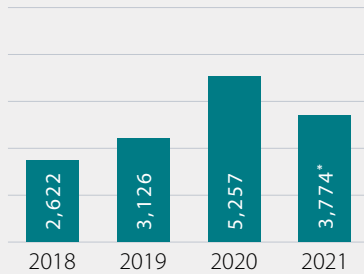
Waste and Natural Resources

TOTAL WATER USAGE – m³



The increase seen in 2021 is due to our acquisitions. Total water usage per tonne continues to trend downward.

TOTAL WASTE TO LANDFILL – TONNES



* Includes data from acquisitions since joining Glatfelter. Note this adds ~1,000 tonnes to the 2021 total compared to previously published data from legacy Glatfelter.

In 2019 and 2020, specific high-volume waste outlets became unavailable, increasing our total waste to landfill. However, in strategically managing this area, we have nearly brought the legacy business back to the 2018 baseline. In 2021, we achieved a 28% reduction compared to 2020.

Natural Resource Management

Natural materials are a significant feedstock in the manufacture of our products. Our responsible use of natural, cellulose-based fibers in several of our major product categories puts us at a competitive advantage in our industry. The ability to replenish and measure the sustainability of these materials through our supply chain is paramount to our Company's ability to serve our customers and reduce environmental impacts. Ensuring sustainable and responsible operations throughout our supply chain is also central to our efforts to comply with the German Supply Chain Due Diligence Act, Lieferkettensorgfaltspflichtengesetz (LkSG), which requires that we implement a supplier risk management system starting in 2024. For more information on our use of natural fibers, see page 13.

We have achieved Forest Stewardship Council® (FSC®) certification at all our manufacturing sites – maintaining a secure chain of custody to ensure that 100% of the certified wood fibers we use come from well-managed, sustainable forests, to help eliminate deforestation and preserve biological diversity in our operations and supply chain. Additionally, we are one of the world's top purchasers of abaca fiber, monitoring farmers and traders to ensure they follow local compliance requirements as well as the Glatfelter [Supplier Code of Conduct](#). Our Company also has an exclusive relationship with the Rainforest Alliance™ and Sustainable Agricultural Network to guarantee selected abaca farms comply with both groups' standards for environmental, social and economic sustainability.

Water Management

Water serves as a significant natural resource input for our Composite Fibers and Spunlace segments, though not for our Airlaid Materials segment, and is used in many of our manufacturing processes. It is an ongoing priority for us to identify manufacturing efficiency measures that can reduce the amount of water required in accordance with our ISO 50001 certifications. In addition, all water used in our manufacturing processes is recycled at least once, resulting in less use of first-pass water and less reliance on local water sources. None of our sites are located in areas that have high or extremely high baseline water stress ratings.

For any water that can no longer be used in the manufacturing process, each site conducts wastewater treatment prior to discharge to remove solids and biodegradable materials to make certain that the final effluent that is discharged back into the water system meets or exceeds regulatory requirements. We consistently review various water-related issues with public and local officials and authorities.

Waste Management

Consistent with our application of lean manufacturing and Six Sigma principles, we view all waste as an opportunity to improve efficiency and cost effectiveness, while simultaneously lowering our overall environmental impact. Over the last several years, we have implemented multiple innovative practices to reduce and divert our waste by recycling or reusing it in our business or through external partnerships. We continue to implement waste reduction initiatives in all three of our business segments, with a goal to achieve a 90% waste to landfill reduction by 2030.

FIVE GLATFELTER SITES CURRENTLY OPERATE WITH ZERO PROCESS WASTE TO LANDFILL.



SUPPORTING ART PARTNERSHIPS AND CORPORATE UPCYCLING

Building on a decade-long spunlace partnership, and as part of our commitment to environmental sustainability and community engagement, Glatfelter Soutz is diverting process waste through donations to local eco-artist Vortex-X. This collective is able to transform Glatfelter material into up to 75 high-impact indoor and outdoor art exhibits each year, providing visibility to their message on the importance of rethinking what is possible for corporate environmental responsibility and supporting UN SDGs #12 Sustainable Consumption and Production and #17 Partnership for the Goals.



Our
Social
Responsibility



MULTI-YEAR SOCIAL RESPONSIBILITY GOALS

Social Responsibility is a Glatfelter Core Value. We promote a company culture predicated on advancing employee well-being; diversity, equity and inclusion; and professional development, while supporting those in the communities in which we operate through volunteer and philanthropic initiatives.

To guide our progress on our Social Responsibility objectives, we have developed multi-year goals focused on increasing diversity and representation within our workforce and enhancing our community impact.

- Achieve safety performance in the top quartile of OSHA all-industry rankings (TCIR <1)
- Increase race and gender diversity of hiring slates at the management level (Level 4) and above to 10% by 2025
- Achieve 50% gender and racial/ethnic diversity on the Board of Directors by 2025
- Raise our annual budget for community involvement and philanthropy to \$200,000 by 2025

Human Capital and Employee Well-Being

Our team of over 3,250 Glatfelter employees is the engine that drives our organization. For generations, our employees have contributed to Glatfelter's success by leading the way in the development and manufacturing of engineered solutions. We remain focused on ensuring Glatfelter is a place of work that motivates and challenges our colleagues to excel throughout their career journey and keeps their safety and well-being a top priority.

Occupational Health and Safety

Ensuring the occupational health and safety of our workforce is a fundamental priority at Glatfelter. We emphasize the importance of health and safety (H&S) throughout all of our global locations, and we expect all Glatfelter colleagues, regardless of position, to take

a shared responsibility in maintaining safe operations and mitigating risks at the places in which they work.

Our commitment to H&S is backed by extensive policies, training, communications, risk assessments and safety audits. The [Global Health and Safety Policy](#) outlines our expectations for Glatfelter employees and their visitors to maintain a safe and productive workplace at all times, and our site-specific safety plans reinforce these expectations in greater detail as we strive to be a zero-injury workplace. Our H&S policies and training materials are accessible on our Company website and intranet and posted in areas central to our manufacturing facilities so employees can easily reference them, including our Health and Safety Golden Rules, which encompass our most critical safety best practices.

HEALTH & SAFETY GOLDEN RULES



Everyone has a duty and responsibility to work safely, for themselves and their colleagues.



Nobody can turn a blind eye or walk by actions/activities they think are unsafe.



Only trained people are permitted to do tasks according to the safe working procedures.



Everybody's ideas for improving safety must be considered and respected.



All hazards associated with tasks will be risk assessed and appropriate control measures identified and implemented.



All accidents and near misses must be reported and investigated.



Everybody has the right to stop any job if they believe there is an imminent risk to health and safety.



All contractors, visitors and third parties must follow our rules.

FORMALLY LAUNCHED IN 2019, OUR HEALTH AND SAFETY GOLDEN RULES DESCRIBE HOW GLATFELTER EMPLOYEES CAN WORK TOWARD A ZERO-INJURY WORKPLACE. THROUGHOUT 2022, WE WORKED TO INTRODUCE THESE RULES TO ACQUIRED SITES DURING THE INTEGRATION PROCESS, REINFORCED THE IMPORTANCE OF THE GOLDEN RULES AND RENEWED OUR FOCUS ON SAFETY ACROSS ALL SITES.

Led by our Global Product Compliance and Environmental, Health and Safety (EHS) Manager, we conduct weekly safety meetings with our global operations teams to track performance. In addition, we have on-site safety advisors in all of our operational facilities that hold regular safety meetings and provide real-time instruction to ensure employee behavior aligns with our standards.

As part of our commitment to ongoing improvement, we promote two-way communications with Glatfelter employees to better

understand ways in which we can enhance our EHS training and instruction and foster greater engagement.

Glatfelter observes national and international safety standards, and we pursue certifications that demonstrate our recognition of these guidelines. Seven of our fifteen manufacturing sites and one of our specialty fiber sites are third-party certified under the Occupational Health and Safety management standard ISO 45001.



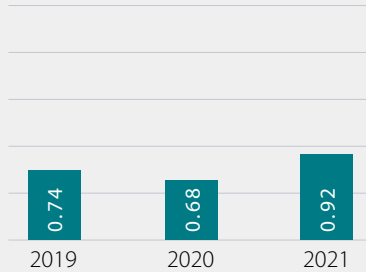
Measuring Safety Performance, Targeting Improvement Year-Over-Year

We are dedicated to measuring our safety performance at every Glatfelter facility to mitigate potential safety risks, celebrate our strengths, and identify areas for improvement. We track multiple safety metrics across all sites, including total case incident rate (TCIR), lost day incident rate (LDIR), minor accidents, near misses and hazards. Facilities have individualized targets that they work to achieve regarding their H&S performance, which are updated on an annual basis to encourage continuous improvement. Weekly performance tracking by site,

as well as our Company-wide metrics are posted to internal systems each week for reference by employees.

Each year, H&S performance and trends are evaluated by the Global Product Compliance and EHS Manager and discussed with site employees and operational directors to develop the following year's improvement targets. The Global Product Compliance and EHS Manager consults with the Company's CEO in sharing performance, identifying areas for improvement and updating targets. H&S metrics are also shared with the Board no less than annually.

TOTAL CASE INCIDENT RATE (TCIR)¹

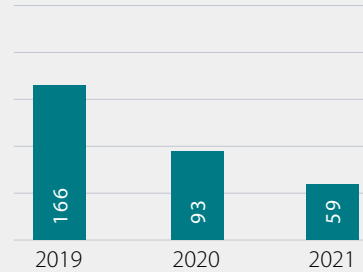


The TCIR for 2020 was a marked improvement over TCIR for 2019, but the business took a backward step in 2021. While still top quartile safety performance, this result did not meet our safety expectations and continuous improvement targets and resulted in redoubling our efforts.

The 2021 TCIR previously reported by Glatfelter provided the safety performance of the legacy business in line with the business objectives for 2021. It is customary that any business acquired is first included formally in the following year's target.

When the 2021 acquisitions are included for the period since acquisition, the TCIR is **0.91**.

MINOR ACCIDENTS

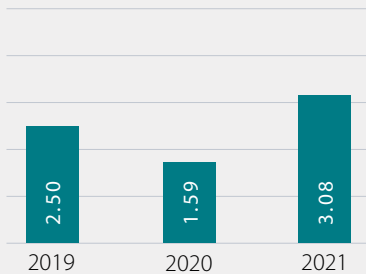


The minor accident levels for 2020 and 2021 reduced significantly compared to 2019. This result is especially encouraging because our training on minor accidents and near misses classifications resulted in improved data confidence that continues to increase YOY.

Minor accident TCIR¹ has improved from 6.85 in 2019 to 4.2 in 2020 and to 2.73 in 2021 for the legacy business.

When the 2021 acquisitions are included into the 2021 data set for the period since acquisition, the accident levels are still improved over 2020 numbers at **76** minor accidents for 2021 with an accompanying **3.14** minor accident TCIR, showing a very encouraging trend.

LOST DAY INCIDENT RATE (LDIR)¹

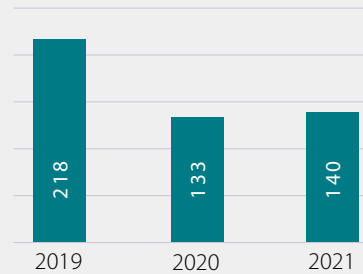


After an improvement in LDIR in 2020 compared to 2019, the LDIR increased in 2021. This is related to the increased number of recordable accidents and the time lost as a result. We have focused strongly on the areas responsible for the accidents to drive improvement.

When the 2021 acquisitions are included for the period since the acquisition date, the LDIR improves to **2.50**.

¹Rates represent the average number of work-related injuries incurred by 100 full-time employees working 200,000 hours per year.

NEAR MISSES



The number of reported near misses decreased from 2019 to 2020, with a small increase in 2021. Our reporting and data confidence is improving, and we are happy with the overall trend. The near miss TCIRs¹ have improved from 9.0 in 2019 to 6.0 in 2020, with a slight increase to 6.47 in 2021 for the legacy business.

When the 2021 acquisitions are included in the dataset for the period since acquisition, the data shows **157** near misses in 2021 with an accompanying **6.49** Near Miss TCIR.

A photograph of three men in a factory or industrial setting. They are wearing blue hairnets and safety glasses. The man in the center is wearing a grey jacket over a blue shirt and is looking down at a document. The man on the left is also wearing a grey jacket and is looking down at a document. The man on the right is wearing a black cap and safety glasses, and is looking to the right. They appear to be engaged in a safety survey or inspection.

SAFETY SURVEY DRIVES CONTINUOUS IMPROVEMENT

In 2020, prior to our 2021 acquisitions, Glatfelter conducted a Company-wide safety perception survey to identify opportunities for continuous improvement within our EHS management system and enhance workforce communication and engagement. The survey was administered anonymously to encourage open and constructive feedback, and we were proud to achieve a high level of engagement.

We thoroughly analyzed and reflected on the results of the survey, recognizing and celebrating strengths within our program and identifying key areas for improvement, such as promoting effective communication, encouraging engagement and involvement, and ensuring all employees fully understand their responsibilities. In response to this feedback, throughout 2021, we developed and actioned both global and site-based initiatives to address the specific issues and the learnings from the survey results. In 2022, we reinforced the training through cross-site audits at each facility. This effort and our expanded internal communications program helped to underscore the Company's mission and vision and our Health and Safety Golden Rules.

Employee Attraction, Engagement and Retention

Since 1864, Glatfelter's people have defined our success. We aim to prioritize the long-term career fulfillment of our employees by providing an open and inviting culture, competitive salaries, comprehensive benefits, and varied wellness programs.

We regularly enhance our human resources programs by implementing and integrating enterprise-level processes for talent attraction, career development and training. Creating a best-in-class, globally consistent process for these employee experiences is central to our mission of attracting and developing top-quality talent across our organization. This has become even more important as we are integrating acquired businesses and welcoming new employees as part of our strategic transformation.

THROUGHOUT 2021 AND THE INTEGRATION PROCESS OF OUR ACQUIRED BUSINESSES, WE FOCUSED ON UNIFYING GLATFELTER UNDER A CULTURE THAT EMULATES OUR CORE VALUES, ENSURING ALL EMPLOYEES FEEL WELCOMED, INCLUDED AND PROPERLY SUPPORTED.

To attract and recruit the next generation of Glatfelter employees, we sponsor various international university programs and have instituted apprenticeship programs in many of our global locations. Through participation in our apprenticeship programs, candidates can learn job-ready skills across a variety of operational disciplines to prepare them for a rewarding career at Glatfelter.

We offer apprenticeships for both production and office positions. Our apprenticeship program allows prospective employees to get real-world experience in their field and better understand Glatfelter's workplace culture. Following the completion of their apprenticeship, many candidates are offered full-time positions with the Company. We have active apprenticeship programs in the U.S., U.K., France and Germany.

In conjunction with our recruitment initiatives, we expanded our employee referral program in 2021 to reward those who refer new hires to the Company. Through this program, we utilize our best assets – our people – to serve as ambassadors for our Company and promote why Glatfelter is a great place to work.

SAFETY SPOTLIGHT

Our Caerphilly and Gatineau production facilities and the Newtech pulp mill (NPI) achieved the outstanding milestone in 2021-2022 of >1 million work hours without a recordable incident. To date, the Caerphilly site has operated for more than 8 1/2 years since the last recordable. Gatineau and NPI achieved a period of 2 1/2 and >3 years without an incident, respectively.

Our Fort Smith production facility completed a full year without an OSHA recordable accident in June 2022 and also celebrated a milestone in October 2022 of a 5-year period without a lost time incident. This performance was recognized as exceptional by the Arkansas state authority, particularly given how common recordable accidents are in the business manufacturing sector.

These achievements were made possible due to the engagement, involvement and commitment of the entire team in these facilities ensuring a safe workplace and good working practices.



Benefits and Compensation

We invite all full-time Glatfelter employees in the U.S. to participate in our comprehensive benefits package, which includes:

- Paid time off
- Health, disability and life insurance
- Savings/Retirement
- Training and development, including tuition reimbursement
- Hybrid and remote work opportunities, where feasible
- Expanded mental health benefits, including 24/7 accessibility to a mental health hotline, which was a new addition in 2021
- Designated space and time for wellness activities including breast- and chest-feeding

We regularly review our benefits and compensation offerings to best position Glatfelter to attract and retain world-class talent. In 2021, we conducted a Company-wide compensation assessment to analyze our pay in relation to industry peers and local regions in which we operate. Following the assessment, we implemented a wage premium for certain sites with constrained availability of labor to ensure our pay remains competitive. Beyond our standard pay, we also provide bonuses to recognize employees who demonstrate excellence across our organization, as well as quarterly retention bonuses for select manufacturing staff to acknowledge outstanding participation and attendance.

In addition to our compensation programs, we believe in promoting employee well-being by focusing on enhancing the lives of our employees in and out of the workplace. For example, in keeping with the changing global workplace, we are offering hybrid and remote work opportunities, where feasible, to support flexibility and a healthy work-life balance.

Training and Professional Development

We believe in creating career pathways for our employees to flourish. We offer an assortment of training and professional development opportunities to help our employees grow their skills, realize their ambitions and support Glatfelter's long-term success.

Some of our signature training and education programs include:

- Impact Zone Leadership (IZL), a competency model that aligns employee capabilities and behaviors with Glatfelter's business needs and strategies.
- Access to leadership skills training for executives, supervisors and managers throughout the organization – including learning modules from Harvard ManageMentor® – to address the skills needed in today's changing business world.
- All-employee training on topics such as basic financial principles, one-on-one financial consulting for U.S. employees, multitasking, team building, language skills and cultural awareness.
- Lean Six Sigma principles training to increase efficiencies, manage for daily improvement, and support project management productivity.
- Tuition reimbursement for approved job-related courses through accredited colleges and universities.

Glatfelter is invested in the professional development of our employees, and we regularly engage with them through surveys, one-on-one check-ins, and career coaching assessments to ensure we are meeting their expectations.

EMPLOYEE INVESTMENT

Jannik Hartmann started working in the Gernsbach, Germany, facility directly after high school in a dual apprentice/study bachelor's degree program for paper science and technology.

"Having both the practical experience at the office and the theoretical learning in university was super helpful," he says. "Plus, you build an attachment. My connection to Glatfelter was, and is, quite strong. As you work, you get to know the team on-site and start to get involved in day-to-day business."

After graduating in 2015, Hartmann joined Glatfelter full-time as a Process Engineer. He was then promoted to team lead in the Technology & Continuous Improvement Department where he became responsible for four co-workers, including an apprentice of his own. Most recently, he was promoted

to a global Continuous Improvement role, focusing on Glatfelter wetlaid entities throughout Europe.

"At Glatfelter, I have always been put in a position to grow, first through the apprenticeship, then through leadership and communication training, which really helped bring people together to improve project planning," he says.

Hartmann now has his master's degree, which Glatfelter helped finance, and he continues to pay it forward. About mentoring he says, "It's really cool to give your experience to help students gain context and connect the dots, especially when you've been where they are. They are very grateful, and it's such a good strategy for the Company, too."

Fostering Diversity, Equity and Inclusion

We promote an inclusive and welcoming culture rooted in our Core Values of Integrity and Mutual Respect, and acceptance regardless of race, religion, national origin, ancestry, gender/gender identity/ gender expression, sexual orientation, age, physical or mental disability, veteran or military status or other protected characteristics.

We understand the value of diverse perspectives and provide opportunities for people of all backgrounds to bring their unique experiences to work. We are committed to advancing and embracing diverse thinking, inclusive behaviors and equal opportunity across our global operations. As we progress, we aim to ingrain diversity, equity and inclusion (DEI) into our approach to recruiting, hiring and retaining top talent.

This commitment to DEI extends Company-wide and is embedded throughout our Company policies, including our [Business Code of Conduct](#) and [Human Rights Policy](#). We do not tolerate discrimination and prioritize creating a workplace where employees feel encouraged, safe and supported to report any act of discrimination or behaviors inconsistent with our Core Values so that it may be addressed.

In our 2019-2020 ESG Report, we pledged to make progress on our DEI initiatives. Specifically, we committed to enhance our existing compliance training by adding content that brings a focus to diversity and unconscious biases existing in the workplace. We also committed to allocate 25% of our annual charitable giving budget to support community partners whose missions address social inequities and racial injustice. We are proud to share that in 2021 and 2022 we successfully implemented both initiatives.

We are continuing to improve on DEI across the organization and have prioritized increasing the diversity among our workforce in both new hire and Board roles as part of our new Social Responsibility goals. To help achieve our objectives, we have instituted these practices:

- Conducting an annual pay equity analysis for all positions to encourage uniformity in compensation across similar roles irrespective of gender and race differences in countries where legally applicable.
- Tracking diversity metrics across our geographies to measure the success of our DEI commitments.

BOARD MEMBER RECOGNIZED



Darrel Hackett, Glatfelter Board member and the President of BMO U.S. Wealth Management, was recognized on Savoy Magazine's 2022 Most Influential Black Executives in Corporate America list. The list highlights African-American men and women for their executive business leadership and the positive impact they have made in national and global-leading corporations. Savoy's list of Most Influential Black Executives in Corporate America is the definitive list of Black achievers, influencers and executives who are facilitating change in their industries and leading by example in their communities.

"Darrel's experience from his various leadership roles at BMO and his time in management consulting have brought a depth of experience to our Board of Directors. We are grateful for Darrel's leadership, insightful perspective and dedication to making Glatfelter the global supplier of choice in engineered materials," said Glatfelter President and Chief Executive Officer, Thomas Fahnemann.

EMPLOYEE STATISTICS AT A GLANCE

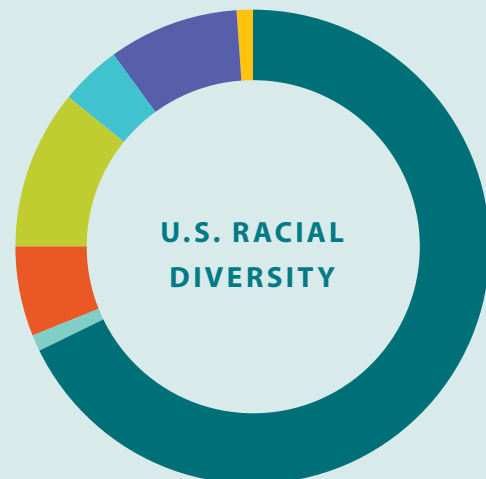
14 YRS
AVERAGE TENURE WITH
GLATFELTER GLOBALLY

41
NATIONALITIES
REPRESENTED
GLOBALLY

2.63%
TEMPORARY WORKER
PERCENT OF TOTAL
WORKFORCE GLOBALLY



- Male **83%**
- Female **17%**



- White **68%**
- American Indian or Alaska Native **1%**
- Asian **6%**
- Black or African American **11%**
- Hispanic or Latino **4%**
- N/A **9%**
- Two or More Races **1%**

U.S. RACIAL DIVERSITY

	WHITE	PEOPLE OF COLOR	UNREPORTED
Total Workforce	71%	23%	6%
Manager and Director	79%	15%	5%
Vice President Level	75%	13%	13%

Supporting Our Communities

In accordance with our Core Values, Glatfelter takes responsibility for contributing to the betterment of the communities in which we work and live. Both at the corporate level and through individual contributions, we give back to our neighbors through various philanthropic and volunteer opportunities, with a special emphasis on supporting nonprofit organizations specializing in four key areas:

- **EDUCATION:** We encourage the development of knowledge for individuals and the application of knowledge for the betterment of society.
- **ARTS AND CULTURE:** We recognize the importance of experiences with culture and the arts and help enhance the participation and exposure for local programs.
- **CIVIC:** We engage in challenges and opportunities that impact the local community, and, where possible, we find opportunities to lead by example.
- **ENVIRONMENT:** We support programs that protect and conserve the natural environment, including critical habitats and waterways.

The Glatfelter leadership team encourages each site to identify and support local initiatives in these four key areas. Employees are encouraged to participate in Glatfelter's Charitable Giving Program and request support for local nonprofit organizations that are important to them and reflect our Company's Core Values and community priorities.

As part of our ongoing commitment to enhance our community impact, in 2022, Glatfelter established a goal to increase our annual budget for community involvement and philanthropy to \$200,000 by 2023.

No corporate funds were used in 2021-2022 for the purpose of political advocacy, including lobbying, campaign contributions, and contributions to tax-exempt groups.

In 2021, Glatfelter recorded total donations of approximately \$100,150 to 19 organizations in communities where we operate and whose mission is aligned to one of our key areas. An additional \$42,000 was donated to four nonprofit organizations with social justice missions.

\$100,150
IN DONATIONS TO
LOCAL ORGANIZATIONS
ALIGNED WITH KEY AREAS

\$42,000
IN DONATIONS TO
SOCIAL JUSTICE
NONPROFITS

SUPPORTING HUMANITARIAN EFFORTS IN UKRAINE

As part of our efforts to support those impacted by the humanitarian crisis in Ukraine, Glatfelter contributed to Doctors Without Borders, or Medecins sans Frontieres, in March 2022 to assist in the organization's emergency response efforts in the region.

Our \$25,000 corporate contribution, plus additional individual contributions from our employees, helped the organization provide medical treatment to those wounded in Ukraine as well as food and shelter to refugees seeking asylum in surrounding countries. This donation is part of our commitment to UN SDGs #16 Peace, Justice and Strong Institutions and #17 Partnership for the Goals.



REIMAGINING RESOURCES TO END PERIOD POVERTY

In December 2021, Glatfelter completed its Make a Change pilot project with social services organization Aakar Innovations to increase access to period products for women and girls across India. During the pilot, Glatfelter shipped enough repurposed nonwoven material from its Gatineau, Canada, airlaid facility for local entrepreneurial women to make more than 150,000 pads and ensure 1,500 women in the region remain period secure for a year.

Following the success of the pilot project, Glatfelter again partnered with Aakar Innovations in May 2022 to send enough material for local women to make approximately 3 million pads, ensuring nearly 30,000 local girls and women remain period secure for one year.

The conversion of Glatfelter material will help sustain the employment of roughly 150 women working in independent villages while breaking the chain of period poverty in the region. Worldwide, 500 million women are estimated to be living in period poverty due to financial constraints or lack of access to adequate

period products. In countries like India, many girls drop out of school once they reach puberty because they lack menstrual products. Additionally, approximately 70% of women and girls in India are unable to afford period products, which often leads to using harmful, unsafe alternatives.

"Project Make a Change is Enhancing Everyday Life® for women and girls by providing resources and means to access menstrual products to eliminate period poverty. We are incredibly proud to contribute to this important work through our ongoing donations. Not only does it provide Glatfelter the opportunity to promote menstrual equity and provide gainful employment to women around the world, it also allows us to help repurpose material away from landfills, reduce our environmental impact and demonstrate our commitment to social sustainability and the United Nations Sustainable Development Goals," says Massilia Badaoui, Global Product Segment Manager and Project Co-Leader, Gatineau.

Read more about this program [here](#) or see a video overview [here](#).



Governance and Ethics



MULTI-YEAR GOVERNANCE GOALS

We deliver on our commitment to strong governance and ethics by acting with integrity, conducting our business with a continuous improvement mindset, ensuring transparency and compliance throughout our organization and delivering high-performing and trusted products.

At the foundation of our governance strategy are multi-year goals to continue to prioritize diversity of the Board, improve supply chain transparency and increase sustainability throughout our operations.

- **Achieve 50% gender and racial/ethnic diversity on the Board of Directors by 2025**
- **Achieve 90% documented commitment to the Glatfelter Supplier Code of Conduct for direct and/or critical* materials suppliers by 2030**
- **Achieve 75% of global direct and/or critical* material spend participation in supplier scorecard process by 2030**

* Suppliers are separated into Tier 1 or Tier 2, considering: business impact, supply and market constraint and supplier distinctiveness. Tier 1 suppliers are then divided into "critical" and "strategic," based on whether the supplier is collaborative. Collaborative suppliers are "strategic." The remaining are "critical."

Corporate Governance

The Glatfelter Board of Directors and Senior Executive Team (SET) are dedicated to strong corporate governance and adherence with applicable laws and Company policies. The Board institutes [Corporate Governance Principles](#) that provide a framework for Glatfelter's ongoing commitment to operating with integrity and upholding a culture of transparency and oversight.

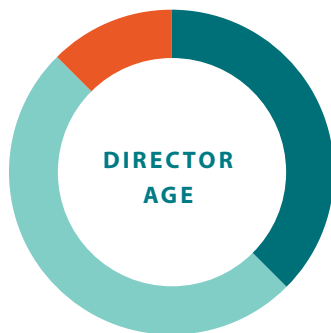
Our Board of Directors is comprised of eight highly experienced executives who have dedicated themselves to the Company's ongoing success. Elected by shareholders on an annual basis, our Board members bring a variety of skills, qualifications, and viewpoints, including sustainability experience, that strengthen and enrich the Board's ability to carry out its oversight role as fiduciaries on behalf of our shareholders. Glatfelter – and our shareholders – benefit from their individual and collective business acumen, sound judgment, informed decision-making, and careful guidance and oversight. Board member bios can be found on our [website](#) and are published annually in our [proxy statement](#).

We believe diversity among our directors is important for bringing unique perspectives and competencies to the oversight of the Company's business, which is why it is a priority for the organization.

Presently, 38% of our Board is comprised of directors who identify as a woman or person of color. In 2022, we set forth a goal to increase that number to 50% by 2025. This decision, in part, represents our commitment at the highest levels of our organization to UN SDGs #5 Gender Equality and #10 Reduced Inequalities.

Our director tenure is well-balanced among seasoned and newer Board members, allowing a diversity of perspectives. Understanding the importance of Board refreshment, we have a mandatory retirement age of 75 for all directors to help periodically refresh our pool of directors and encourage the continued evolution of our Board.

As part of Glatfelter's Chief Executive Officer (CEO) transition in August 2022, the Company separated the roles of CEO and Chair of the Board. Kevin M. Fogarty, who has been a member of Glatfelter's Board since 2012 and a former Independent Lead Director, will serve in the newly created role of Non-Executive Chair of the Board. The position of Independent Lead Director, which was held by Lee C. Stewart, was eliminated at the time of transition; however, Mr. Stewart will continue to play an instrumental role on the Company's Board as the Chair of the Nominating and Corporate Governance Committee, replacing Mr. Fogarty.



- Age < 60 **37.5%**
- Age 60-70 **50%**
- Age > 70 **12.5%**



- Women **25%**
- Racially Diverse **12.5%**
- All Others **50%**
- Not Disclosed **12.5%**



- < 5 years **25%**
- 6-10 years **25%**
- > 10 years **50%**

Seven of our Board members are classified as independent directors as defined by the New York Stock Exchange's standards, and Thomas Fahnmann, President and Chief Executive Officer of Glatfelter, is also a director. All Board determinations regarding director independence are disclosed in our [Annual Shareholders Meeting proxy statement](#).

The Board has a focused committee structure for the conduct of Board business as required for the operation of a publicly owned company. Currently, the Board relies on three active standing committees: the Audit Committee, Compensation Committee and Nominating and Corporate Governance Committee. While the entire Board receives ESG updates annually, the Nominating and Corporate Governance Committee is directly responsible for ESG oversight.

In 2022 we identified several priorities that we will focus on implementing to enhance transparency and alignment with best practices. Starting in 2023, we will begin developing a Global Tax Policy as well as formalizing new processes to evaluate our ESG actions within our enterprise risk management (ERM) framework.

CORPORATE GOVERNANCE HIGHLIGHTS

- Annual director elections
- All directors other than the CEO are independent
- 100% independent Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee
- 37.5% of Board comprised of diverse directors
- Key functions of ESG oversight assigned to the Nominating and Corporate Governance Committee
- 100% of directors maintain skills and expertise in corporate governance, risk management and compliance
- 50% of our directors maintain skills in sustainability
- Quarterly ethics training for salaried employees
- Independent, anonymous whistleblowing hotline available globally 24/7
- CEO and Board-level oversight for cybersecurity
- Monthly cybersecurity stress testing and employee training conducted by an independent third party
- Information Security Policy and Information Security Incident Reporting Policy in place

ESG Oversight

Our commitment to promoting ESG across our organization and among our stakeholders begins with our Board of Directors. Four of our eight directors have environmental/sustainability skills and experience, and all Board members have skills and experience in corporate governance, compliance and risk management. The Nominating and Corporate Governance (NCG) Committee of the Board has ultimate oversight of ESG for the Company and regularly reports to the full Board on this topic. The Audit Committee is responsible for overseeing any risks that may relate to various ESG issues such as cybersecurity, natural disasters, environmental management, regulatory requirements, compliance with laws and regulations, and the Code of Business Conduct.

Starting in 2022, our ESG Steering Committee began providing ESG updates to the NCG Committee biannually and to the full Board annually. This additional reporting will help further integrate ESG into the Board's agenda and advance Glatfelter's overall sustainability journey.

Glatfelter's cross-functional ESG Steering Committee is responsible for formalizing our Company-wide sustainability and corporate responsibility efforts. The committee, which is led by the Sustainability function and supported by our Human Resources; Legal; Supply Chain; Environmental, Health and Safety (EHS); Finance; Marketing/Business Development; and Investor Relations departments, meets monthly to discuss the ESG strategy and implement policies and programs in support of our objectives.

The committee has been instrumental in helping lay the foundation for Glatfelter's comprehensive ESG program, including establishing our [Sustainability Policy](#), spearheading our materiality assessment process in 2019, and leading in the development of our ESG reports.

As a next step in our ESG journey, during 2021, the group orchestrated the refreshment of our ESG strategy, including refining our material topics as well as formalizing multi-year goals and near-term commitments and priorities that will drive progress through the end of the decade. As we pursue these goals, the committee will continue to play a guiding role in assessing our progress and offering input on ways Glatfelter can achieve our ambitions.

All of these groups and individuals have a role in the oversight and/or management of our sustainability and ESG program:

ESG GOVERNANCE AND OVERSIGHT

- Board of Directors
- Nominating and Corporate Governance Committee
- Senior Executive Team
- ESG Steering Committee
- VP of ESG
- Sustainability and ESG Manager
- Segment-Level ESG Committees
- Site-Level ESG Working Groups

Compliance and Ethics

At Glatfelter, we employ a robust set of standards, policies and programs that align with our efforts to uphold the highest principles of ethical behavior across our organization. Chief among these is our [Glatfelter Code of Business Conduct](#).

During 2021, a significant milestone for us was updating our Code of Business Conduct within the concept of “Guiding Our Choices for Success.” These updates outline what we stand for as a Company and connect our Core Values to many of the most important issues we face. The Code provides guidance on how to conduct ourselves when representing the Company and serving our customers, business partners and the communities where we work and live. We expect the companies and people outside of Glatfelter with whom we work to also meet these standards.

“ONE OF THE MOST IMPORTANT ASPECTS OF OUR UPDATED CODE OF BUSINESS CONDUCT, ‘GUIDING OUR CHOICES FOR SUCCESS,’ IS OUR ENDEAVOR TO BE SPECIFIC ABOUT HOW EACH OF OUR CORE VALUES CONNECTS TO THE CODE’S MOST CRITICAL PROVISIONS, RANGING FROM CONFLICTS OF INTEREST TO INFORMATION SECURITY,” SAYS JILL L. UREY, VICE PRESIDENT, CHIEF LEGAL & COMPLIANCE OFFICER.

Our Legal Department is responsible for overseeing all compliance functions within the organization, including reviewing and updating our Code of Business Conduct and administering compliance and ethics training. Our ethics and compliance policies are backed with regular training at both the corporate and site level. In 2021, we invested in a new software platform that will allow us to better consolidate our compliance materials into one site. The unification of this material into one portal, the Glatfelter PolicyApp, will make it easier for site managers and employees to find and share relevant policies and guidelines at the local level and cater messaging to specific audiences. All salaried employees, including the management team, are required to complete quarterly compliance and ethics training and pass a test with at least an 80% score or fulfill certain other requirements to demonstrate their understanding of the training topics and compliance with Glatfelter’s expectations.

Our Code has defined language prohibiting retaliation against anyone who reports ethics or compliance concerns or potential infractions. Included within the updates we made to our Code in 2021 was the

enhanced functionality and increased ease of reporting concerns through our Integrity Helpline. Our Integrity Helpline provides an anonymous, confidential way for employees and outside partners to report a concern over the phone or online. It is free to use, available in multiple languages and open 24/7 to support employees and affiliated parties across our global population. The Integrity Helpline is operated by an independent third party and allows anyone who submits information to remain anonymous.

Concerns can also be shared directly with our Chief Legal & Compliance Officer or our Board of Directors’ Audit Committee Chair. In 2021, six reports were made to the Helpline. Upon investigation, one of these reports was unsubstantiated and five resulted in corrective action including advice or counsel, remediation of processes, training and education, or termination of employment.

Cybersecurity

Cybersecurity and protection of Company and personal stakeholder data has grown in importance as we increasingly rely upon web-connected devices and systems to conduct our business. To address the human element of data protection, our employees complete information security and compliance training annually and are required to escalate potential risks per our Incident Reporting Policy, first implemented in 2018. Additionally, employees are subject to monthly phishing tests that can result in supplemental training for those who do not take the appropriate actions. Results of these tests are released to all employees and inform our Cybersecurity Team, made up of IT employees from various skill backgrounds, about vulnerabilities. Further, all Glatfelter employees are subject to our Acceptable Use Policy, which details our monitoring, evaluation and disciplinary procedures related to use of Glatfelter digital infrastructure. In 2021, we experienced 14 confirmed information security events.

We consult with a third-party specialist to regularly review our cybersecurity infrastructure and assess areas for improvement through penetration testing. We also invest in cybersecurity insurance and have detailed crisis management policies to reduce our financial and operational risks. Responsibility for cybersecurity oversight extends from the CEO to the Board.

Supply Chain Responsibility

Glatfelter's Supplier Code of Conduct, updated in 2022 in accordance with the German Supply Chain Due Diligence Act, Lieferkettensorgfaltspflichtengesetz (LkSG), details our global requirements for how our partners conduct business with us and on our behalf, and we ask our suppliers to expect the same level of compliance from their respective suppliers and contractors. Principally, the Supplier Code of Conduct details standards for protecting people and the environment in accordance with our ESG objectives and all applicable environmental, health and safety laws and regulations in the locations in which our suppliers operate.

In addition, our suppliers are also subject to Glatfelter's Human Rights Policy. This policy expands on the human rights language that has been part of the Glatfelter Code of Business Conduct and other employment policies for years, covering a range of topics, such as safety and health, labor standards and prohibition of forced labor and child labor, diversity and equal opportunity, and access to safe drinking water. The publication of this policy is a recognition of the global importance of human rights to our business. All Glatfelter employees, in addition to all supply chain participants, must act in accordance with the policy's guidelines in order to meet our thresholds for conducting business with us. If we have concerns of noncompliance, we take action to address them with requests for performance improvement, or we elect not to do business with that customer or supplier. Additionally, we aim within our operations and our supply chain to avoid operational activities in close proximity to World Heritage areas and IUCN Category I-IV protected areas.

In alignment with our expectations of our suppliers, we observe strict anti-corruption practices across the organization and routinely

monitor the regions in which we operate to assess the risk to our business. We consult the Corruptions Perception Index (CPI) and have quarterly compliance calls with site leaders in our high-risk jurisdictions to ensure we are cognizant of possible risks and act accordingly to recognize and suppress potential dishonest or fraudulent dealings.

We screen prospective suppliers to help assess their alignment with our compliance and ethics expectations, including our human rights and anti-corruption policies. Our questionnaire for qualifying suppliers has been designed to help analyze a variety of factors, including suppliers' safety, compliance and quality data. We have also begun to track our supplier diversity metrics internally to help guide our progress in increasing the number of women-owned companies globally and minority- and veteran-owned companies within the United States with whom we conduct business as part of our overall emphasis on diversity, equity & inclusion.

>12%
**INCREASE IN SPUNLACE SPENDING
 WITH MINORITY-OWNED
 BUSINESSES YOY IN 2021**

Our Core Value of Social Responsibility includes our sourcing methods. In 2022, we extended the diversity ownership classification program throughout all business segments. All raw material suppliers were surveyed, and supplier diversity ownership tracking was added to our supplier onboarding process.

HOW TO SPEAK OUT

We offer multiple options for Glatfelter employees and partners to report concerns or ask questions. This includes the Integrity Helpline, which can be accessed by phone, website URL or QR code. The helpline is free, confidential and untraced. Concerns and questions can also be raised to the Legal team, the Board of Directors' Audit Committee Chair, any senior leader of Human Resources or an employee's manager.

To ensure this process is well-known and accessible, we publish information about these channels in the Glatfelter Code of Business Conduct, which is sent to employees via email, posted throughout our production facilities, and available on the Glatfelter PolicyApp.

Employees can also engage at town halls at our production facilities, via employee surveys or during quarterly CEO updates.

A photograph of a man sitting in a banana plantation. He is wearing a light-colored shirt and dark shorts, and is looking towards the left. The plantation is filled with tall banana plants with large, green leaves. The ground is covered with fallen banana leaves and other vegetation. The lighting is bright, suggesting a sunny day.

CULTIVATING RELATIONSHIPS WITH FARMERS IN THE PHILIPPINES AND COSTA RICA

Our sustainable supply chain commitments extend to all the materials we procure, but are exemplified in our sourcing of abaca – a critical, natural “super-fiber” most notably used in our food and beverage products. Through our network of abaca traders and farmers, we are focused on protecting the integrity of the abaca natural resource and maintaining responsible practices with our value chain partners. We work directly with abaca farmers, primarily in the Philippines and also in Costa Rica, as well as with traders in Ecuador, to ensure their practices are aligned with local compliance requirements as well as Glatfelter’s Supplier Code of Conduct. Priority areas include human rights, safe working conditions, employee training, sustainable farming and operational improvements – all of which serve to reduce supply risk for Glatfelter and improve the viability of the farms and their communities with which we do business. These focus areas align with UN SDGs #12 Responsible Consumption and Production, #15 Life on Land and #17 Partnership for the Goals.

In addition, we invite farmers into our facilities to show them how we utilize abaca to create sustainable products and solutions. Providing this level of insight and education helps illustrate the importance of their role in our supply chain and their contribution to a customer’s end product. Our supply chain success is a direct result of our local management teams’ ability to build and expand strong, local relationships. We also partner extensively with the Rainforest Alliance™ to ensure that the farms meet Alliance standards for environmental, social and economic sustainability.

Product Safety and Performance

Ensuring a consistently high level of product safety and quality is critical given our leading positions in several food-grade and personal hygiene segments.

We abide by key obligations and guidance in the areas in which we operate, including regulations from the U.S. Food and Drug Administration, U.S. Federal Trade Commission and the European Union. We also observe recognized quality control best practices such as Good Manufacturing Practices guidelines and ISO 9001 quality standards throughout our manufacturing sites.

We conduct extensive product testing during the development and commercialization stages, and we have an ongoing program to make sure that our products continue to meet and exceed product safety requirements and quality specifications before, during and after distribution. In 2021, the Company had no consumer product recalls due to product safety or quality concerns.

CERTIFICATIONS BY FACILITY

LOCATION	QUALITY	ENVIRONMENT	ENERGY	WORKPLACE	COSMETICS	FOOD SAFETY			SUSTAINABILITY			
	ISO 9001	ISO 14001	ISO 50001	ISO 45001	ISO 22716	ISO 22000	BRCGS	EN 15593	FSC*	PEFC	RAC™	SFI*
Asheville, NC, US									✓	✓		✓
Asturias, ES	✓	✓		✓					✓			
Balo-I, PH	✓	✓		✓					✓		✓	
Caerphilly, UK	✓			✓					✓			
Dresden, DE	✓	✓	✓	✓					✓	✓		
Falkenhagen, DE	✓	✓	✓					✓	✓	✓		
Fort Smith, AR, US									✓			✓
Gatineau, QC, CA	✓								✓			✓
Gernsbach, DE	✓	✓	✓	✓			✓		✓		✓	
Lydney, UK	✓	✓		✓			✓		✓		✓	
Mount Holly, NC, US									✓			✓
Ober-Schmittten, DE	✓	✓	✓			✓			✓	✓		
Old Hickory, TN, US	✓				✓		✓		✓	✓		✓
Scaër, FR	✓	✓		✓			✓		✓		✓	
Soultz, FR	✓	✓		✓	✓				✓	✓		
Steinfurt, DE	✓		✓			✓			✓	✓		

For more information on our certifications, visit our [Policies & Certifications web page](#).

GRI Reference

STANDARD	DISCLOSURE	INFORMATION / PAGE	SDG GOAL
GENERAL DISCLOSURES			
GRI 102 - ORGANIZATIONAL PROFILE			
102-1	Name of the organization.	Glatfelter Corporation	
102-2	Activities, brands, products, and services.	About Glatfelter Our Operating Segments	
102-3	Location of headquarters.	Charlotte, NC About Glatfelter	
102-4	Location of operations.	About Glatfelter	
102-5	Ownership and legal form.	2021 Annual Report	
102-6	Markets served.	2021 Annual Report , pp. 2-5 (pp. 10-13 of the PDF)	
102-7	Scale of the organization.	2021 Annual Report , pp. 2-5 (pp. 10-13 of the PDF)	
102-8	Information on employees and other workers.	2021 Annual Report , p. 6 (p. 14 of the PDF); Human Capital and Employee Well-Being	8
102-9	Supply chain.	Supply Chain Responsibility	
102-10	Significant changes to the organization and its supply chain.	About This Report ; Strategic Acquisitions ; Building Momentum	
102-11	Precautionary Principle or approach.	Though Glatfelter does not formally use the Precautionary Principle, we remain committed to preventing pollution, eliminating waste, and reducing environmental risks in our operations, as outlined in our 2022 Proxy Statement on p. 43 (p. 42 of the PDF) and our Sustainability Policy . Environmental Management in Our Operations	12,13
102-12	External initiatives.	This is our first GRI standard report. In this report, we reference the UN SDGs, although we have not formally registered our initiatives within the Partnership Platform. About This Report	
102-13	Membership of associations.	EDANA, INDA, and IFAI	17
GRI 102 - STRATEGY			
102-14	Statement from senior decision-maker.	Executive Message	
102-15	Key impacts, risks, and opportunities.	2021 Annual Report , pp. 1-5 (pp. 9-13 of the PDF)	
GRI 102 - ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior.	About Glatfelter ; Compliance and Ethics ; Glatfelter Code of Business Conduct	5, 16
102-17	Mechanisms for advice and concerns about ethics.	Compliance and Ethics ; How to Speak Out	
GRI 102 - GOVERNANCE			
102-18	Governance structure of the organization.	Corporate Governance ; Corporate Governance Web Page	
102-19	Delegating authority.	2022 Proxy Statement , pp. 29-31, 35-41 (pp. 28-30, 34-40 of the PDF); Corporate Governance Web Page	

STANDARD	DISCLOSURE	INFORMATION / PAGE	SDG GOAL
GRI 102 - GOVERNANCE, CONTINUED			
102-20	Executive-level responsibility for economic, environmental and social topics.	ESG Governance and Oversight	
102-21	Consulting stakeholders on economic, environmental, and social topics.	ESG Oversight	
102-22	Composition of the highest governance body and its committees.	Corporate Governance Web Page	
102-23	Chair of the highest governance body.	Corporate Governance Web Page ; Corporate Governance	
102-24	Nominating and selecting the highest governance body.	Corporate Governance Principles	
102-25	Conflicts of interest.	Glatfelter Code of Business Conduct , p. 7 (p. 9 of the PDF)	
102-26	Role of highest governance body in setting purpose, values, and strategy.	Glatfelter Code of Business Conduct	
102-27	Collective knowledge of highest governance body.	2022 Proxy Statement , p. 7 (p. 6 of the PDF)	
102-29	Identifying and managing economic, environmental, and social impacts.	Sustainability Policy ; Our ESG Journey	
102-30	Effectiveness of risk management processes	2022 Proxy Statement , p. 39 (p. 38 of the PDF)	
102-31	Review of economic, environmental, and social topics.	Nominating and Corporate Governance Committee Charter ; Our ESG Journey ; ESG Oversight	
102-32	Highest governance body's role in sustainability reporting.	Nominating and Corporate Governance Committee Charter ; Our ESG Journey ; ESG Oversight	
102-33	Communicating critical concerns.	Corporate Governance ; How to Speak Out	16
102-34	Nature and total number of critical concerns.	Corporate Governance	16
102-35	Remuneration policies.	Benefits and Compensation 2022 Proxy Statement , pp. 49-81 (pp. 48-80 of the PDF)	
102-36	Process for determining remuneration.	Benefits and Compensation 2022 Proxy Statement , pp. 49-81 (pp. 48-80 of the PDF) Compensation Committee Charter	
102-37	Stakeholders' involvement in remuneration.	2022 Proxy Statement , pp. 54-55, 65-67 (pp. 53-54, 65-66 of the PDF); Compensation Committee Charter	
102-38	Annual total compensation ratio.	2022 Proxy Statement , p. 82 (p. 81 of the PDF)	

GRI 102 - STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups.	Corporate Governance Principles , p.1	
102-41	Collective bargaining agreements.	2022 Proxy Statement , pp. 8, 47 (pp. 7, 46 of the PDF)	8, 17
102-42	Identifying and selecting stakeholders.	Corporate Governance Principles , p.1	
102-43	Approach to stakeholder engagement.	2022 Proxy Statement , pp. 8, 47 (pp. 7, 46 of the PDF); Refreshed Approach to ESG Reporting ; Approach to Innovation ; How to Speak Out ; Supply Chain Responsibility	
102-44	Key topics and concerns raised.	Refreshed Approach to ESG Reporting	

STANDARD	DISCLOSURE	INFORMATION / PAGE	SDG GOAL
GRI 102 - REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements.	2021 Annual Report , pp. 2-5 (pp. 10-13 of the PDF)	
102-46	Defining report content and topic Boundaries.	About This Report ; Refreshed Approach to ESG Reporting	
102-47	List of material topics.	Refreshed Approach to ESG Reporting	
102-48	Restatements of information.	Total Waste to Landfill ; Measuring Safety Performance	
102-49	Changes in reporting.	About This Report	
102-50	Reporting period.	About This Report	
102-51	Date of most recent report.	Our last report was published in December 2021 and covered fiscal years 2019 and 2020.	
102-52	Reporting cycle.	We are currently reporting biennially and are assessing our future schedule to align with new reporting requirements.	8
102-53	Contact point for questions regarding the report.	About This Report	
102-54	Claims of reporting in accordance with the GRI Standards.	About This Report	12
102-55	GRI content index.	GRI Index	12
102-56	External assurance.	The data within this report has not been externally verified.	

ECONOMIC**ECONOMIC PERFORMANCE**

103-1	Explanation of the material topic and its Boundary.	2021 Annual Report	8, 9
103-2	The management approach and its components.	2021 Annual Report	
103-3	Evaluation of the management approach.	2021 Annual Report	
201-1	Direct economic value generated and distributed.	2021 Annual Report , pp. 32-36 (pp. 40-43 of the PDF)	
201-2	Financial implications and other risks and opportunities due to climate change.	2021 Annual Report , p. 10 (p. 18 of the PDF)	
201-3	Defined benefit plan obligations and other retirement plans.	Benefits and Compensation 2022 Proxy Statement , pp. 49-81 (pp. 48-80 of the PDF)	
201-4	Financial assistance received from government.	Glatfelter 8-K, July 22, 2021 , p. 62	

PROCUREMENT PRACTICES

103-1	Explanation of the material topic and its Boundary.	Supply Chain Responsibility ; Glatfelter Supplier Code of Conduct ; Glatfelter Code of Business Conduct , p. 18 (p. 20 of the PDF); Glatfelter Human Rights Policy	5, 7, 12, 17
103-2	The management approach and its components.	Supply Chain Responsibility	
103-3	Evaluation of the management approach.	Supply Chain Responsibility	

STANDARD	DISCLOSURE	INFORMATION / PAGE	SDG GOAL
ANTI-CORRUPTION			
103-1	Explanation of the material topic and its Boundary.	Glatfelter Code of Business Conduct , pp. 7-10 (pp. 9-12 of the PDF); Supply Chain Responsibility ; Glatfelter Supplier Code of Conduct	9, 16
103-2	The management approach and its components.	Glatfelter Code of Business Conduct , pp. 7-10 (pp. 9-12 of the PDF); Supply Chain Responsibility ;	
103-3	Evaluation of the management approach.	Glatfelter Code of Business Conduct , pp. 7-10 (pp. 9-12 of the PDF)	
205-2	Communication and training about anti-corruption policies and procedures.	Glatfelter Code of Business Conduct , p. 4 (p. 6 of the PDF); Compliance and Ethics ; Glatfelter Supplier Code of Conduct	

ANTI-COMPETITIVE BEHAVIOR			
103-1	Explanation of the material topic and its Boundary.	Glatfelter Code of Business Conduct , pp. 13-14 (pp. 15-16 of the PDF); Supply Chain Responsibility ; Glatfelter Supplier Code of Conduct	9, 16
103-2	The management approach and its components.	Glatfelter Code of Business Conduct , pp. 13-14 (pp. 15-16 of the PDF); Supply Chain Responsibility ; Glatfelter Supplier Code of Conduct	
103-3	Evaluation of the management approach.	Glatfelter Code of Business Conduct , pp. 13-14 (pp. 15-16 of the PDF); Supply Chain Responsibility ; Glatfelter Supplier Code of Conduct	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	None	

ENVIRONMENTAL			
MATERIALS			
103-1	Explanation of the material topic and its Boundary.	A Legacy of Sustainability ; Innovative and Environmentally Responsible Products ; Approach to Innovation ; Enhancing Products' Sustainability Profile	9, 12
103-2	The management approach and its components.	Innovative and Environmentally Responsible Products ; Introducing Our New Environmental Goals ; Approach to Innovation ; Sustainability Policy ; Waste Web Page	
103-3	Evaluation of the management approach.	Innovative and Environmentally Responsible Products ; Introducing Our New Environmental Goals	
301-1	Materials used by weight or volume.	Innovative and Environmentally Responsible Products ; Introducing Our New Environmental Goals	

STANDARD	DISCLOSURE	INFORMATION / PAGE	SDG GOAL
ENERGY			
103-1	Explanation of the material topic and its Boundary.	2022 Proxy Statement , pp. 43-44 (pp. 42-43 of the PDF); Carbon and Climate	7, 12, 13
103-2	The management approach and its components.	Sustainability Policy ; Introducing Our New Environmental Goals	
103-3	Evaluation of the management approach.	Environmental Management in Our Operations ; Carbon and Climate ; Energy Initiatives Web Page	
302-1	Energy consumption within the organization.	Total Energy Usage ; 2022 Proxy Statement , p. 44 (p. 43 of the PDF)	
302-3	Energy intensity.	2022 Proxy Statement , p. 44 (p. 43 of the PDF)	
302-4	Reduction of energy consumption.	Total Energy Usage ; Introducing Our New Environmental Goals	

WATER AND EFFLUENTS			
103-1	Explanation of the material topic and its Boundary.	Water Management ; Natural Resources Web Page	6, 12
103-2	The management approach and its components.	2022 Proxy Statement , p. 44 (p. 43 of the PDF); Natural Resources Web Page ; Introducing Our New Environmental Goals	
103-3	Evaluation of the management approach.	Environmental Management in Our Operations ; Water Management	
303-1	Interactions with water as a shared resource.	Water Management	
303-3	Water withdrawal.	Water Management	
303-5	Water consumption.	Water Management ; Total Water Usage ; 2022 Proxy Statement , p. 44 (p. 43 of the PDF);	

EMISSIONS			
103-1	Explanation of the material topic and its Boundary.	Carbon and Climate ; Glatfelter Code of Business Conduct , p. 20 (p. 22 of the PDF); Greenhouse Gases Web Page	12, 13
103-2	The management approach and its components.	2022 Proxy Statement , p. 44 (p. 43 of the PDF); Greenhouse Gases Web Page ; Introducing Our New Environmental Goals	
103-3	Evaluation of the management approach.	Environmental Management in Our Operations ; Carbon and Climate ; Certifications by Facility	
305-1	Direct (Scope 1) Emissions.	GHG Emissions	
305-2	Indirect (Scope 2) Emissions.	GHG Emissions	
305-4	GHG Emissions Intensity.	2022 Proxy Statement , p. 44 (p. 43 of the PDF)	
305-5	Reduction of GHG Emissions.	GHG Emissions	

STANDARD	DISCLOSURE	INFORMATION / PAGE	SDG GOAL
WASTE			
103-1	Explanation of the material topic and its Boundary.	2021 Annual Report , p. 9, 21 (p. 17, 29 of the PDF); 2022 Proxy Statement , p. 44 (p. 43 of the PDF); Sustainable Solutions for a Better Future ; Waste Web Page	12, 17
103-2	The management approach and its components.	Environmental Management in Our Operations ; Waste Management ; Introducing Our New Environmental Goals ; Waste Web Page	
103-3	Evaluation of the management approach.	2022 Proxy Statement , p. 44 (p. 43 of the PDF); Total Waste to Landfill	
306-1	Waste generation and significant waste-related impacts.	2022 Proxy Statement , p. 44 (p. 43 of the PDF); Waste Management	
306-2	Management of significant waste-related impacts.	Environmental Management in Our Operations ; Waste Management ; Waste Web Page	
306-3	Waste generated.	2022 Proxy Statement , p. 44 (p. 43 of the PDF); Total Waste to Landfill	

SOCIAL**EMPLOYMENT**

103-1	Explanation of the material topic and its Boundary.	2021 Annual Report , p. 2, 6 (p. 4, 14 of the PDF); 2022 Proxy Statement , p. 46 (p. 45 of the PDF); Sustainability Policy ; Employee Attraction, Engagement and Retention ; Social Web Page	3, 8
103-2	The management approach and its components.	Sustainability Policy ; Benefits and Compensation	
103-3	Evaluation of the management approach.	Employee Statistics at a Glance	
401-1	New employee hires and employee turnover.	Employee Statistics at a Glance	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	Benefits and Compensation	

OCCUPATIONAL HEALTH AND SAFETY

103-1	Explanation of the material topic and its Boundary.	Glatfelter Code of Business Conduct , p. 5 (p. 7 of the PDF); 2021 Annual Report , pp. 1-2, 6, 24 (p. 4-5, 14, 32 of the PDF); Sustainability Policy ; Social Web Page	3, 8
103-2	The management approach and its components.	Glatfelter Human Rights Policy ; Policies and Certifications ; Multi-year Social Responsibility Goals ; Human Capital and Employee Well-Being ; Glatfelter Code of Business Conduct , pp. 16, 18 (pp. 18, 20 of the PDF); 2022 Proxy Statement , pp. 42, 45 (pp. 41, 44 of the PDF); Safety Spotlight	
103-3	Evaluation of the management approach.	2022 Proxy Statement , pp. 45, 47 (p. 44, 46 of the PDF); Measuring Safety Performance	

STANDARD	DISCLOSURE	INFORMATION / PAGE	SDG GOAL
OCCUPATIONAL HEALTH AND SAFETY, CONTINUED			
403-1	Occupational health and safety management system.	Policies and Certifications; Occupational Health and Safety; Health and Safety Golden Rules	
403-2	Hazard identification, risk assessment, and incident investigation.	Health and Safety Golden Rules	
403-4	Worker participation, consultation, and communication on health and safety.	Occupational Health and Safety; Occupational Health and Safety, continued; Measuring Safety Performance; Safety Survey	
403-5	Worker training on occupational health and safety.	2022 Proxy Statement , p. 47 (p. 46 of the PDF); Occupational Health and Safety; Occupational Health and Safety, continued	
403-6	Promotion of worker health.	Benefits and Compensation; 2022 Proxy Statement , p. 47 (p. 46 of the PDF)	
403-8	Workers covered by an occupational health and safety management system.	Occupational Health and Safety; Health and Safety Golden Rules	
403-9	Work-related injuries.	Measuring Safety Performance	

DIVERSITY AND EQUAL OPPORTUNITY			
103-1	Explanation of the material topic and its Boundary.	Fostering Diversity, Equity and Inclusion; 2022 Proxy Statement , p. 48 (p. 47 of the PDF); Glatfelter Code of Business Conduct , p. 15 (p. 17 of the PDF)	5, 8, 10
103-2	The management approach and its components.	Glatfelter Code of Business Conduct , p. 15 (p. 17 of the PDF); Multi-year Social Responsibility Goals	
103-3	Evaluation of the management approach.	Employee Statistics at a Glance	
405-1	Diversity of governance bodies and employees.	Corporate Governance; Employee Statistics at a Glance	

CUSTOMER HEALTH AND SAFETY			
103-1	Explanation of the material topic and its Boundary.	Product Safety and Performance	3, 12
103-2	The management approach and its components.	Product Safety and Performance; Policies and Certifications; Glatfelter Code of Business Conduct , p. 20 (p. 22 of the PDF); 2022 Proxy Statement , p. 44 (p. 45 of the PDF)	
103-3	Evaluation of the management approach.	Product Safety and Performance; Policies and Certifications	
416-1	Assessment of the health and safety impacts of product and service categories.	Policies and Certifications	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	Product Safety and Performance	