



2025 SUSTAINABILITY SUMMARY



A MESSAGE FROM OUR CEO



2024 was a transformational year for Clearwater Paper as we completed two major strategic transactions:

- We acquired the Augusta, Georgia, paperboard manufacturing facility, which increased our paperboard capacity by about 75%, enhanced our national geographic footprint and added approximately 700 talented and experienced people to our team.
- We divested our tissue business for \$1.06 billion and used the proceeds to significantly de-lever our balance sheet.

Clearwater Paper is now focused on being a premier independent supplier of paperboard packaging products to North American converters. While it was a year of change, one thing remains the same: our commitment to live out our Everyday Responsibility framework.

In this year’s Sustainability Summary — a streamlined version of our full report — you’ll find an overview of our progress across our focus areas of Resource Stewardship, Trusted Products and Thriving People and Communities. Key 2024 highlights include:

- Launching new training courses focused on safety for new hires and leadership skills for supervisors.
- Achieving a 75% reduction in significant injuries from 2023, with a single significant injury incident in 2024.

- Reducing identified safety risks by more than 20% versus the prior year.
- Becoming Water Stewardship Verified through The Water Council’s WAVE Program.
- Receiving multiple sustainability and safety awards, including AF&PA’s Leadership in Sustainability award and PPSA’s Safety Innovator and Safety Committee awards.
- Positively impacting our local communities through volunteerism and donations, especially in the face of devastating weather events such as Hurricane Helene.

These accomplishments are the result of our team’s dedication to operating sustainably and with integrity every day. We are proud of what we achieved together in 2024 and look forward to continuing our progress in 2025 and beyond.

Sincerely,



Arsen S. Kitch
President and Chief Executive Officer

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About this report

This report serves as a summary overview of Clearwater Paper’s 2024 sustainability initiatives and progress. This includes both quantitative and qualitative information and progress toward our sustainability goals using baseline data, as noted throughout the summary.

OUR COMPANY

CLEARWATER PAPER IS A PREMIER INDEPENDENT SUPPLIER OF PAPERBOARD PACKAGING PRODUCTS TO NORTH AMERICAN CONVERTERS.

Our team produces high-quality paperboard that provides sustainable packaging solutions for consumer goods and food service applications.

\$1.5 to \$1.6 billion
 approximate annual revenue

2,000
 approximate employees

7 manufacturing locations
 in the United States*

1.4 million
 approximate tons annual paperboard capacity

OUR INNOVATIVE, SUSTAINABLE SOLUTIONS

Recognized for our outstanding products, collaborative service and strategic insight, we create high-quality paperboard products made from sustainably sourced, renewable materials.

FOODSERVICE



FOLDING CARTON



* As of December 31, 2024, this number of locations does not include our headquarters or administrative offices. It does include Manchester Industries locations, which is a wholly owned subsidiary of Clearwater Paper.

CLEARWATER CORE

The Clearwater Core is the foundation for our company and how we deliver excellence. It includes:

OUR PURPOSE

To be an indispensable part of daily life for our people, customers and communities.

OUR MISSION

We deliver excellence through our products and people in sustainable ways.

OUR CUSTOMER PROMISE

You can count on us to deliver on our commitments and to be easy to work with — so that we can thrive together.

OUR CORE VALUES

Commitment is our cornerstone

Collaboration makes a stronger team

Communication builds bridges

Courage in action

Character matters

OUR SUSTAINABILITY APPROACH

At Clearwater Paper, we create reliable products that enable sustainable choices without compromising on performance. That comes with a responsibility to ensure the highest quality and a commitment to being stewards of our natural resources. This is our **Everyday Responsibility**.

For us, that means making responsible sourcing choices across our supply chain, operating ethically, safely and sustainably, and empowering the people behind our products. Everyday Responsibility is our sustainability framework that guides us to make products consumers can feel good about, while striving to be a company that customers are excited to partner with, our employees are proud to work for and our communities can count on.

Using insights from our most recent materiality assessment,* we are advancing our sustainability goals through a comprehensive understanding of risks, opportunities and potential impacts across our operations. Details from this assessment, including our key material topics, can be found in the [Appendix](#) of this report.

EVERYDAY RESPONSIBILITY



Resource Stewardship

We care for the conservation and protection of the planet’s air, water and land.



Trusted Products

We create reliable, high-quality products that enable sustainable choices without compromising performance.



Thriving People & Communities

We are dedicated to ensuring the safety of our people, building strong communities and infusing our values into everything we do.

2024 Highlights



WAVE Verified
through The Water Council’s WAVE program



Leadership in Sustainability Award
Received from American Forest & Paper Association



Safety Innovator and Safety Committee Awards
Received from Pulp & Paper Safety Association



“B” Score
Achieved on 2024 CDP Corporate Questionnaire



Achieved certification**
Forest Stewardship Council® (FSC®)
Sustainable Forestry Initiative® (SFI®)
Programme for the Endorsement of Forest Certification (PEFC)



78 non-profit organizations
Supported by Clearwater Paper throughout 2024

* Clearwater Paper’s most recent materiality assessment was conducted in 2023.
** Clearwater Paper’s FSC license numbers are SA-COC-012976, SA-COC-012976-B, SA-COC-012976-C, SA-CW-012976, SA-CW-012976-B and SA-CW-012976-C.
Clearwater Paper’s SFI license number is NSF-SFI-COC-C0035688. Clearwater Paper’s PEFC license number is NSF-PEFC-COC-0035688.

OUR GOALS & PROGRESS

In 2024, Clearwater Paper continued to make progress in key areas of our business and built capacity to meet our sustainability goals. Without sacrificing product performance, these goals contribute to building upon our sustainability track record within the paperboard industry while moving our business strategy forward and meeting the needs of our stakeholders.

	GOAL	PROGRESS
 Resource Stewardship	Establish a science-based greenhouse gas reduction goal.	Achieved: Received validation from Science Based Targets initiative (SBTi) to reduce absolute Scope 1 and 2 GHG emissions by 29.1% by 2030 from a 2021 baseline and reduce absolute Scope 3 GHG emissions by 25% within the same timeframe.
	Reduce Scope 1 and 2 GHG emissions by at least 29.1% by 2030 from 2021 baseline.	Due to the significant restructuring of our business in 2024 (divesting our tissue business and acquiring a mill in Augusta, Georgia) our GHG emissions profile changed and our plans for reduction will need to adjust. We remain committed to our 2030 emissions reduction goal as we integrate recent strategic changes into our operations.
	Reduce Scope 3 emissions by 25% by 2030 from 2021 baseline.	In 2024, we began working more closely with our suppliers to understand and influence the areas that contribute to our Scope 3 emissions. These are the early steps of the long-term engagement that will be needed to reach our reduction goal.
	Reduce water intake intensity at our manufacturing sites by 10% from a 2024 baseline by 2030.	New Goal: Progress not applicable for 2024. 2025 progress to be shared in next year's report.
 Trusted Products	75% of our solid bleached sulfate (SBS) products will be recyclable or compostable by 2030.	New Goal: Progress not applicable for 2024. 2025 progress to be shared in next year's report.
 Thriving People & Communities	Introduce paid parental leave to eligible employees by 2025.	Achieved: Introduced leave to all eligible (non-union) employees in 2023.
	Deliver a 20% improvement in the controls of identified safety hazards.	Achieved: 27% risk reduction for identified safety hazards.
	Implement employee engagement survey to establish baseline metrics.	New Goal: Progress not applicable for 2024. 2025 progress to be shared in next year's report.
Responsible Business	Include sustainability performance metrics in executive compensation.	Achieved: Linked executive compensation to strategic objectives and performance including sustainability factors.



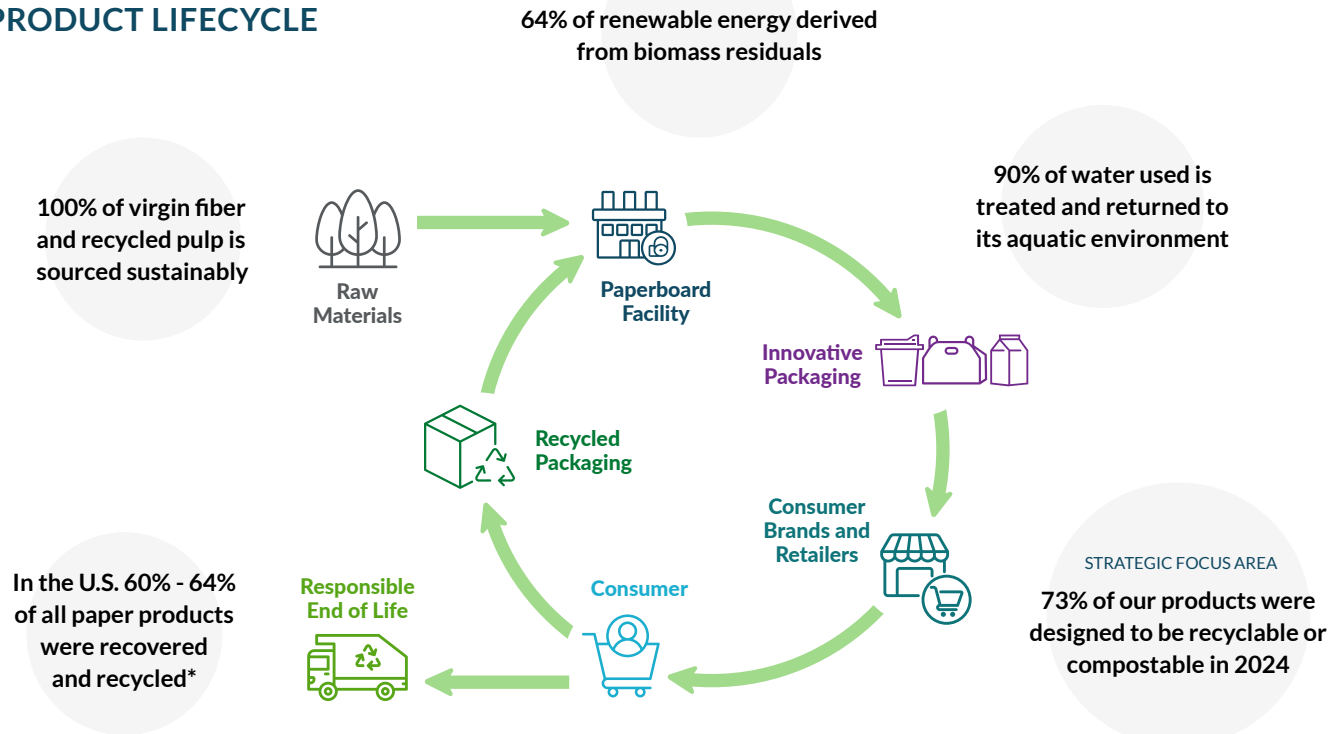
RESOURCE STEWARDSHIP

Natural resource conservation is integral to the success of our business and industry. Through our continued efforts to reduce water use, and reduce waste, air emissions and effluent discharges, we are driving efficiency in operations while improving our impact in the communities where we live and work.

[Learn more about Resource Stewardship](#)

[In the Appendix](#) | [On our website](#)

ADVANCING CIRCULARITY THROUGHOUT OUR PRODUCT LIFECYCLE



* According to American Forest & Paper Association (AF&PA) 60% - 64% of paper available for recovery in the United States was recycled in 2024.

WATER STEWARDSHIP

In 2024, Clearwater Paper became WAVE Verified through The Water Council's WAVE Program. The program allowed us to assess and address water usage, impacts and risks, ultimately leading to improved water stewardship. As a result, we then created a plan to implement actions and set targets that mitigate the highest-priority risks and address key opportunities.

BUILDING STRONG PARTNERSHIPS

We are committed to working with partners to accelerate best practices in responsible sourcing and promote biodiversity.

To support conservation near our Augusta, Georgia mill, we established a partnership with Ducks Unlimited in 2024. Through a financial contribution, Clearwater Paper is helping advance their work to place conservation easements on nearly 3,900 acres of high conservation value along the Savannah River corridor.

2024
EMISSIONS
(CO₂e)



Scope 1
875.1

Scope 2
231.5



TRUSTED PRODUCTS

We take pride in creating paperboard products that meet consumer demand for sustainable choices and help our customers achieve their sustainability goals. We ensure all wood fiber in our products is responsibly sourced through extensive third-party certifications and are investing in product innovation to continue delivering reliable, recyclable products.

Learn more about Trusted Products
[In the Appendix](#) | [On our website](#)

SUSTAINABLE PRODUCT INNOVATION



We design Candesce®, our flagship brand of renewable SBS paperboard, for premium, high-performance packaging applications. It offers superior printability, strength and durability, making it ideal for high-end consumer goods, cosmetics and pharmaceuticals. Many of our Candesce® products are third-party verified compostable (BPI-certified), and we are actively working to achieve BPI-certification for other strategically selected Candesce® products.



NuVo® is our premium cupstock solution, designed with 35% post-consumer recycled fiber to support the next generation’s sustainability goals. Engineered using advanced multi-ply fiber blending technology, NuVo® delivers optimized strength and stretch for reliable, consistent forming while maintaining a smooth, high-quality print surface ideal for the most demanding design applications.



Premium paperboard with 10% or 30% post-consumer recycled fiber, ReImagine® provides high-definition sustainability for SBS folding carton and print applications, which is FDA compliant for all types of food contact. In 2024, we introduced ReImagine® Blister, which expands our folded carton packaging solutions with post-consumer recycled fiber content.

SOURCING SUSTAINABLY

Sourcing wood from suppliers that use responsible forestry practices has long been a part of our procurement strategy. We maintain wood fiber certification systems at all of our mills, including:

<u>Forest Stewardship Council® (FSC®)</u>	<u>Sustainable Forestry Initiative® (SFI®)</u>	<u>Programme for the Endorsement of Forest Certification (PEFC)</u>
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2024 PROCURED WOOD AND PULP



United States
96.3%

Canada
3.6%

Uruguay
0.1%



THRIVING PEOPLE & COMMUNITIES

Our people are at the core of what we do at Clearwater Paper. We are dedicated to safe operations and developing valuable connections with our people, communities and local partners. This commitment drives our priorities and policies toward a culture of safety, inclusivity and employee well-being.

Learn more about Thriving People & Communities
[In the Appendix](#) | [On our website](#)

SUPPORTING OUR COMMUNITIES

Through charitable contributions, volunteerism, sponsorships and partnerships with local organizations, we aim to help our towns and cities thrive. Some 2024 highlights included:



HELPING WITH HURRICANE RECOVERY IN THE SOUTHEAST

Hurricane Helene impacted our Augusta, Georgia, and Shelby, North Carolina, mills. We supported affected employees and communities with a blood drive in partnership with the [American Red Cross](#) and with in-kind donations, including meals, gas and paper products. Our Augusta mill also repurposed 25,320 tons of salvaged wood from cleanup efforts for pulp fiber production.



FIGHTING CANCER WITH COOKING IN IDAHO

Our Lewiston, Idaho, mill provided the [Lili GC Foundation](#) with a \$20,000 donation for the installation of an industrial kitchen at their facility, allowing them to host monthly cooking classes. While mainly focused on those with cancer, the classes are also open to those with diabetes and obesity and others who could benefit from improved nutrition.



EMPOWERING INDIVIDUALS IN ARKANSAS

Our Cypress Bend, Arkansas, mill partnered with the [Jodie Partridge Center](#), an organization that supports individuals with developmental disabilities through personalized instruction and services. Through a \$15,000 donation, we helped the Center upgrade their outdoor equipment and space to prepare for the Special Olympics.

PRIORITIZING OUR PEOPLE

We provide training and opportunities for all employees to be successful. In 2024, this included:



NEW HIRE SAFETY TRAINING

In 2024, we launched a hands-on safety program that prioritizes serious injury prevention through hazard recognition and control training. Instead of classroom-only instruction, new employees participate in practical hazard demonstrations and extensive floor time to experience real workplace hazards and understand how to utilize controls to protect themselves firsthand.



LAUNCH, LEAD* AND LEVERAGE

Our new centralized leadership development programs empowered more than 170 participants in 2024. Through a tiered approach, these programs span from new supervisors to executive management, to ensure consistent, targeted development, which supports growing strong leaders and thriving teams.

* Leadership Excellence (through) Accelerated Development.



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ABOUT THIS SUMMARY REPORT

This report serves as a summary overview of our sustainability initiatives and progress. This includes both quantitative and qualitative information and progress toward our sustainability goals using baseline data, as noted throughout the summary.

This report is for the calendar year ending on December 31, 2024. It includes information from the seven U.S. locations that we owned as of December 31, 2024. Unless otherwise noted, the scope of this report is limited to Clearwater Paper's corporate headquarters and centers, where we hold exclusive operational control of day-to-day property management responsibilities. All information regarding Clearwater Paper that we conclude is material under the securities laws will be appropriately disclosed in our SEC filings.

We self-declare that this report has been prepared in accordance with the GRI Standards. As required, a GRI Index at the end of this report is included. We align with the SASB Standard for the Renewable Resources and Alternative Energy Sector — Pulp and Paper Products and have included a SASB Index. Additionally, the report describes our approach to climate risk, consistent with TCFD recommendations. We intend to continue to report against the aforementioned frameworks and standards annually.

For additional information regarding this summary report and its contents, please visit our website at www.clearwaterpaper.com.

PERFORMANCE DATA

RESOURCE STEWARDSHIP

Metric	2021	2022	2023	2024
ENERGY & EMISSIONS*				
RENEWABLE AND NON-RENEWABLE ENERGY (TOTAL kWh - BILLIONS)				
Energy from renewable sources	5.5	5.4	5.5	9.8
Percent change from baseline		-1.7%	1.4%	80.1%
Percent of renewable sources	55%	56%	55%	64%
Energy from nonrenewable sources	4.5	4.3	4.5	5.5
Percent change from baseline		-3.8%	-0.5%	23.0%
Percent of nonrenewable sources	45%	44%	45%	36%
Total kWh	9.9	9.7	10.0	15.3
Percent change from baseline (total)		-2.6%	3.3%	54.5%
GREENHOUSE GAS EMISSIONS FROM FOSSIL FUEL COMBUSTION (TOTAL METRIC TONS X 1,000)				
CO ₂ e – Scope 1	596.1	559.4	593.4	875.1
Percent change from 2021 baseline		-6.2%	-0.5%	46.8%
CO ₂ e – Scope 2 market-based	328.7	347.7	320.0	231.5
Percent change from 2021 baseline		5.8%	-2.7%	-29.6%

Metric	2021	2022	2023	2024
ELECTRICITY USE (kWh - THOUSANDS)				
Electricity consumed from grid (MWh)	869.4	877.2	860.4	417.0
Percent change from baseline (consumed)		0.9%	-1.0%	-52.0
Electricity generated (MWh)	362.8	388.0	367.7	346.3
Percent change from baseline (generated)		7.0%	1.4%	1.4%
Total kWh (Million)	1.2	1.3	1.2	0.8
Percent change from baseline (total)		2.7%	-0.2%	33.3%
AIR QUALITY (EMISSIONS IN POUNDS)				
PM emissions (million pounds)	1.7	2.4	1.8	1.6
Percent change from baseline		-37.6%	3.8%	-7.3%
VOC emissions (million pounds)	3.3	3.4	3.2	2.7
Percent change from baseline		3.0%	-4.3%	-19.1%
NO _x emissions (million pounds)	7.0	7.2	6.7	6.6
Percent change from baseline		2.9%	-3.8%	-5.7%
SO _x emissions (million pounds)	2.0	2.0	1.8	1.6
Percent change from baseline		0.0%	-12.0%	-19.0%
HAP emissions (million pounds)	1.3	1.2	1.4	1.1
Percent change from baseline		-7.7%	7.7%	-15.4%

* Due to structural changes to our organization and operations, data for 2024 is not comparable to data from 2021-2023. Data for the years 2021-2023 do not include our Augusta, Georgia bleached paperboard manufacturing facility, which was acquired in May 2024. 2024 data is inclusive of our Augusta, Georgia facility but does not include our tissue business, which was sold in November 2024.

Metric	2021	2022	2023	2024
WATER STEWARDSHIP*				
WATER INTAKE (MILLION GALLONS)				
Total Water Intake (Water withdrawn)	31,019	31,056	31,061	31,958
Percent change from baseline		0.1%	0.1%	3.0%
BOD AND TSS (POUNDS PER DAY)				
BOD Discharged	23,019	22,869	21,652	23,132
Percent change from baseline (BOD)		-0.7%	-5.9%	0.5%
TSS Discharged	38,918	29,803	28,828	30,318
Percent change from baseline (TSS)		-23.4%	-25.9%	-22.1%
WASTEWATER DISCHARGE (MILLION GALLONS)				
Total Wastewater Discharge (Water discharge)	29,594	30,029	29,734	28,766
Percent Water Returned to the Environment	95.4%	96.7%	95.7%	90.0%
Percent change from baseline		1.3%	0.3%	-5.7%
WATER CONSUMED (MILLION GALLONS)				
Total Water Consumed	1,425	1,027	1,327	3,192
WASTE MANAGEMENT*				
SOLID WASTE - LANDFILL (METRIC TONS)				
Solid Waste	199,585	203,843	187,380	186,179
Percent change from baseline		2.1%	-6.1%	-6.7%
HAZARDOUS WASTE (POUNDS)				
Hazardous Waste	4,911	13,175	11,793	92,200
Percent change from baseline		168.3%	140.1%	1777.4%

TRUSTED PRODUCTS

Metric	2024
SUSTAINABLE PRODUCTS	
RECYCLED AND ALTERNATIVE FIBER USAGE - PAPERBOARD	
Pre-consumer recycled fiber	4.2%
Post-consumer recycled fiber	0.6%
RESPONSIBLE SOURCING	
PROCURED WOOD AND PULP SOURCE TYPE	
FSC COC certified	5.2%
FSC controlled wood	85.3%
SFI fiber sourcing	9.5%
ORIGIN OF PROCURED WOOD AND PULP	
Country	Purchased Wood and Pulp
United States	96.3%
Canada	3.6%
Brazil	0%
Sweden	0%
Uruguay	0.1%

* Due to structural changes to our organization and operations, data for 2024 is not comparable to data from 2021-2023. Data for the years 2021-2023 do not include our Augusta, Georgia bleached paperboard manufacturing facility, which was acquired in May 2024. 2024 data is inclusive of our Augusta, Georgia facility but does not include our tissue business, which was sold in November 2024.

THRIVING PEOPLE & COMMUNITIES

Metric	2024
HEALTH & SAFETY	
INJURY SEVERITY	
No. of lost days	1,080
Lost time severity rate	45.4
LOST TIME INJURIES	
No. of lost time cases	27
Lost time incident rate	1.14
PROACTIVE SAFETY RISK REDUCTION	
Risk reduction from baseline	27.0%
SERIOUS INJURY AND FATALITY (SIF)	
No. of cases	1
Serious Injury and Fatality (SIF) case rate	0.04
Fatality	0
INCLUSION	
DEMOGRAPHICS: ALL EMPLOYEES	
Underrepresented Groups	22.7%
White	77.3%
Total Employees	2,207
DEMOGRAPHICS: HOURLY EMPLOYEES	
Underrepresented Groups	26.8%
White	73.2%
Total Employees	1,522

* The turnover rate for 2024 includes 3.4% involuntary turnover and 8.4% voluntary turnover (including retirements).

Metric	2024
DEMOGRAPHICS: SALARIED EMPLOYEES	
Underrepresented Groups	13.7%
White	86.3%
Total Employees	685
AGE DEMOGRAPHICS: ALL EMPLOYEES	
Under 30	15.5%
30-50	48.8%
Over 50	35.7%
Total Employees	2,207
GENDER DEMOGRAPHICS: ALL EMPLOYEES	
Female Employees	13.8%
Male Employees	86.2%
Total Employees	2,207
GENDER DEMOGRAPHICS: SALARIED EMPLOYEES	
Female Employees	31.5%
Male Employees	68.5%
Total Employees	685
TURNOVER BY GENDER	
Female Employees	10.0%
Male Employees	90.0%
Total Employees	260
Total Turnover Rate*	11.8%

GLOBAL REPORTING INITIATIVE (GRI) INDEX

This GRI Content Index has been prepared in accordance with the GRI Standards (GRI 1: Foundation 2021) for the period of January 1, 2024 to December 31, 2024 unless otherwise noted in response to a specific disclosure.

Disclosure	Disclosure Title	Response				
GRI 2: GENERAL DISCLOSURES						
2-1	Organizational details	Clearwater Paper Corporation Spokane, Washington Clearwater Paper Corporation is a publicly traded company listed on the New York Stock Exchange as CLW and a Delaware Corporation. 2025 Sustainability Summary, Our Company, p. 3				
2-2	Entities included in the organization’s sustainability reporting	Clearwater Paper Corporation 10-K				
2-3	Reporting period, frequency and contact point	Unless otherwise noted in specific disclosures, information in our GRI Index and Sustainability Summary covers the period from January 1, 2024 to December 31, 2024. Clearwater Paper Corporation reports annually. We welcome questions and comments on our summary report at corporate.communications@clearwaterpaper.com. 2025 Sustainability Summary, About this Summary Report, p. 9				
2-4	Restatements of information	Data for previous year’s GRI 302: Energy, 303: Water, 305: Emissions and 306: Waste has been restated due to the sale of our tissue business (finalized in November 2024) and the acquisition of the Augusta, Georgia bleached paperboard manufacturing facility in May 2024.				
2-5	External assurance	Clearwater Paper Corporation received external assurance from a third party for our Scope 1 and 2 greenhouse gas (GHG) emissions and categories 1, 3, 9, 10 and 12 of our Scope 3 emissions. Please see verification statement from Apex Companies, LLC. External assurance was not sought for other data points or the report as a whole.				
2-6	Activities, value chain and other business relationships	Clearwater Paper manufacturing facilities and all assets are located in the continental United States. Clearwater Paper is a world-class manufacturer of high-quality paperboard. For more details on products, see the Trusted Products section of our 2025 Sustainability Summary and our website. We do not manufacture products that are banned.				
2-7	Employees	<table><tr><td>Full-time employees: 2,207</td><td>Female — total employees: 13.8%</td></tr><tr><td>Temporary employees: 11</td><td>Male — total employees: 86.2%</td></tr></table>	Full-time employees: 2,207	Female — total employees: 13.8%	Temporary employees: 11	Male — total employees: 86.2%
Full-time employees: 2,207	Female — total employees: 13.8%					
Temporary employees: 11	Male — total employees: 86.2%					
2-8	Workers who are not employees	Clearwater Paper Corporation uses contracted labor to meet fluctuating demands throughout the year. Contractor headcount is not available at this time.				

Disclosure	Disclosure Title	Response
2-9	Governance structure and composition	As a public company, Clearwater Paper Corporation is governed by a Board of Directors. The Board has three committees, each made up of entirely independent directors. These include: the Audit Committee, the Compensation Committee and the Nominating and Governance Committee. The Audit Committee assists the Board in its oversight of our accounting, financial reporting and internal accounting control matters, including sustainability. As sustainability and cybersecurity become required reporting for publicly-traded companies, this Committee is responsible for reviewing and overseeing major financial risks related to sustainability and cybersecurity and the steps management has taken to monitor and control these risks. The Compensation Committee oversees our executive compensation and benefits programs, including establishing the performance measurements and targets for executive officers incentive pay. The Committee is also responsible for oversight of company practices, strategies and policies related to human capital management. The Nominating and Governance Committee identifies, evaluates, recruits and recommends to the Board nominees for election as directors, as well as assists the Board in its review of the development, oversight and implementation of the Company's sustainability policies, programs and practices, and discusses sustainability matters with management including environmental protection, community and social responsibility and human rights. The Board reviews sustainability matters at least semi-annually and additional times throughout the year. 2025 Proxy Statement Corporate Governance Guidelines
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement
2-11	Chair of the highest governance body	2025 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability is integrated throughout all levels of our organization and is governed by our Board of Directors. Our Board and its principal committees oversee Clearwater Paper's sustainability practices and regularly incorporate sustainability issues, including climate-related topics, into quarterly Board meetings. 2025 Proxy Statement
2-13	Delegation of responsibility for managing impacts	TCFD Index 2025 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Our 2025 Sustainability Summary has been reviewed by the Board of Directors and approved by executive leadership prior to publication. 2025 Proxy Statement
2-15	Conflicts of interest	2025 Proxy Statement Code of Business Conduct and Ethics Supplier Code of Conduct

Disclosure	Disclosure Title	Response
2-16	Communication of critical concerns	2025 Proxy Statement Code of Business Conduct and Ethics Supplier Code of Conduct
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement
2-19	Remuneration policies	2025 Proxy Statement
2-20	Process to determine remuneration	2025 Proxy Statement
2-21	Annual total compensation ratio	2025 Proxy Statement
2-22	Statement on sustainable development strategy	See a message from our CEO on page 2 of our 2025 Sustainability Summary.
2-23	Policy commitments	Code of Business Conduct and Ethics Human Rights Policy Supplier Code of Conduct
2-24	Embedding policy commitments	Respecting human rights is fundamental to our core values. Our Human Rights Policy, applicable to all people working for Clearwater Paper, establishes the minimum standards we are committed to meeting to prevent, identify and mitigate adverse human rights impacts of our operations and value chain. As part of our implementation of policies to avoid discrimination, Clearwater Paper provides a Code of Business Conduct and Ethics hotline for anonymous reporting concerns about ethics, regulatory compliance and other matters. The whistleblower hotline is independent and available 24/7. All calls into the Code of Business Conduct and Ethics reporting lines are fully investigated with resolution. The Legal department ensures that management, at an appropriate level, is informed about reported issues. Summary information on all reported issues and the status on all open items is provided to the Audit Committee of the company's Board of Directors. See our Reporting Concerns Hotlines and Policy document for more information. Our Supplier Code of Conduct ensures transparency in our supply chains and fiber certification of our suppliers. Compliance with the Supplier Code of Conduct is integrated into our supply contracts, fiber certification standards and Purchase Order terms and conditions.
2-25	Processes to remediate negative impacts	Code of Business Conduct and Ethics
2-26	Mechanisms for seeking advice and raising concerns	See GRI 2-24, our Reporting Concerns Hotlines and Policy document and our 2025 Proxy Statement .
2-27	Compliance with laws and regulations	In 2024, there were two incidents at our Lewiston, Idaho mill regarding environmental recordkeeping regulations. These matters have been resolved with the EPA.

Disclosure	Disclosure Title	Response																								
2-28	Membership associations	Clearwater Paper is a member of the following associations: American Forest and Paper Association (AF&PA), the Forest Stewardship Council (FSC®), the Sustainable Forestry Initiative (SFI®), Idaho Association of Commerce & Industry (IACI), National Council of Air and Stream Improvement (NCASI), the Northwest Pulp and Paper Association, the Arkansas Forest and Paper Council, the Arkansas Forestry Association (AFA), the Georgia Forestry Association (GFA), the Georgia Paper & Forest Products Association (GPFP), Georgia Association of Manufacturers (GAM), the Sustainable Packaging Coalition (including the How to Recycle Program), the Foodservice Packaging Institute (including the Paper Cup Alliance and the Paper Recovery Alliance), and Programme for the Endorsement of Forest Certification (PEFC).																								
2-29	Approach to stakeholder engagement	As part of our strategy, we regularly complete a materiality assessment to refine our understanding of the sustainability risks, opportunities and impacts that are most material to our business, society and the environment. We performed our most recent materiality assessment in 2023, which engaged internal and external stakeholders through a survey and interviews to update our understanding of sustainability factors that are a priority for our business. We also regularly engage internal and external stakeholders through a variety of communications.																								
2-30	Collective bargaining agreements	As of December 31, 2024, approximately 1,400 of our employees are covered under collective bargaining agreements.																								
GRI 3: MATERIAL TOPICS																										
3-1	Process to determine material topics	In 2023, we conducted our most recent materiality assessment. We engaged internal and external stakeholders through interviews and surveys to determine the highest priority sustainability topics, risks, opportunities and impacts that are the most significant to our business, society, the environment and our stakeholders.																								
3-2	List of material topics	We identified 16 material topics, which are listed below aligned with our strategic pillars. Note that topics are listed in alphabetical order under each pillar and do not denote order of priority. <table><tr><th>Resource Stewardship</th><th>Trusted Products</th><th>Thriving People & Communities</th><th>Responsible Business</th></tr><tr><td>Air pollution</td><td>Circular economy</td><td>Community engagement & investment</td><td>Anti-corruption</td></tr><tr><td>Climate and GHG</td><td>Responsible supply chain</td><td>Employee experience</td><td>Business ethics</td></tr><tr><td>Energy</td><td>Sustainable innovation</td><td>Inclusion and engagement</td><td>Data privacy & cybersecurity</td></tr><tr><td>Waste</td><td></td><td>Occupational health & safety</td><td>Product certifications</td></tr><tr><td>Water</td><td></td><td></td><td></td></tr></table>	Resource Stewardship	Trusted Products	Thriving People & Communities	Responsible Business	Air pollution	Circular economy	Community engagement & investment	Anti-corruption	Climate and GHG	Responsible supply chain	Employee experience	Business ethics	Energy	Sustainable innovation	Inclusion and engagement	Data privacy & cybersecurity	Waste		Occupational health & safety	Product certifications	Water			
Resource Stewardship	Trusted Products	Thriving People & Communities	Responsible Business																							
Air pollution	Circular economy	Community engagement & investment	Anti-corruption																							
Climate and GHG	Responsible supply chain	Employee experience	Business ethics																							
Energy	Sustainable innovation	Inclusion and engagement	Data privacy & cybersecurity																							
Waste		Occupational health & safety	Product certifications																							
Water																										
GRI 101: BIODIVERSITY 2024																										
3-3	Management of material topics	Our sourcing commitments are critical in ensuring that the impacts to biodiversity in our supply chain are transparent and minimized. We do not grow trees or own timberland. We source our fiber from various suppliers. As part of our support of sustainable forestry practices, we use chain-of-custody-certified and controlled wood — meaning we maintain 100% of our pulp as certified or controlled wood from known sources. We always know where our fiber comes from and how it was produced. We are committed to working with our suppliers to ensure certification standards are followed through contracts and supply agreements and an annual audit process. We also include a requirement that our suppliers specifically comply with the Lacey Act, which is a conservation law in the United States that prohibits trade in wildlife, fish and plants that have been illegally taken, possessed, transported or sold. 2025 Sustainability Summary, Trusted Products, p. 7																								

Disclosure	Disclosure Title	Response
101-4	Identification of biodiversity impacts	All of our paper products are available with Forest Stewardship Council (FSC®), Sustainable Forestry Initiative (SFI®) or Programme for the Endorsement of Forest Certification (PEFCTM) certification. Clearwater Paper also serves on the Clearwater Basin Advisory Group (Clearwater BAG) in Idaho. This ten-member group works with Idaho Department of Environmental Quality to establish monitoring locations and water quality priorities within the Clearwater Basin. This group also allocates money to improve stream habitat. 2025 Sustainability Summary, Our Sustainability Approach, p. 4
GRI 201: ECONOMIC PERFORMANCE 2016		
3-3	Management of material topics	2025 Sustainability Summary, Resource Stewardship, p. 6 and Thriving People & Communities, p. 8 Clearwater Paper Sustainability Website
201-1	Direct economic value generated and distributed	2025 Sustainability Summary, Thriving People & Communities, p. 8 Clearwater Paper Sustainability Website
201-2	Financial implications and other risks and opportunities due to climate change	Clearwater Paper Corporation 10-K For more information, see the TCFD index and our 2024 CDP response.
GRI 205: ANTI-CORRUPTION 2016		
3-3	Management of material topics	Code of Business Conduct and Ethics Supplier Code of Conduct
205-2	Communication and training about anti-corruption policies and procedures	Our Code of Business Conduct and Ethics provides ethical standards and corporate policies that apply to all our directors, officers and employees. Our Ethics Code requires, among other things, that our directors, officers and employees act with integrity and the highest ethical standards, comply with laws and other legal requirements, engage in fair competition, avoid conflicts of interest and otherwise act in our best interests. We also adopted a Code of Ethics for Senior Officers that applies to senior management and ensures accurate, full, fair and timely reporting of information related to finances, internal controls, fraud and legal compliance. Annually, all employees are trained on the Code of Business Conduct and Ethics annually and must sign an acknowledgment. Senior officers must also sign an acknowledgment for the Code of Ethics for Senior Officers.
205-3	Confirmed incidents of corruption and actions taken	In 2024, we had no alleged incidents of corruption.
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016		
3-3	Management of material topics	Code of Business Conduct and Ethics Code of Ethics for Senior Officers See also GRI 205-2.

Disclosure	Disclosure Title	Response
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2024, there were no legal actions or allegations as to anti-competitive behavior, antitrust or monopoly practices.
GRI 301: MATERIALS 2016		
3-3	Management of material topics	Our products can provide more sustainable alternatives to products that are made from non-renewable resources. Wood, the primary raw material used in our products — in the form of chips, sawdust, pulp and logs — is a 100% renewable and commonly recycled resource. We only procure wood and wood pulp from sustainable sources and validate the application of sustainable fiber sourcing standards through an annual audit process. 2025 Sustainability Summary, Trusted Products, p. 7 Clearwater Paper Sustainability Website
301-1	Materials used by weight or volume	Renewable materials: 2,495,694 tons including wood and pulp.
301-2	Recycled input materials used	6% of purchased pulp during the reporting period was recycled pulp.
GRI: 302 ENERGY 2016		
3-3	Management of material topics	We track and monitor our energy use to support our goals around operational efficiency and reducing greenhouse gas (GHG) emissions, contributing to a more sustainable future. By measuring and verifying our energy data, we are able to improve production efficiency and reduce energy-related impacts. We continue to invest in energy efficiency initiatives and prioritize the use of renewable biofuels, along with self-generated steam and electricity, whenever possible. In 2024, 65% of our energy needs were met with renewable fuels including renewable biomass, while 35% came from purchased electricity, natural gas, fuel oil, diesel, gasoline and propane. 2025 Sustainability Summary, Resource Stewardship, p. 6
302-1	Energy consumption within the organization	Total energy consumption: 55,243,490 gigajoules Non-renewable fuel consumption: 19,795,145 gigajoules (includes electric, natural gas, propane, diesel fuel, gasoline and fuel oil) Gigajoules per site: • Lewiston, ID: 7,642,573 • Cypress Bend, AR: 4,584,902 • Augusta, GA: 7,545,262 • Manchester Industries sites (5 total): 22,408 Electricity from the grid: 1,501,328 gigajoules Renewable fuel consumption: 35,448,345 gigajoules (including biomass and black liquor) Gigajoules per site: • Lewiston, ID: 13,918,904 • Cypress Bend, AR: 5,392,301 • Augusta, GA: 16,137,140 Note: Volumes from invoices or measured process parameters, conversion factors from third party. 2025 Sustainability Summary, Performance Data, Energy and Emissions, p. 10

Disclosure	Disclosure Title	Response
302-3	Energy intensity	Total energy intensity: 10,698 kWh/ton total production Notes: • Total production includes paper production and converted production. • Total energy includes electric, natural gas, propane, diesel fuel, gasoline, fuel oil, biomass and black liquor.
302-4	Reduction of energy consumption	There was no reduction in total energy consumption in 2024. However, we continue to pursue renewable energy sources with a focus on expanding utilization of biomass and decreasing the use of nonrenewable sources. Additionally, we continue to make investments to improve energy efficiency in our operations, purchasing available green energy and developing a long-term strategy for our sites.
302-5	Reductions in energy requirements of products and services	We are continuously working to improve energy efficiency and optimization. We focus on the efficiency of our technology and continuously improving the circularity of our products and packaging to conserve energy and materials throughout our supply chain.
GRI 303: WATER AND EFFLUENTS 2018		
3-3	Management of material topics	Our approach to managing water stewardship focuses on water use reduction and ongoing water use efficiencies. We measure water use as total intake and relative to the tons of paper we produce. We monitor trends to assess usage patterns and annually set reduction goals at the facility level. We work to reuse and recycle water within our processes, and we ultimately return the majority of the water we use back to its original source. We are committed to supporting and resourcing our facilities' pursuit of improving water stewardship outcomes at our mills and in our communities. We work across the enterprise to develop innovative ways to effectively use water. Clearwater Paper knows that water is essential to the pulp and papermaking process. We strive to responsibly return the water that we use back to the environment and are committed to engaging water-related stakeholders to improve our understanding of how our water use may impact local water resources. 2025 Sustainability Summary, Resource Stewardship, p. 6 Clearwater Paper Sustainability Website
303-1	Interactions with water as a shared resource	We strive to reduce our water consumption and identify ways to recycle and reuse water in our processes. The majority of the water we withdraw is returned to surface water after treatment or sent to a Publicly Owned Treatment Works (POTW). We track monthly water withdrawal and discharge to evaluate against water use reduction goals at each facility.
303-2	Management of water discharge-related impacts	We strictly adhere to all regulatory requirements for effluent discharge standards which include regulatory agency permit requirements at the federal, state and/or local level. We are committed to continuously improve our performance on water stewardship.

Disclosure	Disclosure Title	Response
303-3	Water withdrawal	2024 water withdrawal: 121,122 megaliters Surface water: 116,084 megaliters Groundwater: 5,039 megaliters Third Party Water: 0.8 megaliters 2024 water withdrawal by site: • Lewiston, Idaho: 42,750 megaliters • Cypress Bend, Arkansas: 22,684 megaliters • Augusta, Georgia: 55,855 megaliters Notes: • Using the WWF Water Risk Filter our Dallas facility is located in a high water risk area. This site is less than 0.0002% of water intake for Clearwater Paper. • Using the Aqueduct Water Risk Atlas, our paper-producing facilities are not located in overall high water risk areas. • All water withdrawal considered to be from freshwater is < 1,000 mg/L TDS. • Data is compiled from flow meters on incoming water, by source to the location or third-party water utility invoices.
303-4	Water discharge	2024 total wastewater discharge: 109,024 megaliters Discharged after primary or primary & secondary treatment to Surface Water: 109,024 megaliters Discharged to off-site treatment: 0.8 megaliters BOD: 23,132 lbs./day TSS: 30,318 lbs./day Notice of Violations in 2024: 0 Note: Priority substances include BOD, TSS and any others listed in permits.
303-5	Water consumption	Total water consumed: 12,098 megaliters Data is calculated using water discharge minus water intake.
GRI 305: EMISSIONS 2016		
3-3	Management of material topics	GHG emissions reduction is critical to sustainability and future generations. We measure our performance in energy use and emissions to ensure alignment with our SBTi approved goals, regulatory requirements and community interests. For more information, please see our TCFD Response.

Disclosure	Disclosure Title	Response
305-1	Direct (Scope 1) GHG emissions	2024 Scope 1 GHG emissions: 875,075 metric tons of CO₂ equivalent GHG Metric tons by facility: • Lewiston, Idaho: 300,775 • Cypress Bend, Arkansas: 214,197 • Augusta, Georgia: 359,546 • Manchester Industries (5 sites): 557 2024 Biogenic CO₂ emissions: 3,159,073 metric tons of CO₂ equivalent Notes: • Base year is 2021 due to SBTi approved goals. • Gases included: CO₂, CH₄, N₂O. • Emission factors: Mandatory Reporting of GHG; Final Rule (40 CFR 98) - Industrial Sector 2013.
305-2	Energy indirect (Scope 2) GHG emissions	2024 Scope 2 GHG emissions (location-based): 239,975 metric tons of CO₂ equivalent 2024 Scope 2 GHG emissions (market-based): 231,483 metric tons of CO₂ equivalent Notes: • Gases included: CO₂, CH₄, N₂O. • Base year is 2021 due to SBTi approved goals. • Emission factors: US EPA eGRID, released 2024 and Utility-specific Emission Factors.
305-3	Other indirect (Scope 3) GHG emissions	2024 Scope 3 GHG emissions: 1,551,911 metric tons of CO₂ equivalent
305-4	GHG emissions intensity	Intensity figure in reporting year for Scope 1 (metric tons CO₂e per unit of activity): 0.610 Intensity figure in reporting year for Scope 2 (metric tons CO₂e per unit of activity): 0.161 Notes: • Metric used for the denominator is total paper/paperboard tons and converted tons produced. • GHG emissions included in the intensity ratio are Scope 1 and Scope 2 market-based. • Gases included: CO₂, CH₄, N₂O.
305-5	Reduction of GHG emissions	GHG emissions reduced as a direct result of reduction initiatives: 0 metric tons of CO₂ equivalent Scope 1 reduction of 0 MTCO₂e Scope 2 reduction of 0 MTCO₂e Notes: • Gases included CO₂, CH₄, N₂O. • Base year is 2021 due to SBTi approved goals. • Capital projects reviewed and used expected reductions or actual usage reductions.

Disclosure	Disclosure Title	Response
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	NO_x = 2,993 MTCO₂e SO₂ = 735 MTCO₂e VOC = 1,211 MTCO₂e PM = 725 MTCO₂e HAP* = 485 MTCO₂e Note: Data for 2024 does not include our Augusta, Georgia, facility, as this information was not available. We plan to include this in our 2025 data, which will be shared in our 2026 Sustainability Report.
GRI 306: WASTE 2020		
3-3	Management of material topics	Our approach focuses first on minimizing the waste generated, then on recycling or reuse, with landfill disposal as the last option. We prioritize identifying all operational waste, reducing waste generation whenever possible, and reusing, recycling or repurposing materials. Metrics include solid waste — landfilled, recycled, beneficially reused, energy recovery, composted and hazardous waste. Additionally, we developed a Program Element (PE) to define the minimum requirements for managing wastes and by-products generated at Clearwater Paper sites. This PE is designed to help ensure a systematic approach, with the goal that the wastes and by-products are managed within the context of prudent and sustainable company operations and compliance with applicable regulations is clear and demonstrable at all times. The PE applies to all Clearwater Paper sites and is applicable to all types of wastes and by-products. For office waste, major components include general office trash, packaging waste and electronic waste, which we recycle through an e-waste partner. We reduce landfill waste by finding beneficial uses for our materials. For example, we recover and reuse chemicals from our pulp manufacturing process. We also partner with third parties looking to purchase our by-products. We have implemented a waste management standard requiring each facility to map waste streams for further analysis and to identify improvements to optimize beneficial uses, both as inputs to our manufacturing process and partnering with others for innovative solutions to reuse. We also track our waste-to-landfill data monthly at every facility. We utilize a third-party contractor to help ensure we are responsibly managing waste and recyclables. The third-party firm audits waste, recycling, treatment and disposal facilities that Clearwater Paper uses to manage some of the wastes. Their audit reports allow us to make informed decisions around outlets and opportunities for our waste and recyclables. 2025 Sustainability Summary, Resource Stewardship, p. 6 Clearwater Paper Sustainability Website
306-1	Waste generation and significant waste-related impacts	We developed a waste tracker that lists each process and department with waste generated using inputs and outputs. The volume of each waste stream generated on-site is tracked and identified with its disposition, and alternatives to landfilling are utilized when possible.
306-2	Management of significant waste-related impacts	The Vice President of Environmental, Health and Safety (EHS) holds a monthly call with all site EHS leaders where each mill shares successes and projects for other mills to implement. There is an additional corporate environmental professional who has oversight of all locations and works directly with on-site EHS personnel. We use a software that tracks environmental incidents with an investigation process and regulatory compliance requirements. On a monthly basis, Clearwater Paper tracks waste and annually, we set goals for waste to landfill reduction at each facility. Additionally, we utilize chip mill waste as a fuel in a biomass boiler, utilize pre and post consumer recycled paper in the manufacturing process and work with local resources to reduce waste generation and waste going to the landfill.

* Data for 2024 does not include our Augusta, Georgia facility, as this information was not available. We plan to include this in our 2025 data, which will be shared in our 2026 Sustainability Report.

Disclosure	Disclosure Title	Response
306-3	Waste generated	Solid waste: 186,179 metric tons Hazardous waste: 41.8 metric tons, this includes a one-time episodic event
306-4	Waste diverted from disposal	Non-hazardous waste diverted from landfill include: • Waste diverted from landfill and utilized on-site: 55,640 metric tons • Waste diverted from landfill and utilized off-site: 38,171 metric tons • Total waste diverted from landfill: 93,810 metric tons • Beneficial Reuse: 28,941 metric tons • Energy Recovery: 52,835 metric tons • Recycling: 12,034 metric tons 50% of non-hazardous waste generated is diverted from landfill. Notes: All hazardous waste is disposed of off-site as required by regulation. Clearwater Paper has a waste management program element which includes hazardous waste identification, on and off-site management, storage, inspections, proper disposal and record management.
306-5	Waste directed to disposal	Solid waste: 186,179 metric tons Hazardous waste: 41.8 metric tons Non-hazardous waste - landfill: 92,369 metric tons Notes: All hazardous waste is disposed of offsite as required by regulation.
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
3-3	Management of material topics	Any contracting company whose employees perform work on our site are screened by a third party. This screening includes sustainability metrics. Supplier Code of Conduct
308-1	New suppliers that were screened using environmental criteria	Data not available as of report publication.
GRI 401: EMPLOYMENT 2016		
3-3	Management of material topics	Our people are the foundation of our business, and we believe in cultivating an environment where every individual feels safe, respected and valued. We prioritize our people by focusing on: • Health & safety: reinforcing the importance of safety, physical and mental health and well-being (for more information see GRI 403) • Employee engagement: building deeper connections, creating community and empowering employees by embodying our core values • Learning & development: inspiring, equipping and providing opportunities for employees to be successful (for more information see GRI 404) Clearwater Paper Sustainability Website

Disclosure	Disclosure Title	Response
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We are committed to attracting and retaining top talent by offering a comprehensive and competitive benefits package. This includes market-based compensation, healthcare coverage, paid time off, parental leave, matching contributions in our 401(k) plans, tuition assistance, wellness support and other valuable programs. See our website for more information. Where our employees are represented by a Collective Bargaining Agreement, we provide them benefits as specified in their agreement.
401-3	Parental leave	Our parental leave benefits support eligible employees to care for a new child, regardless of gender or marital status.
GRI 402: LABOR/MANAGEMENT RELATIONS 2016		
3-3	Management of material topics	We comply with appropriate and applicable federal, state and local reporting requirements as they relate to significant operational changes. Where we have employees represented through collective bargaining agreements, we operate within the mutually agreed upon commitments.
402-1	Minimum notice periods regarding operational changes	We comply with appropriate and applicable federal, state and local reporting requirements as they relate to significant operational changes. Where we have employees represented through collective bargaining agreements, we operate within the mutually agreed upon commitments.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
3-3	Management of material topics	Clearwater Paper is dedicated to leading the pulp and paper products industry in the implementation of procedures and practices that promote a safe workplace and ensure compliance with applicable health and safety regulations. Our approach to workplace health and safety is managed by experienced professional teams responsible for protecting every employee each day. All facilities apply integrated safety processes that engage employees at every level in the pursuit of continuous improvement. We operate our facilities with a strong sense of responsibility to safeguard the well-being of our employees, visitors and the communities in which we operate. Our commitment to safety begins with our CEO and senior leadership team and extends to each of our facilities, where trained safety professionals oversee the daily implementation of safety processes with their teams. We are firmly committed to full regulatory compliance and invest in comprehensive training programs to support ongoing improvement in safety performance. Clearwater Paper also conducts regular internal and third-party audits to assess and confirm compliance. Through audits, skill-building programs and a collaborative culture, we maintain the highest standards of environmental and safety performance across our operations. Clearwater Paper’s manufacturing facilities operate under stringent federal, state and local regulations designed to protect both the environment and workplace safety. Our strong commitment to compliance and continual improvement is reflected in our collaboration with regulatory agencies, technical partners and stakeholders. We maintain open communication and rely on the dedication of our employees, who consistently integrate continuous improvement into their daily work to keep safety performance a top priority. For more information on our five-part management system that aligns with industry best practices, please refer to our Environmental, Health and Safety Policy.

Disclosure	Disclosure Title	Response
403-1	Occupational health and safety management system	Clearwater Paper's Environmental, Health and Safety (EHS) management system is built on a foundation of comprehensive policies, structured processes and recognized best practices. The system applies to all employees, who receive regular and ongoing training to support a culture of safety and compliance. As new business strategies and regulations emerge, our teams regularly assess how these changes affect our ability to meet our Compliance Commitment. We utilize a company-wide EHS software platform to track requirements and ensure alignment. To further support compliance and drive improvement, Clearwater Paper conducts Environmental, Health and Safety audits at each site every one to three years. In 2024, we completed six audits across five sites.
403-2	Hazard identification, risk assessment, and incident investigation	Proactive worksite risk assessments are a foundational element of our EHS excellence strategy. We have established formal, enterprise-wide programs to identify, assess and control workplace hazards before incidents occur. Each year, we set targets for every site to implement appropriate controls based on these hazard assessments and monitor progress through our internal EHS scorecard. Employees play an active role in risk reporting, assessments and reduction initiatives. In 2024, these efforts resulted in a 27% reduction in risk compared to the baseline. In 2025, we plan to reassess our A&I to ensure we are accurately evaluating our risk profile and effectively reducing the potential for serious incidents.
403-3	Occupational health services	Clearwater Paper believes healthier individuals will make a healthier workforce. At company facilities that have onsite medical resources, employees are encouraged to seek guidance for both occupational and non-occupational conditional as the staff's qualifications allow. This service helps promote general, healthy practices and support employees during various stages of life.
403-4	Worker participation, consultation, and communication on occupational health and safety	Clearwater Paper promotes employee ownership as a key component of our EHS Excellence Strategy – a comprehensive framework for achieving excellence in environmental, health and safety performance. Each operating facility develops a dedicated EHS Annual Plan that outlines specific activities aligned with all five elements of our EHS management strategy. In addition, sites maintain safety committees, either mill-wide or topic-specific, to support the development and ownership of EHS initiatives. We are committed to the full engagement of every individual across the organization, regardless of role or level. Our culture encourages shared responsibility for safety through active participation in safety committees, comprehensive training programs, open communication and alignment with our EHS Policy. This collective approach supports strong safety performance and the well-being of our employees, contractors and visitors. Employees are expected to comply with all safety requirements, and we strive to maintain an environment where concerns or deviations can be reported without fear of retaliation. A 24/7 dedicated reporting hotline is available to allow for anonymous reporting of any safety issues.
403-5	Worker training on occupational health and safety	Employee training is a fundamental element of our safety program. Clearwater Paper provides comprehensive training to ensure safety and regulatory compliance across our operations. Training is delivered for new hires, annual refreshers, job-specific roles, new responsibilities and updates to policies, procedures or expectations. Training is mandatory, conducted during paid working hours and delivered through a combination of classroom sessions and an on-line system. Each facility operates under an annual safety training plan to ensure awareness of all regulatory obligations and location-specific priorities. Training covers a range of topics including regulatory requirements, job-specific procedures, new equipment and process implementation. Additionally, Clearwater Paper incorporates task-specific hazard identification using aspects and impacts methodology, with dedicated training to support understanding and application of this process. After each training session, employees are assessed to confirm understanding. All training is recorded in an electronic database to maintain transparency, accountability and support continuous improvement.

Disclosure	Disclosure Title	Response		
403-6	Promotion of worker health	Clearwater Paper offers competitive benefits, including healthcare, paid time off, parental leave, retirement benefits, tuition assistance, and support for wellness activities, including an Employee Assistance Program (EAP).		
403-8	Workers covered by an occupational health and safety management system	100% of our employees (permanent and temporary) are covered by our EHS policy and our occupational health and safety programs.		
403-9	Work-related injuries	Zero work-related fatalities Lost time injuries: 27 Lost time rate: 1.14 Recordable injuries: 65 Recordable rate: 2.73	Main types of work-related injuries: ergonomics, walking/working surfaces, machine safety Number of hours worked: 4,756,478 Injury severity (number of lost days): 1,080 Serious injury and fatality risk (SIF) case rate: 0.04 Proactive safety risk reduction: 27%	
GRI 404: TRAINING AND EDUCATION 2016				
3-3	Management of material topics	Clearwater Paper is dedicated to career growth and development of our employees. Our professional growth and development programs are designed to provide opportunities for all employees to be successful. In addition to required annual environmental, health, safety and cultural training, employees are afforded the opportunity to pursue growth and development through on-the-job experiences and education. Based on the technical aspects of our manufacturing processes, every employee operating equipment goes through position-specific skills training.		
404-1	Average hours of training per year per employee	Average hours of online training per employee: ~20.8 hours per employee Average hours of developmental training per employee: ~30 hours per employee Additional development occurs through ongoing support and training within day-to-day operations.		
404-3	Percentage of employees receiving regular performance and career development reviews	100% of year end reviews completed for the salaried population of our workforce.		
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016				
3-3	Management of material topics	2025 Sustainability Summary, Thriving People & Communities, p. 8 Clearwater Paper Sustainability Website		
405-1	Diversity of governance bodies and employees	Female — Board of Directors: 38% Male — Board of Directors: 62%	Female — Total employees: 13.8% Male — Total employees: 86.2%	Underrepresented groups — Total salaried: 13.7% Underrepresented groups — Total hourly: 26.8%

Disclosure	Disclosure Title	Response
GRI 406: NON-DISCRIMINATION 2016		
3-3	Management of material topics	Clearwater Paper maintains an Equal Employment Opportunity policy and Non-Harassment/Non-Discrimination policy which forbids any work related behaviors that would constitute unlawful discrimination or harassment in violation of the federal employment laws of the United States and/or any similar state or local law or regulation. The company implements measures to train employees and managers about the prohibition against discrimination or harassment and maintains a complaint reporting mechanism that allows aggrieved persons to raise claims by reporting concerns through multiple avenues. Our Human Rights Policy documents our dedication to upholding human rights by conducting our business with integrity and a high level of ethical standards.
406-1	Incidents of discrimination and corrective actions taken	During the 2024 reporting year, four claims of discrimination were made via the hotline, all of which were investigated, action was taken as deemed appropriate and they were closed. Three claims of discrimination were made through other channels (regulatory or otherwise), all of which were investigated. One was closed and two are pending, one with the EEOC and the other in federal court.
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
3-3	Management of material topics	We recognize and respect the legal right of employees to form, join or not to join a trade union, and to bargain collectively without fear of reprisal, intimidation or harassment.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We recognize and respect the legal right of employees to form, join or not to join a trade union, and to bargain collectively without fear of reprisal, intimidation or harassment.
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016		
3-3	Topic management disclosure	Clearwater Paper maintains working relationships with tribal representatives in the area of anadromous fish research. Our Lewiston, Idaho pulp and paper facility is located adjacent to the Clearwater River, which flows through the Nez Perce tribal reservation's boundaries. We have also historically worked with the Nez Perce Tribe on regional air studies that involved Clearwater Paper's air emissions. The Tribe has their own set of regulations that pertain to air quality within the reservation boundaries and while the Tribe does not have direct jurisdiction over the facility, Tribe representatives actively engage in public comment opportunities that may influence air quality within the district.
411-1	Incidents of violations involving rights of indigenous peoples	Zero incidents of violations involving rights of Indigenous peoples were reported in 2024.

Disclosure	Disclosure Title	Response
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
3-3	Management of material topics	Any contractor that is hired and their employees perform work on our site are screened by a third party. This screening includes safety metrics.
414-1	New suppliers that were screened using social criteria	Data not available as of report publication.
414-2	Negative social impacts in the supply chain and actions taken	Supplier Code of Conduct
GRI 415: PUBLIC POLICY 2015		
3-3	Management of material topics	Clearwater Paper believes that active participation in the public policy-making process serves the best interests of the company, our employees and our stockholders. We view it as our right and responsibility to engage thoughtfully and responsibly with public officials on matters that may impact our operations, the protection of our assets and the continued employment of our workforce. Our engagement efforts include legislative and individual meetings, as well as involvement in trade associations, grassroots lobbying and the use of professional lobbyists.
415-1	Political contributions	Clearwater Paper engages in the policy-making process through several key, strategic avenues: Industry Associations: Clearwater Paper maintains dues-paying memberships in trade associations focused on the forest products industry, as well as in broader state and national business associations. Through some of these organizations, we monitor public policy and compliance issues that have impact for our business, employees and other stakeholders. Through some of these organizations, we have positive and collective discussions with policymakers and regulators, with the goal of finding solutions that work for our company, industry and interested stakeholders. Membership of Business and Trade Associations: Clearwater Paper is a member of the following associations: American Forest and Paper Association (AF&PA), the Forest Stewardship Council (FSC®), the Sustainable Forestry Initiative (SFI®), Idaho Association of Commerce & Industry (IACI), National Council of Air and Stream Improvement (NCASI), the Northwest Pulp and Paper Association, the Arkansas Forest and Paper Council, the Arkansas Forestry Association (AFA), the Georgia Forestry Association (GFA), the Georgia Paper & Forest Products Association (GPFPA), Georgia Association of Manufacturers (GAM), the Sustainable Packaging Coalition (including the How to Recycle Program), the Foodservice Packaging Institute, the Paper Cup Alliance, the Paper Recovery Alliance, the Paperboard Packaging Council, Women Impacting Storebrand Excellence (WISE), the Programme for the Endorsement of Forest Certification (PEFC) and numerous local Chambers of Commerce. Participation in these organizations fulfills commercial, community and public policy engagement goals. Some of these organizations engage in lobbying and we track and report applicable non-deductible expenditures based on IRS rules. Political Contributions: Clearwater Paper utilizes corporate funds to occasionally support company positions on important public policy issues and state candidates where contributions are allowed by law. Expenditure of such resources always strictly follow the individual state and federal laws governing contributions to candidates or issue campaigns. Clearwater Paper currently does not have a federally registered employee political action committee (PAC), and as such does not contribute to candidates for U.S. federal offices.

Disclosure	Disclosure Title	Response
GRI 417: MARKETING AND LABELING 2016		
3-3	Management of material topics	We produce high-quality paper products and strictly comply with all applicable regulatory requirements related to their manufacture and distribution. While our products are generally not subject to specific safety labeling mandates, we utilize input materials from known and reliable sources to uphold our commitment to product quality and environmental stewardship.
417-1	Requirements for product and service information and labeling	We assess and manage risks related to the inclusion of potentially harmful chemicals in our products through our Chemical Approval Standard, which is authorized by our Vice President of Environmental Health and Safety. In accordance with OSHA's HAZCOM Standard (29 CFR 1910.1200), all chemicals must be accompanied by a Safety Data Sheet (SDS).
417-2	Incidents of non-compliance concerning product and service information and labeling	We had zero incidents of non-compliance with product labeling and safety regulatory compliance in 2024.
GRI 418: CUSTOMER PRIVACY 2016		
3-3	Management of material topics	A critical aspect of our risk mitigation is cybersecurity, which we prioritize across our enterprise and regularly review with our Board. We use a risk assessment methodology derived from industry standards to identify, rank and remediate cybersecurity risks. We also model our security policies on National Institute of Standards and Technology (NIST) standards and employ a cybersecurity architecture that relies on defensive, in-depth strategies to protect the company against continually evolving security threats. We align our security policies with ISO 27001 standards and implement a cybersecurity architecture that employs a defense-in-depth strategy to safeguard against the constantly evolving threat landscape. Our comprehensive security framework spans IT and OT systems, incorporating advanced concepts such as Secure Access Service Edge (SASE), Zero Trust Architecture, Threat Intelligence and AI-driven anomaly detection. Key components of our approach include Secure Identity and Privileged Access Management, Adaptive Multi-Factor Authentication, System Hardening and robust system logging. Clearwater Paper's IT security is managed by a dedicated 24x7 security operations center that reviews security threats using an AI and machine-learning-enabled security information and event management (SIEM) system that collects and collates events and logs from infrastructure devices and business applications. In addition, we reinforce our back-end security practices with required annual security awareness training for system users and periodic phishing and other security simulations to reinforce security concepts. Training content is provided and updated periodically by a leading security training company.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We experienced zero security breaches in 2024.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Code	Category	Unit of Measurement	Metric	2024 Response
GREENHOUSE GAS EMISSIONS				
RR-PP-110a.1	Quantitative	Metric tons (t) CO ₂ e	Gross global Scope 1 emissions	875,075 MTCO ₂ e
				3,159,073 MTCO ₂ e Biogenic
RR-PP-110a.2	Discussion and Analysis	N/A	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	See GRI 305: Emissions , 302: Energy and our TCFD Response
AIR QUALITY				
RR-PP-120a.1	Quantitative	Metric tons (t)	Air emissions of the following pollutants:	
			(1) NO _x emissions (excluding N ₂ O)	2,993
			(2) SO ₂	735
			(3) Volatile organic compounds (VOCs)	1,211
			(4) Particulate matter (PM), and	725
			(5) Hazardous air pollutants (HAPs)*	485
ENERGY MANAGEMENT				
RR-PP-130a.1	Quantitative	Gigajoules (GJ), Percentage (%)	(1) Total energy consumed	55,243,490
			(2) Percentage grid electricity	2.7
			(3) Percentage from biomass	16
			(4) Percentage from other renewable energy	48

* Data for 2024 does not include our Augusta, Georgia facility, as this information was not available. We plan to include this in our 2025 data, which will be shared in our 2026 Sustainability Report.

Code	Category	Unit of Measurement	Metric	2024 Response
WATER MANAGEMENT				
RR-PP-140a.1	Quantitative	Thousand cubic meters (m ³),	(1) Total water withdrawn	(1) 121,122 m ³
		Percentage (%)	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(2) 0.2 m ³ , <0.01%
RR-PP-140a.2	Discussion and Analysis	N/A	Description of water management risks and discussion of strategies and practices to mitigate those risks	See our response to GRI 303: Water and Effluents
SUPPLY CHAIN MANAGEMENT				
RR-PP-430a.1	Quantitative	Percentage (%) by weight	Percentage of wood fiber sourced from (1) third-party certified forestlands and percentage to each standard, and	(1) 100%
			(2) Meeting other fiber sourcing standards and percentage to each standard	(2) 0%
RR-PP-430a.2	Quantitative	Metric tons (t)	Amount of recycled and recovered fiber procured	Recycled pulp = 6,892 metric tons
ACTIVITY METRICS				
RR-PP-000.A	Quantitative	Air-dried metric tons (t)	Pulp production	1,126,200 tons
RR-PP-000.B	Quantitative	Air-dried metric tons (t)	Paper production	1,434,447 Air Dried Tons (ADT) paper PM: 1,330,464 ADT
				103,983 ADT converted paper
RR-PP-000.C	Quantitative	Metric tons (t)	Total wood fiber sourced	Notes: PM: paper production from a paperboard/tissue machine.
				Purchased wood: 2,616,903 Bone Dried Ton (BDT) Purchased Pulp: 128,573 metric tons

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Clearwater Paper is committed to aligning with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Ongoing steps include increased Board and senior management oversight of climate-related risks and opportunities, making progress on climate-related targets and publicly reporting 2024 data to CDP (formerly the Carbon Disclosure Project). Through these efforts, we are beginning to better assess, measure, manage and disclose our climate-related risks and opportunities, performance and approach to transitioning to a low-carbon economy.

We recognize climate change as a high-priority issue to both our business and our stakeholders. This TCFD Index summarizes our climate-related governance and strategy approach to climate risk management and related metrics as of December 31, 2024. It reflects our continuing efforts to incorporate climate risk and opportunity into our core business strategy and disclosure. Steps we have taken are referenced throughout this report and our [2024 CDP Corporate Questionnaire Response](#).

TCFD Recommendation	Response
GOVERNANCE: DISCLOSE THE ORGANIZATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES	
a) Describe the board's oversight of climate-related risks and opportunities	Sustainability is integrated throughout all levels of our organization and is governed by our Board of Directors. Our Board and its principal committees oversee Clearwater Paper's sustainability practices and regularly incorporate sustainability issues, including climate-related topics, into quarterly Board meetings. The Nominating and Governance Committee was responsible for overseeing Clearwater Paper's decision to set a science based target (SBT), which was approved in 2023. To prepare for the validation process, the committee provided oversight for the development of Clearwater Paper's decarbonization roadmap. Regularly, the committee has a dedicated agenda item to discuss the progress and status of the SBT and related decarbonization plans. Board of Directors oversight Reporting strategies (annual and periodic updates) Set goals, including science-based targets Third-party ratings improvement Sustainability initiatives implementation CDP Corporate Questionnaire: 4.1, 4.1.1, 4.2
b) Describe the management's role in assessing and managing climate-related risks and opportunities.	Sustainability impacts are overseen by management and we incorporate sustainability factors into executive compensation. As part of our annual incentive program for executives, 25% of the cash bonus is tied to achieving strategic company-wide objectives, which include specific sustainability and climate-related goals. To ensure cross-functional collaboration and accountability on social and sustainability-related issues, Clearwater Paper established an internal committee of employees from various departments. This cross-functional committee carries out sustainability initiatives, helps establish goals and tracks progress throughout the year. They are also responsible for developing long-term and short-term strategies and driving related outcomes. CDP Corporate Questionnaire: 4.1.2, 4.3, 4.3.1

TCFD Recommendation	Response
STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON THE ORGANIZATION'S BUSINESSES, STRATEGY AND FINANCIAL PLANNING	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	We have identified physical and transition risks that could result in damage to our facilities, disruptions to our operations, or increased costs. For more information, see p. 4 of Clearwater Paper Corporation 10-K. CDP Corporate Questionnaire: 2.1, 2.2.1, 2.4
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CDP Corporate Questionnaire: 3.1, 3.1.1, 3.6, 3.6.1, 5.3.1, 5.3.2
c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.	CDP Corporate Questionnaire: 5.2
RISK MANAGEMENT: DISCLOSE HOW THE ORGANIZATION IDENTIFIES, ASSESSES AND MANAGES CLIMATE-RELATED RISKS	
a) Describe the organization's process for identifying and assessing climate-related risks.	We integrate climate-related risks and opportunities into our enterprise risk management (ERM) program, which provides a systematic approach to identifying and understanding climate-related risks and opportunities that might arise from physical, transition or operational events and changes. CDP Corporate Questionnaire: 2.2., 2.2.1, 2.4, 2.2.2
b) Describe the organization's processes for managing climate related risks.	CDP Corporate Questionnaire: 2.2.2
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	CDP Corporate Questionnaire: 2.2.2
METRICS AND TARGETS: DISCLOSE THE METRICS AND TARGETS USED TO ASSESS AND MANAGE RELEVANT CLIMATE-RELATED RISKS AND OPPORTUNITIES	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.	In 2023, we had our climate targets validated by the Science Based Targets initiative (SBTi). Our targets include: • Reduce absolute Scope 1 and 2 GHG Emissions by 29.1% by 2030 from a 2021 baseline • Reduce absolute Scope 3 emissions by 25% by 2030 from a 2021 baseline
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	2025 Sustainability Summary, Performance Data, Energy and Emissions, p. 10 GRI Index: 305-1, 305-2, 305-3, 305-4, 305-5 CDP Corporate Questionnaire: 7
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2025 Sustainability Summary: Resource Stewardship, p. 6 CDP Corporate Questionnaire: 7.53, 7.53.1, 7.53.2

