



2026 SUSTAINABILITY REPORT

A MESSAGE FROM OUR CEO

At Clearwater Paper, we build responsibility into every step of our work to ensure that our people work safely, source materials responsibly, run our mills efficiently, develop sustainable products and support the communities where we operate.

While 2025 was a challenging year for our industry due to a supply-driven downturn, we stayed focused on what we can control: managing costs, serving our customers and continuing to make the necessary capital investments to maintain and improve the performance of our assets. We believe that this focus is key to the long-term success of our company.

Our commitment to sustainability aligns with these priorities, and we’re pleased to report the following achievements in 2025:

- We reduced our lost time injury rate by more than 50% year over year.
- We reduced our safety risks by more than 20% through our aspects and impacts process.
- We reduced Scope 2 emissions and integrated our Augusta facility into our greenhouse gas (GHG) emissions reporting processes.
- We achieved a 6% improvement in water intake intensity, moving closer to our newly set target of a 10% reduction in water use by 2030.
- We received BPI compostable certification at our Lewiston and Cypress Bend mills, which cover most of our folding carton and food service grades.
- In early 2026, we launched a new lightweight paperboard option, Velora™.
- We continued to support nonprofit organizations in our operating communities through the Clearwater Paper Charitable Foundation and our local contributions committees. This includes donating materials, awarding grants and bringing sustainability education to local schools.

We take our commitment to Everyday Responsibility seriously and look forward to continuing this work alongside our customers, employees and suppliers.



Arsen S. Kitch
President and Chief Executive Officer



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About this report

This report serves as an overview of our 2025 sustainability initiatives and progress. This includes both quantitative and qualitative information and progress toward our sustainability goals using baseline data, as noted throughout the report.

OUR COMPANY

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

Our core values ground us — commitment, collaboration, communication, courage and character — and we are driven by our purpose to make reliable paperboard packaging that protects and performs.

2025 HIGHLIGHTS

\$1.6 billion approximate annual revenue	~1,900 employees	8 manufacturing locations in the United States*	1.4 million approximate tons annual paperboard capacity
15.6% Scope 2 emissions reduction	16% Scope 3 emissions reduction	6% water intake intensity reduction	50% reduction in lost time injuries (vs. 2024)

Arsen Kitch, President and CEO, joined the Sustainable Forestry Initiative® (SFI®) Board of Directors, where decisions are made that shape how forests are managed, fiber is sourced and future talent is developed.

“We are so pleased that Arsen Kitch has joined the SFI® Board. We appreciate having the perspective of a thought leader like Arsen who understands the U.S. operating context as well as global markets. Arsen’s strong business sense, his respect for multiple voices and collaborative approach are real assets to the SFI® Board.”

Kathy Abusow / CEO, SFI®

40
 nonprofit organizations supported

Opened the Manchester Industries facility in Columbia, South Carolina, expanding our regional supply network and reducing transportation impacts.

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.

FOOD SERVICE



FOLDING CARTON



*As of December 31, 2025. This number of locations does not include our headquarters or administrative offices. It does include locations operated by Manchester Industries, a wholly owned subsidiary of Clearwater Paper.

OUR SUSTAINABILITY APPROACH

We create reliable products that enable sustainable choices without compromising performance. Our **Everyday Responsibility** framework guides how we source, operate and empower the people behind our products — from the forest to the shelf.

Learn more about our **Everyday Responsibility** on our [website](#).



EVERYDAY RESPONSIBILITY



RESOURCE STEWARDSHIP

We use natural resources responsibly across every stage of our operations: managing energy and emissions, conserving water and reducing waste to protect the planet’s air, water and land.

ENERGY & EMISSIONS

We are committed to improving energy efficiency and meeting our energy needs through renewable sources.

WATER STEWARDSHIP

We strive to reduce and reuse water throughout our pulp and paper manufacturing process.

WASTE MANAGEMENT

We are committed to responsibly managing our waste and implementing circularity principles throughout our business operations.



TRUSTED PRODUCTS

Our products are built to perform and sourced with integrity. Long-standing fiber certifications, responsible sourcing practices and continued investment in recycled and renewable materials mean our customers can stand behind what they sell.

RESPONSIBLE SOURCING

Responsible sourcing of the wood and wood pulp used to make our products is fundamental to our operations.

SUSTAINABLE PRODUCTS

Recognized for our outstanding products, collaborative service and strategic insight, Clearwater Paper is proud to be North America’s largest independent producer of premium paperboard.



THRIVING PEOPLE & COMMUNITIES

Our people make everything possible. We are committed to safe operations, employee well-being and meaningful connections with the communities where we live and work.

OUR PEOPLE

At Clearwater Paper, we are committed to creating a workplace where all employees feel safe, valued and energized.

OUR CANDIDATES

We strive to attract and retain talented people with varied backgrounds and perspectives.

OUR COMMUNITY

Through charitable contributions, volunteerism, sponsorships and engagement with local organizations, we aim to help our towns and cities thrive.

OUR GOALS & PROGRESS

2025 was a year of meaningful progress. We built on our sustainability track record, expanded capacity and moved our business strategy forward without sacrificing the product performance that sets us apart.

	GOAL	2025 PROGRESS
 Resource Stewardship	Reduce Scope 1 and 2 GHG emissions by at least 29.1% by 2030, from 2021 baseline	 In 2025, Scope 1 emissions decreased 1.5% year over year, though this has not yet translated into a reduction against our 2021 baseline. We reduced Scope 2 GHG emissions by 15.6% from 2021 baseline.
	Reduce Scope 3 GHG emissions by 25% by 2030, from 2021 baseline	 In 2025, we reduced Scope 3 GHG emissions by 16% from 2021 baseline.
	Reduce water intake intensity at our manufacturing sites by 10% by 2030, from 2024 baseline	 In 2025, we reduced water intake intensity at our manufacturing sites by 6% from 2024 baseline.
 Trusted Products	75% of our solid bleached sulfate (SBS) products will be recyclable or compostable by 2030	 Achieved: 81%, surpassing our 2030 goal of 75% ahead of schedule. BPI certification on folding carton and food service paperboard at our Lewiston and Cypress Bend mills was a key driver of this progress.
 Thriving People & Communities	Deliver a 20% improvement in the controls of identified safety hazards	 Achieved: 20+% risk reduction for identified safety hazards.
	Foster employee stability and engagement by retaining 90% of our workforce annually (voluntary turnover < 10% across salaried and hourly roles)	 Achieved: 91% workforce retention, with voluntary turnover at 9% across salaried and hourly roles.
Responsible Business	Include sustainability performance metrics in executive compensation	 Achieved: Linked executive compensation to strategic objectives and performance including sustainability factors.

EVERYDAY RESPONSIBILITY - EVERY STEP OF THE WAY

We make sustainable products from responsibly managed, renewable resources that meet our customers’ needs. Throughout the lifecycle of our products, our team makes thousands of decisions about where we source our fiber, how we run our mills, design our products and help customers close the loop. This is our Everyday Responsibility: a commitment to doing right by our customers, our communities and the planet throughout the lifecycle.

Our report covers each stage, from the forest to the shelf and beyond, showing how sustainability is built into everything we make.

CLEARWATER PAPER PRODUCT LIFECYCLE



EVERYDAY RESPONSIBILITY: PILLAR ICON KEY

Look for these icons on the following pages, marking where each pillar shows up across our product lifecycle.



RESOURCE STEWARDSHIP

Where we manage natural inputs and environmental impacts from forest to mill to end of life.



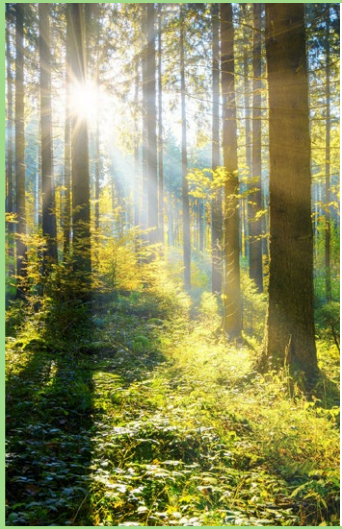
TRUSTED PRODUCTS

Where product design, innovation and responsible sourcing shape what our customers receive.



THRIVING PEOPLE & COMMUNITIES

Where our people, safety practices and community relationships come into play.



RESPONSIBLE SOURCING

We source wood exclusively from responsible suppliers, with 100% coming from U.S. forests. We don't own timberland or grow trees. Instead, we work with our network of suppliers, loggers and timber buyers with the expectation they meet our Supplier Code of Conduct, annual audit process and Lacey Act compliance requirements. Additionally, as the EU Deforestation Regulation (EUDR) takes effect, we are well-positioned to meet its requirements, with traceability systems in place and deforestation protections embedded in our fiber contracts.



CERTIFICATIONS

Our mills maintain certification under three globally recognized forest certification programs, with all manufacturing locations adhering to FSC®, SFI® and PEFC fiber sourcing standards.



Forest Stewardship Council®: FSC® (FSC-C008402) certification verifies that fiber is sourced from forests managed to rigorous environmental, social and economic standards, supporting the world's leading system for mitigating climate and biodiversity impacts through sustainable forest management.



Sustainable Forestry Initiative®: SFI® certification promotes responsible forest management across North America, supporting biodiversity, water quality and long-term forest sustainability through collaboration with conservation groups, landowners, Indigenous Peoples, educators and local communities.



Programme for the Endorsement of Forest Certification: PEFC (PEFC/29-31-408) is the world's largest forest certification system, providing an international framework for recognizing national certification programs supporting that forest-based products are sourced from sustainably managed forests.

*SFI marks are registered marks owned by the Sustainable Forestry Initiative Inc.

CASE STUDY

INVESTING IN FOREST RELATIONSHIPS

Our sourcing commitments extend beyond our own operations. In 2025, we collaborated with industry organizations and directed targeted contributions to three different parties working to strengthen the long-term health of forests and the communities that depend on them.

Through the Forest Stewards Guild, our contribution supported education and outreach in the Pacific Northwest, with a focus on forest conversion prevention, old growth protection and FSC® controlled wood risk mitigation. Through Ducks Unlimited, our investment helped restore nearly 20,000 acres of bottomland hardwood forests in the Mississippi Alluvial Valley, directly within the sourcing geography of our Cypress Bend mill. And our contribution to the Georgia Tree Farm Program supported daily operations of the American Tree Farm System, helping enroll new landowners and connect forest owners with professional and peer resources.

100%

of our procured wood and chips came from U.S. forests in 2025.





SUSTAINABLE OPERATIONS

Across our eight U.S. manufacturing facilities, we work continuously to improve how we use energy, water and materials, and prioritize the safety and success of our employees.



OUR PEOPLE

In 2025, we focused on building for the future while maintaining the safety and well-being of every employee.

- Talented Workforce:** We focus on attracting and developing the talent we need to run the company effectively and meet our safety, operational and financial goals. This includes supporting fast career growth and learning opportunities in a values-driven culture to engage seasoned talent and attract and support emerging talent.
- Health & Safety:** We deepened our aspects and impacts risk assessment process across our facilities, proactively identifying and controlling hazards before incidents occur. The results: a 50% year-over-year reduction in lost time injuries and three major planned outages completed without a lost time incident.

ENVIRONMENTAL PERFORMANCE

We track energy, water and waste performance across all facilities, setting annual goals and investing in projects that drive improvement.

- Emissions:** Our science-based targets call for a 29.1% reduction in absolute Scope 1 and 2 emissions by 2030 from a 2021 baseline. In 2025, we reduced Scope 2 emissions, completed a \$40 million electrostatic precipitator installation at our Cypress Bend, Arkansas, mill and began a carbon sequestration feasibility assessment at our Lewiston, Idaho, mill.
- Water Stewardship:** Our goal is to reduce water intake intensity by 10% by 2030 from a 2024 baseline. In 2025, we achieved a 6% reduction, driven by operational improvements and capital investment, including the installation of a new drum displacement washer at our Augusta, Georgia, mill.
- Waste Management:** We identify all operational waste, reduce generation of waste wherever possible and prioritize reuse, recycling or repurposing over landfill, avoiding approximately 55% of our non-hazardous waste being sent to landfills.

CASE STUDY

BUILDING ONE SAFETY CULTURE

When Clearwater Paper acquired the Augusta mill, integrating a workforce of approximately 700 people into our safety culture was one of the most important priorities. In Q1 of 2026, the team conducted a full aspects and impacts assessment at Augusta, to systematically identify site-specific safety risks, while aligning the facility with Clearwater Paper's enterprise-wide Environmental, Health and Safety (EHS) policies and standards.

2025 EMISSIONS (CO₂e)

Scope 1: **861.8**

Scope 2: **277.6**



GHG Emissions Reduction Roadmap

See the targets, milestones and actions guiding our progress to 2030. [View the roadmap.](#)



PRODUCT INNOVATION

Responsible product design means giving our customers real choices, with options engineered to meet specific sustainability goals without compromising quality.



PRODUCT ATTRIBUTES

-  **Lightweighted:** designed to use less material while maintaining converting performance
-  **Recycled:** contains post-consumer recycled fiber to support circular economy goals
-  **Certified:** carries chain-of-custody certification from FSC®, SFI® and PEFC

OUR PRODUCTS



-  Introduced in early 2026, Velora™ incorporates mechanical pulp in its middle layer to enable lighter basis weights and greater yield, allowing more cartons to be produced per ton and reducing material costs without compromising converting performance. It also gives converters a dependable domestic alternative to imported folding boxboard (FBB).



-  Designed for a circular economy, NuVo® cupstock offers a choice of 12% or 35% post-consumer recycled fiber, maximizing recycled content without compromising the converting performance and print quality our customers rely on.



-  With a choice of 10% or 30% post-consumer recycled fiber, ReImagine® makes it straightforward to meet recycled content goals, backed by the same performance values as our premium Candesce® C1S and Food and Drug Administration (FDA) compliant for all types of food contact.

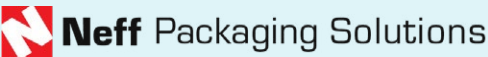


-  Our flagship SBS paperboard, Candesce® is made from renewable, responsibly sourced fiber and engineered for the exceptional printability, strength and consistency that premium packaging applications demand.

CASE STUDY SUPPORTING CUSTOMER SUCCESS

Neff Packaging Solutions, a recognized leader in custom packaging, was honored in 2025 with a Sustainability Award from their customer Niterra for their commitment to environmental stewardship. Headquartered in Japan, Niterra has the stated vision of being “a company that brightens the Earth.”

A key driver behind that recognition was Neff’s transition to ReImagine®. By choosing a paperboard solution that aligns with their sustainability goals, Neff demonstrates how innovation and responsibility can go hand in hand.



“Over the past few years, we’ve switched from coated recycled board (CRB) to solid bleached sulfate (SBS) in order to achieve better performance and efficiency, not only at our operation but also for our customers’ convenience. We’ve further enhanced our offering by switching to ReImagine®, which provides environmental savings.”

James M. Younkin / Executive Vice President and COO of Neff Packaging Solutions



CIRCULARITY

We design our paperboard with end-of-life considerations. As regulations evolve and sustainability expectations grow, we are committed to giving our customers the products, certifications and transparency they need to act with confidence.



RECYCLABILITY AND COMPOSTABILITY

Paperboard is one of the most widely recycled packaging materials in the world, and our products are designed to be recycled or composted at end-of-life. According to the American Forest and Paper Association (AF&PA), 60% to 64% of all paper products available for recovery in the U.S. were recycled in 2025. Our goal is for 75% of our SBS products to be recyclable or compostable by 2030. In 2025, we reached a key milestone by achieving BPI compostable certification at our Lewiston and Cypress Bend mills, covering most of our folding carton and food service grades.

RENEWABILITY

Wood, the primary raw material in our products, is a 100% renewable resource. In the U.S. and Canada, forests grow significantly more trees than are harvested each year.* Using FSC® and SFI® certified wood assures the forests we source from meet strict sustainability standards, supporting the natural systems they come from.

MEETING EVOLVING CUSTOMER NEEDS

Our investment in content grades made from recovered fiber, along with compostable products and lightweight, recyclable packaging, helps customers navigate evolving regulations and meet consumer expectations. Velora™, our newest product, is one example of how we're helping customers and brands reduce packaging weight and cost. Together, these efforts support a circular system where fiber is recovered and returned to productive use.

“Our portfolio helps customers meet sustainability goals without compromising performance. We continue to develop fiber-based solutions that deliver the strength, printability, protection and converting efficiency our customers need.” **Ruomeng Pang** / VP of Marketing Strategy and Development

*Source: North American Forest Foundation.

CASE STUDY

CLOSING THE LOOP IN OUR COMMUNITIES

Our commitment to responsible materials use extends into the communities where our employees live and work. In 2025, our Lewiston, Idaho, mill donated roll ends to local organizations, including Boys and Girls Club of the Lewis Clark Valley, who used them to store curtains for their annual fundraiser, and a local school where students used the paperboard for art projects.

In Augusta, Georgia, our team presented the TICCIT (Trees Into Cartons, Cartons Into Trees) program at a local elementary school, a hands-on sustainability initiative that shows students how responsibly sourced wood becomes everyday packaging and how that packaging can be recovered and recycled into new materials.

Both are small examples of a larger commitment: to operate responsibly not just inside our mills, but in the communities that surround them.



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ABOUT THIS REPORT

This report serves as an 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 report.

This report is for the calendar year that ended on December 31, 2025 and includes information from our eight U.S. locations. Unless otherwise noted, the scope of this report is limited to Clearwater Paper's corporate headquarters and manufacturing facilities, where we hold exclusive control of day-to-day operational 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 Global Reporting Initiative (GRI) Standards. As required, a GRI Index at the end of this report is included. We align with the Sustainability Accounting Standards Board (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 Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Our 2025 GHG emissions data has been independently verified by a third party. We intend to continue to report against the aforementioned frameworks and standards annually.

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

PERFORMANCE DATA

RESOURCE STEWARDSHIP

Metric	2021 (baseline)	2023	2024*	2025
ENERGY & EMISSIONS				
RENEWABLE AND NON-RENEWABLE ENERGY (TOTAL KWH - BILLIONS)				
Energy from renewable sources	5.5	5.5	9.8	10.8
Percent change from baseline		1.4%	80.1%	97.5%
Percent of renewable sources	55%	55%	64%	66%
Energy from nonrenewable sources	4.5	4.5	5.5	5.6
Percent change from baseline		-0.5%	23.0%	25.9%
Percent of nonrenewable sources	45%	45%	36%	34%
Total kWh	9.9	10.0	15.3	16.3
Percent change from baseline (total)		3.3%	54.5%	63.7%
GREENHOUSE GAS EMISSIONS FROM FOSSIL FUEL COMBUSTION (TOTAL METRIC TONS X 1,000)				
CO ₂ e — Scope 1	596.1	593.4	875.1	861.8
Percent change from 2021 baseline		-0.5%	46.8%	44.6%
CO ₂ e — Scope 2 market-based	328.7	320.0	231.5	277.6
Percent change from 2021 baseline		-2.7%	-29.6%	-15.6%

*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 (baseline)	2023	2024*	2025
ELECTRICITY USE (KWH - THOUSANDS)				
Electricity consumed from grid (MWh)	869.4	860.4	417.0	414.3
Percent change from baseline (consumed)		-1.0%	-52.0%	-52.3%
Electricity generated (MWh)	362.8	367.7	346.3	468.9
Percent change from baseline (generated)		1.4%	-4.5%	29.2%
Total kWh (Million)	1.2	1.2	0.8	0.9
Percent change from baseline (total)		-0.2%	33.3%	-28.3%
AIR QUALITY (EMISSIONS IN MILLION POUNDS)				
PM emissions		1.8	1.6	1.4
VOC emissions		3.2	2.7	3.0
NO _x emissions		6.7	6.6	7.0
SO _x emissions		1.8	1.6	1.6
HAP emissions		1.4	1.1	2.3

Metric	2024*	2025
WATER STEWARDSHIP		
WATER INTAKE (MILLION GALLONS)		
Total Water Intake (Water withdrawn)	31,958	31,087
BOD AND TSS (POUNDS PER DAY)		
BOD Discharged	23,132	22,472
TSS Discharged	30,318	32,851
WASTEWATER DISCHARGE (MILLION GALLONS)		
Total Wastewater Discharge (Water discharge)	28,766	28,410
Percent Water Returned to the Environment	90.0%	91.4%
WATER CONSUMED (MILLION GALLONS)		
Total Water Consumed	3,192	2,677
WASTE MANAGEMENT		
SOLID WASTE - LANDFILL (METRIC TONS)		
Solid Waste	186,179	182,864
HAZARDOUS WASTE (POUNDS)		
Hazardous Waste	92,200	2,334

*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 beginning in May 2024, but does not include our tissue business, which was sold in November 2024.

TRUSTED PRODUCTS

Metric	2024*	2025
SUSTAINABLE PRODUCTS		
RECYCLED AND ALTERNATIVE FIBER USAGE - PAPERBOARD		
Pre-consumer recycled fiber	4.2%	0%
Post-consumer recycled fiber	0.6%	0.3%
RESPONSIBLE SOURCING		
PROCURED WOOD AND CHIPS SOURCE TYPE		
FSC COC certified	26%	10%
FSC controlled wood	60%	74%
SFI fiber sourcing	15%	16%
ORIGIN OF PROCURED WOOD AND CHIPS		
United States	100%	100%
Other	0%	0%
PROCURED PULP SOURCE TYPE		
FSC controlled wood	31%	<1%
FSC mix	59%	73%
FSC recycled	6%	27%
ORIGIN OF PROCURED PULP		
United States	24%	27%
Canada	74%	72%
Brazil	0%	1%
Uruguay	2%	0%

THRIVING PEOPLE & COMMUNITIES

Metric	2024	2025
HEALTH & SAFETY		
INJURY SEVERITY		
No. of lost days	1,080	447
Lost time severity rate	45.4	21.5
LOST TIME INJURIES		
No. of lost time cases	27	13
Lost time incident rate	1.14	0.62
PROACTIVE SAFETY RISK REDUCTION		
Risk reduction from baseline	27%	20+%
SERIOUS INJURY AND FATALITY (SIF)		
No. of cases	1	1
SIF case rate	0.04	0.04

Metric	2024	2025
INCLUSION		
AGE DEMOGRAPHICS: ALL EMPLOYEES		
Under 30	15.5%	11.7%
30-50	48.8%	49.2%
Over 50	35.7%	39.1%
Total Employees	2,207	1,914
GENDER DEMOGRAPHICS: ALL EMPLOYEES		
Female Employees	13.8%	12.9%
Male Employees	86.2%	87.1%
Total Employees	2,207	1,914
GENDER DEMOGRAPHICS: SALARIED EMPLOYEES		
Female Employees	31.5%	30.0%
Male Employees	68.5%	70.0%
Total Employees	685	542
TURNOVER BY GENDER		
Female Employees	10.0%	15.0%
Male Employees	90.0%	85.0%
Total Employees	260	288

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, 2025 to December 31, 2025 unless otherwise noted in response to a specific disclosure.

Disclosure	Disclosure Title	Response
GRI 2: GENERAL DISCLOSURES 2021		
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 See Our Company section on p. 3
2-2	Entities included in the organization's sustainability reporting	This sustainability report covers the environmental, social and governance performance of Clearwater Paper and all operating entities over which the company has operational control during the reporting period. The scope of reporting includes pulp and paper manufacturing facilities, converting operations and corporate offices unless otherwise noted. The organizational boundary used for sustainability reporting is generally consistent with the financial consolidation boundary utilized in the company's annual financial reporting. Any acquisitions, divestitures, facility closures or significant changes in operational control occurring during the reporting period are disclosed where material. GHG emissions are calculated and reported in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Scope 1, 2 and relevant Scope 3 emissions data are collected from operating locations and managed through the Watershed sustainability management platform, which aggregates activity data, applies appropriate emissions factors, and supports emissions calculations and reporting. Watershed enables the company to consolidate emissions data across facilities and supply chain categories to improve consistency, transparency and data quality. Unless otherwise stated, all environmental metrics presented in this report, including energy consumption, GHG emissions, water use, waste generation and other sustainability indicators, reflect the performance of entities included within the reporting boundary. 2025 Annual Report on Form 10-K
2-3	Reporting period, frequency and contact point	Unless otherwise noted in specific disclosures, information in our GRI Index and Sustainability Report covers the period from January 1, 2025 to December 31, 2025. Clearwater Paper Corporation reports annually. We welcome questions and comments on our report at corporate.communications@clearwaterpaper.com. See About this Report section on p. 11
2-4	Restatements of information	The 2024 wood volume figure (3,930,549 tons) excludes Augusta's January through April data, as the site joined Clearwater Paper only in May 2024. Since 2025 reflects a full year of Augusta data, the two years are not directly comparable.

Disclosure	Disclosure Title	Response
2-5	External assurance	Clearwater Paper Corporation received external verification from a third party for our Scope 1 and 2 GHG emissions and categories 1, 3, 4, 10 and 12 of our Scope 3 emissions. Please see verification statement from Apex Companies, LLC.
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 Product Innovation section on p. 9 and our website .
2-7	Employees	Full-time employees: 1,914 Female — total employees: 12.9% Temporary employees: 0 Male — total employees: 87.1%
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.
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. The Compensation Committee oversees our executive compensation and benefits programs, including establishing the performance measurements and targets for executive officers incentive pay, and the company's 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. The Board reviews sustainability matters at least semi-annually and additional times throughout the year. For more information on director competencies, including ESG and industry experience, see the Board skills matrix on p. 7 of our 2026 Proxy Statement . Corporate Governance Guidelines
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement
2-11	Chair of the highest governance body	2026 Proxy Statement

Disclosure	Disclosure Title	Response
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 Board meetings. 2026 Proxy Statement
2-13	Delegation of responsibility for managing impacts	TCFD Index 2026 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Our 2026 Sustainability Report has been reviewed by the Board of Directors and approved by executive leadership prior to publication. 2026 Proxy Statement
2-15	Conflicts of interest	2026 Proxy Statement Code of Business Conduct and Ethics Supplier Code of Conduct
2-16	Communication of critical concerns	Procedures for the Reporting of Questionable Accounting and Auditing Matters Reporting Concerns Hotlines 2026 Proxy Statement Code of Business Conduct and Ethics Supplier Code of Conduct
2-17	Collective knowledge of the highest governance body	2026 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2026 Proxy Statement
2-19	Remuneration policies	2026 Proxy Statement
2-20	Process to determine remuneration	2026 Proxy Statement
2-21	Annual total compensation ratio	2026 Proxy Statement
2-22	Statement on sustainable development strategy	See A Message from Our CEO on page 2 of our 2026 Sustainability Report.

Disclosure	Disclosure Title	Response
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 , Code of Business Conduct and Ethics and 2026 Proxy Statement .
2-27	Compliance with laws and regulations	Clearwater Paper has materially complied with laws and regulations and in 2025 had no material instances of noncompliance.
2-28	Membership associations	Clearwater Paper is a member of the following associations: 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 (including the Paper Cup Alliance and the Paper Recovery Alliance) and Programme for the Endorsement of Forest Certification.
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, 2025, approximately 1,200 of our employees are covered under collective bargaining agreements.

Disclosure	Disclosure Title	Response																								
GRI 3: MATERIAL TOPICS 2021																										
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. See Responsible Sourcing section on p. 7																								
101-4	Identification of biodiversity impacts	All of our paper products are available with at least one of the following: Sustainable Forestry Initiative (SFI®), Programme for the Endorsement of Forest Certification (PEFCTM) or Forest Stewardship Council (FSC®) certification. Clearwater Paper also serves on the Clearwater Basin Advisory Group (Clearwater BAG) in Idaho. This 10-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. See Responsible Sourcing section on p. 7																								

Disclosure	Disclosure Title	Response
GRI 201: ECONOMIC PERFORMANCE 2016		
3-3	Management of material topics	Clearwater Paper Sustainability website
201-1	Direct economic value generated and distributed	Clearwater Paper Sustainability website
201-2	Financial implications and other risks and opportunities due to climate change	2025 Annual Report on Form 10-K For more information, see the TCFD index on page 36 of our 2026 Sustainability Report and our 2024 CDP response .
GRI 205: ANTI-CORRUPTION 2016		
3-3	Management of material topics	Code of Business Conduct and Ethics Code of Ethics for Senior Officers
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. Employees are trained on the Code of Business Conduct and Ethics annually and must sign an acknowledgement of the Code upon employment. Senior officers must also sign an acknowledgement for the Code of Ethics for Senior Officers on an annual basis.
205-3	Confirmed incidents of corruption and actions taken	In 2025, 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 .
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2025, there were no legal actions or allegations as to anti-competitive behavior, antitrust or monopoly practices.

Disclosure	Disclosure Title	Response
GRI 301: MATERIALS 2016		
3-3	Management of material topics	Our products can provide more sustainable alternatives than 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. See Product Innovation section on p. 9 Clearwater Paper Sustainability website
301-1	Materials used by weight or volume	Renewable materials: 5,043,165 tons including wood and pulp.
301-2	Recycled input materials used	26% 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 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 2025, 66% of our energy needs were met with renewable fuels including renewable biomass, while 34% came from purchased electricity, natural gas, fuel oil, diesel, gasoline and propane. See Sustainable Operations section on p. 8
302-1	Energy consumption within the organization	Total energy consumption: 58,588,769 gigajoules Non-renewable fuel consumption: 20,276,276 gigajoules (includes electric, natural gas, propane, diesel fuel, gasoline and fuel oil) Gigajoules per site: • Lewiston, ID: 7,140,768 • Cypress Bend, AR: 4,507,819 • Augusta, GA: 8,046,928 • Manchester Industries sites (5 total): 21,293 Electricity from the grid: 1,491,348 gigajoules Renewable fuel consumption: 38,871,666 gigajoules (including biomass and black liquor) Gigajoules per site: • Lewiston, ID: 17,391,077 • Cypress Bend, AR: 5,332,203 • Augusta, GA: 16,148,386 Note: Volumes from invoices or measured process parameters, conversion factors from third party. See Performance Data, Energy and Emissions section on p. 12

Disclosure	Disclosure Title	Response
302-3	Energy intensity	Total energy intensity: 10,920 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 2025. 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. See Sustainable Operation section on p. 8 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	2025 water withdrawal: 117,820 megaliters Surface water: 112,973 megaliters Groundwater: 4,847 megaliters Third Party Water: 0.6 megaliters 2025 water withdrawal by site: • Lewiston, Idaho: 43,988 megaliters • Cypress Bend, Arkansas: 21,266 megaliters • Augusta, Georgia: 52,565 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	2025 total wastewater discharge: 107,674 megaliters Discharged after primary or primary & secondary treatment to Surface Water: 107,674 megaliters Discharged to off-site treatment: 0.6 megaliters BOD: 22,472 lbs./day TSS: 32,851 lbs./day Notice of Violations in 2025: 5 Note: Priority substances include BOD, TSS and any others listed in permits.
303-5	Water consumption	Total water consumed: 10,147 megaliters Data is calculated using water discharge minus water intake.

Disclosure	Disclosure Title	Response
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 Science Based Targets initiative (SBTi) approved goals, regulatory requirements and community interests. For more information, please see our TCFD Response .
305-1	Direct (Scope 1) GHG emissions	2025 Scope 1 GHG emissions: 861,827 metric tons of CO₂ equivalent GHG metric tons by facility: • Lewiston, Idaho: 256,044 • Cypress Bend, Arkansas: 212,626 • Augusta, Georgia: 384,150 • Manchester Industries (5 sites): 428 2025 Biogenic CO₂ emissions: 3,465,765 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. • Emissions data reflects facilities under operational control, consistent with the scope of 2025 Annual Report on Form 10-K and EHS policy.
305-2	Energy indirect (Scope 2) GHG emissions	2025 Scope 2 GHG emissions (location-based): 258,669 metric tons of CO₂ equivalent 2025 Scope 2 GHG emissions (market-based): 277,592 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	2025 Scope 3 GHG emissions: 1,546,627 metric tons of CO ₂ equivalent
305-4	GHG emissions intensity	Intensity figure in reporting year for Scope 1 (metric tons CO₂e per unit of activity): 0.574 Intensity figure in reporting year for Scope 2 (metric tons CO₂e per unit of activity): 0.187 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.

Disclosure	Disclosure Title	Response
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.
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	NO_x = 3,182 MTCO₂e SO₂ = 722 MTCO₂e VOC = 1,378 MTCO₂e PM = 644 MTCO₂e HAP = 1,059 MTCO₂e
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. See Sustainable Operations section on p. 8 Clearwater Paper Sustainability website

Disclosure	Disclosure Title	Response
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.
306-3	Waste generated	Solid waste: 182,864 metric tons Hazardous waste: 1.1 metric tons
306-4	Waste diverted from disposal	Non-hazardous waste diverted from landfill include: • Waste diverted from landfill and utilized on-site: 62,243 metric tons • Waste diverted from landfill and utilized off-site: 37,666 metric tons • Total waste diverted from landfill: 99,909 metric tons • Beneficial Reuse: 36,480 metric tons • Energy Recovery: 55,106 metric tons • Recycling: 8,323 metric tons 55% 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: 182,864 metric tons Hazardous waste: 1.1 metric tons Non-hazardous waste - landfill: 82,955 metric tons Notes: All hazardous waste is disposed of offsite as required by regulation.

Disclosure	Disclosure Title	Response
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
3-3	Management of material topics	Any contracting company whose employees perform work at our sites 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
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.

Disclosure	Disclosure Title	Response
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 EHS policy.
403-1	Occupational health and safety management system	Clearwater Paper's 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 EHS audits at each site every one to three years. In 2025, we completed three audits across three 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 2025, these efforts resulted in a 20+% reduction in risk compared to the baseline.
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 conditions as the staff's qualifications allow. This service helps promote general, healthy practices and support employees during various stages of life.

Disclosure	Disclosure Title	Response	
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 EHS 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, job-specific roles and new responsibilities through annual training/ refreshers and updates to policies, procedures and/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.	
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	Work-related fatalities: 0 Lost time injuries: 13 Lost time rate: 0.62 Recordable injuries: 47 Recordable rate: 2.24	Main types of work-related injuries: ergonomics, walking/working surfaces, machine safety Number of hours worked: 4,200,903 Injury severity (number of lost days): 447 Serious injury and fatality risk (SIF) case rate: 0.048 (zero fatal incidents in 2025) Proactive safety risk reduction: 24%

Disclosure	Disclosure Title	Response				
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.				
404-1	Average hours of training per year per employee	Average hours of online training per employee: ~11.6 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	Clearwater Paper Sustainability website				
405-1	Diversity of governance bodies and employees	<table><tr><td>Female — Board of Directors: 38%</td><td>Female — Total employees: 12.9%</td></tr><tr><td>Male — Board of Directors: 62%</td><td>Male — Total employees: 87.1%</td></tr></table>	Female — Board of Directors: 38%	Female — Total employees: 12.9%	Male — Board of Directors: 62%	Male — Total employees: 87.1%
Female — Board of Directors: 38%	Female — Total employees: 12.9%					
Male — Board of Directors: 62%	Male — Total employees: 87.1%					
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 different avenues. Human Rights Policy Code of Business Conduct and Ethics Reporting Concerns Hotlines				
406-1	Incidents of discrimination and corrective actions taken	During the 2025 reporting year, five claims of discrimination were made via the hotline, all of which were investigated, action was taken as deemed appropriate and they were closed. Four claims of discrimination were made in 2025 through other channels (regulatory or otherwise), all of which were investigated. One was closed and three are pending.				

Disclosure	Disclosure Title	Response
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 2025.
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. <u>Supplier Code of Conduct</u>
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	Data not available as of report publication.
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.

Disclosure	Disclosure Title	Response
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: 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, 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.
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 2025.

Disclosure	Disclosure Title	Response
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. 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 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. We experienced no security breaches during 2025.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no security breaches of customer privacy or loss of customer data in 2025.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Code	Category	Unit of Measurement	Metric	Response
GREENHOUSE GAS EMISSIONS				
RR-PP-110a.1	Quantitative	Metric tons (t) CO ₂ e	Gross global Scope 1 emissions	861,827 MTCO ₂ e
				3,465,765 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)	3,182
			(2) SO ₂	722
			(3) Volatile organic compounds (VOCs)	1,378
			(4) Particulate matter (PM), and	644
			(5) Hazardous air pollutants (HAPs)	1,059
			ENERGY MANAGEMENT	
RR-PP-130a.1	Quantitative	Gigajoules (GJ), Percentage (%)	(1) Total energy consumed	58,588,769
			(2) Percentage grid electricity	2.5
			(3) Percentage from biomass	16
			(4) Percentage from other renewable energy	51

Code	Category	Unit of Measurement	Metric	Response
WATER MANAGEMENT				
RR-PP-140a.1	Quantitative	Thousand cubic meters (m ³),	(1) Total water withdrawn	(1) 117,820 m ³
		Percentage (%)	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(2) 10,147 m ³ , 0.0002%
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 = 16,015 metric tons
ACTIVITY METRICS				
RR-PP-000.A	Quantitative	Air-dried metric tons (t)	Pulp production	Total pulp production: 1,128,094 metric tons
RR-PP-000.B	Quantitative	Air-dried metric tons (t)	Paper production	1,490,379 Air Dried Tons (ADT) paper
				PM: 1,393,955 ADT
RR-PP-000.C	Quantitative	Metric tons (t)	Total wood fiber sourced	96,424 ADT converted paper
				Total board production: 1,126,720 metric tons
RR-PP-000.C	Quantitative	Metric tons (t)	Total wood fiber sourced	Notes: PM: paper production from a paperboard machine.
				Purchased wood: 4,983,306 bone dry ton (BDT)
RR-PP-000.C	Quantitative	Metric tons (t)	Total wood fiber sourced	Purchased pulp: 59,858 metric tons

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

TCFD Recommendation	Response
GOVERNANCE: DISCLOSE THE ORGANIZATION'S GOVERNANCE AROUND 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 semi-annual 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.
a) Describe the board's oversight of climate-related risks and opportunities	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
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. 5 of <u>2025 Annual Report on Form 10-K</u>. 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

TCFD Recommendation	Response
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.	See Performance Data, Energy and Emissions, p. 12 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.	See Sustainable Operations section on p. 8 CDP Corporate Questionnaire: 7.53, 7.53.1, 7.53.2

