GLATFELTER

2021 Fourth Quarter Earnings Conference Call

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NYSE: GLT

Forward Looking Statements and Use of Non-GAAP Financial Measures

Any statements included in this presentation which pertain to future financial and business matters are "forward-looking statements" within the meaning of the safe harbor provisions of the United States Private Securities Litigation Reform Act of 1995. The Company uses words such as "anticipates", "believes", "expects", "future", "intends", "plans", "targets", and similar expressions to identify forward-looking statements. Any such statements are based on the Company's current expectations and are subject to numerous risks, uncertainties and other unpredictable or uncontrollable factors that could cause future results to differ materially from those expressed in the forward-looking statements, which are described in the Company's filings with the U.S. Securities and Exchange Commission ("SEC"), including those set forth in the Risk Factors section and under the heading "Forward-Looking Statements" in the Company's most recently filed Annual Report on Form 10-K and Quarterly Report on Form 10-Q, which are available on the SEC's website at www.sec.gov. In light of these risks, uncertainties and other factors, the forward-looking matters discussed in this presentation may not occur and readers are cautioned not to place undue reliance on these forward-looking statements. The forward-looking statements speak only as of the date of this presentation and the Company undertakes no obligation, and does not intend, to update these forward-looking statements to reflect events or circumstances occurring after the date of this presentation.

During the course of this presentation, certain non-U.S. GAAP financial measures will be presented. A reconciliation of these measures to U.S. GAAP financial measures is included in the appendix of this presentation.

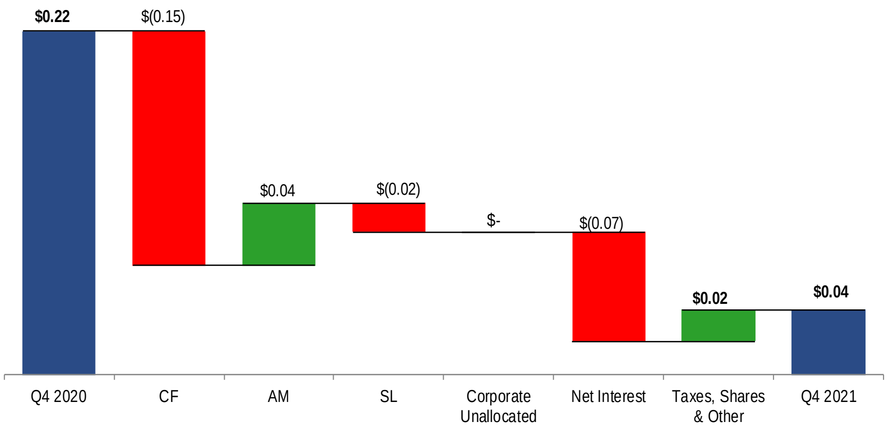
Highlights – Q4 2021

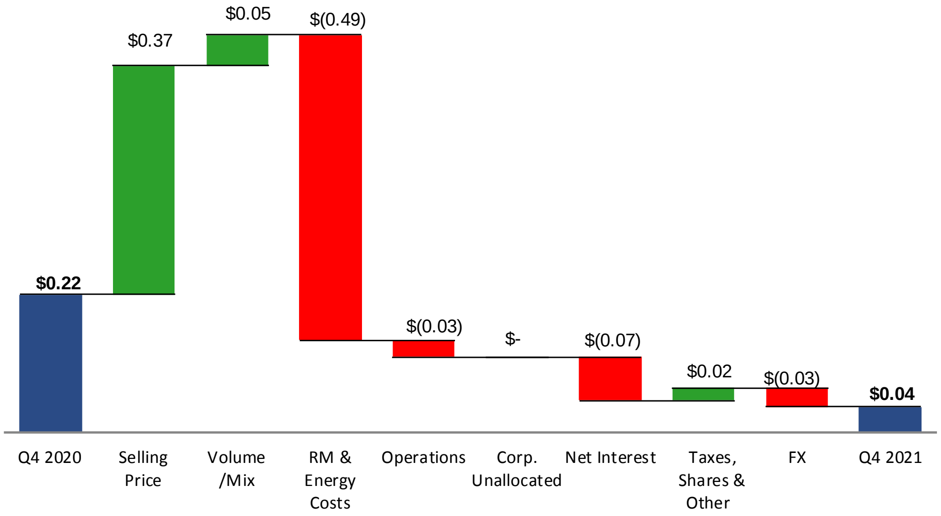
- **Adjusted EBITDA of $26 million and adjusted EPS of $0.04**
- **Airlaid Materials results largely in line with expectations supported by contractual cost pass through arrangements**
- **Composite Fibers profitability below expectations driven by unprecedented energy costs and raw material inflation**
  - Energy prices in Europe continued to sharply increase in the fourth quarter negatively impacting earnings by approximately $4 million versus original guidance but partially offset by energy surcharges implemented in November
  - Shipments were lower versus expectations particularly in price sensitive wallcover category
- **Spunlace performance below expectations driven by rising energy costs and production delays from raw material availability that impacted shipments**
- **All production sites remained operational**
- **Net Leverage increased to 4.6x* at December 31, 2021 from 1.7x at December 31, 2020, driven by Spunlace and Mount Holly acquisitions in 2021**

Note: Adjusted EBITDA for all periods presented has been modified to add back share-based compensation consistent with the newly amended credit agreement. (see full reconciliation on slide 19)

(*): Debt covenant compliance ratio of 3.8x includes additional add backs permitted under credit agreement

Adjusted EPS – Q4 2021 vs. Q4 2020

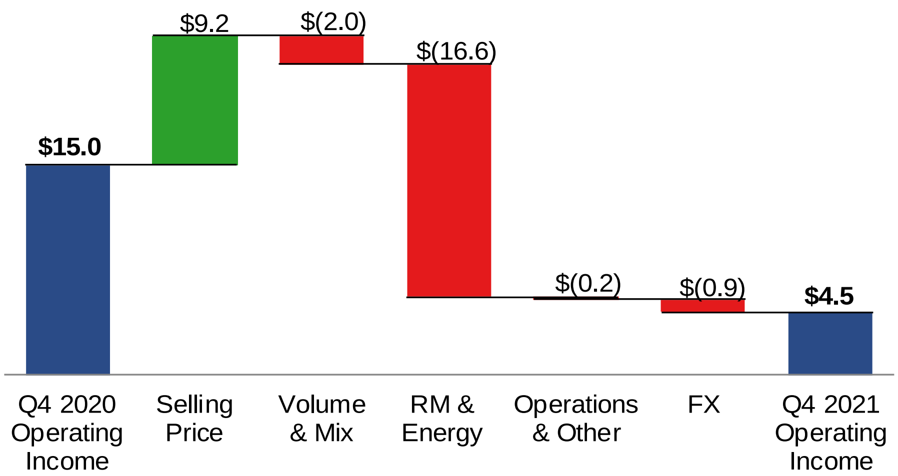




On a GAAP basis, net loss from continuing operations for Q4 2021 was $11.2 million or ($0.25) per share compared to net income from continuing operations of $9.1 million or $0.20 per share in Q4 2020

Composite Fibers Q4 2021 Highlights

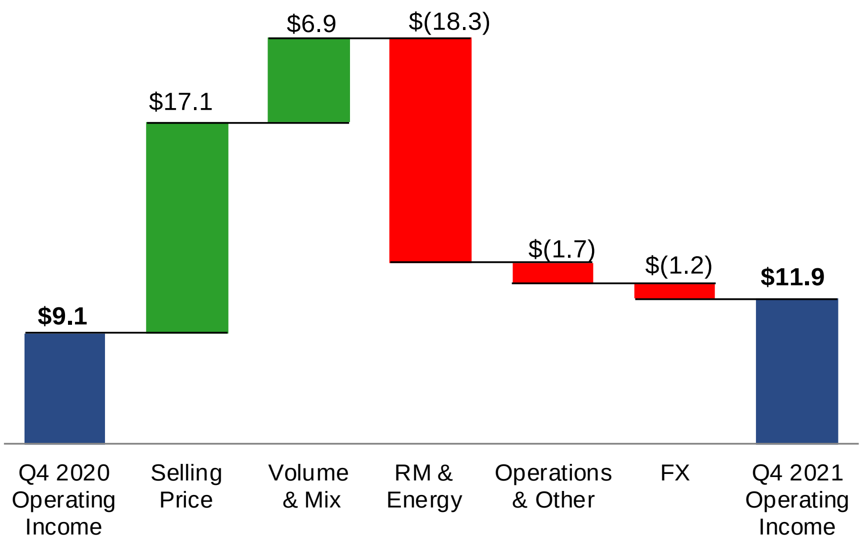
Dollars in Thousands	Q4 2020	Q3 2021	Q4 2021
Tons shipped (MT)	**34,734**	**32,737**	**30,848**
Net sales	**$137,822**	**$138,118**	**$135,842**
Operating income	**$15,041**	**$5,812**	**$4,482**
EBITDA	**$21,564**	**$12,716**	**$11,287**
EBITDA margin	**15.6%**	**9.2%**	**8.3%**



- **Revenue up 1.3% versus Q4 2020 on constant currency**
  - Selling prices were $9.2 million higher versus Q4 2021 and increased sequentially by approximately $5 million
  - Volume down 11%
    - Wallcover down 23%
    - Metallized products down 12%
    - Technical specialties down 7%
    - Composite Laminates down 6%
    - Food & Beverage flat
- **Raw material and energy prices unfavorable $16.6 million mainly due to significant inflationary pressures in energy, wood pulp and freight prices**
  - Energy costs were higher by ~$6 million sequentially, partially offset by energy surcharges
- **FX unfavorable $0.9 million mainly due to favorable hedging gains in 2020**
- **Outlook (Q1 2022 versus Q4 2021)**
  - Expect higher Selling Prices to be fully offset by higher raw material and energy prices
  - Lower volume and market related downtime in wallcover category expected to unfavorably impact results by ~$2 million

Airlaid Materials Q4 2021 Highlights

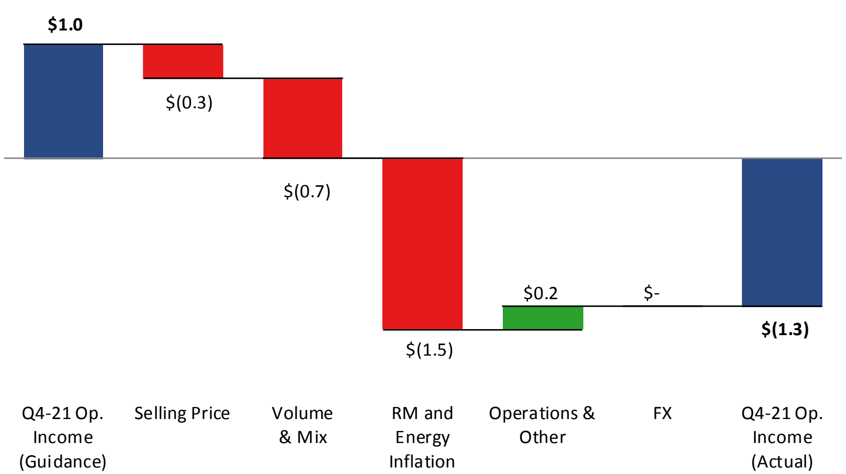
Dollars in Thousands	Q4 2020	Q3 2021	Q4 2021
Tons shipped (MT)	**33,593**	**43,526**	**41,429**
Net sales	**$97,460**	**$141,533**	**$140,980**
Operating income	**$9,073**	**$14,742**	**$11,875**
EBITDA	**$14,891**	**$22,505**	**$19,598**
EBITDA margin	**15.3%**	**15.9%**	**13.9%**



- **Revenue up 48% versus Q4 2020 on constant currency, including full quarter of Mount Holly acquisition**
  - Volume up 23% including favorable mix
    - Tabletop up 95%
    - Wipes up 74%
    - Home Care products down 2%
    - Hygiene products down 3%
- **Higher selling prices reflect the contractual pass-through of higher raw material prices**
  - Energy costs were higher sequentially ~$2 million partially offset by energy surcharges
- **Operations unfavorable $1.7 million mainly driven by higher inflationary pressures**
- **FX unfavorable $1.2 million mainly due to a lower Euro**
- **Outlook (Q1 2022 versus Q4 2021)**
  - Expect higher shipments of ~3% and favorable mix to improve operating profit by approximately $1 million
  - Selling prices are expected to be higher but fully offset by higher raw material prices
  - Higher energy costs are expected to be fully offset by energy surcharges

Spunlace Q4 2021 Highlights

Dollars in Thousands	Q4 2020	Q3 2021	Q4 2021
Tons shipped (MT)	-	-	**12,514**
Net sales	$-	$-	**$57,637**
Operating Loss	-	-	**($1,338)**
EBITDA	-	-	**$355**
EBITDA margin	-	-	**0.6%**



- **Revenue of $58 million for the quarter under Glatfelter ownership [(1)]**
  - Volume of 12.5k MT with unfavorable mix
    - Consumer wipes ~6.5k MT
    - Critical cleaning ~2.9k MT
    - Healthcare ~2.1k MT
    - Hygiene ~ 0.6k MT
    - All other ~0.4k MT
- **Raw material and energy prices unfavorable $1.5 million versus expectations**
  - Higher than anticipated inflation in synthetic fibers and higher energy costs
- **Operations unfavorable versus expectations mainly driven by production delays due to raw material availability and higher waste rates offset by lower depreciation**
- **Outlook (Q1 2022 versus Q4 2021)**
  - Volume higher due to 1 additional month of ownership
  - Selling price increases will be offset by higher input costs for raw material and energy
  - Expect results to be unfavorable at same rate as Q4 2021

(1) Q4 Spunlace financials include 3 days in October and full months of November and December

Corporate Costs and Other Financial items

Details of Other and Unallocated

The following sets forth details of 'Other and Unallocated' amounts presented in the Company's Segment Financial Information included in total operating income in the earnings release.

(in millions)	Q4 2020	Q4 2021	2020	2021
Restructuring charge – Metallized operations	$-	$-	($11.1)	$-
Cost optimization actions	(1.6)	(0.3)	(6.0)	(1.0)
Timberland sales and related costs	0.4	0.6	1.4	5.2
COVID-19 incremental costs	(0.9)	-	(2.7)	-
Strategic initiatives	(0.7)	(19.8)	(1.6)	(31.0)
Asset impairment charge	-	-	(0.9)	-
Corporate headquarters relocation	(0.4)	(0.2)	(1.1)	(0.6)
Special items excluded from adjusted earnings	(3.4)	(19.6)	(21.9)	(27.3)
Corporate costs*	(7.0)	(6.8)	(27.3)	(22.4)
Total corporate costs & other financial items	**($10.4)**	**($26.4)**	**($49.2)**	**($49.7)**

- **Corporate costs in-line with Q4 2020 and $4.9 million lower than 2020**
- **Strategic initiatives costs of $31.0 million in 2021 related to acquisition activities including Mount Holly and Jacob Holm**
- **Outlook (FY 2022)**
  - Corporate costs estimated to be approximately $27 million in 2022
  - Interest expense & other financial costs estimated to be ~$35 million (reflects bond offering related to the acquisitions)

*Notes: * Corporate costs are primarily comprised of employee costs, legal fees, and professional services fees. The sum of individual amounts set forth above may not agree to the column totals due to rounding.*

Cash Flow

- **2021 Adjusted Free Cash Flow from continuing operations ~ $10.0 million lower versus last year**
  - Adjusted EBITDA lower by ~$5.5 million
- **Q4 2021 Adjusted Free cash flow $19 million lower than Q4 2020 due to lower earnings and higher capital expenditures**
- **2022 Outlook:**
  - Expect capital expenditures to be approximately $45 to $50 million, including $7 million to $8 million for Spunlace integration
  - Expect depreciation and amortization expense to be approximately $74 million

(in millions)	Q4 2020	Q4 2021	2020	2021
Adjusted EBITDA	$31.3	$25.7	$125.3	$119.6
Change in working capital (*)	46.8	45.1	9.2	11.0
Taxes paid	(3.9)	(5.7)	10.0	(15.5)
Interest paid	(1.5)	(2.2)	(6.2)	(7.0)
Other	11.8	(30.4)	(29.2)	(37.2)
Cash Flow from continuing Operations	**$84.5**	**$32.5**	**$109.0**	**$71.0**
Less: Capital expenditures	(8.0)	(11.5)	(28.1)	(30.0)
Free Cash Flow	**$76.5**	**$21.0**	**$80.9**	**$40.9**
Less: Adjustments to Free Cash Flow	(18.0)	18.6	(0.5)	29.0
Adjusted Free Cash Flow	**$58.5**	**$39.5**	**$80.3**	**$70.0**

Notes:
(*) - Working capital is defined as accounts receivable plus inventories less accounts payable.
The sum of individual amounts set forth above may not agree to the column totals due to rounding.

(1) – Slide 24 in appendix includes the details for the Adjustments to Free Cash Flow and recasts prior quarters to align with full year presentation

Note: Adjusted EBITDA for all periods presented has been modified to add back share-based compensation consistent with the newly amended credit agreement.

Balance Sheet and Liquidity

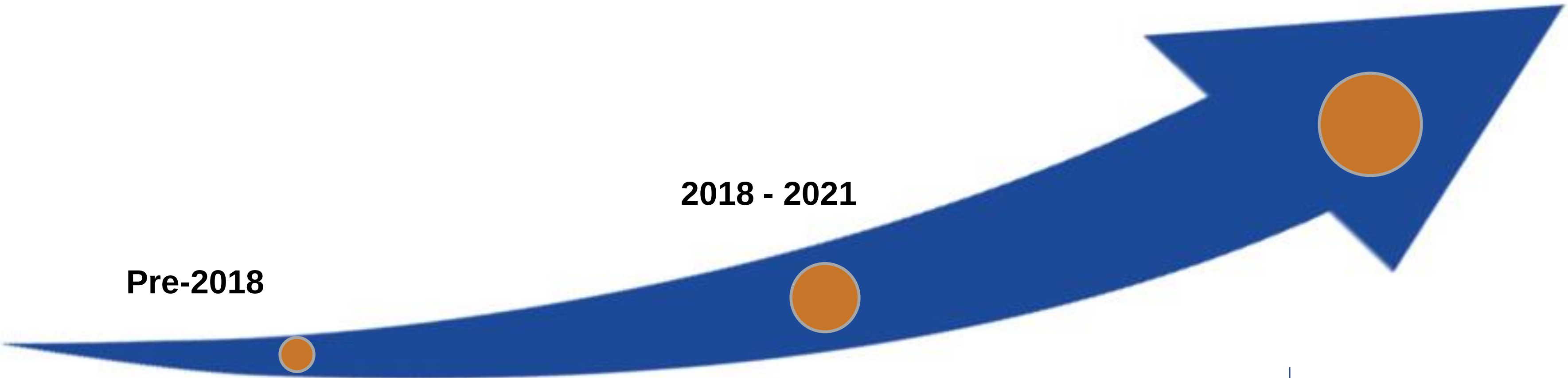
- **Higher leverage of 4.6x as of December 31, 2021 versus 1.7x as of December 31, 2020 driven by Mount Holly acquisition in Q2 2021 for $172 million and Spunlace acquisition for ~ $304 million in Q4 2021**
- **Executed $500 million bond financing in October 2021**
- **December 2019 cash includes ~ $53.4 million related to pension settlement**
- **Available liquidity of ~$260 million**

(in millions)	31-Dec-19	31-Dec-20	31-Dec-21	
Cash	**$126.2**	**$99.6**	**$138.4**	
Debt				
Current portion of long term debt	22.9	25.1	26.4	
Short term debt	-	-	22.8	
$500 million 4.75% bond	-	-	500.0	
Term Loans 1.3% - 2.4% due 2022 - 2025	255.1	253.5	239.5	
Revolving credit agreement	84.3	36.8	10.0	
Unamortized deferred financing costs	(2.4)	(1.9)	(11.4)	
Total Debt	**359.9**	**313.5**	**787.4**	
Net Debt	**$233.7**	**$213.9**	**$648.9**	
Shareholders' Equity	**$556.0**	**$577.9**	**$542.8**	
TTM Adj. EBITDA (*)	**110.3**	**125.3**	**140.0**	
Net Leverage	**2.1x**	**1.7x**	**4.6x**	**(*)**
Available Liquidity	**$200.4**	**$274.8**	**$258.0**	

Notes:
(*) TTM Pro forma Adjusted EBITDA as of December 31, 2021, includes $2.0 million of Mount Holly EBITDA for 4.5 months and $18.3 million of Spunlace segment for 10 months not under Glatfelter ownership; EBITDA calculation modified to add back share-based compensation consistent with the newly amended credit agreement; Debt covenant compliance ratio of 3.8x includes additional add backs permitted under credit agreement
The above calculation is not intended to be used for purposes of calculating debt covenant compliance.
The sum of individual amounts set forth above may not agree to the column totals due to rounding.

Appendix

Glatfelter’s Ongoing Evolution



Pre-2018

- **Expanded internationally** *acquiring Schoeller & Hoesch GmbH creating Composite Fibers business*
- **Acquired Lydney, UK facility** *to expand tea and coffee business*
- **Acquisition of Concert Industries** *creates Airlaid Materials business*
- **Dresden acquisition** *adds Nonwoven Wallcover product line*
- **Completed capacity expansions** *in Composite Fibers to serve Tea, Coffee, and consumer growth markets*
- **Oberschmitten acquisition** *expands Electrical product line*

2018 - 2021

- **Sale of Specialty Papers business** *creates more growth focused and stable Engineered Materials platform*
- **Terminated and settled qualified pension plan** *and reverted $33 million cash back to company*
- **Fox River liability settled** *and paid $20.5 million as part of final settlement*
- **New airlaid facility** *in Fort Smith, AR expanded capacity by 20%*
- **Acquired 2 Georgia-Pacific airlaid facilities** *to expand capacity and capture and service long term demand for health and hygiene products*
- **Issued first “Sustainability” report in 2020** *formalizing our ESG priorities*
- **Relocated Corporate Headquarters to Charlotte, North Carolina** *to enhance access to resources and more diverse talent*
- **Recently acquired Jacob Holm** *to add scale complementary and best-in-class suite of nonwovens technologies, applications, and products*

2022 & Beyond

- **Execute on integration** *of recently announced acquisitions with a focus on synergy capture and deleveraging*
- **Accelerate innovation** *to further expand engineered materials product portfolio*
- **Continue to pursue attractive growth investment opportunities** *as balance sheet permits*

Glatfelter's Strategic Transformation

The New GLT → **Transformation Actions & Value Creation** → **Investment Thesis**

The New GLT

A Leading Engineered Materials Company

Multiple Growth Platforms

Accelerating Innovation

Committed to ESG and an Inclusive Culture

Transformation Actions & Value Creation

Portfolio Realignment	Sale of Specialty Papers - $360M Pension Plan Reversion - ~$33M Addition of Spunlace technology ~90% of Revenues from Essential Consumer Staples
Strategic Growth	<u>Acquisitions</u> $360M (G-P EU & G-P US) $302M (Jacob Holm) <u>Organic</u> $90M (Ft. Smith)
Shareholder Distributions	Dividends of ~$25M annually
Financial Capacity	Issued $500M 8-year Bond at 4.75% Amended and Extended Credit Facility Ample leverage flexibility and liquidity for future growth

Investment Thesis

GDP/GDP+ growth categories are >80% of Portfolio:
Wipes – 25%
F&B – 22%
Hygiene – 18%
Electrical/TS – 7%
Tabletop – 6%
Health Care – 4%

Improved Cash Flows

Adj. EBITDA Growth:
2018 - $86M
2021– $140M*

Enhancing Everyday Life™... Sustainably

* TTM Pro forma Adjusted EBITDA includes $2.1 million of Mount Holly EBITDA for 4.5 months and $18.3million of Jacob Holm EBITDA for 10 months not under Glatfelter ownership

Effective Tax Rate

- **Q4 2021 tax rate on adjusted earnings is (172)%**
  - One-time valuation allowance release of ~$3MM related to the Spunlace purchase accounting book basis step up
- **2021 full year tax rate of 32% reflects above mentioned one-time benefit of ~ $3MM**
- **Guiding to Q1 2022 tax rate between 48% and 50% on adjusted earnings**

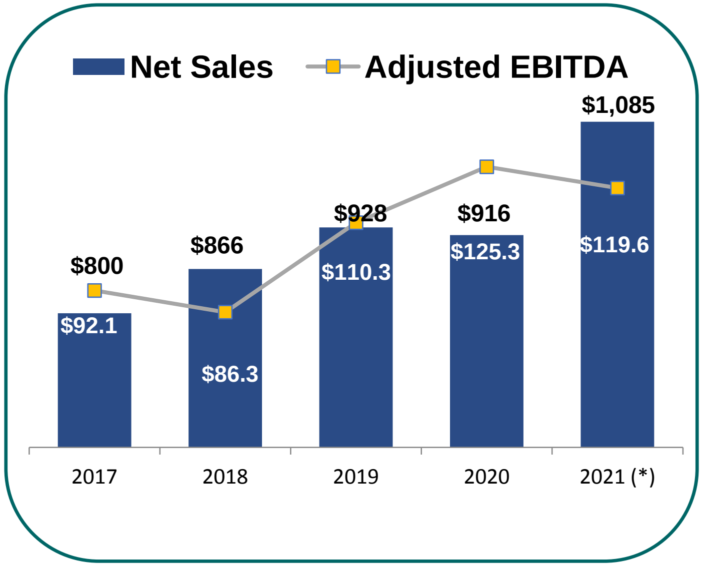
Financial Overview

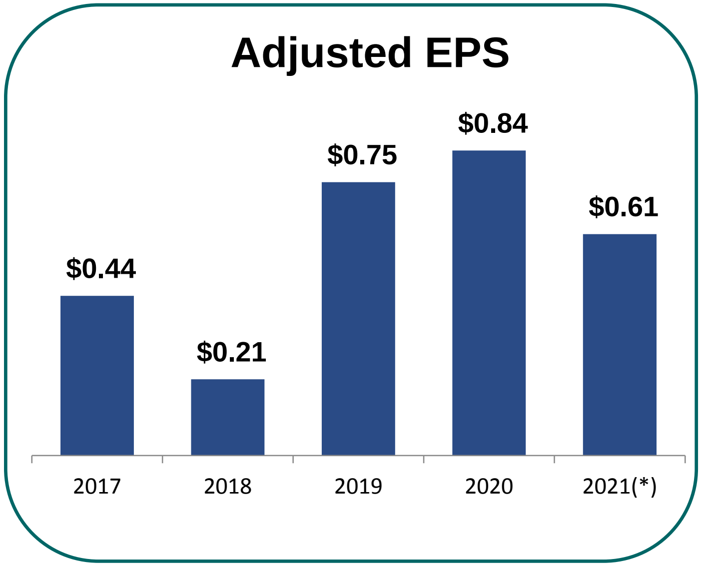
(in millions)	Q4 2020	Q4 2021
Net Sales	$235.3	$334.5
Adjusted operating income	$17.1	$8.1
Adjusted EBITDA	$31.3	$25.7
Free Cash Flow	$76.5	$21.0
Adjusted Free Cash Flow	$58.5	$39.5

(in millions)	Dec 31 2020	Dec 31 2021
Net Debt	$213.9	$648.9
Cash	$99.6	$138.4

Note: Adjusted EBITDA for all periods presented has been modified to add back share-based compensation consistent with the newly amended credit agreement

Earnings Trends





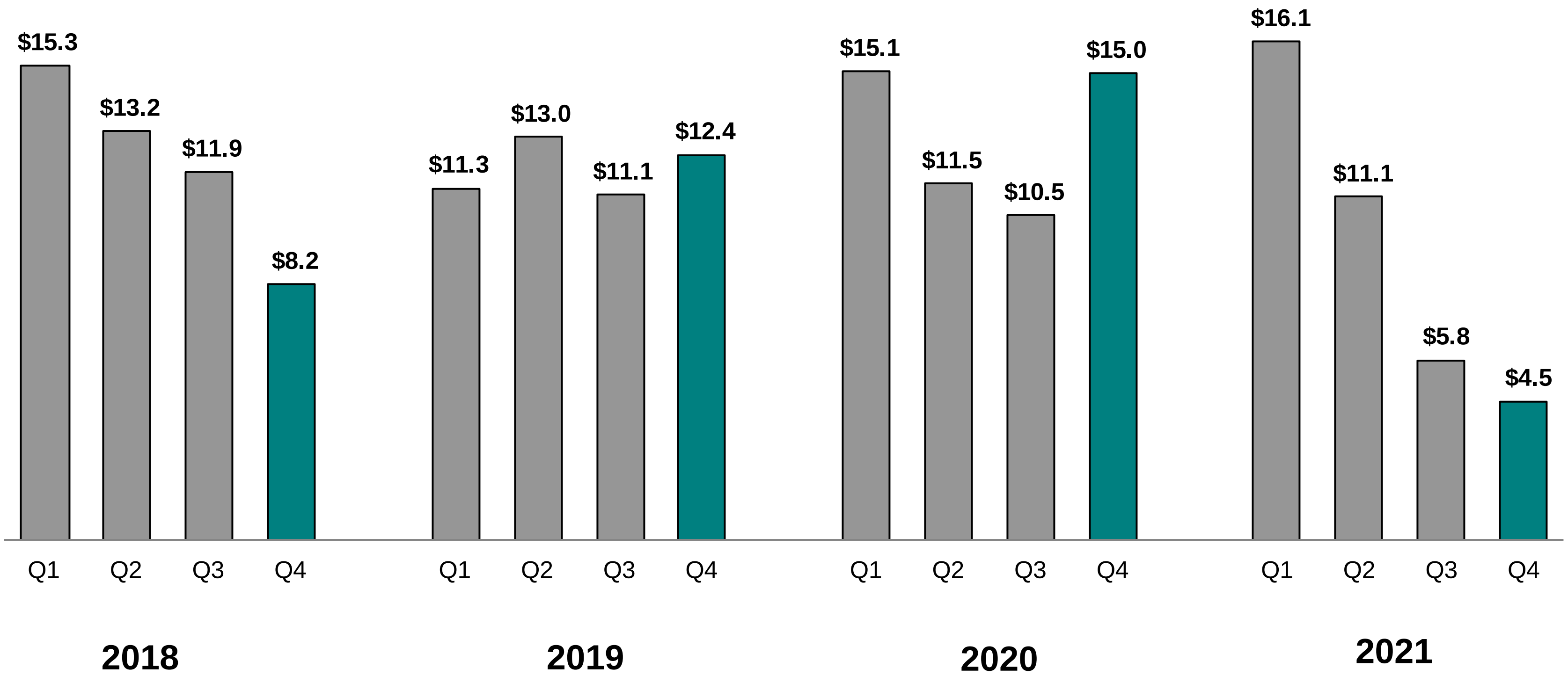
Note: Results are from continuing operations with an assumed tax rate of 40% for 2017 (without the Specialty Papers business) ; Net sales and Adjusted EBITDA in millions

Note: Adjusted EBITDA for all periods presented has been modified to add back share-based compensation consistent with the newly amended credit agreement

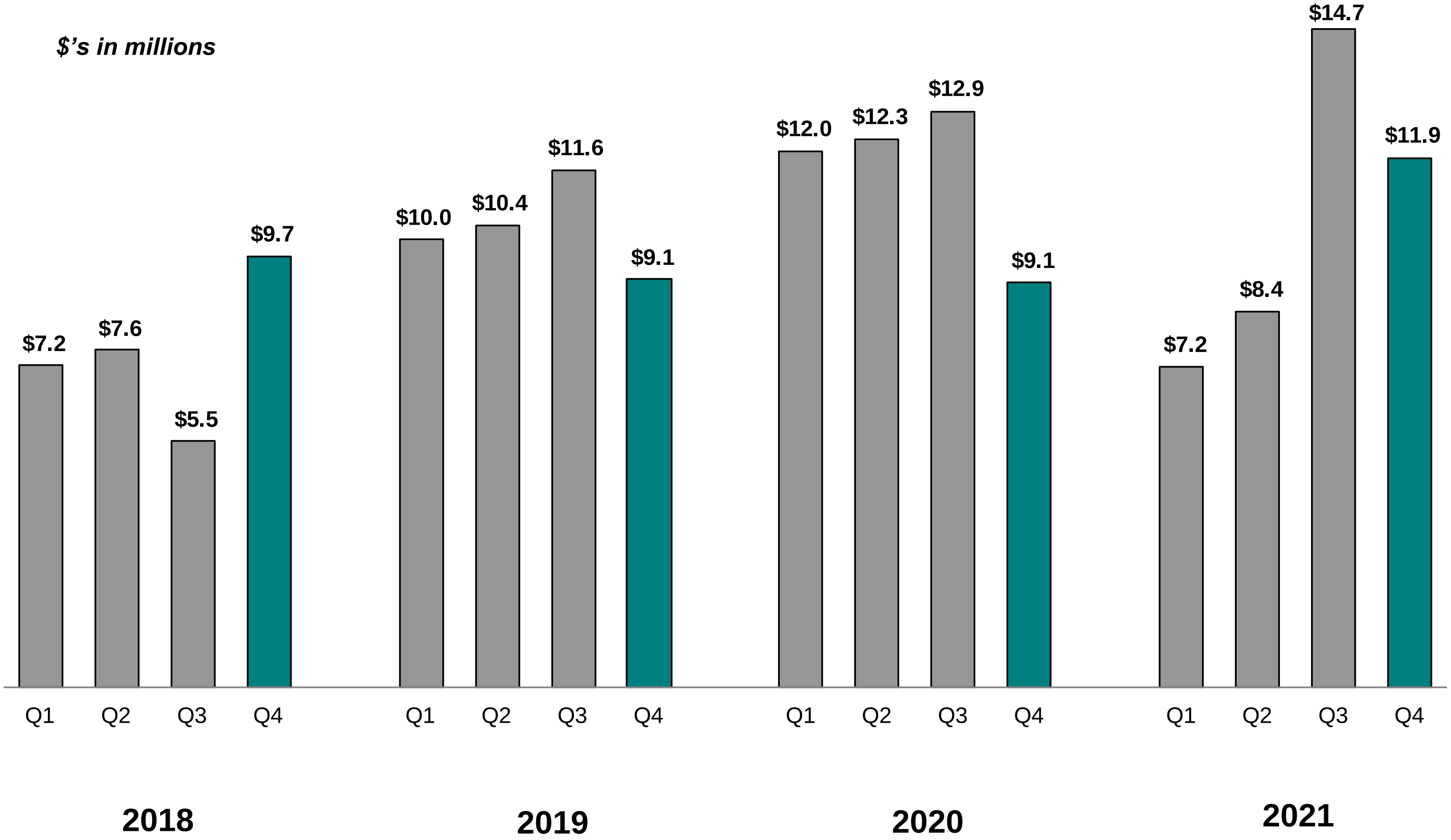
(*) –2021 of $119.6 million includes Mount Holly prospectively from May 13, 2021 acquisition date and Spunlace segment from its October 29, 2021 acquisition date

Composite Fibers Operating Income

$’s in millions



Airlaid Materials Operating Income



Reconciliation of Non-GAAP measures

Adjusted EBITDA and Adjusted Operating Income from continuing operations

In millions	Q4 2020	Q4 2021	2020	2021
Net Income (loss)	$ 9.8	$ (10.4)	$ 21.3	$ 6.9
Adjust: Discontinued ops	(0.7)	(0.8)	(0.5)	(0.2)
Add: Taxes	2.8	(7.8)	11.6	7.0
Add: Depreciation and Amortization(1)	13.3	17.2	56.6	61.4
Add: Net Interest Expense	1.7	7.0	6.6	12.3
EBITDA	$ 26.9	$ 5.2	$ 95.6	$ 87.4
Adjustments / Exclusions:				
Share-based compensation(3)	1.7	1.0	5.7	5.1
Pension settlement expenses, net	(0.6)	-	6.2	-
Gains on Timberland Sales and Transaction Related Costs	(0.4)	(0.6)	(1.4)	(5.2)
Restructuring charge - Metallized operations (net of accelerated depreciation)	1.5	-	7.2	-
Acquisition and integration relation costs	-	7.2	-	-
COVID-19 incremental costs	0.9	-	2.7	-
Cost optimization actions	0.4	0.2	6.0	0.9
Asset impairment charge	-	-	0.9	-
Costs related to strategic initiatives	0.7	12.6	1.6	30.9
Corporate headquarters relocation (net of asset write off)	0.2	0.2	0.9	0.6
Adjusted EBITDA from continuing operations(3)	**$ 31.3**	**$ 25.7**	**$ 125.3**	**$ 119.6**
Depreciation and Amortization(2)	(13.3)	(17.2)	(52.5)	(61.4)
Other (Income)/Expense	0.8	0.7	4.0	2.7
Share-based compensation(3)	(1.7)	(1.0)	(5.7)	(5.1)
Adjusted Operating Income from continuing operations	**$ 17.1**	**$ 8.1**	**$ 71.1**	**$ 55.8**

(1,2) 2020 includes accelerated depreciation incurred in connection with restructuring of Composite Fibers' Metallized operations of $4.1 million for full year, not included in adjusted operating income
(3) Adjusted EBITDA for all periods presented has been modified to add back share-based compensation consistent with the newly amended credit agreement
Note: The sum of individual amounts set forth above may not agree to the column totals due to rounding.

Reconciliation of Non-GAAP measures

Adjusted EBITDA from continuing operations

In millions	2017	2018	2019	2020	2021
Net Income (loss)	**$ 7.9**	**$ (177.6)**	**$ (21.5)**	**$ 21.3**	**$ 6.9**
Exclude: Loss from discontinued operations, net of tax	(13.5)	177.2	(3.7)	(0.5)	(0.2)
Add: Taxes from continuing operations	25.1	7.7	(9.2)	11.6	7.0
Add: Depreciation and Amortization	42.1	47.5	50.8	56.6	61.4
Add: Net Interest Expense	13.1	15.0	9.3	6.6	12.3
EBITDA from continuing operations	$ 74.6	$ 69.8	$ 25.7	$ 95.6	$ 87.4
Adjustments / Exclusions:					
Share-based compensation	5.5	6.3	3.6	5.7	5.1
Pension settlement expenses, net	-	-	75.3	6.2	-
Gains on Timberland Sales and Transaction Related Costs	(0.2)	(3.2)	(1.6)	(1.4)	(5.2)
Asset impairment charge	-	-	-	0.9	-
Acquisition and integration relation costs	10.9	7.1	1.0	-	-
Restructuring charge - Metallized operations (net of accelerated depreciation)	-	-	-	7.2	-
Cost optimization actions	1.3	0.4	8.6	6.0	0.9
COVID-19 incremental costs	-	-	-	2.7	-
Corporate headquarters relocation (net of asset write off)	-	-	-	0.9	0.6
Costs related to strategic initiatives (1)	-	5.9	0.2	1.6	30.9
Fox River environmental matter	-	-	(2.5)	-	-
Adjusted EBITDA from continuing operations (2)	**$ 92.2**	**$ 86.3**	**$ 110.3**	**$ 125.3**	**$ 119.6**

(1) The amount for 2018 includes approximately $2.9 million of foreign currency gains associated with the financing for the Steinfurt acquisition

(2) Adjusted EBITDA for all periods presented has been modified to add back share-based compensation consistent with the newly amended credit agreement

Note: The sum of individual amounts set forth above may not agree to the column totals due to rounding.

Reconciliation of Non-GAAP measures

Pro-forma Adjusted EBITDA used for leverage calculation

In millions	2019	2020	Pro forma 2021
Net Income (loss)	**$ (21.5)**	**$ 21.3**	**$ 6.9**
Exclude: Loss from discontinued operations, net of tax	(3.7)	(0.5)	(0.2)
Add: Taxes from continuing operations	(9.2)	11.6	7.0
Add: Depreciation and Amortization	50.8	56.6	61.4
Add: Net Interest Expense	9.3	6.6	12.3
EBITDA	$ 25.7	$ 95.6	$ 87.4
EBITDA from Mount Holly Operations	-	-	2.1
EBITDA from Spunlace Operations			18.3
Adjustments / Exclusions:			
Share-based compensation	3.6	5.7	5.1
Gains on Timberland Sales and Transaction Related Costs	(1.6)	(1.4)	(5.2)
Asset impairment charge	-	0.9	-
Pension settlement expenses, net	75.3	6.2	-
Acquisition and integration relation costs	1.0	-	-
Restructuring charge - Metallized operations (net of accelerated depreciation)	-	7.2	-
Cost optimization actions	8.6	6.0	0.9
COVID-19 incremental costs	-	2.7	-
Corporate headquarters relocation (net of asset write off)	-	0.9	0.6
Costs related to strategic initiatives	0.2	1.6	30.9
Fox River environmental matter	(2.5)	-	-
Adjusted EBITDA from continuing operations (1)	**$ 110.3**	**$ 125.3**	**$ 140.0 (*)**

(1) Adjusted EBITDA for all periods presented has been modified to add back share-based compensation consistent with the newly amended credit agreement

(*) TTM Pro forma Adjusted EBITDA as of December 31, 2021, includes $2.1 million of Mount Holly EBITDA for 4.5 months and $18.3 million of Spunlace segment for 10 months not under Glatfelter ownership

Reconciliation of Non-GAAP measures

Adjusted EPS from continuing operations

In millions	Q4 2020	Q4 2021	2020	2021
Net Income (loss)	**$ 9.8**	**$ (10.4)**	**$ 21.3**	**$ 6.9**
Adjust: Discontinued ops, net of tax	(0.7)	(0.8)	(0.5)	(0.2)
Net Income (loss) from continuing operations	**9.1**	**(11.2)**	**20.8**	**6.7**
Adjustments / Exclusions:				
Pension settlement expenses, net	(0.6)	-	6.2	-
Gains on Timberland Sales and Transaction Related Costs	(0.4)	(0.6)	(1.4)	(5.2)
Asset impairment charge	-	-	0.9	-
COVID-19 incremental costs	0.9	-	2.7	-
Corporate headquarters relocation	0.4	0.2	1.0	0.6
Cost optimization actions	1.6	0.2	6.0	0.8
Restructuring charge - Metallized operations	-	-	11.1	-
Costs related to strategic initiatives	0.7	19.7	1.6	31.0
Income Tax impacts and other adjustments	(2.2)	(6.6)	(11.5)	(6.3)
Total adjustments	0.5	12.9	16.6	20.9
Adjusted income from continuing operations	**$ 9.6**	**$ 1.6**	**37.4**	**27.6**
Adjusted EPS for continuing operations	**$ 0.22**	**$ 0.04**	**$ 0.84**	**$ 0.61**
Weighted average shares - QTD/YTD	*44,714*	*44,596*	*44,614*	*44,924*

Reconciliation of Non-GAAP measures

Adjusted EPS from continuing operations

In millions	2017	2018	2019	2020	2021
Net Income (loss)	**$ 7.9**	**$ (177.6)**	**$ (21.5)**	**$ 21.3**	**$ 6.9**
Adjust: Discontinued ops, net of tax	(13.5)	177.2	(3.7)	(0.5)	(0.2)
Income (loss) from continuing operations	**(5.6)**	**(0.4)**	**(25.2)**	**20.8**	**6.7**
Adjustments / Exclusions:					
Pension settlement expenses, net	-	-	75.3	6.2	-
Gains on Timberland Sales and Transaction Related Costs	(0.2)	(3.2)	(1.6)	(1.4)	(5.2)
Asset impairment charge	-	-	-	0.9	-
Acquisition and integration relation costs	10.9	7.1	1.0	-	-
COVID-19 incremental costs	-	-	-	2.7	-
Debt refinancing fees	-	-	1.0	-	-
Cost optimization actions	2.6	0.4	8.6	6.0	0.9
Restructuring charge - Metallized operations	-	-	-	11.1	-
Costs related to strategic initiatives (1)	-	5.9	0.2	1.6	30.9
Fox River environmental matter	-	-	(2.5)	-	-
Corporate headquarters relocation	-	-	-	1.1	0.6
Income Tax impact and other adjustments	18.8	(0.5)	(23.7)	(11.5)	(6.3)
Total adjustments	32.0	9.6	58.4	16.6	20.9
Adjusted income from continuing operations	**26.4**	**9.2**	**33.2**	**37.4**	**27.6**
Normalizing tax rate to 40% provision (2017)	6.8	-	-	-	-
Adjusted earnings for continuing operations	**$ 19.6**	**$ 9.2**	**$ 33.2**	**$ 37.4**	**$ 27.6**
Adjusted EPS for continuing operations	**$ 0.44**	**$ 0.21**	**$ 0.75**	**$ 0.84**	**$ 0.61**
Weighted average shares	*44,439*	*43,768*	*44,132*	*44,614*	*44,924*

(1) The amount for 2018 includes approximately $2.9 million of foreign currency gains associated with the financing for the Steinfurt acquisition.

Note: The sum of individual amounts set forth above may not agree to the column totals due to rounding.

Reconciliation of Non-GAAP measures

Adjusted Free Cash Flow from Continuing Operations

In millions	Q4 2020	Q4 2021	2020	2021
Adjusted EBITDA [(1)]	$31.3	$25.7	$125.3	$119.6
Change in working capital	46.8	45.1	9.2	11.0
Taxes paid	(3.9)	(5.7)	10.0	(15.5)
Interest paid	(1.5)	(2.2)	(6.2)	(7.0)
Other	11.8	(30.4)	(29.2)	(37.2)
Cash Flow from continuing Operations	**$84.5**	**$32.5**	**$109.0**	**$71.0**
Less: Capital expenditures	(8.0)	(11.5)	(28.1)	(30.0)
Free Cash Flow	**$76.5**	**$21.0**	**$80.9**	**$40.9**
Fox River Payments	0.4	0.6	3.5	2.2
Pension Settlement	(0.5)	-	6.2	-
Strategic Initiatives	0.4	17.7	1.2	22.9
Cost Optimization	0.9	(0.2)	3.8	2.6
Metallized Restructuring	-	-	5.3	1.0
HQ Relocation	0.6	0.3	1.1	1.2
COVID19 related costs	0.8	-	2.5	-
Taxes (Refunds) on adjusting items	(20.4)	0.1	(24.1)	(0.9)
Less: Adjustments to Free Cash Flow	(18.0)	18.6	(0.6)	29.0
Adjusted Free Cash Flow	**$58.5**	**$39.5**	**80.3**	**$70.0**

(1) Adjusted EBITDA for all periods presented has been modified to add back share-based compensation consistent with the newly amended credit agreement
Note: The sum of individual amounts set forth above may not agree to the column totals due to rounding

Reconciliation of Non-GAAP measures
Adjusted EBITDA from continuing operations

In thousands	Q4 2020	Q3 2021	Q4 2021
Composite Fibers Operating Profit	$15,041	$5,812	$4,482
Addback: Depreciation & Amortization	6,523	6,904	6,805
Composite Fibers EBITDA	$21,564	$12,716	$11,287
Airlaid Materials Operating Profit	$9,073	$14,742	$11,875
Addback: Depreciation & Amortization	5,818	7,763	7,723
Airlaid Materials EBITDA	$14,891	$22,505	$19,598
Spunlace Operating Profit	$-	$-	($1,338)
Addback: Depreciation & Amortization	-	-	1,693
Spunlace EBITDA	$-	$-	$355

Note: The sum of individual amounts set forth above may not agree to the column totals due to rounding.

Reconciliation of Non-GAAP measures

Net Debt and Leverage

Net debt & Leverage	**December 31**	**December 31**	**December 31**
In millions	**2019**	**2020**	**2021**
Current Portion of Long-Term Debt	$22.9	$25.1	$26.4
Short-Term Debt	-	-	22.8
Long-Term Debt	336.9	288.5	738.1
Total Debt	359.9	313.5	787.4
Less: Cash	(126.2)	(99.6)	(138.4)
Net Debt	$233.7	$213.9	$648.9
Net Debt	$233.7	$213.9	$648.9
Divided by: TTM Adjusted EBITDA	110.3	125.3	140.0
Net Leverage (*)	2.1x	1.7x	4.6x

Notes:
(*) TTM Pro forma Adjusted EBITDA as of December 31, 2021, includes $2.0 million of Mount Holly EBITDA for 4.5 months and $18.3 million of Spunlace segment for 10 months not under Glatfelter ownership
The above calculation is not intended to be used for purposes of calculating debt covenant compliance.
The sum of individual amounts set forth above may not agree to the column totals due to rounding.
Adjusted EBITDA for all periods presented has been modified to add back share-based compensation consistent with the newly amended credit agreement
(*): Debt covenant compliance ratio of 3.8x includes additional add backs permitted under credit agreement