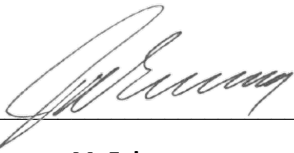


Sustainability Policy

Glatfelter is committed to operating responsibly and addressing the concerns and needs of our stakeholders. Our commitment to sustainability and acting as a responsible corporate citizen is rooted in our heritage and based on our Core Values of Integrity, Financial Discipline, Mutual Respect, Customer Focus, Environmental Responsibility, and Social Responsibility. We operate our business in line with these values, and we contribute to the health and well-being of millions of people by using plant-based fibers to create engineered materials that impact and enhance everyday lives.

Glatfelter is focused on addressing sustainability topics that are important to our business, important to our stakeholders, and where we can have a meaningful impact. With oversight provided by our Board of Directors and implementation led by our executive team and cross-functional ESG steering committee, our environmental, social and governance commitments include:

- Safeguarding the environment through ongoing implementation and improvement of Glatfelter’s environmental management programs.
- Producing engineered materials that are high-performing, safe, of high quality, environmentally responsible and innovative to address evolving environmental performance expectations.
- Providing Glatfelter PEOPLE with a work environment that embraces diversity and offers equal opportunities; is rewarding and motivating; and ensures we all take responsibility for maintaining safe and healthy working conditions.
- Being a responsible and engaged corporate citizen in our communities.
- Mitigating risk to the business and our stakeholders by complying with applicable laws, regulations and other requirements.
- Upholding high standards for ethics and corporate governance to ensure we act responsibly in every interaction.



Thomas M. Fahnemann
President and Chief Executive Officer

June 1, 2023

