



NEW LEAF PAPER®

BENEFIT REPORT 2021

We're excited to share our first annual Benefit Report. In March 2022, New Leaf Paper Inc. became a Benefit Corporation, which meant changing our legal structure to meet the requirements of a [Pennsylvania-registered Benefit Corporation](#) (§ 3304). Unlike traditional corporate structures, benefit corporations place social and environmental results on an equal footing with making a profit. Being a Benefit Corporation requires the company to consider financial and non-financial interests when making decisions that align mission and core values.

Pennsylvania public benefit statute requires Benefit Corporations to assess and report on their overall social and environmental performance, benchmarked against a third-party standard that meets statutory criteria of transparency and credibility. Because New Leaf Paper Inc. was a Certified B Corporation prior to becoming a Benefit Corporation in 2022, we already met this legal requirement.

New Leaf Paper focuses on designing and developing high post-consumer recycled fiber-containing products. Our paper products take pressure off the waste stream and protect natural resources such as water and our forests. We lead by example through product innovation, sustainability education, transparency in business practices, and charitable giving aligned with preserving and protecting our forests.

This report is provided to meet the law's requirements and will be released annually. Sharing this annual report is aligned with our commitment to transparency. These transparency provisions inform the public about the overall social and environmental performance of New Leaf Paper, Inc. We hope our report challenges you to measure what matters in your business. We are happy to listen, educate, and inspire as we, as business leaders, lead a fundamental shift towards sustainability to help our planet sustain today and in the future.

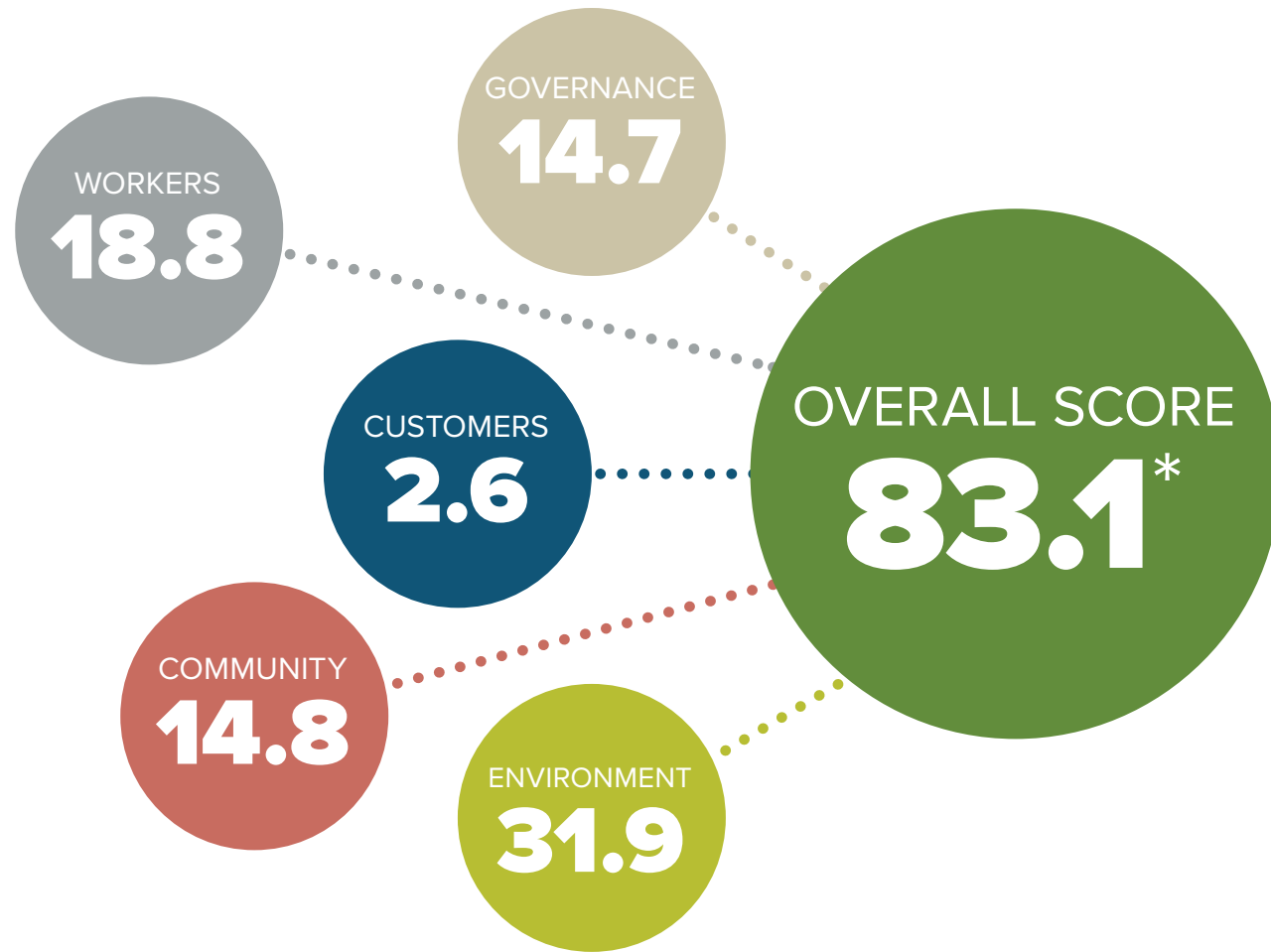
With gratitude,

A handwritten signature in black ink, appearing to read 'P. Bradshaw', written over a white background.

Paul Bradshaw, Chief Executive Officer



Benefit corporations are committed to considering the company’s impact on society and the environment in order to create long-term value for everyone involved—employees and customers, and the corporations are required to regularly report publicly on how the company is balancing achieving these goals.



PURPOSE

Benefit corporations commit to creating public benefit and sustainable value in addition to generating profit. This sustainability is an integral part of their value proposition.

ACCOUNTABILITY

Benefit corporations are committed to considering the company’s impact on society in order to consider the interest of all of their stakeholders — customers, workers, suppliers, communities, investors, and the environment — in their decision making.

TRANSPARENCY

Benefit corporations are required to regularly report to shareholders, and in most states report publicly, on how the company is considering and balancing these interests and the extent that which they have created stakeholder value or public benefit.

LEADERSHIP



Paul Bradshaw
Chief Executive Officer



Shannon Bone
President



Shannon Haase
Sales & Marketing Coordinator



Sabrina Schwietzer
Vice President,
Retail Marketing & Sales



MaryAnn Griffin
Director of Client Services



Tim Shields
Principal,
Executive Vice President, Book Group

SPEAKING ENGAGEMENTS

New Leaf Paper employees shared information related to our culture, mission, and operations—at universities, sustainability, online conferences/meeting, and others.



Learn more about our leadership team at newleafpaper.com/leadership.

*Score based on 2019 Impact Assessment. Next evaluation will occur in December 2022.



SUSTAINABLE PRODUCTION PRACTICES

MISSION IN ACTION: 2021 SUSTAINABILITY IMPACT DATA

New Leaf Paper's 2021 Climate-Change Impact Is Real.

239,393
TREES SAVED
=
19,631.7
ACRES

WOOD

Our use of post-consumer fiber in 2021 saved approximately 239,393 trees resulting in 19,631.7 acres not being disturbed.

109,553
BTUs SAVED
=
129,177
REFRIGERATORS

ENERGY

Saved 109,553 million BTU's of energy, the equivalent of 129,177 refrigerators not in use.

New Leaf Paper is a certified founding B-Corp whose mission is to be the leading national source for environmentally responsible paper solutions.

- Protecting and preserving forests by using high post-consumer recycled fiber products to replace virgin fiber
- Reducing pressure on our waste stream by creating more demand for wastepaper and increasing use of recycled fiber
- Decreasing water usage because recycled paper manufacturing uses up to 20%

less water to make high post-consumer recycled fiber papers instead of virgin paper

- Reducing greenhouse-gas emissions because the manufacture of high post-consumer recycled fiber products requires less energy than virgin paper production. Additionally, by reducing the amount of wastepaper sent to landfills, decomposition is reduced, and trees continue to sequester carbon in forests

See additional Impact Reports at newleafpaper.com/impact-reports.

158,153,000
FEWER LBS CO²
=
14,329.1
FEWER CARS

GREENHOUSE GASES

Generated 158,153,000 FEWER pounds of carbon-dioxide equivalency, which would equal 14,329.1 fewer cars on the road.

90,144,000
GAL H²O
=
65,603
WASHING MACHINES

WATER

Saved 90,144,000 gallons of water, the equivalent of 65,603 fewer washing machines.

680,180
FEWER LBS
SOLID WASTE
=
151,940
FEWER PEOPLE
GENERATING WASTE

SOLID WASTE

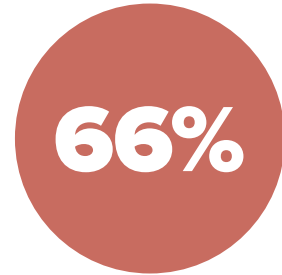
Generated 680,180 FEWER pounds of solid waste, the equivalent of 151,940 fewer people generating solid waste.

SUPPORTIVE WORK ENVIRONMENT

GIVING BACK TO THE COMMUNITY



Amount NLP employees pay for health insurance premiums, beginning the first day of work with no waiting period.



Percentage of NLP employees who are women, compared with the national average of 27%.



Employees enjoy programs that support their health and wellbeing through flexible schedules, work environments, and resources for health services.



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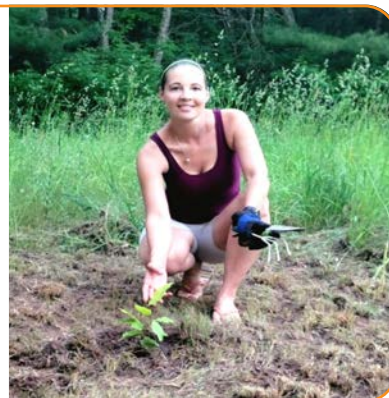
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Full-Time Employees are eligible for 14 holidays + 2 floating holidays + 10 vacation days during the calendar year, providing more time to get outdoors with family and friends and take care of the things that need to get done in life.



NLP Gives Back Initiative
We provide paid time off to all employees each year to volunteer at nonprofits of their choosing.



OVER
\$65K

DONATIONS

To nonprofits that are committed to missions of environmental sustainability

New Leaf Paper has donated more than \$65,000 to nonprofits that are committed to missions of environmental sustainability, including the *Gettysburg Nature Alliance*, *The American Chestnut Foundation*, *One Tree Planted* and *Trees for Tomorrow*.

One of the biggest donations went to the *Gettysburg Nature Alliance*, to help fund sustainable education programs in one of the United States's most visited historic sites. The nonprofit is completing a "learning barn" close to the battlefield and town in an environmentally important area. The barn will be used for educational programs.



Employees receive ongoing training and development opportunities that promote work and life skills and are designed to support sustained employment.

Recognized within the B Corp community Holiday gift guide: 15 Sustainable, Earth-Friendly Gift Ideas



90
TONS

CARBON OFFSETS

NLP purchased 90 tons of carbon offsets to balance GHG emissions and to offset employee's footprint.



ONETREEPLANTED

For every order placed for our Retail or Printing & Publishing products, New Leaf Paper will donate a tree through OneTreePlanted, our national partner.

Launched Retail line of Comp and Designer Notebooks with the intent to expand the offering in 2023.



TO SUM UP:

In the opinion of the Board of Directors of New Leaf Paper, including the Benefit Director, we have pursued our public benefit purposes through our distribution of recycled paper products, sustainable product design, involvement in the community, and the engagement of employees in social impact issues. Our Board finds this Benefit Corporation Report adequately describes how New Leaf Paper effected a positive public benefit.

New Leaf Paper Board of Directors and Owners*

Chairman: Tim Shields

President: Paul Bradshaw

Executive Vice President/Benefit Director: Shannon Bone

Secretary & Treasurer: Shannon Haase

Board Member: MaryAnn Griffin

*with an ownership stake of 5% or more

Headquarters:

The Atlas Mill Building

425 W. Water Street — Suite 275

Appleton, WI 54911

To learn more, [visit our website](#) or email info@newleafpaper.com.



**NEW LEAF
PAPER®**