

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

Complete all entries in accordance with the instructions to the Form 5500.

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan, check here... D Check box if filing under: [X] Form 5558 [] automatic extension... E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here...

Part II Basic Plan Information—enter all requested information

1a Name of plan 401(K) PLAN FOR THE NON-BARGAINING EMPLOYEES OF TWIN RIVERS PAPER COMPANY LLC
1b Three-digit plan number (PN) 001
1c Effective date of plan 06/01/2010
2a Plan sponsor's name (employer, if for a single-employer plan) TWIN RIVERS PAPER COMPANY LLC
2b Employer Identification Number (EIN) 27-1723368
2c Plan Sponsor's telephone number 207-728-8276
2d Business code (see instructions) 322100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	181
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	121
	6a(2)	106
	6b	2
	6c	59
	6d	167
	6e	0
	6f	167
	6g(1)	181
	6g(2)	163
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2F 2G 2J 2E 2K 2S 2T 3H 3D 2R

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) **R** (Retirement Plan Information)
- (2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) **DCG** (Individual Plan Information) – Number Attached _____
- (5) **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information – Small Plan)
- (3) **A** (Insurance Information) – Number Attached 0
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
--	--	---

For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan 401(K) PLAN FOR THE NON-BARGAINING EMPLOYEES OF TWIN RIVERS PAPER COMPANY LLC	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TWIN RIVERS PAPER COMPANY LLC	D Employer Identification Number (EIN) 27-1723368	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	13250	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

FISHER INVESTMENTS

20-2480800

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	INVESTMENT ADVISOR	10726	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

CHESTER M. KEARNEY, PA

01-0411241

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACCOUNTANT/A UDITOR	6710	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MORGAN STANLEY INSTITUTIONAL INVES

11-3658445

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	INVESTMENT ADVISOR	5392	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	-24474	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
ABDN EMERG MKTS IS - SS&C GIDS, IN 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BARON GROWTH - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BARON GROWTH INST - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.15%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
CRLN S MID CAP I - U.S. BANCORP GL 777 E WISCONSIN AVE MILWAUKEE, WI 53202	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DODGE&COX INTL STK I - SS&C GIDS, 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
NUVEEN REAL ESTATE I - SS&C GLOBAL 2000 CROWN COLONY DRIVE QUINCY, MA 02169	0.25%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PARNASSUS CORE EQ IV - ULTIMUS FUN 31-1663251	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TCW MW TOT RTN BD I - BNY MELLON I 500 ROSS STREET PITTSBURGH, PA 53442	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
JANUS HENDERSON RESEARCH T 151 DETROIT ST. DENVER, CO 80206	0.35%	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
 (complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
--	--	--

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan 401(K) PLAN FOR THE NON-BARGAINING EMPLOYEES OF TWIN RIVERS PAPER COMPANY LLC	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 TWIN RIVERS PAPER COMPANY LLC	D Employer Identification Number (EIN) 27-1723368

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	474938	427893
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	3446	0
(B) Common	1c(4)(B)	1079691	1142170
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	381733	435132
(9) Value of interest in common/collective trusts	1c(9)	1836815	1811208
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	43925863	49257307
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	47702486	53073710
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	66	167
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	66	167
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	47702420	53073543

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	1175730	
(B) Participants.....	2a(1)(B)	1794601	
(C) Others (including rollovers).....	2a(1)(C)	910196	
(2) Noncash contributions.....	2a(2)	0	3880527
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	21147	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	29149	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		50296
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	202	
(B) Common stock.....	2b(2)(B)	15636	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1472950	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1488788
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	227159	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	215087	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		12072
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	
(B) Other.....	2b(5)(B)	164211	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	32569
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	4851950
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total	2d	10480413

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5406612
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	5406612
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions)	2g	0
h Interest expense	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	1500
(3) Recordkeeping fees	2i(3)	-25974
(4) IQPA audit fees	2i(4)	6710
(5) Investment advisory and investment management fees	2i(5)	29368
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	11604
j Total expenses. Add all expense amounts in column (b) and enter total	2j	5418216

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	5062197
l Transfers of assets:		
(1) To this plan	2l(1)	353256
(2) From this plan	2l(2)	44330

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **CHESTER M. KEARNEY, PA**

(2) EIN: **01-0411241**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
TWIN RIVERS PAPER COMPANY LLC MADAWASKA HOURLY 401(K) PLAN	27-1723368	005
401(K) PLAN FOR THE EMPLOYEES OF TWIN RIVERS PINE BLUFF LLC OPERATIONS	61-1758010	001

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
--	---	---

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>401(K) PLAN FOR THE NON-BARGAINING EMPLOYEES OF TWIN RIVERS PAPER COMPANY LLC</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>TWIN RIVERS PAPER COMPANY LLC</u>	D Employer Identification Number (EIN) <u>27-1723368</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1	
---	--

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

3	
---	--

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?..... Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline?..... Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?..... Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock?..... Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES
OF TWIN RIVERS PAPER COMPANY LLC
FINANCIAL STATEMENTS
AND SUPPLEMENTARY INFORMATION
DECEMBER 31, 2024 AND 2023
WITH
INDEPENDENT AUDITOR'S REPORT

TABLE OF CONTENTS

	PAGE
FINANCIAL STATEMENTS	
INDEPENDENT AUDITOR'S REPORT	1-4
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS (modified cash basis) – YEARS ENDED DECEMBER 31, 2024 AND 2023	5
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS (modified cash basis) – YEAR ENDED DECEMBER 31, 2024	6
NOTES TO FINANCIAL STATEMENTS	7-15
SUPPLEMENTARY INFORMATION	
SCHEDULE H, LINE 4i – (modified cash basis) SCHEDULE OF ASSETS (HELD AT END OF YEAR) – YEAR ENDED DECEMBER 31, 2024	16



Chester M. Kearney

Certified Public Accountants

166 Bangor Street, Houlton, Maine 04730-0744
207-532-4271 Fax 207-532-4589

Barbara E. McGuire, CPA, CGMA
Timothy P. Poitras, CPA, CGMA

INDEPENDENT AUDITOR'S REPORT

To the Benefits Committee
Twin Rivers Paper Company LLC
401(k) Plan For The Non-Bargaining Employees of Twin Rivers Paper Company LLC
Madawaska, Maine

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the accompanying financial statements of the 401(k) Plan for the Non-Bargaining Employees of Twin Rivers Paper Company LLC (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits (modified cash basis) as of December 31, 2024, and 2023, and the related statement of changes in net assets available for benefits (modified cash basis) for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024, and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with the modified cash basis of accounting as described in Note 2.
- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements and supplemental schedule are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the 401(k) Plan for the Non-Bargaining Employees of Twin Rivers Paper Company LLC's ability to continue as a going concern for twelve months from the financial statement date.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of the modified cash basis of accounting.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with the modified cash basis of accounting.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

The supplemental Schedule H, Line 4i (modified cash basis) Schedule of Assets (Held at End of Year) for December 31, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Chester M. Kearney

Houlton, Maine
September 12, 2025

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS (modified cash basis)

DECEMBER 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments, at fair value	52,638,578	47,320,753
Notes receivable from participants	<u>435,132</u>	<u>381,733</u>
TOTAL ASSETS	<u>53,073,710</u>	<u>47,702,486</u>
LIABILITIES		
Other liabilities	<u>167</u>	<u>66</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>53,073,543</u>	<u>47,702,420</u>

See accompanying notes to financial statements.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS (modified cash basis)

DECEMBER 31, 2024

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

Investment gain	
Net appreciation in fair value of investments	5,060,802
Interest and dividends	1,509,935
Revenue credit	27,259
Net investment gain	6,597,996
Interest income on notes receivable from participants	29,149
Contributions	
Employer	1,175,730
Employee	1,794,601
Participant rollovers from other plans	910,196
Total Contributions	3,880,527
TOTAL ADDITIONS	10,507,672

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

Benefits paid to participants	5,406,612
Administrative fees	38,863
TOTAL DEDUCTIONS	5,445,475

CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS 5,062,197

Transfer of assets from (to)	
Twin Rivers Paper Company LLC Madawaska Hourly 401(k) Plan	325,515
The 401(k) Plan for the Employees of American Kraft Paper Industries LLC (formerly the 401(k) Plan for the Employees of Twin Rivers Pine Bluff LLC Operations)	(16,589)

NET ASSETS AVAILABLE FOR BENEFITS AT:

Beginning of year	47,702,420
End of year	53,073,543

See accompanying notes to financial statements.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS

(1) DESCRIPTION OF THE PLAN

The following description of the 401(k) Plan for The Non-Bargaining Employees of Twin Rivers Paper Company LLC (the "Plan") provides general information only. Participants should refer to the Summary Plan Description and/or the Basic Plan Document for more complete information.

- a. **GENERAL** - The Plan is a defined contribution savings plan sponsored by Twin Rivers Paper Company LLC (the "Company") and is subject to the Employee Retirement Income Security Act of 1974 (ERISA).
- b. **ELIGIBILITY** - All employees of the Company who have reached the age of eighteen, other than employees who are specifically excluded pursuant to the Basic Plan Document, are eligible for participation as soon as they are employed by the Company.
- c. **EMPLOYEE CONTRIBUTIONS** - Participants may elect to contribute to the Plan up to 75% of annual compensation, on a pre-tax basis, not to exceed \$23,000 and \$22,500 for 2024 and 2023, respectively, and 25% of annual compensation on an after-tax basis. Additionally, participants may contribute rollover amounts representing distributions from other qualified defined benefit or defined contribution plans and those participants who have attained age 50 or older during a plan year may make "catch-up" contributions of up to \$7,500 for 2024 and 2023, in excess of the above limits. Unless the employee elects otherwise, each eligible employee will be automatically enrolled at the date of hire, and 8% of his/her compensation will be withheld and contributed to the Plan. At the beginning of each plan year, an employee's deferral will increase automatically by 1% up to a maximum of 10% unless the employee elects otherwise.
- d. **EMPLOYER CONTRIBUTIONS** - The Company contributes a non-discretionary 50% matching contribution. The contribution is based on a participant's pre-tax contribution and will match up to 50% of 8% of compensation deferred (excluding catch-up contributions). In addition, the Company contributes a nonelective safe harbor employer contribution for each eligible employee of 3%. Additional discretionary amounts may be contributed at the option of the Company's board of directors. There were no discretionary contributions made in 2024 or 2023.

Total contributions for each participant cannot exceed \$69,000 and \$66,000 for 2024 and 2023, respectively. Contributions to the Plan are made in a timely manner in accordance with ERISA regulations.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(1) DESCRIPTION OF THE PLAN (cont'd.)

- e. **PARTICIPANT ACCOUNTS** - Each participant's individual account is credited with the participant's contributions, rollover contributions, the Company's contributions and an allocation of the Plan's realized and unrealized investment gains or losses and net income. All investment programs are fully participant directed. Participants may direct the investment of their elective deferrals and Company contributions into any of the Plan's available investment options. If the employee has not made an investment direction, the contributions will be invested in the Fidelity Freedom Fund having a target retirement date closest to the year the employee will turn 65. The Company's contributions are allocated based on the participant's contribution. Allocation of the Plan's investment gains or losses and net income is based on the participant's particular investment mix. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.
- f. **VESTING** - Participants are immediately 100% vested in all contributions.
- g. **NOTES RECEIVABLE FROM PARTICIPANTS** - Loans are permitted under the Plan at an amount not to exceed the lesser of \$50,000 or 50% of the vested portion of the participant's account balance. A participant may only have two outstanding loans at any given time with the minimum loan amount being \$1,000. The loans are collateralized by the participant's account and are repaid over a five-year period (15 years for a personal residence) through bi-weekly payroll deductions. These loans bear interest at a rate commensurate with interest rates charged on similar commercial loans.
- h. **PAYMENT OF BENEFITS** - Payment of benefits is available upon the participant's retirement, termination of employment, the normal retirement age of 65, death or permanent and total disability. The vested balance in the participant's account is paid to the participant or his or her beneficiaries in a method allowable under the Plan. Required minimum distributions (RMD) begin at age 72 (73 if the participant reaches age 72 after December 31, 2022).
- i. **IN-SERVICE DISTRIBUTIONS** - A participant who reaches age 59 ½ may withdraw his or her vested balance (reduced by the outstanding loan balance of any loans made to the participant from such account) at any time. Any participant may withdraw his or her rollover contributions at any time.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(1) DESCRIPTION OF THE PLAN (cont'd.)

- j. **HARDSHIP WITHDRAWALS** - A participant may withdraw from his or her elective deferral contributions account, and matching and profit-sharing contributions accounts, to satisfy an immediate and heavy financial need; as defined by the Plan and subject to Internal Revenue Service (IRS) and 401(k) regulations (hardship distribution). There were no hardship distributions in 2024 or 2023.
- k. **FORFEITED ACCOUNTS** - At December 31, 2024 and 2023, forfeited non-vested accounts totaled \$78 and \$75.

(2) SUMMARY OF ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements were prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. On the modified cash basis, investments are recorded at fair value and receivables are not recorded for participant contributions withheld but not yet received and for interest earned and dividends declared but not yet received.

Use of Estimates

The preparation of the financial statements, in conformity with the modified cash basis of accounting, requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). See Note 3 for further discussion and disclosures related to the fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded when received. Net appreciation in fair value includes the Plan's gains (losses) on investments bought and sold, as well as held during the year.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(2) SUMMARY OF ACCOUNTING POLICIES (cont'd.)

Interest and dividend income is recorded when received.

The Fidelity Managed Income Portfolio invests in benefit-responsive investment contracts. This fund is recorded in the financial statements at fair value of \$1,811,208 and \$1,836,815 at December 31, 2024 and 2023, respectively. See Note 3 for further discussion and disclosures related to this fund and fair value measurements. Contract values of \$1,927,112 and \$1,947,694 at December 31, 2024 and 2023, respectively, represent contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investments at contract value.

Notes Receivable from Participants

Loans to participants are measured at their unpaid principal balance. Delinquent notes receivable from participants are recorded as a distribution based upon the terms of the Plan document. No allowance for doubtful accounts is necessary since the loans are fully secured by the participant accounts.

Payments of Benefits

Benefits are recorded when paid.

Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to origination and the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment-related expenses are included in net appreciation of fair value of investments.

A portion of the recordkeeping expenses are refunded to the Plan through a plan expense reduction account (PERA) and a separate credit account. That amount was \$27,259 and \$25,591 for 2024 and 2023, respectively. The PERA amounts are used to pay administrative expenses as authorized by the plan sponsor.

Subsequent Events

Management evaluated subsequent events through September 12, 2025, which is the date the financial statements were available to be issued.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(3) FAIR VALUE MEASUREMENTS

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

- Level 1 Unadjusted quoted prices in active markets that are accessible to the reporting entity at the measurement date for identical assets or liabilities.
- Level 2 Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability. Level 2 inputs include the following:
- Quoted prices for similar asset or liabilities in active markets.
 - Quoted prices for identical or similar assets or liabilities in markets that are not active.
 - Observable inputs other than quoted prices that are used in the valuation of the asset or liabilities (e.g. interest rate and yield curve quotes at commonly quoted intervals).
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- Level 3 Unobservable inputs for the asset or liability (i.e. supported by little or no market activity). Level 3 inputs include management's own assumptions about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methods used for assets measured at fair value. There have been no significant changes in the methodologies used at December 31, 2024 as compared to 2023.

- *Registered investment companies:* The fair values of these securities are based on observable market quotations for identical assets and are priced on a daily basis at the close of business.
- *Interest-bearing cash:* The carrying value approximates fair value.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(3) FAIR VALUE MEASUREMENTS (cont'd.)

- *Common/collective trust:* The collective trust funds are public investment vehicles valued using a Net Asset Value (NAV) provided by the manager of each fund. The NAV is based on the underlying net assets owned by the fund, divided by the number of shares outstanding. Then NAV's unit price is quoted on a private market that is not active. However, the NAV is based on the fair value of the underlying securities within the fund, which are traded on an active market, and valued at the closing price reported on the active market on which those individual securities are traded. The significant investment strategies of the funds are as described in the financial statements provided by each fund. There are no restrictions on redemptions from these funds.
- *Common stocks:* The fair values of these securities are based on observable market quotations for identical assets and are valued at the closing price reported on the active market on which the individual securities are traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

	Quoted Prices in Active Markets for Identical Assets Level 1	Net asset value of shares held by the Plan at year end Level 2	Total
Assets at Fair Value as of December 31, 2024			
<i>Investments:</i>			
Interest bearing cash	427,893		427,893
Registered investment companies	49,257,307		49,257,307
Common/collective trust		1,811,208	1,811,208
Common stock	<u>1,142,170</u>		<u>1,142,170</u>
Total investments	<u>50,827,370</u>	<u>1,811,208</u>	<u>52,638,578</u>
Assets at Fair Value as of December 31, 2023			
<i>Investments:</i>			
Interest bearing cash	474,938		474,938
Registered investment companies	43,925,863		43,925,863
Common/collective trust		1,836,815	1,836,815
Common stock	<u>1,083,137</u>		<u>1,083,137</u>
Total investments	<u>45,483,938</u>	<u>1,836,815</u>	<u>47,320,753</u>

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(3) FAIR VALUE MEASUREMENTS (cont'd.)

The Plan's investments include the BrokerageLink account (a self-directed brokerage account) which allows participants to invest their contributions in individual securities such as mutual funds and common stocks as well as cash, interest and non-interest bearing. At December 31, 2024 and 2023, the balance in the BrokerageLink account was \$2,017,448 and \$1,764,640, respectively.

The Fidelity Managed Income Portfolio is categorized as a common/collective trust. The fund's investment objective is to seek the preservation of capital and to provide a competitive level of income over time that is consistent with the preservation of capital. The fund primarily invests in assets (typically fixed income securities or bond funds) and may enter into "wrapper" contracts issued by third parties and invests in cash equivalents represented by shares in a money market fund. The fair value of this fund has been estimated based on the fair value of the underlying investment contracts in the fund as reported by the issuer to the fund.

(4) INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

The following is a summary of certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, (the trustee of the Plan).

	<u>2024</u>	<u>2023</u>
Investments	52,638,578	47,320,753
Notes receivable from participants	435,132	381,733
Net appreciation in fair value of investments	5,060,802	
Interest and dividends	1,509,935	
Interest income on notes receivable from participants	29,149	

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(5) RELATED PARTY TRANSACTIONS

Certain administrative functions are performed by officers and employees of the Company. No officer or employee receives compensation from the Plan for these services.

Certain Plan investments are shares of mutual funds managed by Fidelity. Fidelity Management Trust Company is the trustee of the Plan, and these transactions as well as notes receivable from participants qualify as party-in-interest transactions.

(6) PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will continue to be 100% vested.

(7) INCOME TAX STATUS

The Plan was effective on June 1, 2010 by the adoption of the Fidelity Basic Plan Document No. 14, a volume submitter profit sharing plan document (VSPS) which was intended to qualify under IRS Code Section 401(a). The Internal Revenue Service had determined and informed the Trustee by a favorable opinion letter June 30, 2020 that the VSPS Plan was designed in accordance with the applicable sections of the Internal Revenue Code (the Code). On March 1, 2016, the Plan was restated by adopting the Fidelity Basic Plan Document No. 17. On September 6, 2016, the Plan sponsor received a favorable determination letter in response to their application inclusive of the plan amendments through March 1, 2016.

Although the Plan has been amended since receiving the favorable determination letters, the Company believes the Plan is designed and is currently being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

The modified cash basis of accounting requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the organization has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS or DOL. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023 there are no uncertain tax positions taken by the Plan that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by the IRS and the DOL; however, there are currently no audits in progress for any tax period.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(8) RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits (modified cash basis).

(9) CLASSIFICATION DIFFERENCES

Form 5500 has certain income and expense items that differ from amounts shown on the accompanying financial statements. These differences relate to classification only and have no effect on net assets available for benefits for either period.

SUPPLEMENTARY INFORMATION

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF

TWIN RIVERS PAPER COMPANY LLC

EIN 27-1723368 Plan 001

Schedule H, Line 4i - (modified cash basis) Schedule of Assets (Held at End of Year)

DECEMBER 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, or par	(d) Cost	(e) Current value
*	Fidelity Brokerage Services LLC	Brokerage Link		2,017,281
	Carillon Scout Mid Cap Fund	Crlm S Mid Cap I		465,508
	Nuveen	Nuveen Real Estate 1		24,995
*	Fidelity	Fidelity Emerg Mkts IDX		299,286
	Dodge & Cox Funds	Dodge & Cox International Stock Fund		769,553
	Parnassus Core	Parnassus Cor Eq IV		376,258
	Baron Growth Fund	Baron Growth Inst		1,064,423
	Dodge & Cox Funds	Dodge & Cox Income X		1,325,293
*	Fidelity	Fidelity Low Priced Stock Fund - Class K		1,266,278
*	Fidelity	Fid US Bond IDX		276,201
*	Fidelity	Fid Sm Cap IDX		278,091
*	Fidelity	Fid Extd Mkt IDX		1,764,204
*	Fidelity	Fid Lg Cap Gr IDX		6,224,313
*	Fidelity	Fid Lg Cap Val IDX		2,415,150
*	Fidelity	Fidelity Diversified International Fund		831,289
*	Fidelity	Fidelity Freedom Income Fund		398,151
*	Fidelity	Fidelity Freedom 2010 Fund		29,103
*	Fidelity	Fidelity Freedom 2015 Fund		410,054
*	Fidelity	Fidelity Freedom 2020 Fund		2,273,000
*	Fidelity	Fidelity Freedom 2025 Fund		6,523,365
*	Fidelity	Fidelity Freedom 2030 Fund		3,435,287
*	Fidelity	Fidelity Managed Income Portfolio (at fair value)		1,811,208
*	Fidelity	Fidelity 500 Index Fund		5,893,868
*	Fidelity	Fidelity Freedom 2035 Fund		2,958,624
*	Fidelity	Fidelity Freedom 2040 Fund		3,184,912
*	Fidelity	Fidelity Freedom 2045 Fund		1,015,944
*	Fidelity	Fidelity Freedom 2050 Fund		2,514,570
*	Fidelity	Fidelity Freedom 2055 Fund		1,349,624
*	Fidelity	Fidelity Freedom 2060 Fund		1,071,722
*	Fidelity	Fidelity Freedom 2065 Fund		86,736
*	Fidelity	Fidelity Government Money Market K6		284,120
	Participant loans	Maturity dates between 2025 and 2038 and bear interest at rates which vary between 4.25%- 9.5% per annum	0	435,132
		Total	0	53,073,543

*Indicates a party-in-interest.

The "Cost" column is not included because all of the Plan's investment programs are participant directed.

The accompanying notes are an integral part of these financial statements.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES
OF TWIN RIVERS PAPER COMPANY LLC
FINANCIAL STATEMENTS
AND SUPPLEMENTARY INFORMATION
DECEMBER 31, 2024 AND 2023
WITH
INDEPENDENT AUDITOR'S REPORT

TABLE OF CONTENTS

	PAGE
FINANCIAL STATEMENTS	
INDEPENDENT AUDITOR'S REPORT	1-4
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS (modified cash basis) – YEARS ENDED DECEMBER 31, 2024 AND 2023	5
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS (modified cash basis) – YEAR ENDED DECEMBER 31, 2024	6
NOTES TO FINANCIAL STATEMENTS	7-15
SUPPLEMENTARY INFORMATION	
SCHEDULE H, LINE 4i – (modified cash basis) SCHEDULE OF ASSETS (HELD AT END OF YEAR) – YEAR ENDED DECEMBER 31, 2024	16



Chester M. Kearney

Certified Public Accountants

166 Bangor Street, Houlton, Maine 04730-0744
207-532-4271 Fax 207-532-4589

Barbara E. McGuire, CPA, CGMA
Timothy P. Poitras, CPA, CGMA

INDEPENDENT AUDITOR'S REPORT

To the Benefits Committee
Twin Rivers Paper Company LLC
401(k) Plan For The Non-Bargaining Employees of Twin Rivers Paper Company LLC
Madawaska, Maine

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the accompanying financial statements of the 401(k) Plan for the Non-Bargaining Employees of Twin Rivers Paper Company LLC (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits (modified cash basis) as of December 31, 2024, and 2023, and the related statement of changes in net assets available for benefits (modified cash basis) for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024, and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with the modified cash basis of accounting as described in Note 2.
- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements and supplemental schedule are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the 401(k) Plan for the Non-Bargaining Employees of Twin Rivers Paper Company LLC's ability to continue as a going concern for twelve months from the financial statement date.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of the modified cash basis of accounting.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with the modified cash basis of accounting.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

The supplemental Schedule H, Line 4i (modified cash basis) Schedule of Assets (Held at End of Year) for December 31, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Chester M. Kearney

Houlton, Maine
September 12, 2025

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS (modified cash basis)

DECEMBER 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments, at fair value	52,638,578	47,320,753
Notes receivable from participants	<u>435,132</u>	<u>381,733</u>
TOTAL ASSETS	<u>53,073,710</u>	<u>47,702,486</u>
LIABILITIES		
Other liabilities	<u>167</u>	<u>66</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>53,073,543</u>	<u>47,702,420</u>

See accompanying notes to financial statements.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS (modified cash basis)

DECEMBER 31, 2024

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

Investment gain	
Net appreciation in fair value of investments	5,060,802
Interest and dividends	1,509,935
Revenue credit	27,259
Net investment gain	6,597,996
Interest income on notes receivable from participants	29,149
Contributions	
Employer	1,175,730
Employee	1,794,601
Participant rollovers from other plans	910,196
Total Contributions	3,880,527
TOTAL ADDITIONS	10,507,672

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

Benefits paid to participants	5,406,612
Administrative fees	38,863
TOTAL DEDUCTIONS	5,445,475

CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS 5,062,197

Transfer of assets from (to)	
Twin Rivers Paper Company LLC Madawaska Hourly 401(k) Plan	325,515
The 401(k) Plan for the Employees of American Kraft Paper Industries LLC (formerly the 401(k) Plan for the Employees of Twin Rivers Pine Bluff LLC Operations)	(16,589)

NET ASSETS AVAILABLE FOR BENEFITS AT:

Beginning of year	47,702,420
End of year	53,073,543

See accompanying notes to financial statements.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS

(1) DESCRIPTION OF THE PLAN

The following description of the 401(k) Plan for The Non-Bargaining Employees of Twin Rivers Paper Company LLC (the "Plan") provides general information only. Participants should refer to the Summary Plan Description and/or the Basic Plan Document for more complete information.

- a. **GENERAL** - The Plan is a defined contribution savings plan sponsored by Twin Rivers Paper Company LLC (the "Company") and is subject to the Employee Retirement Income Security Act of 1974 (ERISA).
- b. **ELIGIBILITY** - All employees of the Company who have reached the age of eighteen, other than employees who are specifically excluded pursuant to the Basic Plan Document, are eligible for participation as soon as they are employed by the Company.
- c. **EMPLOYEE CONTRIBUTIONS** - Participants may elect to contribute to the Plan up to 75% of annual compensation, on a pre-tax basis, not to exceed \$23,000 and \$22,500 for 2024 and 2023, respectively, and 25% of annual compensation on an after-tax basis. Additionally, participants may contribute rollover amounts representing distributions from other qualified defined benefit or defined contribution plans and those participants who have attained age 50 or older during a plan year may make "catch-up" contributions of up to \$7,500 for 2024 and 2023, in excess of the above limits. Unless the employee elects otherwise, each eligible employee will be automatically enrolled at the date of hire, and 8% of his/her compensation will be withheld and contributed to the Plan. At the beginning of each plan year, an employee's deferral will increase automatically by 1% up to a maximum of 10% unless the employee elects otherwise.
- d. **EMPLOYER CONTRIBUTIONS** - The Company contributes a non-discretionary 50% matching contribution. The contribution is based on a participant's pre-tax contribution and will match up to 50% of 8% of compensation deferred (excluding catch-up contributions). In addition, the Company contributes a nonelective safe harbor employer contribution for each eligible employee of 3%. Additional discretionary amounts may be contributed at the option of the Company's board of directors. There were no discretionary contributions made in 2024 or 2023.

Total contributions for each participant cannot exceed \$69,000 and \$66,000 for 2024 and 2023, respectively. Contributions to the Plan are made in a timely manner in accordance with ERISA regulations.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(1) DESCRIPTION OF THE PLAN (cont'd.)

- e. **PARTICIPANT ACCOUNTS** - Each participant's individual account is credited with the participant's contributions, rollover contributions, the Company's contributions and an allocation of the Plan's realized and unrealized investment gains or losses and net income. All investment programs are fully participant directed. Participants may direct the investment of their elective deferrals and Company contributions into any of the Plan's available investment options. If the employee has not made an investment direction, the contributions will be invested in the Fidelity Freedom Fund having a target retirement date closest to the year the employee will turn 65. The Company's contributions are allocated based on the participant's contribution. Allocation of the Plan's investment gains or losses and net income is based on the participant's particular investment mix. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.
- f. **VESTING** - Participants are immediately 100% vested in all contributions.
- g. **NOTES RECEIVABLE FROM PARTICIPANTS** - Loans are permitted under the Plan at an amount not to exceed the lesser of \$50,000 or 50% of the vested portion of the participant's account balance. A participant may only have two outstanding loans at any given time with the minimum loan amount being \$1,000. The loans are collateralized by the participant's account and are repaid over a five-year period (15 years for a personal residence) through bi-weekly payroll deductions. These loans bear interest at a rate commensurate with interest rates charged on similar commercial loans.
- h. **PAYMENT OF BENEFITS** - Payment of benefits is available upon the participant's retirement, termination of employment, the normal retirement age of 65, death or permanent and total disability. The vested balance in the participant's account is paid to the participant or his or her beneficiaries in a method allowable under the Plan. Required minimum distributions (RMD) begin at age 72 (73 if the participant reaches age 72 after December 31, 2022).
- i. **IN-SERVICE DISTRIBUTIONS** - A participant who reaches age 59 ½ may withdraw his or her vested balance (reduced by the outstanding loan balance of any loans made to the participant from such account) at any time. Any participant may withdraw his or her rollover contributions at any time.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(1) DESCRIPTION OF THE PLAN (cont'd.)

- j. **HARDSHIP WITHDRAWALS** - A participant may withdraw from his or her elective deferral contributions account, and matching and profit-sharing contributions accounts, to satisfy an immediate and heavy financial need; as defined by the Plan and subject to Internal Revenue Service (IRS) and 401(k) regulations (hardship distribution). There were no hardship distributions in 2024 or 2023.
- k. **FORFEITED ACCOUNTS** - At December 31, 2024 and 2023, forfeited non-vested accounts totaled \$78 and \$75.

(2) SUMMARY OF ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements were prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. On the modified cash basis, investments are recorded at fair value and receivables are not recorded for participant contributions withheld but not yet received and for interest earned and dividends declared but not yet received.

Use of Estimates

The preparation of the financial statements, in conformity with the modified cash basis of accounting, requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). See Note 3 for further discussion and disclosures related to the fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded when received. Net appreciation in fair value includes the Plan's gains (losses) on investments bought and sold, as well as held during the year.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(2) SUMMARY OF ACCOUNTING POLICIES (cont'd.)

Interest and dividend income is recorded when received.

The Fidelity Managed Income Portfolio invests in benefit-responsive investment contracts. This fund is recorded in the financial statements at fair value of \$1,811,208 and \$1,836,815 at December 31, 2024 and 2023, respectively. See Note 3 for further discussion and disclosures related to this fund and fair value measurements. Contract values of \$1,927,112 and \$1,947,694 at December 31, 2024 and 2023, respectively, represent contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investments at contract value.

Notes Receivable from Participants

Loans to participants are measured at their unpaid principal balance. Delinquent notes receivable from participants are recorded as a distribution based upon the terms of the Plan document. No allowance for doubtful accounts is necessary since the loans are fully secured by the participant accounts.

Payments of Benefits

Benefits are recorded when paid.

Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to origination and the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment-related expenses are included in net appreciation of fair value of investments.

A portion of the recordkeeping expenses are refunded to the Plan through a plan expense reduction account (PERA) and a separate credit account. That amount was \$27,259 and \$25,591 for 2024 and 2023, respectively. The PERA amounts are used to pay administrative expenses as authorized by the plan sponsor.

Subsequent Events

Management evaluated subsequent events through September 12, 2025, which is the date the financial statements were available to be issued.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(3) FAIR VALUE MEASUREMENTS

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

- Level 1 Unadjusted quoted prices in active markets that are accessible to the reporting entity at the measurement date for identical assets or liabilities.
- Level 2 Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability. Level 2 inputs include the following:
- Quoted prices for similar asset or liabilities in active markets.
 - Quoted prices for identical or similar assets or liabilities in markets that are not active.
 - Observable inputs other than quoted prices that are used in the valuation of the asset or liabilities (e.g. interest rate and yield curve quotes at commonly quoted intervals).
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- Level 3 Unobservable inputs for the asset or liability (i.e. supported by little or no market activity). Level 3 inputs include management's own assumptions about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methods used for assets measured at fair value. There have been no significant changes in the methodologies used at December 31, 2024 as compared to 2023.

- *Registered investment companies:* The fair values of these securities are based on observable market quotations for identical assets and are priced on a daily basis at the close of business.
- *Interest-bearing cash:* The carrying value approximates fair value.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(3) FAIR VALUE MEASUREMENTS (cont'd.)

- *Common/collective trust:* The collective trust funds are public investment vehicles valued using a Net Asset Value (NAV) provided by the manager of each fund. The NAV is based on the underlying net assets owned by the fund, divided by the number of shares outstanding. Then NAV's unit price is quoted on a private market that is not active. However, the NAV is based on the fair value of the underlying securities within the fund, which are traded on an active market, and valued at the closing price reported on the active market on which those individual securities are traded. The significant investment strategies of the funds are as described in the financial statements provided by each fund. There are no restrictions on redemptions from these funds.
- *Common stocks:* The fair values of these securities are based on observable market quotations for identical assets and are valued at the closing price reported on the active market on which the individual securities are traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

	Quoted Prices in Active Markets for Identical Assets Level 1	Net asset value of shares held by the Plan at year end Level 2	Total
Assets at Fair Value as of December 31, 2024			
<i>Investments:</i>			
Interest bearing cash	427,893		427,893
Registered investment companies	49,257,307		49,257,307
Common/collective trust		1,811,208	1,811,208
Common stock	<u>1,142,170</u>		<u>1,142,170</u>
Total investments	<u>50,827,370</u>	<u>1,811,208</u>	<u>52,638,578</u>
Assets at Fair Value as of December 31, 2023			
<i>Investments:</i>			
Interest bearing cash	474,938		474,938
Registered investment companies	43,925,863		43,925,863
Common/collective trust		1,836,815	1,836,815
Common stock	<u>1,083,137</u>		<u>1,083,137</u>
Total investments	<u>45,483,938</u>	<u>1,836,815</u>	<u>47,320,753</u>

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(3) FAIR VALUE MEASUREMENTS (cont'd.)

The Plan's investments include the BrokerageLink account (a self-directed brokerage account) which allows participants to invest their contributions in individual securities such as mutual funds and common stocks as well as cash, interest and non-interest bearing. At December 31, 2024 and 2023, the balance in the BrokerageLink account was \$2,017,448 and \$1,764,640, respectively.

The Fidelity Managed Income Portfolio is categorized as a common/collective trust. The fund's investment objective is to seek the preservation of capital and to provide a competitive level of income over time that is consistent with the preservation of capital. The fund primarily invests in assets (typically fixed income securities or bond funds) and may enter into "wrapper" contracts issued by third parties and invests in cash equivalents represented by shares in a money market fund. The fair value of this fund has been estimated based on the fair value of the underlying investment contracts in the fund as reported by the issuer to the fund.

(4) INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

The following is a summary of certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, (the trustee of the Plan).

	<u>2024</u>	<u>2023</u>
Investments	52,638,578	47,320,753
Notes receivable from participants	435,132	381,733
Net appreciation in fair value of investments	5,060,802	
Interest and dividends	1,509,935	
Interest income on notes receivable from participants	29,149	

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(5) RELATED PARTY TRANSACTIONS

Certain administrative functions are performed by officers and employees of the Company. No officer or employee receives compensation from the Plan for these services.

Certain Plan investments are shares of mutual funds managed by Fidelity. Fidelity Management Trust Company is the trustee of the Plan, and these transactions as well as notes receivable from participants qualify as party-in-interest transactions.

(6) PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will continue to be 100% vested.

(7) INCOME TAX STATUS

The Plan was effective on June 1, 2010 by the adoption of the Fidelity Basic Plan Document No. 14, a volume submitter profit sharing plan document (VSPS) which was intended to qualify under IRS Code Section 401(a). The Internal Revenue Service had determined and informed the Trustee by a favorable opinion letter June 30, 2020 that the VSPS Plan was designed in accordance with the applicable sections of the Internal Revenue Code (the Code). On March 1, 2016, the Plan was restated by adopting the Fidelity Basic Plan Document No. 17. On September 6, 2016, the Plan sponsor received a favorable determination letter in response to their application inclusive of the plan amendments through March 1, 2016.

Although the Plan has been amended since receiving the favorable determination letters, the Company believes the Plan is designed and is currently being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

The modified cash basis of accounting requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the organization has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS or DOL. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023 there are no uncertain tax positions taken by the Plan that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by the IRS and the DOL; however, there are currently no audits in progress for any tax period.

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF
TWIN RIVERS PAPER COMPANY LLC

NOTES TO FINANCIAL STATEMENTS (cont'd.)

(8) RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits (modified cash basis).

(9) CLASSIFICATION DIFFERENCES

Form 5500 has certain income and expense items that differ from amounts shown on the accompanying financial statements. These differences relate to classification only and have no effect on net assets available for benefits for either period.

SUPPLEMENTARY INFORMATION

401(k) PLAN FOR THE NON-BARGAINING EMPLOYEES OF

TWIN RIVERS PAPER COMPANY LLC

EIN 27-1723368 Plan 001

Schedule H, Line 4i - (modified cash basis) Schedule of Assets (Held at End of Year)

DECEMBER 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, or par	(d) Cost	(e) Current value
*	Fidelity Brokerage Services LLC	Brokerage Link		2,017,281
	Carillon Scout Mid Cap Fund	Crlm S Mid Cap I		465,508
	Nuveen	Nuveen Real Estate 1		24,995
*	Fidelity	Fidelity Emerg Mkts IDX		299,286
	Dodge & Cox Funds	Dodge & Cox International Stock Fund		769,553
	Parnassus Core	Parnassus Cor Eq IV		376,258
	Baron Growth Fund	Baron Growth Inst		1,064,423
	Dodge & Cox Funds	Dodge & Cox Income X		1,325,293
*	Fidelity	Fidelity Low Priced Stock Fund - Class K		1,266,278
*	Fidelity	Fid US Bond IDX		276,201
*	Fidelity	Fid Sm Cap IDX		278,091
*	Fidelity	Fid Extd Mkt IDX		1,764,204
*	Fidelity	Fid Lg Cap Gr IDX		6,224,313
*	Fidelity	Fid Lg Cap Val IDX		2,415,150
*	Fidelity	Fidelity Diversified International Fund		831,289
*	Fidelity	Fidelity Freedom Income Fund		398,151
*	Fidelity	Fidelity Freedom 2010 Fund		29,103
*	Fidelity	Fidelity Freedom 2015 Fund		410,054
*	Fidelity	Fidelity Freedom 2020 Fund		2,273,000
*	Fidelity	Fidelity Freedom 2025 Fund		6,523,365
*	Fidelity	Fidelity Freedom 2030 Fund		3,435,287
*	Fidelity	Fidelity Managed Income Portfolio (at fair value)		1,811,208
*	Fidelity	Fidelity 500 Index Fund		5,893,868
*	Fidelity	Fidelity Freedom 2035 Fund		2,958,624
*	Fidelity	Fidelity Freedom 2040 Fund		3,184,912
*	Fidelity	Fidelity Freedom 2045 Fund		1,015,944
*	Fidelity	Fidelity Freedom 2050 Fund		2,514,570
*	Fidelity	Fidelity Freedom 2055 Fund		1,349,624
*	Fidelity	Fidelity Freedom 2060 Fund		1,071,722
*	Fidelity	Fidelity Freedom 2065 Fund		86,736
*	Fidelity	Fidelity Government Money Market K6		284,120
	Participant loans	Maturity dates between 2025 and 2038 and bear interest at rates which vary between 4.25%- 9.5% per annum	0	435,132
		Total	0	53,073,543

*Indicates a party-in-interest.

The "Cost" column is not included because all of the Plan's investment programs are participant directed.

The accompanying notes are an integral part of these financial statements.