Memorandum of Agreement (the "National Agreement")

By and Between

Georgia-Pacific LLC (the "Company")

And

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (the "Union" or the "United Steelworkers")

(together the "Parties")

I. This Agreement between the parties, ("Agreement") further extends the previous Agreement (Exhibit 1-2018-2020) another two (2) years until 12/31/2022. The previous agreement between the parties (Exhibit 1) was an extension of the original agreement between the parties dated 2014-2018. (Exhibit 2). The intention of this Agreement is to extend both previous Agreements (Exhibit 1 and Exhibit 2), including continuation of the Company match on the HSA of $500/$1000 during the term of this Agreement.

II. Upon ratification, the previous agreed upon 6-month extension of the National Agreement to June 30, 2021 and all of its provisions shall be considered null and void.

III. These provisions will cover the following locations and extend each local contract by two (2) years. The covered locations are listed below:

Mills	Current Expiration Date	CBA Expiration under this Agreement
-Brunswick, GA	1/3/2021	1/3/2023
-Naheola, AL	2/28/2021	2/28/2023
-Naheola, AL (Office/Clerical)	5/31/2021	5/31/2023
-Brewton, AL	10/31/2021	10/31/2023
-Big Island, VA	10/31/2021	10/31/2023
-Halsey, OR	1/31/2022	1/31/2024
-Foley, FL	3/31/2022	3/31/2024
-Green Bay, WI	4/30/2022	4/30/2024
-Palatka, FL	6/1/2022	6/1/2024
-Palatka, FL (Office/Clerical)	9/1/2022	9/1/2024
-Monticello, MS	9/30/2022	9/30/2024

-Cedar Springs, GA	3/30/2023	3/30/2025
-Port Hudson, LA	6/6/2023	6/6/2025
-Plattsburgh, NY	9/30/2023	9/30/2025
-Wauna, OR	3/31/2024	3/31/2026
-Crossett, AR	6/30/2024	6/30/2026

IV. Wages: Effective the first full payroll period closest to the Current Expiration Date listed in Paragraph III above for each mill, a general wage increase of Two and Half percent (2.5%) for each year of the extension for all job classifications covered by the Local Renewal Agreements.

V. Pension: Any person who retires during the period from January 1, 2021 through December 31, 2022 will receive pension increases that are bargained in the next National Agreement, as of the effective dates of those increases, if any.

5/25/21 5-25-21

Georgia-Pacific LLC Date USW Date