· Greenhouse gas emissions

· Acres of potential endangered species habitat

Acres of potential endangered species habitat

Acres with protective conservation status

Acres with protective conservation status

## Sustainable development goals (SDGs)

Rayonier has mapped material sustainability topics, commitments, and relevant metrics to the SDGs in order to assess our alignment with the priorities of policymakers and other stakeholders.

























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## Material topic Key performance indicator(s) SDG(s) Core business topics Promoting industry education 6. Clean Water and Sanitation 12. Responsible Consumption and Production 15. Life on Land 17. Partnerships for the Goals

9. Industry, Innovation, and Infrastructure

17. Partnerships for the Goals

6. Clean Water and Sanitation

15. Life on Land

Nontimber products and ecosystem services	11. Sustainable Cities and Communities	Acres under CCS lease or solar option	<ul> <li>Acres with protective cor</li> </ul>
	15 Life on Land	Carbon credits	<ul> <li>Carbon removals and sto</li> </ul>

	Environmental topics
H	Sustainable forest management

Biodiversity

Technology and innovation

INSIBLE JMPTION RODUCTION	
0	

15 LIFE ON LAND
ID ON LAND

SUSTAINABLE
DEVELOPMENT
GOALS

Sustainable forest management	·	<ul> <li>Acres certified to third-party certification standard</li> <li>Seedlings planted</li> </ul>
Carbon footprint	13. Climate Action	Carbon removals and storage

		Greenhouse gas emissions intensity
Water and soil quality	6. Clean Water and Sanitation 14. Life Below Water 15. Life on Land	<ul> <li>Acres of potential endangered species habitat</li> <li>SFI audit results and FSC and PEFC public repo</li> </ul>

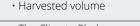
Threatened and endangered species	14. Life Below Water 15. Life on Land

Climate change risks and opportunities	13. Climate Action

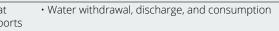


Forestry-related research funding	Count of university or industry cooperatives
Acres under CCS lease or solar option	Count of university or industry cooperatives
<ul> <li>Acres under CCS lease or solar option</li> <li>Carbon credits</li> <li>Acres licensed for recreational purposes</li> </ul>	Acres with protective conservation status     Carbon removals and storage     Water withdrawal, discharge, and consumption

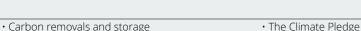
d	<ul> <li>Merchantable timber</li> </ul>	
	<ul> <li>Sustainable yield</li> </ul>	











carbon removals and storage	The chimate riedge
<ul> <li>Greenhouse gas emissions</li> </ul>	<ul> <li>Decarbonization strategy and goals</li> </ul>
<ul> <li>Greenhouse gas emissions intensity</li> </ul>	



Key performance indicator(s)









Material topic

SDG(s)













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Social topics			
Talent recruitment and retention	Quality Education     Decent Work and Economic Growth	Employee hiring and turnover     Employee engagement	Employee development training
Contractor relationships	<ul><li>3. Good Health and Well-Being</li><li>8. Decent Work and Economic Growth</li><li>11. Sustainable Cities and Communities</li><li>12. Responsible Consumption and Production</li></ul>	Fatality rate     TRIR	• LTIR • Human rights
Diversity, equity, and inclusion	<ul><li>5. Gender Equality</li><li>8. Decent Work and Economic Growth</li><li>10. Reduced Inequalities</li></ul>	<ul> <li>Diversity by gender and ethnicity—All employees</li> <li>Diversity by gender and ethnicity—Leaders</li> </ul>	
Safety and wellness	3. Good Health and Well-Being	• TRIR • LTIR	Safety training     Stay Strong wellness program
Communities	<ol> <li>No Poverty</li> <li>Zero Hunger</li> <li>Good Health and Well-Being</li> <li>Quality Education</li> <li>Sustainable Cities and Communities</li> </ol>	Community giving     Volunteerism	
Indigenous peoples	11. Sustainable Cities and Communities	Area of forestland in indigenous land	Indigenous peoples engagement
Customer engagement	12. Responsible Consumption and Production 13. Climate Action	Acres certified to third-party certification standard	Greenhouse gas emissions intensity     The Climate Pledge
Governance topics			
ESG oversight	16. Peace, Justice, and Strong Institutions	Board oversight	
Business ethics and transparency	16. Peace, Justice, and Strong Institutions	Code of conduct training	• Ombudsman helpline
Cybersecurity and data privacy	9. Industry, Innovation, and Infrastructure	Security approach and assessments	Cybersecurity training
Public policy advocacy	11. Sustainable Cities and Communities 16. Peace, Justice, and Strong Institutions	Corporate contributions	