

Data tables

Environmental Metrics

	2021				2022				2023						
	U.S. South	U.S. PNW	N.Z.	Overall	U.S. South	U.S. PNW	N.Z.	Overall	U.S. South	U.S. PNW	N.Z.	Overall			
Acres Owned, Leased, and/or Managed (000s)	1,798	490	419	2,707	1,919	474	417	2,810	1,852	418	421	2,691			
Licensed for Recreation Purposes (%)	92%	84%	—%	91%	95%	88%	—%	94%	97%	91%	—%	96%			
Protective Conservation Status (%)	10%	21%	8%	11%	9%	21%	8%	11%	9%	24%	8%	10%			
Potential Endangered Species Habitat (%)	31%		77%	51%	33%		77%	50%	33%		85%	51%			
Third-Party Certification Standard (%) ¹	SFI 96%		FSC 99%	96%	SFI 96%		FSC 95%	96%	SFI 96%		FSC 94%	96%			
Seedlings Planted	27,639,069	3,580,987	3,615,864	34,835,920	30,186,667	3,999,000	4,156,047	38,341,714	35,493,295	4,137,000	3,444,938	43,075,233			
Merchantable Timber (MM tons)	64.0	10.7	16.9	91.6	67.6	10.7	17.2	95.5	74.7	9.5	17.7	101.9			
Sustainable Yield (MM tons)	6.1-6.5	1.8-1.9	2.4-2.7	10.3-11.1	6.8-7.2	1.5-1.7	2.4-2.7	10.7-11.6	6.8—7.2	1.3—1.5	2.4—2.7	10.5—11.4			
Harvested Volume (MM tons)	5.7	1.7	2.6	10.0	6.3	1.6	2.6	10.5	7.3	1.3	2.5	11.1			
Carbon Removals (tCO ₂ -e)	11,868,020			2,807,149	14,675,169	11,839,301			2,778,008	14,617,309	11,200,058			2,137,573	13,337,631
Greenhouse Gas Emissions (tCO ₂ -e)															
Direct (Scope 1)	122			543	178			524	686			690			
Indirect (Scope 2)—Location-based	740			783	953			982	1,154			1,164			
Indirect (Scope 3) ²	221,495			346,483	191,405			285,094	1,660,341			2,008,972			
Greenhouse Gas Emissions Intensity—Scopes 1 and 2															
tCO ₂ -e/\$M Revenue	—			1.200	—			1.660	—			1.754			
Water Withdrawal (Megaliters)	—			NR	—			NR	—			16,056,751			
Water Discharge (Megaliters)	—			NR	—			NR	—			10,064,861			
Water Consumption (Megaliters)	—			NR	—			NR	—			5,991,891			
Energy Consumption—Scopes 1 and 2 (mWh)															
Fuel (excluding feedstocks)	—			NR	—			1,922	—			882			
Purchased or acquired electricity	—			NR	—			2,724	—			3,148			
Purchased or acquired heat	—			NR	—			387	—			566			

[1] In the U.S., 2,181,902 million acres are certified, and in New Zealand, 394,385 acres are certified.

[2] In 2023, we mapped our Scope 3 emissions to the 15 categories as provided in the Corporate Value Chain (Scope 3) Accounting and Reporting Standard. This represents a change as compared to how we previously estimated Scope 3 emissions. As such, additional categories of Scope 3 emissions are now included in our estimated greenhouse gas emissions. Our base year (2020) emissions were recalculated in accordance with this new methodology, but the 2021 and 2022 estimates have not been recalculated and are not comparable to our 2023 estimates.

NR—Not reported

Social Metrics

	2021			2022			2023		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Number of Employees	309	97	406	322	97	419	341	97	438
Engagement Survey Participation (%) ¹	—%	—%	98.5%	—%	—%	—%	—%	—%	98.0%
Employee Engagement	—%	—%	NR	—%	—%	—%	—%	—%	79%
Employee by Gender Diversity (%)									
Male	66%	56%	63%	63%	55%	61%	64%	54%	62%
Female	34%	44%	37%	37%	45%	39%	36%	46%	38%
Leaders by Gender (%) ²									
Male	78%	65%	75%	79%	65%	76%	81%	67%	77%
Female	22%	35%	25%	21%	35%	24%	19%	33%	23%
Employee by Ethnicity (%)—U.S.									
American Indian or Alaskan Native	0.3%	—%	—%	0.9%	—%	—%	0.9%	—%	—%
Asian	1.6%	—%	—%	1.9%	—%	—%	1.5%	—%	—%
Black or African-American	1.6%	—%	—%	2.2%	—%	—%	3.5%	—%	—%
Hispanic or Latino	3.2%	—%	—%	3.4%	—%	—%	4.1%	—%	—%
Two or More Races	0.7%	—%	—%	0.3%	—%	—%	0.3%	—%	—%
White	92.6%	—%	—%	91.3%	—%	—%	89.7%	—%	—%
Employee by Ethnicity (%)—N.Z. ³									
Asian	—%	2.1%	—%	—%	2.1%	—%	—%	6.2%	—%
European	—%	57.7%	—%	—%	59.8%	—%	—%	60.8%	—%
Maori	—%	3.1%	—%	—%	3.1%	—%	—%	5.2%	—%
MELAA	—%	6.2%	—%	—%	3.1%	—%	—%	2.1%	—%
Other	—%	5.2%	—%	—%	8.2%	—%	—%	5.2%	—%
Pacific Peoples	—%	1.0%	—%	—%	1.0%	—%	—%	1.0%	—%
Unknown	—%	24.7%	—%	—%	22.7%	—%	—%	19.6%	—%

[1] Employee engagement surveys are conducted biennially. The most recent survey was conducted in 2023.

[2] Leaders are defined as anyone who manages an employee.

[3] Under New Zealand employment and privacy laws, employees are not required to provide ethnicity information. Unknown represents the employees who opted not to disclose their ethnicity.



Social Metrics

	2021			2022			2023		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Employee Tenure by Years (%)									
0—4	36%	42%	38%	37%	47%	39%	40%	45%	41%
5—9	27%	20%	25%	25%	17%	23%	23%	21%	23%
10—14	13%	14%	13%	14%	12%	14%	13%	10%	13%
15+	24%	24%	24%	24%	24%	24%	24%	24%	24%
Employee Turnover Rate (%)									
Voluntary Turnover Rate	4.5%	8.2%	5.4%	6.6%	16.5%	9.0%	4.5%	11.3%	6.1%
Involuntary Turnover Rate	3.2%	—%	2.4%	1.3%	1.0%	1.2%	1.8%	3.1%	2.1%
Retirements	1.9%	1.0%	1.7%	2.2%	—%	1.7%	2.4%	1.0%	2.1%
Turnover Rate	9.6%	9.2%	9.5%	10.1%	17.5%	11.9%	8.7%	15.5%	10.3%
Number of New Hires—Age, Gender, Ethnicity									
Under 30	8	1	9	18	8	26	20	7	27
30—50	12	5	17	22	3	25	16	6	22
Over 50	9	1	10	4	3	7	12	1	13
Male	11	5	16	24	7	31	33	7	40
Female	18	2	20	20	7	27	15	7	22
American Indian or Alaskan Native	—	—	—	2	—	2	—	—	—
Asian	—	—	—	2	—	2	—	3	3
Black or African-American	2	—	2	3	—	3	6	—	6
Hispanic or Latino	2	—	2	1	—	1	3	—	3
White	25	—	25	36	—	36	39	—	39
European	—	3	3	—	9	9	—	5	5
Maori	—	—	—	—	—	—	—	2	2
Other	—	2	2	—	4	4	—	—	—
Pacific Peoples	—	—	—	—	—	—	—	1	1
Unknown	—	2	2	—	1	1	—	3	3

Social Metrics

	2021			2022			2023		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Safety									
Hours Worked—Contractors	1,503,910	1,178,000	2,681,910	1,503,910	1,178,600	2,682,510	1,147,268	1,062,800	2,210,068
Hours Worked—Employees	649,998	195,400	845,398	668,874	193,000	861,874	702,653	193,000	895,653
Fatality Rate—Contractors ¹	NR	—	NR	NR	—	NR	—	—	—
Fatality Rate—Employees ¹	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TRIR—Contractors ¹	NR	3.2	NR	NR	3.1	NR	1.0	2.6	1.8
TRIR—Employees ¹	0.6	0.0	0.5	1.8	2.1	1.9	1.4	1.0	1.3
Lost Time Incident Rate (LTIR)—Contractors ¹	NR	1.9	NR	NR	2.0	NR	0.3	1.9	1.1
Lost Time Incident Rate (LTIR)—Employees ¹	0.0	0.0	0.0	0.3	1.0	0.5	0.6	1.0	0.7
Fatalities—Contractors	2	—	2	1	1	2	—	—	—
Fatalities—Employees	—	—	—	—	—	—	—	—	—
Recordable Incidents—Contractors	14	19	33	7	18	25	6	14	20
Recordable Incidents—Employees	2	—	2	6	2	8	5	1	6
Lost Time Incidents—Contractors	2	11	13	1	12	13	2	10	12
Lost Time Incidents—Employees	—	—	—	1	1	2	2	1	3
Near Miss/Hits—Contractors	159	950	1,109	292	898	1,190	374	844	1,218
Near Miss/Hits—Employees	404	129	533	539	111	650	798	100	898
Safety Training Participation—Employees (%) ²	99.0%	100.0%	99.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Community Contribution (%)									
Conservation/Environment	34%	—%	—	23%	4%	—	23%	—%	—
Education	28%	90%	—	25%	91%	—	24%	88%	—
Community/Civic	33%	10%	—	44%	5%	—	48%	12%	—
Health/Hospitals	5%	—%	—	8%	—%	—	5%	—%	—
Overall Community Contribution (\$)	US\$373,782	NZ\$152,054	—	US\$282,910	NZ\$164,460	—	US\$332,630	NZ\$99,714	—
Employee Volunteer Hours ³	1,955	133	2,088	2,050	254	2,304	3,011	94	3,105
Equivalent No. of Weeks of Working Time	—	—	52	—	—	58	—	—	78

[1] Fatality rate, TRIR, and LTIR are calculated using the number of cases x 200,000 hours/hours worked.

[2] Employee safety training participation represents employee completion of online safety training requirements.

[3] Employee volunteer hours disclosed only reflect company-organized volunteer events. As a result, they may not reflect all of our employees' volunteer activities.



Governance Metrics

	2021			2022			2023/Current		
	Overall			Overall			Overall		
Total Board Members ¹	9			10			9		
Director Tenure by Years ¹									
0—5	4			4			5		
6—10	4			5			3		
11+	1			1			1		
Average Director Tenure	6			7			6		
Director Age Distribution ¹									
40s	0			0			1		
50s	2			3			2		
60s	6			6			6		
70s	1			1			—		
Average Director Age	63			63			61		
Director Diversity (%) ¹									
Gender	33%			30%			33%		
Nationality	22%			20%			22%		
Racial	—%			10%			11%		
None	45%			40%			34%		
Political Contributions (\$)									
State Political Contributions	\$90,000			\$74,500			\$162,400		
PAC Contributions	\$51,500			\$46,000			\$44,500		
	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall	U.S.	N.Z.	Overall
Code of Conduct Certification (%)	96.9%	100.0%	97.7%	98.8%	100.0%	99.1%	99.1%	100.0%	99.3%
Ombudsman Claims	—	—	NR	—	—	2	—	—	2

[1] Data reflects Board composition in our 2024 Proxy Statement.