



# 2024 Corporate Responsibility Report

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## PotlatchDeltic is a Timber Real Estate Investment Trust (REIT)



**Leader in sustainable forest management**



**Manufacturer of lumber & plywood**



**Selling developed & rural land**



**Part of the solution to climate change**

### We Operate Three Business Segments:



#### **TIMBERLANDS**

We own 2.1 million acres of timberland in Idaho and the U.S. South that we manage on a sustainable basis using **ENVIRONMENTAL BEST PRACTICES**.



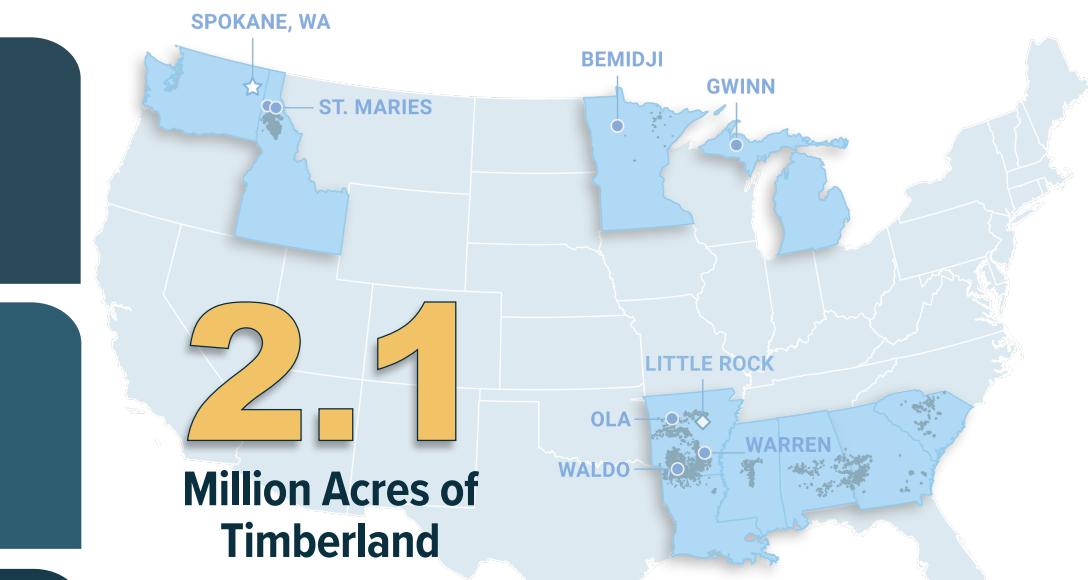
#### **WOOD PRODUCTS**

We rank as a top 10 lumber producer in the U.S. with 1.2 billion board feet of capacity. We also own an industrial grade plywood mill with 150 million square feet of capacity. We are focused on growing our wood products business through **HIGH RETURN CAPITAL PROJECTS**.



#### **REAL ESTATE**

We identify and monetize acres that have a **HIGHER VALUE** than timberland through rural land sales, a master-planned community in Little Rock, Arkansas, and natural climate solutions.



**7** Manufacturing Facilities that Produce Lumber or Plywood

# How We Create Value

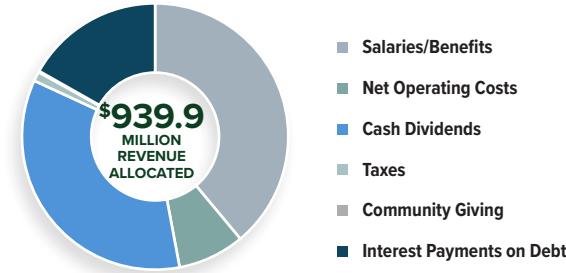
*PotlatchDeltic's forests and wood products are part of the solution to climate change. Our timberland management practices promote clean air and water while providing essential wildlife habitats. The wood products we manufacture offer more than just shelter; they serve as the foundation for many people's lives. Our local communities benefit from the wages, products, services, and taxes we contribute, which support economic growth. Additionally, our charitable giving and initiatives play a vital role in supporting and strengthening our communities.*

- Wayne Wasechek, Vice President and Chief Financial Officer, PotlatchDeltic

## ECONOMIC VALUE GENERATED - 2024<sup>1</sup>



## ECONOMIC VALUE DISTRIBUTED - 2024<sup>1</sup>



## ECONOMIC VALUE RETAINED – 2024<sup>1</sup> \$122.2 MILLION

### OUR SUPPLIERS

**3,407**  
Suppliers

**\$584.8 Million**  
Procured Good & Services

### OUR TEAM

**1,383**  
Team Members

**\$183.3 Million**  
Paid in Team Member Salaries and Benefits

### OUR CUSTOMERS

**334**  
Customers

**1.1 Billion Board Feet**  
Lumber Shipments

### OUR COMMUNITIES

**\$600,000**  
Donations

**\$4.7 Million**  
Taxes Paid

### OUR SHAREHOLDERS

**\$142** Million  
in Dividends

**\$35** Million  
in Share Buybacks

**45%** Increase in Regular Dividends Since 2012

### OUR FORESTS AND PLANET



**3.3**  
Million Metric Tons  
**CO<sub>2</sub>e Storage<sup>2</sup>**



Planted Nearly  
**29**  
Million  
Seedlings

Forestry Practices  
**100%**  
Third-Party Certified

Responsible Sourcing



**7,880** Miles  
Streams Protected

# Our Corporate Responsibility Goals

We believe corporate stewardship is not only the right thing to do, but also crucial to securing the future of our industry and our leadership position in it. We execute our [mission](#) through the lens of our corporate responsibility strategy. This guides how we view sustainability in our business and across our value chain. Our corporate responsibility initiatives and goals are established within our four pillars: FORESTS, PLANET, PEOPLE, and PERFORMANCE. We align our goals and accomplishments with the [United Nations Sustainable Development Goals](#).

## FORESTS

Managing our forests sustainably and protecting water, wildlife, and species-at-risk.

### Sustainable and Healthy Forests

We are committed to healthy and sustainable forests through forest stewardship.

### Clean Water

We are focused on protecting water-related ecosystems.

### Biodiversity and Wildlife

Our forest stewardship commitments include the responsibility to conserve wildlife species and their habitats.

### Conservation

We recognize that some lands should be conserved as forestland in perpetuity.

## PLANET

Minimizing our environmental footprint and being part of the solution to climate change.

### Environmental Footprint

We focus on responsible manufacturing and resource efficiency, emphasizing conservation and the use of renewable energy.

### Carbon and Climate

We seek to maximize the benefits of working forests through providing solutions that help address the impacts of climate change.

## PEOPLE

Empowering Team Members, focusing on safety, and strengthening our communities.

### Hiring and Retention

We work to attract talent for our existing and future workforce.

### Training and Development

We are focused on building a highly skilled workforce.

### Safety

Our Team Members are our greatest asset, and we focus on their health and safety without compromise.

### Community Engagement

We strive to support the communities where we work, live, and play.

## PERFORMANCE

Prioritizing ethics, economic contribution, operational excellence, integrity, and accountability in all we do.

### Governance

We are focused on economic contribution and operational excellence. Strong environmental, social, and governance practices, corporate responsibility transparency, and risk management are essential to delivering sustainable results.

### Supply Chain

Responsible sourcing is a key component of our strategy.

### Stakeholder Engagement

Communicate honestly, transparently, and on a timely basis with our stakeholders to build and maintain trust.

# FORESTS

**Managing our forests sustainably and protecting water, wildlife, and species-at-risk.**

## OUR APPROACH

PotlatchDeltic is committed to the sustainable management of our timberlands. We have a long legacy of excellence in sustainable timberland management and in protecting water, soil, and wildlife. This approach is reinforced through our Forest Stewardship Policy.

Our approach includes managing timberlands using advanced long-term strategic harvest scheduling models and replanting harvested areas. Foresters manage timberlands using best management practices that protect water quality and biodiversity and comply with environmental laws and regulations. We are a leader in forest stewardship and sustainability with rigorous independent auditing and certification of our practices. We use a comprehensive timberland environmental management system that focuses on continual improvement. We also recognize that some areas need to be conserved and species at risk need to be protected on the lands we manage.

In real estate, conservation outcomes are at the heart of our rural land sales objectives. We also seek to incorporate environmental practices into the communities we develop.

**Managing our Forests Sustainably**

**Protecting Water Quality**

**Preserving Biodiversity**

**Seeking Conservation Outcomes**



# Sustainable and Healthy Forests

We manage our forests sustainably using long-term plans and seek to maintain forest health. We verify our practices through science-based third-party certification.

[FIND OUT MORE >>](#)

## OUR GOALS

- Update our forest inventory regularly and maintain 100% Sustainable Forestry Initiative® (SFI) or Forest Stewardship Council® (FSC®) certification of our forests.
- Follow 100% best management practices.
- Apply the results of research to continually improve our forest management and resource conservation practices.

## ACCOMPLISHMENTS IN 2024

Planted Nearly <b>29</b> <b>Million</b> Seedlings Following Harvest	Updated <b>Harvest Schedule</b> in Gulf South and Idaho	Updated <b>GIS</b> <sup>3</sup> and Mapping Data
Updated 8% of Forest <b>Inventory</b> Through Timber Cruising	<b>100%</b> Independent Third-Party <b>Certification</b>	17 Forestry <b>Internal Audits</b>

## Updating Our Forest Inventory

Forest inventory data serves as the foundation for decision-making. It influences everything from optimizing harvest schedules, deploying cost-effective silvicultural treatments, planning capital investments, modeling the sequestration of carbon, and adapting climate resilience strategies. Accurate, up-to-date forest inventory data enables PotlatchDeltic to plan for the future while remaining committed to sustainable forest management. This data offers managers the ability to make critical decisions for prioritizing the use of capital and resources.

Field sampling serves specific goals during the cycle of a forest rotation. Measurements on young stands help inform survival rates and stocking. Data on merchantable stands provide insight into the size of trees and the ability to be grown into specific products. This data can help determine the need for silvicultural treatments, and the impact of treatments like thinning or fertilization. Long term datasets permit users to continue to refine and update modeled responses for growth and yield. These updates are crucial for understanding the forest dynamics of millions of acres, leading to higher confidence in the volume estimation used for future planning.

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## Our Certification Commitment - Podcast

Third-party certification confirms that science-based stakeholder developed forest management practices and continual improvement are occurring on our timberlands. This podcast discusses how third-party forest certification plays a vital role in fostering an understanding of the value of properly managed working forests.

[LISTEN HERE >>](#)



## Selecting the Best Trees

PotlatchDeltic established the 40-acre Cherrylane seed orchard located near Lewiston, Idaho over 40 years ago. It was a pioneering approach to environmental stewardship and a substantial commitment to ensuring a reliable and consistent supply of improved seed of commercially important native tree species of the Northern Rockies. The seed orchard utilizes genetic material from top ranking trees and grafts it to produce enough seed for 90% of the seedlings planted on our Idaho timberlands. Seeds produced from this process are not genetically modified.

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## Idaho Tree Planting

On our Idaho timberlands, nothing beckons the awakening of the forest to spring like the sudden bustle of tree planting season. In six to eight weeks, roughly 6 million seedlings are planted across 15,000 acres of forestland. Planting is the culmination of an 18-month process that involves planning, preparation, and the growing of seedlings in the nursery. The climate and steep terrain in Idaho force this uniquely compressed tree planting window. To promote high planting survival, seedlings must be planted into moist, warming soils with adequate time to grow new roots and become established on the site before the inevitable summer dry-down comes. The logistics are challenging, yet our foresters, contractors, and support staff do an excellent job ensuring the planting crews are just behind the snow as it recedes up the mountains in the spring. Seedlings for spring planting are grown at several different nurseries located throughout the Pacific Northwest and southern British Columbia.

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# Clean Water

The role of water quality Best Management Practices (BMPs) is to conserve and protect water quality by minimizing sediment through the filtering ability of natural vegetation and erosion control measures. Our foresters implement BMPs as part of our environmental management system during all phases of forest management and across all our timberlands. We require that all contractors implement applicable BMPs during forest management activities on our lands and in our mill supply chains.

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## OUR GOALS

- Conserve and protect streams and water.

## ACCOMPLISHMENTS IN 2024

Protected  
**7,880 MILES**  
of Streams

Utilized  
**PORTABLE BRIDGES**  
on Temporary Crossings

Installed and Upgraded  
**CULVERTS**  
to Minimize Sediment Entry to Streams  
and Assist Fish Passage

Continued Fish Population Monitoring at  
**MICA CREEK**  
in Collaboration with the  
University of Idaho

### Streamside Management Zones

BMPs include practices such as leaving streamside management zones (SMZs) during harvest, properly designing and constructing logging roads, and using logging methods and equipment that protect water quality.

SMZs are unharvested or lightly harvested buffers that run along the length of streams and are designed to capture runoff and sediment. The SMZs provide significant other benefits, including stabilizing the banks of streams and acting as a source of food for aquatic organisms. By retaining trees alongside the streams, SMZs also shade the water's surface from direct sunlight and significantly reduce radiative heating, keeping streams cool and clear, a particularly important objective in northern regions where cold-water fisheries are present. Riparian areas are important habitats for wildlife species and SMZs can provide wildlife with favorable habitat and travel corridors.

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### STREAMSIDE MANAGEMENT ZONES

to Protect Water Quality

Conducted 2,850  
**INSPECTIONS**

On the Implementation of Water Quality BMPs

### Using Bridges and Culverts

PotlatchDeltic carefully designs, constructs, and maintains stream crossings to protect water quality, while balancing optimal environmental performance and operational efficiency. Regional conditions significantly influence our stream crossing strategies. In Idaho, steep terrain and seasonal weather restrict road-building windows to approximately four months during the year. In the U.S. South, flatter terrain and extensive water networks present different challenges. We increasingly utilize portable bridges, representing an evolution from traditional methods for temporary crossings that required extensive creek bank disturbance and sedimentation management. Maintenance and inspection are ongoing commitments integral to our stream crossing management. Through strategically designed, constructed, and thoroughly maintained stream crossings, we effectively balance sustainable forest management practices with economic objectives, safeguarding water quality and aquatic ecosystems for future generations.

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# Biodiversity and Wildlife

We commit to conserve biodiversity on our forest lands through landscape-level management, stand-level diversity, and protection of ecologically unique sites or species. Active forest management is a valuable tool for creating and maintaining a wide range of biodiversity benefits. Across a landscape, a mosaic of forest ages from recently harvested to mature forests can be maintained – these forests in turn support long-term viability of wildlife species, plants, and biodiversity.

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## OUR GOALS

- Conserve wildlife, biodiversity and at-risk species through management practices.
- Participate in the Wildlife Conservation Initiative.

## ACCOMPLISHMENTS IN 2024

Retained Trees within  
Harvested Areas to

### Promote Wildlife

Mapped  
Rare  
Wildlife Species

Improved  
**3,500 Acres**  
of Red-Cockaded  
Woodpecker Habitat

Helped Develop the  
**Bat  
Agreement**  
with NAFO and the USFWS

### The Importance of Pollinators

Pollinators, such as bees, butterflies, and moths, are essential to the health of forest ecosystems, playing a vital role in the reproduction of many understory plants. These plants serve as food sources for wildlife species like deer, turkeys, and songbirds, underscoring the role of pollinators in the broader food web.

At PotlatchDeltic, sustainability isn't just about timber production. It includes maintaining ecosystems where pollinators can thrive. Forests provide critical habitats for diverse pollinator species, offering sites for reproduction and foraging resources that are often scarce in other areas.

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### Supporting Biodiversity - Podcast

Collaborating with conservation organizations on biodiversity management is a cornerstone of our biodiversity conservation. We invest in and utilize research to improve biodiversity conservation and environmental protection. This podcast discusses how we support the wide breadth of species that utilize our sustainably managed forests to forage, reproduce and thrive.

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### Conserving Rare Species in Arkansas

In our Ola, Arkansas timberlands, we conserve rare species in the Ouachita and Boston Mountain ranges through our management initiatives. We have a long history of partnering with the Arkansas Natural Heritage Commission (ANHC) to acquire location data on rare species occurrences. After we receive the location data, we investigate the life history of the species that overlap our lands so that we can determine the measures we need to integrate into our forest management plans to conserve the species. We then place map-based notifications within our Land Resource Manager system to alert foresters to the locations where the species occur and the requirements for species conservation.

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### Identifying Special Sites

Sustainable forestry requires a thoughtful balance between responsible resource management and the protection of ecologically, culturally, and historically significant sites. At PotlatchDeltic, foresters combine technology with hands-on expertise to identify and preserve these special places, so that forests remain productive while safeguarding their conservation value.

Some areas within working forests hold unique ecological or cultural importance. These sites may include rare ecosystems, critical wildlife habitats, historic landmarks, and Indigenous cultural sites. Identifying and protecting these places requires more than just policy - it takes careful planning, innovative technology, and deep local knowledge.

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# Conservation

We recognize that some lands should be preserved as forestland in perpetuity. We are proud to have a significant amount of conservation outcomes from our rural land sales, totaling nearly 258,000 acres since 2004. More recently, since 2018, approximately 51% of our rural land sales acreage has been for conservation outcomes with nearly all the remaining 49% for recreational purposes. We currently have identified approximately 135,000 acres of non-core timberland real estate that we intend to sell over time.

[FIND OUT MORE >>](#)

## OUR GOALS

- Pursue conservation outcomes.

## ACCOMPLISHMENTS IN 2024

**51%**

of Rural Sales with  
Conservation Outcomes  
Since 2018

Assisted and Protected  
Muscogee  
**Heritage**

**Helped  
Protect**  
the Lake Maumelle  
Watershed

Worked with Arkansas Game &  
Fish Commission to Enhance  
**Gulf Mountain  
Wildlife  
Management Area**

## Central Arkansas Water

In June 2024, PotlatchDeltic and Central Arkansas Water (CAW) completed the purchase and sale of 2,047 acres of forestland in the Lake Maumelle watershed, a vital source of drinking water for the City of Little Rock and surrounding communities. This transaction marks the latest chapter in a strong, trust-based relationship dedicated to providing future protection for one of Little Rock's most essential natural resources while balancing conservation priorities with economic and urban development considerations.

For CAW, the goals were clear: prevent future development that could possibly disrupt water quality. While PotlatchDeltic's sustainable forestry practices align with conservation values, long-term ownership of the land by CAW was a crucial factor. Under CAW's ownership, this land could be maintained as a buffer to protect streams and the Maumelle River headwaters before they even reached the lake. This buffer would help control potential contamination sources and maintain water quality from the point where streams exit the adjacent U.S. Forest Service land.

What made this transaction possible wasn't just a shared vision for conservation, but years of trust and collaboration. PotlatchDeltic has long understood CAW's watershed protection priorities, and both organizations worked together aligned by their respective sustainability goals. Identifying strategic opportunities, like this sale, fosters an environment where forestland can continue to benefit both people and nature. By keeping the dialogue open, the two organizations have developed a model where conservation and economic considerations work hand in hand.

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## Collaborating with Indigenous Communities

In 2024, PotlatchDeltic sold approximately 3,900 acres of working forests to the Maskoke (Muscogee) people to preserve a critical viewshed for their Ekvn-Yefolecv ecovillage in Coosa County, Alabama, enabling the community to protect their cultural and environmental heritage.

The Maskoke, a small but resilient Indigenous community, are actively working to sustain their language, traditions, and ecological knowledge. Their ecovillage, located adjacent to the purchased land, is a self-sustaining community that integrates regenerative agriculture, traditional architecture, and conservation-driven land management. Recognizing the importance of unobstructed landscapes for their spiritual and cultural continuity, the Maskoke sought to secure the land to prevent future timber harvesting or real estate development that could disrupt their way of life.

Unlike traditional conservation sales, which often involve public funding or intermediary organizations, this acquisition was privately funded through donations from conservation advocates. The relationship between PotlatchDeltic and the Maskoke was initiated through these philanthropic connections, demonstrating the power of collaboration in achieving meaningful conservation outcomes.

The sale to the Maskoke highlights how private landowners, conservation advocates, and Indigenous communities can work together so that forests are managed in a way that they can remain vibrant, resilient, and deeply connected to those who depend on them.

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# PLANET

**Minimizing our environmental footprint and being part of the solution to climate change.**

## OUR APPROACH

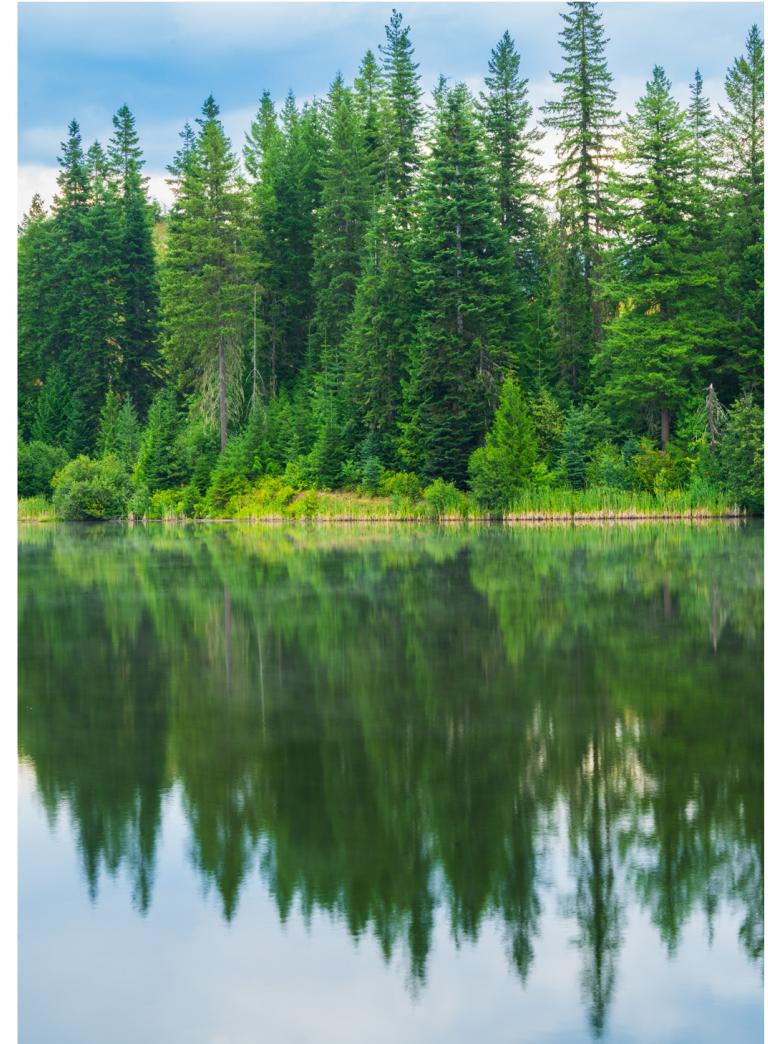
We have a long legacy of excellence in timberland management and wood products manufacturing, and we are committed to being a responsible corporate citizen.

Our wood products manufacturing facilities focus on responsible manufacturing and on resource efficiency. Facilities strive to minimize air emissions, monitor water discharge and protect streams and rivers. An experienced professional team actively manages our environmental compliance at our manufacturing facilities, and we have implemented compliance programs that include environmental education and training for our Team Members.

PotlatchDeltic recognizes the role forests play in combating climate change and the powerful positive impact our timberlands provide through carbon sequestration. By leveraging decades of management experience and working closely with scientific research organizations, we manage our assets while considering how climate change could create potential risks and opportunities.

### Environmental Footprint

### Carbon and Climate



# Minimizing Our Environmental Footprint

Our wood products facilities have procedures and programs in place to comply with all applicable environmental laws and regulations. Our environmental compliance management system (CMS) establishes best practices, programs, and procedures that strive for 100% compliance.

[FIND OUT MORE >>](#)

## OUR GOALS

- Continue the goal of 100% compliance with environmental requirements and permitting.
- Achieve reusing, recycling, or repurposing 99% of what could have been waste from our operations by 2050.
- Utilize 95% biomass for thermal energy by 2050.
- Reduce energy consumption at our manufacturing facilities by 10% (unit basis) by 2030 from 2021 levels.

## ACCOMPLISHMENTS IN 2024

Renewable Energy  
**49%** of Total used at facilities



**CAPITAL INVESTMENTS**  
to Improve Product Yield and Reduce Waste

Reduced 2024  
**ENERGY CONSUMPTION**  
(Unit Basis) by 1%

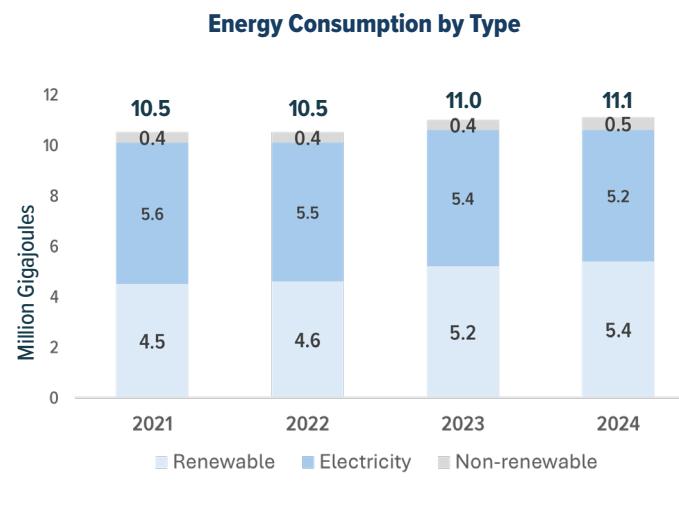
## ENVIRONMENTAL COMMITTEES

Set Goals, Communicated Progress, Identified Environmental Improvements and Developed Corrective and Preventive Actions

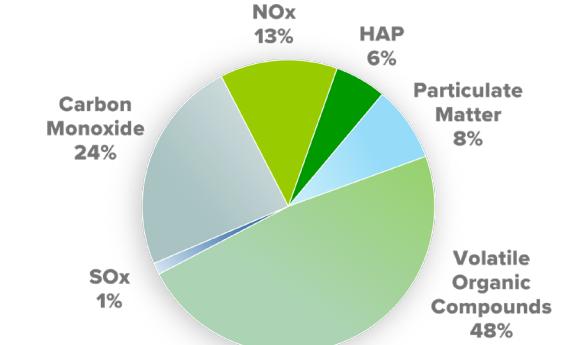
## Reducing Energy Consumption

Energy efficiency is more than just reducing costs, it is also about long-term business resilience and environmental sustainability. In 2024, those efforts earned PotlatchDeltic's Warren, Arkansas mill first place in Entergy Arkansas' Energy Champion of the Year Award, recognizing its commitment to reducing energy waste and improving sustainability. With a 7.7% reduction in energy consumption, adjusted for production and weather, the Warren mill surpassed its annual efficiency targets and outperformed other industrial manufacturing sites in the competition. The Warren mill's achievements are part of a larger initiative to drive energy efficiency across all operations and PotlatchDeltic has set an annual 1% energy reduction target, adjusted for production.

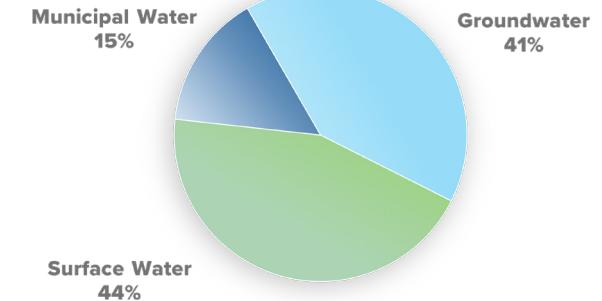
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## Air Emissions by Type - 2024



## Water Withdrawal by Type - 2024



# Our Carbon Stocks

The carbon that working forests remove from the atmosphere is stored in multiple ways. It can be stored in tree branches, stems, and roots, as well as in the soil. Once a tree is harvested, the wood products manufactured from it hold that carbon until it is replaced or decays. The trees we plant then grow, renewing the cycle and growing net carbon storage.

[FIND OUT MORE >>](#)

## OUR GOALS

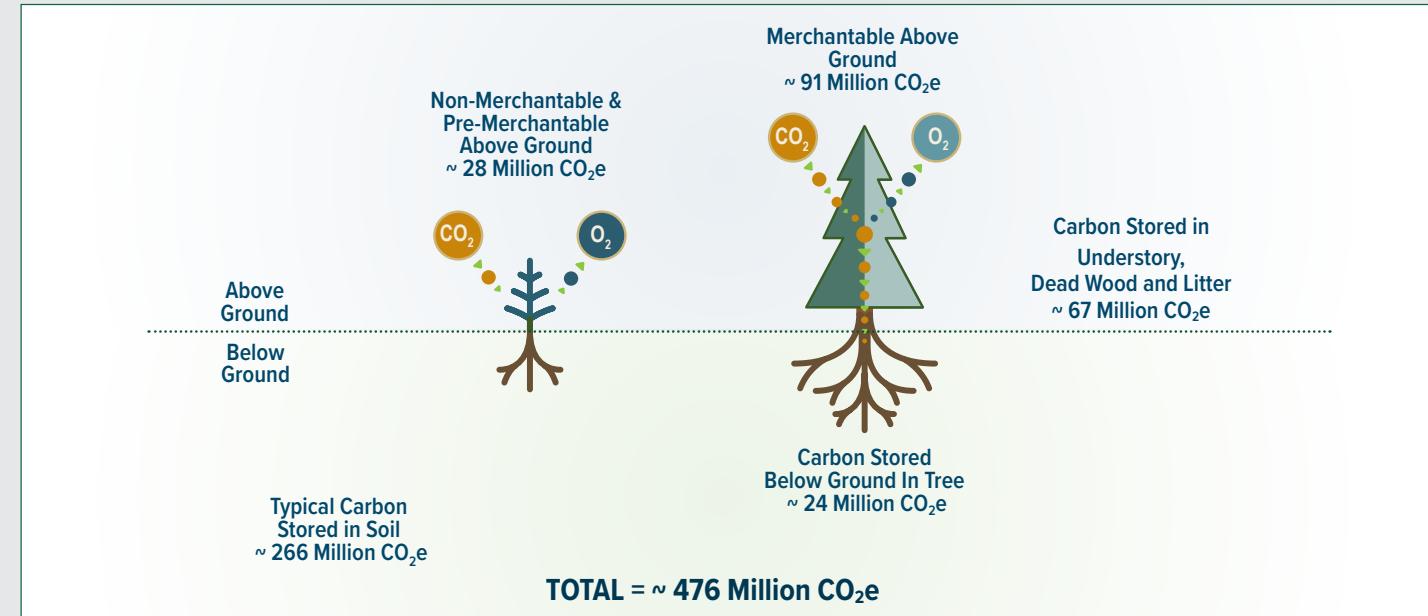
- Disclose our carbon stocks.

## OUR CARBON STOCKS

We have divided our forest carbon stocks into three pools that allow us to track our carbon inventory and to follow and account for stored carbon when timber is harvested. The three pools are: 1) merchantable portions of trees, 2) above ground non-merchantable portions of merchantable trees and pre-merchantable trees, and 3) below ground portions of all trees (excludes soil carbon).<sup>4</sup>

Our forests, on all lands owned at the end of 2024, stored a total of  $\sim 143$  million metric tons of CO<sub>2</sub>e in all three pools. Merchantable above ground portions accounted for  $\sim 91$  million metric tons of CO<sub>2</sub>e,  $\sim 28$  million metric tons of CO<sub>2</sub>e were in pre-merchantable above ground portions, and  $\sim 24$  million metric tons were in below ground portions of trees. Our ownership is storing  $\sim 333$  million metric tons of CO<sub>2</sub>e in soil carbon, understory, dead wood and litter.

## Our Year-End Carbon Stocks - 2024 (METRIC TONS CO<sub>2</sub>e)



Category	Description	Estimated Proportion of Total Forest Carbon	Calculated to a Single Value (Metric Tons CO <sub>2</sub> e)
Live Tree Carbon	All carbon stored above ground and below ground in live trees	30%	$\sim 143$ Million
Soil Carbon <sup>5</sup>	Carbon stored in soils	56%	$\sim 266$ Million
Other	Understory, dead wood and litter	14%	$\sim 67$ Million
Total			$\sim 476$ Million

# Carbon Removals & Storage

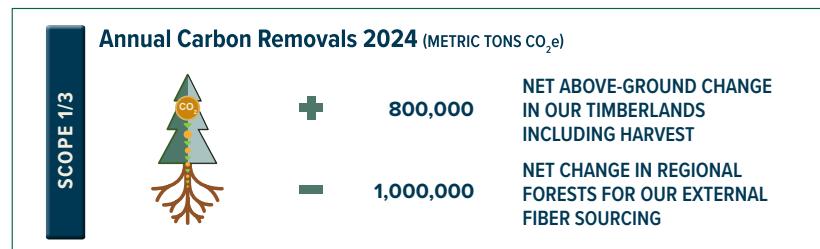
Our carbon removals and storage accounting methodology tracks removal of carbon from the atmosphere, storage in standing trees, and storage in end products. There is currently no formal protocol for land sector removals and storage. Our approach is consistent with the methodology used by some of our peers. Our removal results or methodology may need to be restated if a formal methodology is adopted.

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## OUR GOALS

- Disclose our carbon removals and storage.

## OUR CARBON REMOVALS AND STORAGE



### SCOPE 1 – NET CHANGE IN OUR TIMBERLANDS

The amount of carbon stored in our timberlands changes over time. These changes occur due to tree growth, harvests, natural disturbance, and other factors. Because harvest removes carbon from the land base (transitioning much of it into storage in wood products) and tree growth adds carbon to the land base, we are interested in understanding how the amount of carbon stored on our land varies over time. Because the “true” value fluctuates on a moment-to-moment basis, we quantify the net change by comparing the carbon storage in our forests at year-end to the beginning of the year.

In 2024, above ground tree growth on our timberlands removed approximately 7.8 million metric tons of CO<sub>2</sub>e from the atmosphere. Harvest and other inventory adjustments totaled 8.6 million metric tons of CO<sub>2</sub>e, the net flux in our forests was a decrease of 800,000 metric tons of CO<sub>2</sub>e in our above-ground standing stock. The annual net change in our forests did not result in an emission as a large proportion of the carbon in harvested wood products moved into a long-term storage pool. The decrease occurred because of harvest, mortality, or other inventory changes exceeding growth during the year. A sizable portion of the decrease was driven by geographically distributed remotely sensed inventory updates, a concerted effort to close out multi-year harvests, and adjustments made to capture tree mortality.

### SCOPE 3 – NET CHANGE IN FORESTS OF OUR SOURCING REGIONS

Each of our mills has a geographic sourcing region. The carbon stored in forest pools in each of these sourcing regions changes over time with the local timberlands of a region either acting as a sink or a source of atmospheric carbon. The intention of accounting for carbon from non-owned forests where we source fiber is to bring the sourcing region flux into our Scope 3 GHG inventory.

In 2024, we owned and operated wood products facilities in 4 states: Idaho, Arkansas, Minnesota, and Michigan. For carbon accounting purposes, we consider the sourcing region for a mill to be the state in which the mill is located. Our calculated combined contribution to the net change for these states was an atmospheric removal of carbon equal to approximately 1 million metric tons of CO<sub>2</sub>e.

### SCOPE 3 – STORED IN LOGS WE SELL EXTERNALLY

In 2024, our timberlands sold approximately 6.2 million tons of fiber externally. Approximately 54% of these external fiber sales consisted of sawlogs with 46% being pulpwood. We estimate this amount of harvested fiber stores an average of approximately 1.6 million metric tons of CO<sub>2</sub>e over the next 100 years.

### SCOPE 3 – STORED IN WOOD PRODUCTS WE MANUFACTURE

In 2024, PotlatchDeltic sold 1.1 billion board feet of lumber and 121 million square feet (3/8") of industrial and structural plywood. These wood products store carbon by remaining in use, with slow reversals over their lifetime. Since the amount of carbon stored in a wood product decreases as the time since production increases, we use the average quantity of carbon stored over a 100-year period. Using our GHG methodology, these wood products store an average of approximately 1.4 million metric tons of CO<sub>2</sub>e over the next 100 years.

### SCOPE 3 – STORED IN WOOD RESIDUALS WE SELL

In 2024, our wood products facilities sold approximately 1.8 million metric tons of wood residuals. Using our GHG methodology, the end use products from these residuals store an average of approximately 300,000 metric tons of CO<sub>2</sub>e over the next 100 years.

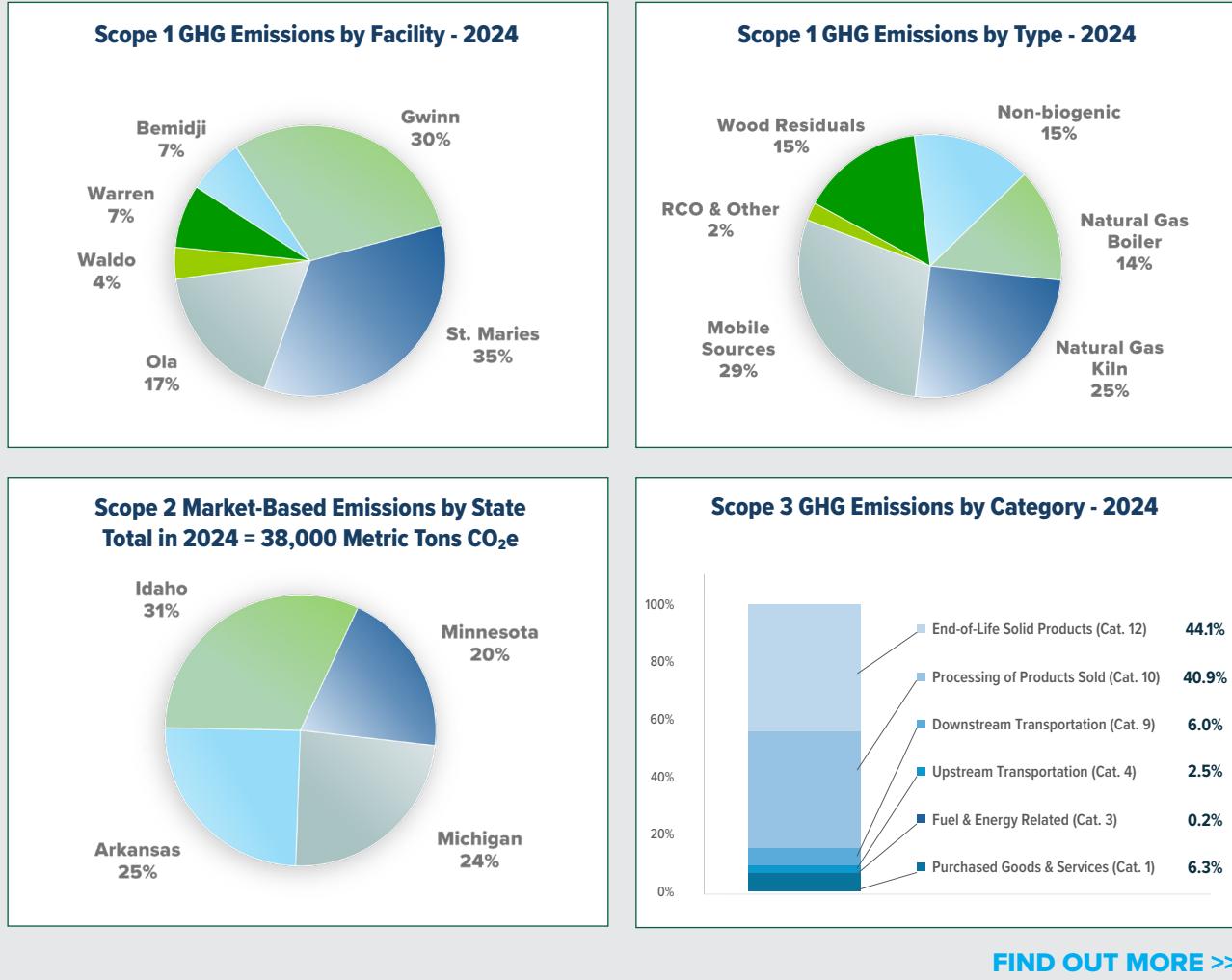
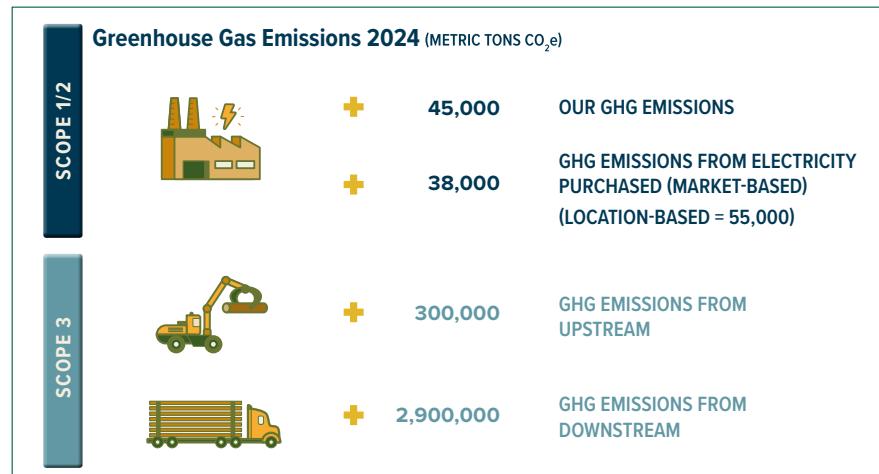
# Greenhouse Gas Emissions

## OUR GOALS

- Disclose our Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions.

## GREENHOUSE GAS EMISSIONS - 2024

Our consolidated 2024 Scope 1 emissions were approximately 45,000 metric tons CO<sub>2</sub>e. Scope 1 emissions increased from 2023 levels primarily due to the full year operation of a natural gas fired burner at our Ola, AR sawmill and additional natural gas usage at our Gwinn, MI sawmill due to higher production levels. Wood residual emissions declined by 15% from 2021 levels, primarily due to the elimination of a wood residual pile at our Bemidji, MN sawmill. Scope 2 market-based emissions were 38,000 metric tons CO<sub>2</sub>e, 14% below 2021 levels. This reflects grid greening and our use of a Green Promise RECs<sup>6</sup> contract and a Go Zero contract for AEC and RECs in Arkansas. Consolidated Scope 3 emissions were approximately 3,200,000 metric tons CO<sub>2</sub>e.



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# Greenhouse Gas Reduction Initiatives

## OUR NET-ZERO ROADMAP

### OUR GOALS

- Reduce absolute emissions across direct operations (Scope 1 & Scope 2) by 42% by 2030 from 2021 baseline in line with 1.5°C trajectory
- Achieve Net-Zero Scope 1 & Scope 2 emissions by 2050

We have established a 2030 greenhouse gas emissions reduction target for our Scope 3 emissions of 25% from a 2021 baseline.

### Legend

- Available technology
- Technology development needed
- Third-Party Initiative





# Climate Risks and Opportunities

Climate change presents both risks and opportunities for PotlatchDeltic. The Board of Directors and the management team continue to expand their consideration of these risks and opportunities on Company strategy, operational decisions, risk management oversight, and performance.

[FIND OUT MORE >>](#)

## OUR GOALS

- Manage our timberlands to reduce fire risk and work collaboratively towards wildfire protection and response.
- Regularly evaluate climate risks across our businesses.
- Support natural climate solutions policies and strategies and seek to grow carbon, wood products, solar, and forest bio-based market opportunities.

## ACCOMPLISHMENTS IN 2024

Partnered with USFS on MOU for

### Cross-Boundary Fuel Breaks

Worked Towards

### Carbon Offset

Plan

Evaluated

### Carbon Capture Storage

Opportunities

35,000 Acres

Under Option with

### Solar Providers

## Physical Climate Risk Assessments

PotlatchDeltic's timberland climate analysis evaluates the potential physical impacts that changes in atmospheric CO<sub>2</sub>, temperature, and precipitation could have on our timberlands under various greenhouse gas (GHG) scenarios.<sup>7</sup> We have evaluated potential physical impacts on four regions: 1) our Idaho timberlands; and 2) our Gulf South timberlands; 3) our Southeast timberlands; and 4) our Lake States procurement region. Our initial analysis of regional physical climate changes and the potential for positive and negative impacts has revealed as many or more upside impacts to tree growth and productivity as downside risks or losses. Overall, increased CO<sub>2</sub> concentrations coupled with gradual warming and largely unchanged precipitation patterns are supportive of productive forests.

[FIND OUT MORE >>](#)

## Partnering with USFS on Wildfire

In early 2023, a memorandum of understanding (MOU) was signed creating a partnership to enhance cooperation between private working forest owners and public land managers during wildfires. The partnership between the U.S. Forest Service (USFS) and National Alliance of Forest Owners (NAFO) members allows private resources to fight fires in areas of adjacent ownership with National Forest System lands. A second MOU was signed with USFS in early 2024 which seeks to mitigate wildfire risk through cross-boundary fuel break planning, construction, and maintenance. The MOU provides the framework for coordinating public and private fire mitigation strategies by enabling the construction of National Environmental Policy Act-ready fuel breaks on National Forest System lands as an extension to fuel breaks on adjacent privately owned forests.

[FIND OUT MORE >>](#)

## Transitional Climate Risk Assessments

Climate-related transition risks and opportunities include changes in policy or regulatory requirements, technology-related requirements, and market changes. The risks identified are incorporated into our Enterprise Risk Management process, and we continue to enhance our mitigation measures. Opportunities are considered in our strategic and operating plans and in our advocacy and policy initiatives. These factors can impact our business, strategy, and financial planning.

[FIND OUT MORE >>](#)

## Supporting Natural Climate Solutions

We established our first carbon project in 2011 under the California Compliance market. The 16,000-acre project has been successful, and we are now evaluating an Improved Forest Management Carbon Offset Project for the Voluntary Carbon Market. The project will store carbon in our forests that is additional to storage levels under our sustainable harvest management (or stated another way “carbon storage will be above our business-as-usual baseline”). The additional storage will be paid for by the sale of credits or offsets and will provide buyers with certainty that their use of carbon offsets is reducing atmospheric CO<sub>2</sub>. In addition, we continue to evaluate a range of natural climate solution opportunities including carbon capture storage and new markets for biomass such as bio-energy and Sustainable Aviation Fuel. Over the course of 2024, we doubled our solar options under contract and the associated estimated net present value of these contracts. By year-end, we had solar option contracts covering over 35,000 acres.

# PEOPLE

**Empowering Team Members, focusing on safety, and strengthening our communities.**

## OUR APPROACH

We strive to make PotlatchDeltic a workplace of excellence through our Company culture, fair compensation, and comprehensive benefit options. We value an environment of ethical and inclusive teamwork. Our wide range of Team Member benefits helps our Team Members and their families to stay healthy and considers Team Members' need for flexibility. We promote equal opportunities for development and professional growth and maximize Team Member engagement through a strategy of continuous performance improvement. We act with strong principles, honoring our commitments and building and maintaining trust with our stakeholders. Our commitment to our Team Members starts with a strong culture that prioritizes health and safety at the core of every decision we make.

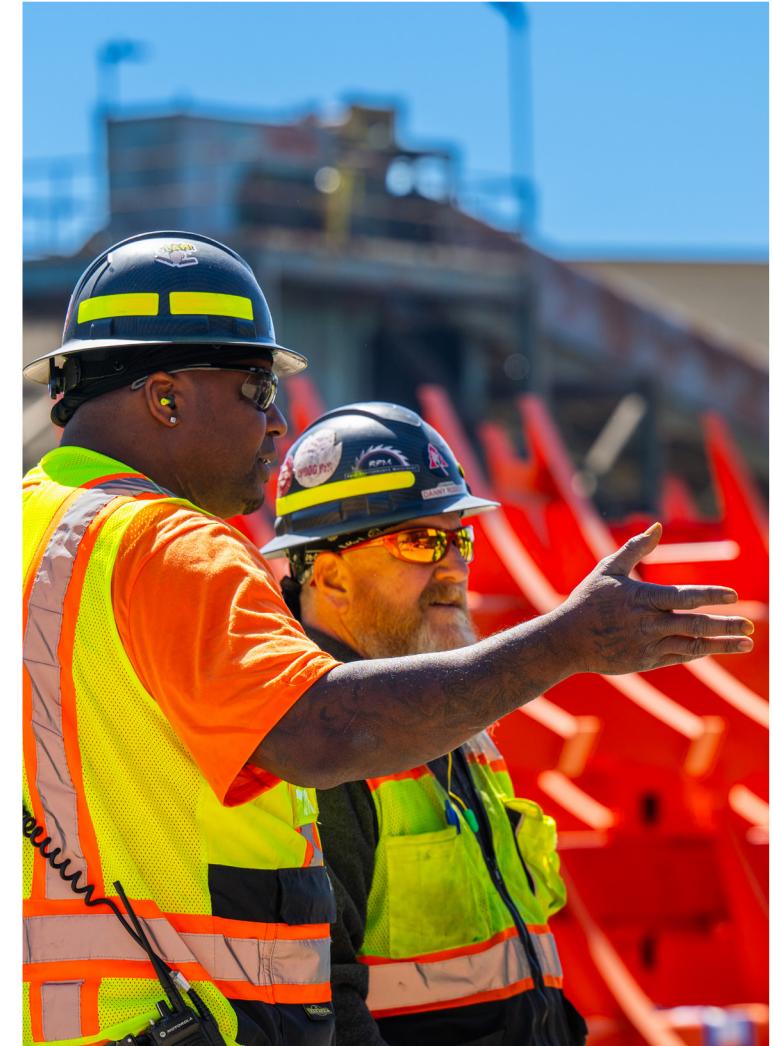
PotlatchDeltic understands that we are an integral part of the communities where we live, work, and play. Active community engagement in these areas and in our larger communities through community involvement, charitable giving, and volunteering is a core part of our Company culture.

**Hiring and Retention**

**Training and Development**

**Health and Safety**

**Community Engagement**





# Hiring and Retention

We work to attract talent for our existing and future workforce. Recruiting can be challenging due to a limited supply of qualified and experienced talent at some of our locations. This is especially true for very specific roles and skilled labor positions. We seek to hire qualified individuals with diverse backgrounds and experiences.

[FIND OUT MORE >>](#)

## OUR GOALS

- Increase recruiting partnerships with educational institutions ensuring that we are an “employer of choice” for future generations.
- Implement total reward strategies designed to meet the diverse needs of all Team Members.
- Aspire to achieve 40% diversity in Board representation by 2030.

## ACCOMPLISHMENTS IN 2024

Hired 200  
**Team Members**

with 93% in  
Wood Products Facilities

Hired 18  
**SUMMER  
INTERNS**

Employee  
Turnover Rate<sup>8</sup>  
**18%**

Held  
Health and Safety  
**Benefit  
Fairs**

Introduced  
Healthcare  
Navigation  
Program

Partnered with  
**Educational  
Institutions**  
and Attended Career Fairs

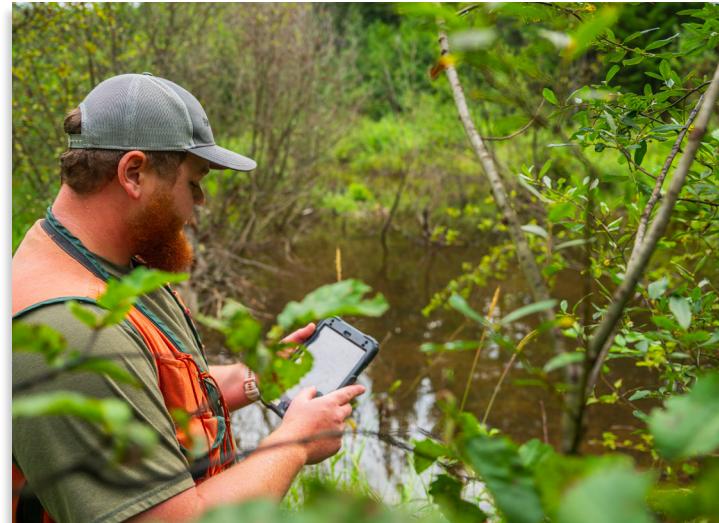
### Our Summer Interns

Our summer internship program provides a unique opportunity for undergraduate and graduate students to gain on-the-job experience in our businesses and to learn about PotlatchDeltic.

Interns are provided with safety training and undertake meaningful projects and collaborate with other students, as well as with Team Members and managers. Internships not only develop a pipeline of potential future talent but also provide our Team Members an opportunity to be mentors and build their leadership skills.

Our 2024 summer interns included twelve timberland interns, five interns at our wood products facilities, and one corporate intern.

[FIND OUT MORE >>](#)





# Training and Development

We recognize that employing a highly skilled workforce is a competitive advantage and leads to better Team Member engagement. We are committed to the development of all Team Members in support of their career aspirations. To maximize Team Member engagement and retention, we have formal and informal programs to develop our workforce through Team Member improvement and professional growth.

[FIND OUT MORE >>](#)

## OUR GOALS

- Support policies promoting the career growth of all Team Members and collaborate with educational institutions to create curriculums that actively support their personal and professional development.

## ACCOMPLISHMENTS IN 2024

Tuition Reimbursement to Support

### CAREER GROWTH

Offered

### LEADERSHIP TRAINING

Academy

### TRADE APPRENTICESHIPS

for Team Members

Established Annual Goals for Team Members and

### ASSESSED PERFORMANCE

## Continuous Performance Improvement

Our continuous performance improvement strategy is grounded in healthy discussions between a Team Member and their manager. We expect managers to engage with Team Members and advocate for the growth and development of their direct reports. We see this development as a partnership that begins with setting meaningful annual goals. Salaried Team Members set annual goals in performance, developmental, and personal categories. Team Members also track progress towards six key competency areas which reinforce our belief that it's not enough to just accomplish your goals, but it's how you accomplish those goals that matters. Managers provide formal feedback at least once a year to Team Members regarding their performance and progress towards their goals. Team Member performance is further calibrated across operating divisions and is finally reviewed by the executive team to ensure that performance measures were evaluated equitably across the organization. This annual process provides a framework from which managers and Team Members can collaborate to ensure that Team Members remain on a meaningful growth trajectory aligned with the needs of the organization.

[FIND OUT MORE >>](#)

## Leadership Training

Strong leadership fuels organizational success. Recognizing the importance of cultivating leadership talent from within, PotlatchDeltic launched the Emerging Leaders Academy in 2024. Designed in collaboration with the University of Arkansas, this six-month intensive program equips high-potential Team Members with the confidence, skills, and network they need to thrive in future leadership roles. PotlatchDeltic selected 15 high-performing managers from each division of our business. These individuals, each managing at least one direct report,

## STRAP

The School to Registered Apprenticeship Program (STRAP) offers Idaho students aged 16 and over an opportunity to apprentice in certain occupations while completing high school. In 2024, we had two participants in the program, and both accepted full-time positions at our St. Maries, Idaho facility upon high school graduation. Freddie and Riley are now both millwright apprentices Level 2.

[FIND OUT MORE >>](#)

## Electrician Apprenticeship

Our St. Maries, Idaho facility's electrician apprenticeship program consists of a combination of online/classroom coursework and practical experience. Electrician apprentices must accrue 8,000 hours of on-the-job work experience and are required to be enrolled in an accredited electrician apprenticeship school for their classroom training. For our program, apprentices can partner with either North Idaho College or the College of Southern Idaho.

[FIND OUT MORE >>](#)

represented different locations and business units. Based on the program's strong reception, PotlatchDeltic is set to launch a second cohort of the Emerging Leaders Academy in 2025, keeping the small-group format to promote deep engagement. By investing in structured, high-impact training like this, PotlatchDeltic is preparing individuals for leadership roles, which we believe is a fundamental part of building a stronger, more resilient company for the future.

[FIND OUT MORE >>](#)



# Health and Safety

Safety is a core value at PotlatchDeltic. Each wood products facility has well-established, site-specific health and safety systems and procedures to drive a culture of best practices and exceptional care for people. Timberlands and rural real estate use a comprehensive health and safety management system. Each location has emergency response plans for fire, weather, and other emergencies and has annual drills to prepare for these emergencies.

[FIND OUT MORE >>](#)

## OUR GOALS

- Achieve and maintain VPP or state equivalent status at all our wood products facilities by 2030.
- Achieve annual TCIR and DART metrics below our industry peers with demonstrated year-over-year improvement to build a safety culture that strives for zero OSHA recordable incidents.

## ACCOMPLISHMENTS IN 2024

### TCIR

Timberlands 0.0 vs.  
2023 Industry Average 2.4<sup>9</sup>  
Wood Products 1.7 vs.  
2023 Industry Average 4.7<sup>9</sup>

### DART

Timberlands 0.0 vs.  
2023 Industry Average 1.6<sup>9</sup>  
Wood Products 1.1 vs.  
2023 Industry Average 1.7<sup>9</sup>

### SAFETY AWARDS

St. Maries, Idaho: Innovation in Safety Award from APA—The Engineered Wood Association

St. Maries, Idaho: District 5 Safety Award by Western Wood Products Association

Bemidji, Minnesota: 2024 Diamond Award Winner at Minnesota Governor's Workplace Safety Awards

### Bemidji Emergency Response Team

Lengthy emergency services response times in rural areas increase the risk that a relatively minor incident grows into a catastrophic event. For example, at the Bemidji mill, fire, medical, or confined space emergencies can take anywhere from 16 to 30 minutes, sometimes longer, for emergency responders to reach. The mill's safety team took a proactive approach to address this critical gap by establishing the Bemidji Emergency Response Team (B.E.R.T.), a dedicated group of Team Members trained to respond to on-site medical, fire, and confined space emergencies. B.E.R.T. was not established in response to a single incident. It was a proactive move to improve emergency response times, reducing incident severity and enhancing overall workplace safety. Led by a certified Emergency Medical Technician, the team includes eight volunteer members who undergo rigorous training in first aid, CPR, rope rescue, and Emergency Medical Response. Monthly scenario-based training sessions ensure that Team Members are well-prepared to react effectively in real-world emergencies.

[FIND OUT MORE >>](#)

### ZERO

Employee Fatalities and 1 High-Consequence Injury<sup>10</sup>

### 16,966

Hours Team Member Safety Training

### Voluntary Protection Program (VPP)

Recognition at 4 of 7 Facilities for Excellence in Occupational Health and Safety<sup>11</sup>

### Innovation at St. Maries Plywood Facility

PotlatchDeltic's plywood facility in St. Maries, Idaho was evaluating opportunities to increase safety while remaining focused on providing high quality results for specialty panel markets. Panels were historically fed into the hot presses manually by Team Members hand feeding them one by one into the press. Team Members were tasked with finding a way to automate the process to reduce safety issues and improve quality. What started as press feeder automation for ergonomic safety has now resulted in solutions for safety and quality with five of these automated panel feeders incorporated into production at the St. Maries plywood mill. Others in the industry have since adapted to the approach on both presses and compositers.

[FIND OUT MORE >>](#)

### Focus on VPP

The Occupational Safety and Health Administration (OSHA) administers the Voluntary Protection Programs (VPPs), which represent a cooperative relationship to encourage excellence in worksite-based safety and health.

Our St. Maries, Idaho lumber and plywood facilities have set an exceptional standard for safety, and both have been a VPP Star site since 2000. The last re-evaluation was in 2024 during which the auditors highlighted Team Member engagement by the safety department, the use of frequent personal protective equipment surveys, and extensive lockout / tagout training.

We continue to work towards expanding the number of wood products facilities that participate in the VPP in their state. For example, our Waldo, Arkansas facility submitted its VPP application in 2024.

[FIND OUT MORE >>](#)

# Community Engagement

We are an integral part of the communities where we work, live, and play. We provide jobs, volunteer, and invest in the well-being and vitality of our communities. We have a long tradition of philanthropic giving through charitable contributions and through our support of Team Member giving. Our giving program focuses on making an impact and supporting the communities where we live and do business. Being a part of the community where they work and live is important to our Team Members and many are actively involved in volunteering through a wide range of activities. We encourage our Team Members to explore their passions, build relationships with their communities and make meaningful contributions.

[FIND OUT MORE >](#)

## OUR GOALS

- Provide charitable contributions that impact our local communities and encourage our Team Members to volunteer.

## ACCOMPLISHMENTS IN 2024

Contributed Nearly  
**\$600,000**  
 in Charitable Donations at  
 the Local Level

Team Members  
**Volunteer**  
 to Serve on Non-Profit  
 Boards and Committees

Provided  
**Timberlands**  
**Tours**  
 for Schools

Team Members  
 Volunteer with Local  
**Fire**  
**Departments**

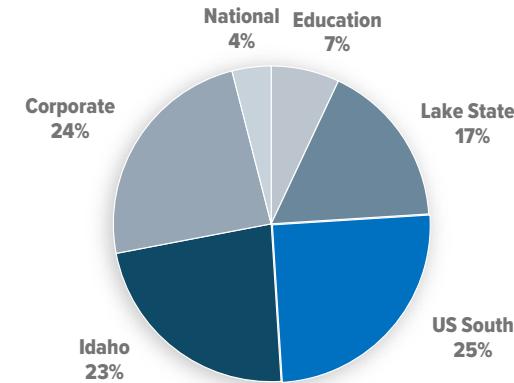
**Key Charitable Contributions**  
 Included Idaho Governor's Cup Scholarships, Bemidji Wellness Center, Habitat for Humanity, the Benewah County 4-H Fair, Spokane County United Way, and Heyburn Elementary Playground

## Heyburn Elementary Playground

PotlatchDeltic has contributed to several initiatives in St. Maries, Idaho that focus on supporting child health and education, and a vibrant community. Heyburn Elementary School did not have a playground that could be used by the typical 90-120 students that are ready to play and exercise during recess. When a local initiative began raising funds to construct a new playground, PotlatchDeltic stepped in as the key contributor to allow the playground to be completed sooner than a lengthy campaign. The initial phases included the installation of swing sets and an adventure playground that provided children with a wide range of activities on slides, ladders, climbers, bridges and platforms, and tunnels. The final phase will add an obstacle course with multiple climbers and a rock-climbing wall and is expected to be completed in the spring of 2025.

[FIND OUT MORE >](#)

## 2024 Charitable Contributions by Region



## Habitat for Humanity / United Way Week

PotlatchDeltic has partnered with United Way for well over a decade to raise money for local non-profits. At our corporate offices in Spokane, Washington, we hold a United Way Week every year. Spokane United Way contributions had a 100% participation rate in 2024 for the 17th straight year and were augmented through a corporate fifty percent match per dollar contributed.

The United Way Week team held several events which included our annual raffle for donated baskets, a cornhole tournament, an internal photo caption contest, and a crockpot cookoff. All of this contributed to the week being a great success with over \$112,000 raised for Spokane County United Way.

[FIND OUT MORE >](#)



# PERFORMANCE

**Prioritizing ethics, economic contribution, operational excellence, integrity, and accountability in all we do.**

## OUR APPROACH

PotlatchDeltic maintains high standards of integrity and ethics and requires compliance with the law and our Corporate Conduct and Ethics Code. Our corporate governance policies and procedures, strong and effective Board of Directors, combined with our culture, guide us to ethical management that promotes respect for the community, a commitment to corporate responsibility, and sound financial management.

Our Board of Directors oversees our corporate responsibility governance system that supports the development of a cohesive corporate responsibility strategy and the evaluation of climate risks and opportunities. An enterprise-wide risk management and control framework identifies, assesses, and tracks mitigation strategies for material risks facing the Company, including climate-related risks. Our engagement with stakeholders helps us to understand, prioritize, and manage our impacts.

We have a responsibility to advocate for laws and regulations that help support a policy environment that aligns with the interests of our business and stakeholders.

### Governance

### Supply Chain

### Stakeholder Engagement





# Ethics, Integrity, and Human Rights

We comply with laws and regulations wherever we operate, and we practice a high standard of business and personal ethics. Our business decisions are guided by our [Corporate Conduct and Ethics Code](#) (Ethics Code) which reaffirms our commitment to act with integrity. We respect and promote human rights in our relationships with our Team Members, suppliers, the communities where we operate, and other stakeholders.

[FIND OUT MORE >](#)

## OUR GOALS

- Uphold our Corporate Conduct and Ethics Code, train our Team Members on ethics and integrity, and promote business integrity across our value chain.
- Respect and promote human rights and uphold our Supplier Code of Conduct.

## ACCOMPLISHMENTS IN 2024

Provided Selected Human Rights Training for Team Members

Resolved Reports **HOTLINE**

**100%** of Required Team Members Completed Code of Conduct Training

**Human Rights**  
Risks Reviewed in Enterprise Risk Management Process

Internal and External **Audits**  
Incorporate Human Rights into Assessment

## Corporate Conduct and Ethics Code

Our [Corporate Conduct and Ethics Code](#) (Ethics Code) reaffirms our continuing commitment to act with integrity. It outlines our responsibilities to all our stakeholders, guides our decision-making, and outlines the minimum business standards we apply across our value chain. We work to instill the concepts of our Ethics Code in every Team Member. All Team Members acknowledge their review of the Ethics Code at the time of their onboarding. Additionally, certain Team Members, including management, supervisors, procurement leads, and senior salaried Team Members, are required to complete an annual review of the Ethics Code, including an attestation of their compliance.

## Anticorruption and Antibribery

All Team Members are prohibited from accepting favors of other than nominal or token value from suppliers, contractors, customers, competitors, or others in a position to attempt to influence Company decisions. This prohibition applies to money, gifts, loans, unusual hospitality, or any other personal gain. We prohibit the use of Company assets for bribes, kickbacks, or other improper payments.

## Reporting Hotlines

PotlatchDeltic provides a [Hotline](#), maintained by an independent party, for stakeholders to anonymously report any suspected violation of the law or breach of established policies and procedures. After a report is made, a written report is sent to the Law Department.

[FIND OUT MORE >](#)

## Human Rights

Respect for human rights is a fundamental value of PotlatchDeltic. We recognize that we have an important role in fostering human rights and have built our approach to protecting human rights on respect for internationally recognized human rights principles, such as the [United Nations Guiding Principles on Business and Human Rights](#), the [United Nations Universal Declaration of Human Rights](#), and the International Labour Organization standards. These principles have informed our Human Rights Policy.

Our commitment to human rights is embodied in our [Human Rights Policy](#) and supported by our [Corporate Conduct and Ethics Code](#), [Workplace Engagement Policy](#), [Forest Stewardship Policy](#), [Environmental, Health, and Safety Policy](#), and our other policies, standards, and practices. These policies reflect the expectations we have for our Team Members and temporary staff.

We respect Indigenous peoples and traditional livelihoods and value stakeholder engagement on these issues. We recognize the fundamental importance of water and respect the right to water including quality, sufficiency, and accessibility.

All salaried Team Members receive training on selected components of the Human Rights Policy. Human rights are integrated into our enterprise risk management process. Regular internal audits monitor our procedures and activities.

[FIND OUT MORE >](#)

# Managing Our Enterprise Risks

PotlatchDeltic utilizes an enterprise risk management (ERM) framework to identify, assess, and mitigate significant risks. The Audit Committee of the Board of Directors and senior management have primary responsibility for the oversight of risks facing the Company. Business leads incorporate risks and mitigation measures into their strategic plans annually.

Our comprehensive cybersecurity program maintains a strong focus on protecting the Company, our customers, partners, and vendors. In the event of a breach, we have robust incident response processes in place to ensure that strong forensic techniques are followed, and all regulatory and legal requirements are addressed.

[FIND OUT MORE >>](#)

## OUR GOALS

- Complete annual enterprise risk management process with 100% of management team, including identification, mitigation, ranking, and incorporating corporate responsibility risks.
- Advance effective cyber defense programs to protect information and systems.

## ACCOMPLISHMENTS IN 2024

### Restored

Storm Damaged Timberlands

90

Risks Actively Tracked and Managed

Considered Climate Change and Human Rights in Supply Chain Risks in ERM

Conducted Cybersecurity Awareness

Conducted Annual Incident Response Plan

### Training

## Our ERM Process

PotlatchDeltic utilizes an Enterprise Risk Management (ERM) framework to identify, assess and mitigate significant risks facing the company, including risks related to a range of corporate responsibility topics. The Audit Committee of the Board of Directors and senior management have primary responsibility for the oversight of risks facing the company. Certain material risks facing our business are discussed in our annual report on Form 10-K under Part I - Item 1A. Risk Factors.

The Risk Committee, comprised of senior managers of the Company, conducts an annual risk assessment, which includes evaluating the risk universe, emerging risks, and the risk attributes of likelihood, impact, velocity, and mitigation control strength. In 2024, we enhanced our risk assessment process to assess whether our vendors and subcontractors in our supply chain are committed to monitoring and upholding human rights in their operations. Risks are mapped into a matrix which identifies the significant risk areas for internal focus. The Risk Committee Chair meets with the Audit Committee to discuss key inherent risks the ERM process has identified, current mitigation measures, and the resulting residual risks. This meeting also provides the Audit Committee an opportunity to oversee their key risk areas of concern. The full Board of Directors also reviews the results of the ERM process. As business leaders prepare their strategic plans for the year, they incorporate risks and mitigation measures into their areas of responsibility, as appropriate.

Specific risks related to environmental issues and climate change are identified, assessed, and mitigated where feasible as part of our ERM process. In addition, our Environmental Management System and Corporate Responsibility reviews, which are conducted annually at the business unit level, evaluate business risks and opportunities, including climate-related risks and opportunities.

[FIND OUT MORE >>](#)

## Cybersecurity

We understand the importance of identifying, assessing, and managing risks related to cybersecurity threats and data protection. As part of our enterprise risk management program, cybersecurity risks are evaluated within the broader risk assessment process. Our data security plan incorporates a specialized cybersecurity risk assessment process, which helps us identify potential risks by benchmarking our procedures against National Institute of Standards and Technology (NIST) standards. We have strong governance, controls, policies, and practices, with regular reports to the Audit Committee of the Board of Directors. This includes an incident response plan that outlines the steps we take to prepare for, detect, respond to, and recover from cybersecurity incidents and regular training.

[FIND OUT MORE >>](#)

## Storm Damage Recovery

When Hurricane Helene made landfall in September 2024, it delivered a sharp reminder of the increasing risks that extreme weather poses to working forests. PotlatchDeltic's risk mitigation strategy begins long before storms reach the radar. In hurricane-prone regions, foresters apply silvicultural techniques that minimize risk exposure. This includes optimizing stand density, maintaining age class diversity, and staggering harvest rotations to reduce vulnerability to windthrow (i.e., the uprooting of trees caused by wind). Infrastructure investments to maintain access roads and drainage systems are key to allowing crews to respond quickly in the aftermath of extreme weather.

[FIND OUT MORE >>](#)

# Contractors and Suppliers

We expect our contractors and suppliers to have the same commitment to sustainable forest management, environmental and social responsibility, and responsible corporate governance, including human rights, as we do. Our [Supplier Code of Conduct](#) and [Human Rights Policy](#) outline our expectations of our suppliers and contractors.

As part of our standard contract terms and operating procedures, key contractors in our timberlands and wood products facilities are provided with our Supplier Code and asked to verify that they have read and comply with its components. In addition, we provide training to these contractors on the Supplier Code.

[FIND OUT MORE >](#)

## OUR GOALS

- Work with our contractors and suppliers on advancing corporate responsibility metrics.

## ACCOMPLISHMENTS IN 2024

Wood Products Contractors

**1,805 HOURS**

Training

Timberlands Contractors

**TRAINING**

On Best Management Practices and Safety

**SUPPLIER CODE OF CONDUCT**

Acknowledgement

**PRE-CLEARING**

Wood Products Contractors

**1.24**

2024 Incident Rate  
Wood Products Contractors<sup>12</sup>

## Supplier Code of Conduct

Our suppliers and contractors must comply with all applicable federal, state, and local environmental laws and regulations, and practices adopted by PotlatchDeltic, and support our commitment to reduce air emissions, water use, energy use, and waste. We expect those we work with to respect and promote human rights and to be ethical in their relationships with their workers. We expect our supply chain to comply with laws regarding working hours and wages, child labor, and the prohibition of forced labor. The safety and health of our Team Members and contractors is a core value in our work environments, achieved through a commitment at all levels. We expect our suppliers and contractors to take our governance principles seriously. Suppliers and contractors must not offer bribes, kickbacks, or other improper payments to secure or retain business or favored business treatment. PotlatchDeltic expects all those we work with to comply with all applicable anti-corruption and antitrust laws.

Contractors and suppliers and their employees have the right to report compliance concerns on PotlatchDeltic premises by reporting them to local management or by using the hotline.

## Training Logging Contractors

Contractors and subcontractors working in our timberlands must be on our approved contractor list and our foresters track their environmental and safety performance. Before working on company land, contractors must meet strict training and certification requirements. PotlatchDeltic has developed a multi-step vetting process to ensure that every contractor is well-prepared for sustainable operations. Effective training is about more than just compliance; it is a proactive strategy to reduce risk and enhance operational efficiency.

[FIND OUT MORE >](#)

## Contractor Selection – Wood Products

The contractors working on site at our wood products facilities are pre-cleared through an online compliance management system. They are also asked to respond to a range of Corporate Responsibility questions related to approaches, policies, and procedures. Contractor and supplier information and requirements are tracked online based on specific criteria we have established, including maintenance of minimum insurance levels and acceptable safety performance. Contractors are regularly monitored and evaluated for their health and safety performance. All contractors working at our facilities must receive training before being cleared to work at our sites.

### Wood Products Contractor Reviews - 2024

Our wood products contractors are asked to respond to a range of Corporate Responsibility questions related to approaches, policies, and procedures.<sup>13,14</sup>

**40%**

Have an Environmental Management System

**100%**

Scored for Health & Safety Program

**45%**

Have a Human Rights Policy

**81%**

Have a Code of Conduct

**57%**

Have a Waste Management Policy

**79%**

Have an Anti-Discrimination Policy

[FIND OUT MORE >](#)



# Responsible Sourcing

We require that our value chain suppliers, contractors, and customers uphold human rights in their actions and relationships with PotlatchDeltic. We have outlined these requirements in our Supplier Code of Conduct.

Our suppliers are an integral part of our sustainability strategy, and we are committed to pursuing responsible purchasing strategies. We have traceability systems at all wood products facilities to track log purchases and have a system to assess the risk that logs could be acquired from illegal logging sources.

[FIND OUT MORE >>](#)

## OUR GOALS

- Ensure that 100% of fiber sourced at wood products facilities is purchased from certified land or certified to another wood fiber sourcing standard.
- Assess suppliers to identify and reduce human rights risks in our supply chain.

## ACCOMPLISHMENTS IN 2024

100% of Fiber Consumption at Gwinn, Warren, and Waldo

**FSC® Chain of Custody Certified**

100% of Fiber Consumption

**SFI® Fiber Sourcing Certified**

37% of Fiber Consumption

**FSC Controlled Wood Certified**

**SFI Fiber Sourcing Audits**

at Warren and Waldo  
No Non-Conformances

**FSC Chain of Custody Audits**

at Gwinn and Warren  
One Minor Non-Conformance

## Chain of Custody

Our [Forest Stewardship Policy](#) includes a commitment to responsibly source wood fiber for our wood products facilities.

The raw materials for lumber and plywood include logs from our own company lands, logs from other private industrial and family-owned landowners, and from public agency landowners. We use both the Sustainable Forestry Initiative® (SFI®) Fiber Sourcing and FSC® Chain of Custody standards to assure our customers and stakeholders that the wood we purchase to make our products originates from responsible sources.

Our risk assessment procedures, plan implementation and results are evaluated in internal and third-party audits. In addition, we have policies and procedures designed to promote compliance with all applicable chain of custody requirements and to extend legal compliance throughout our supply chain. Our procedures for chain of custody compliance are internally and externally audited. All our sourcing in 2024 was verified to be from legal, responsible sources and over 98% was produced by trained logging contractors.

[FIND OUT MORE >>](#)

## Sourcing and Human Rights

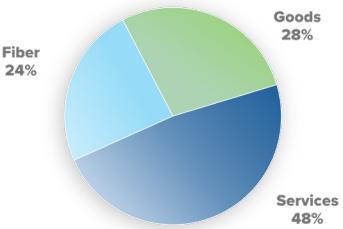
Our supply base consisted of approximately 3,407 suppliers in 2024. Fiber accounted for 24% of overall procurement spend and approximately 43% of the external procurement spend in our wood products business. When logging and hauling spending is included, over 49% of procurement is fiber sourcing related. The suppliers of logs to our wood products facilities and the contractors in our timberlands are typically local and as a result, we create a material impact in the areas from which we source. We estimate that approximately 55% of our procurement spend is local.

We believe the risk of forced labor and child labor in our operations and supply chain in 2024 was low. Our commitment to respecting human rights and our expectation that our contractors and suppliers do the same is embedded throughout our corporate policies, practices, and expectations.

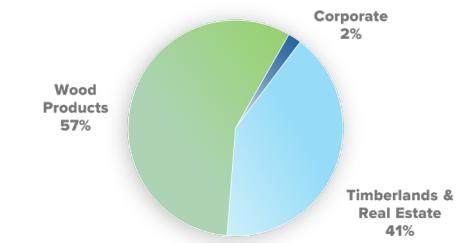
During 2024, we continued to implement these policies and procedures through: enforcing contract terms, training, acknowledgement of the Ethics Code, acknowledgement and training of the Supplier Code, and raising awareness of our human rights policies and processes with senior management in each of our business units.

In 2024, we sent certain large direct suppliers a survey to help us assess, mitigate and prevent the risks of forced labor and child labor violations in our supply chain. We embedded supply chain risk assessment in our Enterprise Risk Management process. No cases of forced labor or child labor were identified or reported.

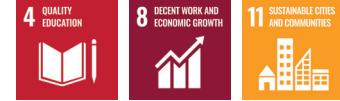
**Total Sourcing by Type**  
% Procurement Spend 2024



**Total Sourcing by Business Segment**  
% Procurement Spend 2024



[FIND OUT MORE >>](#)



# Stakeholder Engagement

We recognize the diverse interests of our stakeholders and believe that our relationships both within and outside of PotlatchDeltic are an important part of our value creation and success. We regularly engage with a broad range of stakeholders to help us to understand, prioritize, and manage our impacts as an organization and our opportunities towards systemic change. Transparency and engagement with our Team Members are an integral part of our culture.

[FIND OUT MORE >>](#)

## OUR GOALS

- Communicate company activity with our stakeholders including Team Members, investors, customers, and communities.
- Work to build relationships with federal, state, and local representatives and organizations.

## ACCOMPLISHMENTS IN 2024

### Investors and Analysts

Meetings and Calls, Presented at Conferences, Published Press Releases and Financial Reports

Met with  
**State and Federal  
Representatives**

and Chambers of Commerce

Proactive Communication with our  
**Communities**

Day-to-Day Interaction with  
**TEAM MEMBERS**

Including Site Visits, Social Media Posts, Newsletters, Videos, and Podcasts

Regular Conversations with  
**CUSTOMERS**

Worked with  
**INSTITUTIONS**

Including Research Organizations, Universities, Trade Schools, and Industry Associations



## Team Member Engagement

Transparency and engagement with our Team Members are integral to our culture. We engage with Team Members through day-to-day interactions, shift meetings, safety and other training sessions, meetings to review Company performance and progress on corporate initiatives, and through adherence to open-door policies. Town hall meetings and management visits provide opportunities for information sharing and for Team Members to ask questions. We also utilize external social media and an internal Team Member app to educate Team Members and share Company information on a timely basis. Topics discussed with Team Members include safety, health and wellness, benefits, inclusion, training and development, ethics and legal compliance, carbon and climate, and human rights.

Team Members have ready access to their human resources manager, can receive retirement counseling and personalized financial advisory services from outside advisers, and have the opportunity to participate in benefit fairs and webinars. Team Members regularly receive relevant training on safety, job-specific, and corporate governance topics. Team Members work with their managers and our human resources department to evaluate potential opportunities for professional development and training, to set personal goals, and to conduct annual performance evaluations. We educate Team Members about our corporate responsibility efforts and work to embed these efforts throughout the organization, including in our capital allocation decisions and as we evaluate issues related to carbon and climate. We conduct a biennial Corporate Responsibility Materiality Assessment survey, which includes a broad range of Team Members among the recipients.

[FIND OUT MORE >>](#)

# Supporting Sustainable Forests and Building with Wood

As forests grow, trees absorb carbon dioxide and release oxygen. Wood products manufacturing converts the logs into long-lived wood products acting like a “carbon vault.” The residuals or byproducts produced during the manufacturing process can be utilized to manufacture additional products within a bio-circular economy.

We work, together with our industry associations, to advance the science and data surrounding sustainable forest management and wood products. We also work towards policy and initiatives that support the climate smart benefits of sustainable working forests through expanding the use of mass timber and increasing opportunities to build with wood.

[FIND OUT MORE >>](#)

## OUR GOALS

- Actively participate in organizations that promote standards and building codes to support building with wood products.
- Work with industry associations towards advancing policy and research that supports sustainable working forests and building with wood.

## ACCOMPLISHMENTS IN 2024

Supported Development of the **Forest & Wood Carbon Data Platform**

Worked with AWC to Issue Industry Average **Regional EPDs**

Worked with NAFO to Expand the [Forest Carbon Data Visualization](#) to Include Forest Age-class Distribution

[FIND OUT MORE >>](#)

## Lumber Environmental Product Declarations

An Environmental Product Declaration (EPD) is a standardized report containing life cycle assessment information from the cradle to gate for a specific product. In the case of solid wood products, like lumber for example, an EPD reports the environmental impacts of the product throughout its life cycle, including timber harvesting, transportation, and manufacturing.

The benefit of the EPD to the consumer is that it provides a simple and easy way to understand and identify which products are the most environmentally friendly, having the least impact on the environment. The benefit of EPDs to our industry is that they help tell the story about why building with wood is a good thing for the environment. The American Wood Council (AWC) is leading the effort in our wood products industry to develop EPDs.

In 2020, AWC joined forces with the Canadian Wood Council (CWC) to issue industry-average EPDs for several North American structural wood products: softwood lumber, softwood plywood, OSB, glulam, LVL, LSL, wood I-joists, and Redwood lumber.

In response to recent strong demand for more granular data, AWC has been hard at work to develop regional EPDs for many of these products. In 2024, AWC released three regional product EPDs for U.S. Inland Northwest softwood lumber, U.S. Pacific Coast softwood lumber, and U.S. Southern softwood lumber. More regional EPDs are expected to be released throughout 2025 and currently two regional plywood EPDs are underway for the U.S. Pacific Northwest and U.S. South.

## Wildlife Conservation Initiative

The [Wildlife Conservation Initiative \(WCI\)](#) is a voluntary, collaborative partnership between the [National Alliance of Forest Owners \(NAFO\)](#), the [U.S. Fish and Wildlife Service \(USFWS\)](#), and the [National Council for Air and Stream Improvement \(NCASI\)](#) to create a trusted, durable relationship to implement science-based conservation for at-risk species. The underlying concept is recognition of the wildlife conservation benefits to at-risk species through active forest management in working forests, implementation of on-the-ground practices to conserve species, and use of third-party forest certification to provide assurances to the USFWS.

In 2023, NAFO, USFWS, and NCASI signed a Memorandum of Understanding (MOU) formalizing the WCI as a collaborative conservation partnership focused on proactive and voluntary conservation. The MOU promotes cooperation and collaboration and creates consistency as a USFWS agency-wide initiative. Under the MOU, PotlatchDeltic, other NAFO members, and USFWS are developing conservation agreements to provide for research and species monitoring to increase the understanding of the conservation value of active forest management on common, at-risk, threatened, and endangered species.

Building on this commitment, in October 2024, NAFO and USFWS signed the Working Forests for Wildlife Program, commonly referred to as the Bat Agreement. This landmark voluntary conservation framework expands research and conservation efforts for at-risk bat species, including the northern long-eared bat, tri-colored bat, and little brown bat.

[FIND OUT MORE >>](#)

# APPENDIX

## ABOUT THIS REPORT

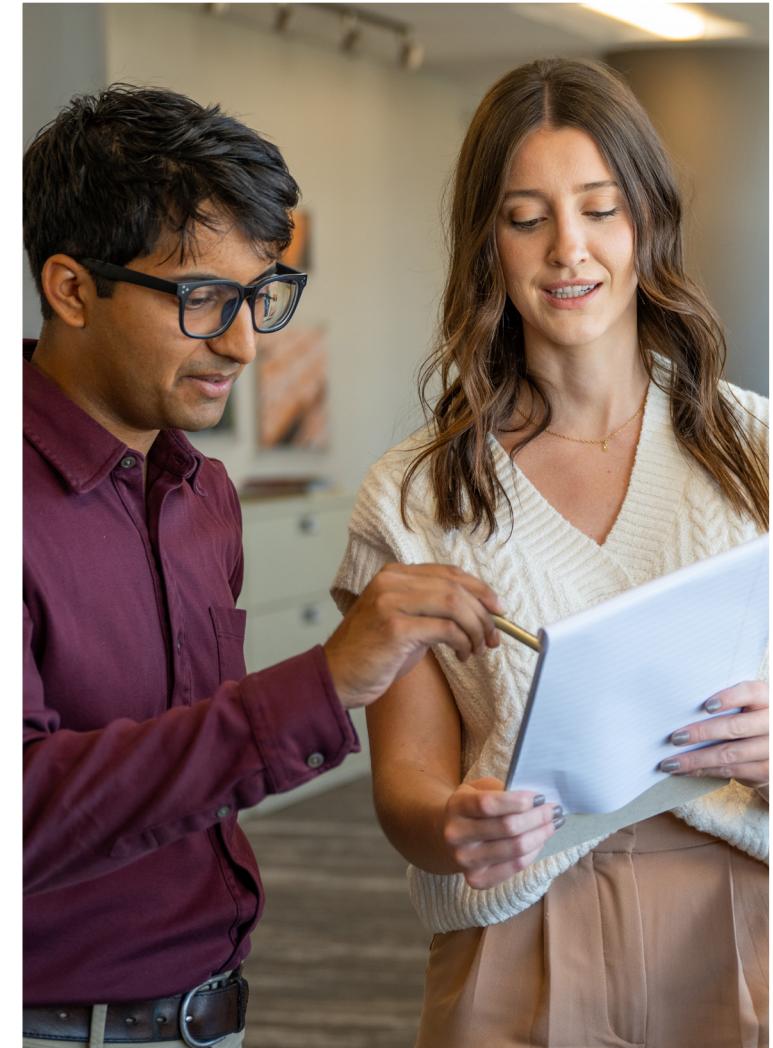
Our 2024 Corporate Responsibility Report covers January 1, 2024, to December 31, 2024, unless otherwise stated, and complements our 2024 Annual Report on Form 10-K, our 2025 Proxy Statement, and material available on our website at [www.PotlatchDeltic.com](http://www.PotlatchDeltic.com).

Our 2024 Corporate Responsibility Report provides highlights of our pillars: Forests, Planet, People, and Performance and our progress on initiatives in 2024. Detailed information, policies, data, and case studies on a wide range of topics are available in the Corporate Responsibility section of our website. This includes information regarding our carbon removals and storage, our greenhouse gas reduction initiatives, and our climate risks and opportunities. Our corporate responsibility materiality assessment which is conducted periodically to identify the key topics deemed important to a broad range of internal and external stakeholders can also be found on the website.

The website includes reporting framework tables for the Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and Global Reporting Initiative (GRI) and CDP disclosures for Forests and Climate. Our 2024 Corporate Responsibility Report has been prepared with reference to the GRI standards.

## Footnotes

## Forward-Looking Statements



# Footnotes

1. Direct economic value generated is total revenues. Economic value distributed includes operating costs, Team Member wages and benefits, community investments, capital expenditures for each of our businesses, taxes paid to governmental jurisdictions, net interest payments on debt/interest rate swaps and dividends to shareholders. Operating costs exclude depreciation, depletion, amortization, and basis in real estate sold. Economic value retained is direct economic value generated less economic value distributed.
2. Stored in logs we sell externally, wood products we manufacture, and wood residuals we sell.
3. A geographic information system (GIS) is a system designed to capture, store, analyze, manage, and present all types of geographic data.
4. Carbon removal and storage calculations for 2022-2024 were completed within the Carbon Sub-model in the Fire and Fuels Extension (FFE) of the Forest Vegetation Simulator and utilizing the Jenkins J. C. 2003 National-Scale Biomass Estimators for United States Tree Species.
5. G. M. Domke et al., "Toward Inventory-Based Estimates of Soil Organic Carbon in Forests of the United States," *Ecological Applications* 27, no. 4 (April 19, 2017): <https://doi.org/10.1002/ea.1516>
6. Renewable Energy Credits (RECs) and Alternative Energy Credits (AECs) are energy credits from utility companies.
7. The analysis is based on the Intergovernmental Panel on Climate Change (IPCC) scenarios called Representative Concentration Pathways (RCP). An RCP represents a prescribed pathway for anthropogenic (human caused) GHG emissions and land use change and serves as the basis for modeling the resulting atmospheric CO<sub>2</sub> equivalent concentration. Concentrations project the resulting radiative forcing or additional warming that could occur in the lower atmosphere under a given emission pathway
8. Turnover is calculated using the number of employees who left PotlatchDeltic and whose positions were rehired. Turnover does not include students, interns, and employees on long-term leaves of absence. Turnover rate is turnover in a category / number of employees in a category as of December 31, 2024.
9. Total Case Incident Rate (TCIR) = (Number of OSHA recordable injuries and illnesses x 200,000) / Employee total hours worked; Days Away, Restricted or Transferred (DART) = (Number of OSHA recordable injuries and illnesses that resulted in days away, restricted or transferred x 200,000) / Employee total hours worked; Industry Averages are based on NAICS code 113 for Forestry and Logging, NAICS code 321 for Wood Products Manufacturing (sawmills and plywood mill combined).
10. An injury that results in a fatality or an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury status within six months.
11. The Occupational Safety and Health Administration (OSHA) administers the [Voluntary Protection Program \(VPP\)](#), which represents a cooperative relationship to encourage excellence in worksite-based safety and health.
12. Data is the average of 2024 ISNet registered contractors for the Wood Products Division.
13. Wood Products contractor response to Corporate Responsibility questionnaire third party online compliance management system. Contractors include those who participate in online contractor compliance management systems.
14. All data as of February 22, 2025

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# Forward-Looking Statement

As used in this Report (which includes this document and all materials linked from this document), the term "PotlatchDeltic" and such terms as "the Company," "our," "its," "we," "management," and "us" may refer to one or more of PotlatchDeltic's consolidated subsidiaries or affiliates or to all of them taken as a whole. All of these terms are used for convenience only and are not intended as a precise description of any of the separate companies, each of which manages its own affairs.

## CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING INFORMATION

This Report contains, in addition to historical information, certain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Words such as "achieve," "annual," "aspire," "believe," "build," "can," "commitment," "continue," "could," "every year," "ensure," "estimate," "expect," "future," "initiative," "intend," "goal," "long-term," "maintain," "objective," "opportunity," "perpetuity," "plan," "potential," "project," "pursue," "regularly," "seek," "strive," "target," "will," "would," and similar expressions are intended to identify such forward-looking statements. Statements and assumptions with respect to achievement of goals and objectives; anticipated actions to meet goals and objectives; allocation of resources; planned, encouraged, or anticipated actions; expected performance of technology; or other efforts are also examples of forward-looking statements. Among the forward-looking statements in this Report are statements about our strategies regarding planned annual harvests, replanting, and forest management; potential conservation or solar outcomes for real estate transactions; our intention to sell an identified inventory of non-core timberland real estate over time; future environmental management and compliance; wildlife conservation; energy consumption and reduction; management of air emissions, water pollutants, and wastes; estimates of the amount of CO<sub>2</sub>e removed and sequestered by our forests and stored in our manufactured wood products; estimated greenhouse gas emissions and reduction initiatives, including our net-zero roadmap; anticipated climate risks and opportunities; continued employee pay and benefit offerings; human capital management goals for our employees and directors; ability to meet safety goals for employees and suppliers; ability to ensure employee and supplier adherence to applicable policies and law; maintenance of independent certifications; our ability to foresee and mitigate significant risks to our business; our ability to meet our corporate responsibility targets and goals and succeed with our initiatives; and similar matters.

These forward-looking statements reflect management's current views regarding future events based on estimates and assumptions and are therefore subject to known and unknown risks, uncertainties, and other factors, some of which are beyond our control, and are not guarantees of future conduct or policy. The actual conduct of our activities, including the development, implementation or continuation of any program, policy or initiative discussed in this Report may differ materially in the future. Many of the standards and metrics used in preparing this Report continue to evolve and are based on assumptions that management believed to be reasonable at the time of preparation but should not be considered guarantees.

Actual results could differ materially from our historical results or those expressed or implied by forward-looking statements contained in this Report due to factors such as: the availability of funding for the programs described in this Report; our ability to achieve our targets, goals and objectives; changes in our priorities as well as changes in the priorities of our investors, customers and suppliers; costs, liabilities and risks associated with environmental regulation and climate change; the amount and timing of our future investments; the accuracy of our estimates and assumptions; acquisitions and divestitures; the future effect of legislation, rulemaking and changes in policy or best management practices; changes in production and production capacity in the forest products industry; the competitive environment; the ability to attract and retain personnel and suppliers with technical skills and other capabilities; technological developments; the willingness of suppliers to adopt and comply with our programs; the impact of cyber or other security threats or other disruptions to our business; changes in requirements for independent certification of our timberlands, logs, and lumber; the potential disruption or interruption of the Company's operations due to accidents, political events, civil unrest, severe weather, floods, fires, cyber threats, disease outbreaks, or other human health threats beyond the Company's control; and global economic, business, political, and climate conditions.

These are only some of the factors that may affect the forward-looking statements contained in this Report. For further information regarding risks and uncertainties associated with our business, please refer to our U.S. Securities and Exchange Commission (SEC) filings, including our Annual Report on Form 10-K for the year ended December 31, 2024, our 2025 Proxy Statement, and our 2025 Quarterly Reports on Form 10-Q, which can be obtained at the Company's website, [www.potlatchdeltic.com](http://www.potlatchdeltic.com).

Forward-looking statements contained in this Report present our views only as of the date of this report. Except as required under applicable law, we do not intend to issue updates concerning any future revisions of our views to reflect events or circumstances occurring after the date of this Report. Nothing in this Report is incorporated by reference or shall be deemed to be incorporated by reference into the documents that we have filed or will file with the SEC.





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